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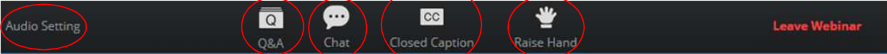
# LGBTQ Volunteer Engagement

Webinar Series for National CASA/GAL for Children  
September 10, 2020


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Questions



Audio Setting      Chat      Closed Caption      Raise Hand      Leave Webinar

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# Today's Presenters



**Karey Scheyd**  
*(pronouns: she/her)*

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**Jean-Phillipe Regis**  
*(pronouns: they/them and he/him)*

**ACAF Associate Director**

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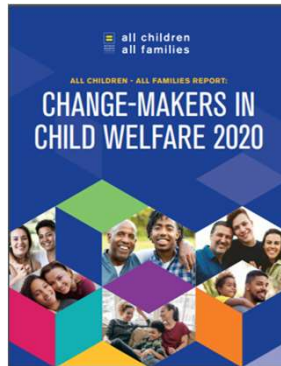
**Achieving Safety, Permanency and Well-Being by  
Improving Practice with LGBTQ Youth and Families**



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## Four-Part Series

Setting the  
Foundation  
9/8

LGBTQ  
Volunteer  
Engagement  
9/10

Advocating for  
LGBTQ Youth  
9/23

Advocating in  
Education  
System  
10/6

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## Today's Agenda

Why LGBTQ  
volunteer  
engagement?

Rolling Out the  
Welcome Mat

+ Case Study

LGBTQ-Inclusive  
Volunteer  
Training

Assessment &  
Matching  
Considerations

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## Participation is Encouraged!

- Don't forget...
  - Ask questions
  - Answer polls
  - Complete post-test

What questions do you have?  
Enter them in chat now!



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## Let's Take A Couple Polls

Have you have worked with LGBTQ volunteers?

- Yes
- No
- Not sure

Have you actively targeted the LGBTQ community in volunteer recruitment?

- Yes
- No
- Not sure



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 Part 1:

## Why LGBTQ Volunteer Engagement?



## ***Intentional* inclusion efforts and messaging are essential.**

“As a gay person, I’m scanning that environment for safety, for a welcome mat. If I don’t see it, I’ll assume I’m not welcome.”

- Gerald P. Mallon

## **LGBTQ Community Members May Bring Many Strengths to Role of CASA Volunteer**

Identity Exploration

Coping Strategies & Resilience

Understanding of Importance of Acceptance

Experiences of family conflict and loss

Support Networks & Family-like Community

Forging path in absence of LGBTQ elders or role models

## LGBTQ Youth in Care Need Affirming Advocates and the LGBTQ Community is especially equipped to meet this need.

- **LGBTQ youth are disproportionately victims of...**
  - Bullying
  - Harassment
  - Family Rejection
- **LGBTQ youth are overrepresented in...**
  - Runaway and homeless youth population
    - Up to 40%
  - Foster care system
    - Up to 30%
  - Juvenile justice system
    - Estimated 15%

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Sources: Baams, L., Wilson, B.D.M., Russell, S.T. (2019), Mitchum, P. & Moodie-Mills, A. (2014); Durso, L. & Gates, G (2012); Wilson, B.D.M., Cooper, K., Kastanis, A., & Nezhad, S. (2014)

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### Part 2:

## Rolling Out the Welcome Mat



## This work happens at multiple levels.



## Organization Strategies

### Affirming policies

- Client Non-Discrimination
- Employment Non-Discrimination

### Staff Training

### Affirming language on forms

### Affirming images on communications and physical space

### Data collection and analysis related to SOGIE

### Affirming community and contractor partnerships



## Affirming Images



**SAFE  
ZONE**



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## Affirming Language on Forms

### Name

- Allow folks to indicate preferred/chosen name

### Pronouns

- Ask for pronouns and make routine the practice of sharing them

### Gender

- Do not limit gender options to “Male” or “Female.”

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# Questions?

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 Part 3:

# LGBTQ-Inclusive Volunteer Training



## Inclusive of LGBTQ Volunteers

### Content

- Inclusive of LGBTQ volunteers
- Inclusive of LGBTQ youth in care

### Trainers

- LGBTQ knowledge
- Prepared to create inclusive environment

### Policy

- Clear expectations around affirming LGBTQ youth and welcoming LGBTQ volunteers

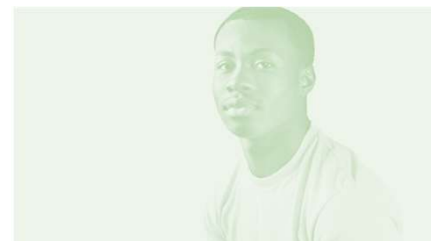
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### Part 4:

## Assessment & Matching Considerations



## These guiding principles apply for all LGBTQ volunteer applicants.

- Identify LGBTQ competent and knowledgeable staff.
- Apply basic social work principles.
- Conduct a strengths-based assessment.
- Remember the goal of the assessment.

## Privacy & Confidentiality

- Ideally, LGBTQ people should be in control of who gets information on their SOGIE, and their gender history if transgender.
- Staff members who need to know this information should be proactive in considering how they will keep it confidential
- Inform LGBTQ volunteers on instances where their SOGIE or gender history must be shared
- Ask for permission. Clarify in advance to whom it is okay (or not) to share this information
- Never discuss someone's SOGIE or trans status solely out of curiosity

## Talking to Children & Youth

Have the  
Conversation

Choose the Right  
Messenger(s)

Be Strengths-Based

Unpack the “No”

Explain  
Homo/Bi/Transphobia

Connect them to  
Peers

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■ Part 5:

## Case Study: Tavion & Xavier



## Case Study: Tavion & Xavier

Maria (she/her), CASA staff person, is working to support a new youth on her caseload, Xavier.

### Xavier (he/him), Young Person-In-Care's Background:

- Xavier has been arrested several times over the course of one year for shoplifting, vandalism, and fighting.
- Xavier's mother confides in Maria that Xavier has a void in his life of positive male figures, and she thinks that is contributing to his negative behavior.
- Xavier has experienced bullying around his perceived sexual orientation from family members and at school.

### Tavion (he/him), CASA Volunteer Background:

- Tavion has been providing direct services to youth with experiences in the criminal justice system for 15 years.
- Tavion spent five years in foster care.
- Tavion is an openly queer volunteer that was just recruited in Maria's last cohort.

### Current Situation:

- Xavier has expressed to Maria that he has a preference for a CASA volunteer that is male.
- Tavion is currently the only male CASA volunteer available to match with Xavier.
- Xavier just got arrested this past weekend and the court has recommended that he is matched as soon as possible before they require more harsh punishment.
- After an initial conversation about the match, Tavion flags that it says Xavier doesn't want a gay CASA. Maria realizes she missed this in her review.

## Case Study: Tavion & Xavier

Maria discusses the potential match with Tavion.

Below are some of Tavion's questions and concerns:

- "Has anyone informed Xavier that I'm queer?"
  - **How should Maria respond to Tavion?**
- "Xavier has a note on his file that he doesn't want to be placed with an LGBTQ volunteer, no one mentioned that to me, did anyone notice that prior to matching us?"
  - **What can Maria do to avoid a situation like this in future?**
- I didn't hear anything in my training about how your agency works with LGBTQ volunteers so I'm not sure how you navigate these situations or if I'll be supported.
  - **What could be done on the organizational level?**


## Case Study: Tavion & Xavier

Maria discusses the potential match with Xavier.

Below are some of Xavier's questions and concerns:

- “More people are going to accuse me of being gay if I have a gay CASA, and I'm not gay.”
  - **How should Maria respond to Xavier's concerns about being perceived as gay?**
- “None of my friends talk to gay dudes, straight kids like me aren't supposed to be mentored by gay guys.”
  - **What can Maria say to debunk the myth that LGBTQ mentors shouldn't work with non-LGBTQ youth?**
- “Why would you match me with a gay guy?”
  - **How can Maria explain to Xavier why she thinks Tavion is a good match?**

## Q&A




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# Thank you!

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