

Increasing Inclusivity for Youth who Identify as Members of LGBTQ+ Communities

2017 4-H eAcademy

October 16, 2017

Presented by the LGBTQ Vulnerable Populations
Working Group

Session Objectives

This presentation will provide participants with:

- ▶ A background on the context and challenges youth who identify as members of LGBTQ+ communities experience in the United States today.
- ▶ We will explore how 4-H can promote positive youth development experiences and outcomes to increase supportive factors, while reducing risk factors to help counter challenges faced.
- ▶ Participants will learn about steps they can take to make their 4-H programs more inclusive and welcoming spaces.
- ▶ Finally, we will explore the need to be aware of and responsive to the intersectionality.

What Research Tells Us

Presenter Slide

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National Studies

GLSEN- 2015 National School Climate Survey (online)

- ▶ 10,528 youth
- ▶ 13-21 ages
- ▶ 49.2% gay/lesbian

Human Rights Campaign “Growing up LGBT in America” (2012)

- ▶ Over 10,000 youth participated in survey
- ▶ 13-17 ages

CDC- Youth Risk Behavior Survey (2015)

- ▶ 15,000 youth
- ▶ Grade 9-12
- ▶ LGB youth

Institute of Medicine-2011- Committee on LGBT Health Issues

LGBT Youth

How many youth?

- ▶ In U.S. 3.5% of the adult population identify as LGBT (Green, et.al., 2014)
- ▶ 1.3 million LGB youth (CDC, 2016)

Youth Disclosure

- ▶ 56% of LGBT youth they are out to their immediate family (HRC, 2012)
- ▶ 61% of LGBT youth are out to at school (HRC, 2012)
- ▶ 91% of LGBT out to close friends (HRC, 2012)

Respond to the Following Statement

List the negative experiences that LGBTQ+ youth might encounter in school.

School

- ▶ More than **10% LGB** youth report missing school during the past 30 days due to safety concern (CDC, 2016)
- ▶ **31.8% LGBTQ** youth missed at least one day of school in the past month because they felt unsafe or uncomfortable (GLSEN, 2016)
- ▶ **85% LGBTQ** youth experienced verbal harassment (GLSEN, 2016)
- ▶ **27% of LGBTQT** youth were physically harassed (GLSEN, 2016)
- ▶ **48.6% LGBTQT** youth experienced electronic harassment in the past year (GLSEN, 2016)
- ▶ **57.6% of LGBTQT** youth who were harassed or assaulted in school did not report the incident to school staff (GLSEN, 2016)

School

- ▶ LGBTQ youth attending schools in the northeast United States and West reported less anti-LGBT remarks than youth in the South and Midwest (GLSEN, 2016)
- ▶ LGBTQ youth in middle school were more likely than youth in high school to hear homophobic language (GLSEN, 2016)

Health

2015 YRBS- CDC

- ▶ Being physically forced to have sex (18% LGB vs. 5% heterosexual)
- ▶ Experiencing dating violence (23% LGB vs. 9% Heterosexual)
- ▶ Experiencing physical dating violence (18% LGB vs. 8% heterosexual)
- ▶ Young gay and bisexual men higher rates of HIV, syphilis, and other STDs.
- ▶ Adolescent lesbian and bisexual females are more likely to have ever been pregnant than heterosexual peers
- ▶ Disproportionate number of LGB youth are homeless (Institute of Medicine, 2011)

Respond to the Following Statement

Name some mental health issues that LGBTQ youth might face?

Mental Health

- ▶ **40% of LGB youth seriously considered suicide (CDC, 2016)**
- ▶ **29% reported having attempted suicide during the past 12 months (CDC, 2016)**
- ▶ **60% LGB youth reported have been so sad or hopeless they stopped doing some of their usual activities (CDC, 2016)**
- ▶ **5x more likely than heterosexual to report using illegal drugs (CDC, 2016)**
- ▶ **LGBT youth are 2X more than likely to use alcohol and drugs compared to non-LGBT youth (HRC, 2012)**
- ▶ **Sexual minority youth report increased substance use and initiation of use at younger ages (Institute of Medicine, 2011)**

Role of Adults

- ▶ 49% of LGBT youth say that they have an adult in their family they could turn to for help if they felt worried or sad compared to 79% of non-LGBT youth (HRC, 2012).
- ▶ Family acceptance during adolescence predicated increased self-esteem, social support and general health status, and protected against depression, substance abuse, and suicidal ideation and behaviors among LGB youth adults (Institute of Medicine, 2011)

Positive School Climates

- ▶ Having a Gay Straight Alliance (GSA) is associated with positive health outcomes for youth (Green, et.al., 2014)
- ▶ **97% of LGBTQ** youth could identify at least one staff member supportive of LGBTQ students at their school (GLSEN, 2016)
- ▶ Youth who had seen a safe space sticker or poster were more likely to feel comfortable talking with school staff about LGBTQ issues (GLSEN, 2016)

Good News

- ▶ LGBTQ youth in 2015 reported a decrease in homophobic comments reported compared to prior years (GLSEN, 2016)
- ▶ In 2015 incidences of verbal and physical harassment and physical assault regarding sexual orientation were lower than prior years (GLSEN, 2016)
- ▶ **77% of LGBT youth say they know things will get better (HRC, 2012)**
- ▶ **75% of LGBT youth say that most of their peers do not have a problem with their identity as LGBT (HRC, 2012)**

References

- ▶ Centers for Disease Control and Prevention (2016, August). *Health risks among sexual minority youth*. Retrieved from: <https://www.cdc.gov/healthyouth/disparities/smy.htm>
- ▶ GLSEN (2016). *The 2015 national school climate survey: Executive summary GLSEN*. Retrieved from: <https://www.glsen.org/sites/default/files/GLSEN%202015%20National%20School%20Climate%20Survey%20%28NSCS%29%20-%20Executive%20Summary.pdf>
- ▶ Green, A.A., Rojas, A., Oster, M., Hickma, S., Gooze, R.A., & Brown, E., (2014, September). *5 things to know about LGBTQ youth*. Retrieved from: <https://www.childtrends.org/child-trends-5/5-things-to-know-about-lgbtq-youth/>
- ▶ *Growing up LGBT in America: HRC Youth Survey Report, Key Findings* (2012, June). Retrieved from: http://assets.hrc.org//files/assets/resources/Growing-Up-LGBT-in-America_Report.pdf?_ga=1.58318442.111941129.1491514503
- ▶ Institute of Medicine (U.S.) Committee on Lesbian, Gay, Bisexual, and Transgender Health Issue and Research Gaps and Opportunities. (2011). *The health of lesbian, gay, bisexual, and transgender people: Building a foundation for better understanding*. Washington, DC. National

Positive Youth Development Outcomes

Presenter Slide

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4-H can promote positive youth development experiences and outcomes to increase supportive factors, while reducing risk factors to help counter challenges faced.

4-H, by its nature, has created opportunity for LGBTQ youth to belong for decades -

Let me tell you about some folks I know.....

What about the 4-H
experience creates
accepting and
welcoming
environments for
LGBTQ youth?

As the data that Michelle shared indicates that 31% of youth miss school because they feel unsafe.... 4-H provides a safe and nurturing environment

4-H provides a venue where a significant adult is in a child's life that they may regard as a mentor or role model

As the data showed,
acceptance influences a
child's self esteem and
social support ... 4-H
provides an environment
where children feel
accepted and that they
belong

Whether a child is “out” to their 4-H club or not, the sense of belonging and having adults in their lives is positive for LGBTQ youth.

Consider also, in 4-H we focus on:

- * Debate in a civil manner
- * Speaking in public
- * Making informed decisions
- * Engagement in community

These experiences enhance a child's confidence and decrease risk factors which all children need, but LGBTQ youth even more so as they may face more adverse challenges in their lives....

Inclusivity

Presenter Slide

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Be Open



Participate in Trainings



Understand Current Research



Recognize the Impact of Language



...and Use Language Appropriately



Image Credit: Though Catalog (2017). Retrieved at: <https://thoughtcatalog.com/tag/microaggression/>

Establish “Zero Indifference” Policies



**SAFE
SPACE**

Be a Resource



Speaking of Resources

4-H Specific Resources

- ▶ Steps for Creating Inclusive Programs & Spaces for LGBTQ+ Community Members (1 page Fact Sheet)
- ▶ Creating Inclusive Youth Programs for LGBTQ+ Communities (Peer Review Journal Article)
- ▶ 4-H Practices for Inclusion of Individuals of All Gender Identities, Gender Expressions, Sexual Orientation, and Sexes: Frequently Asked Questions (Policy Implementation Guide)

One More Great Resource:

[GLSEN Educator Guides](https://www.glsen.org/educate/resources/guides)

<https://www.glsen.org/educate/resources/guides>

Intersectionality

Presenter Slide

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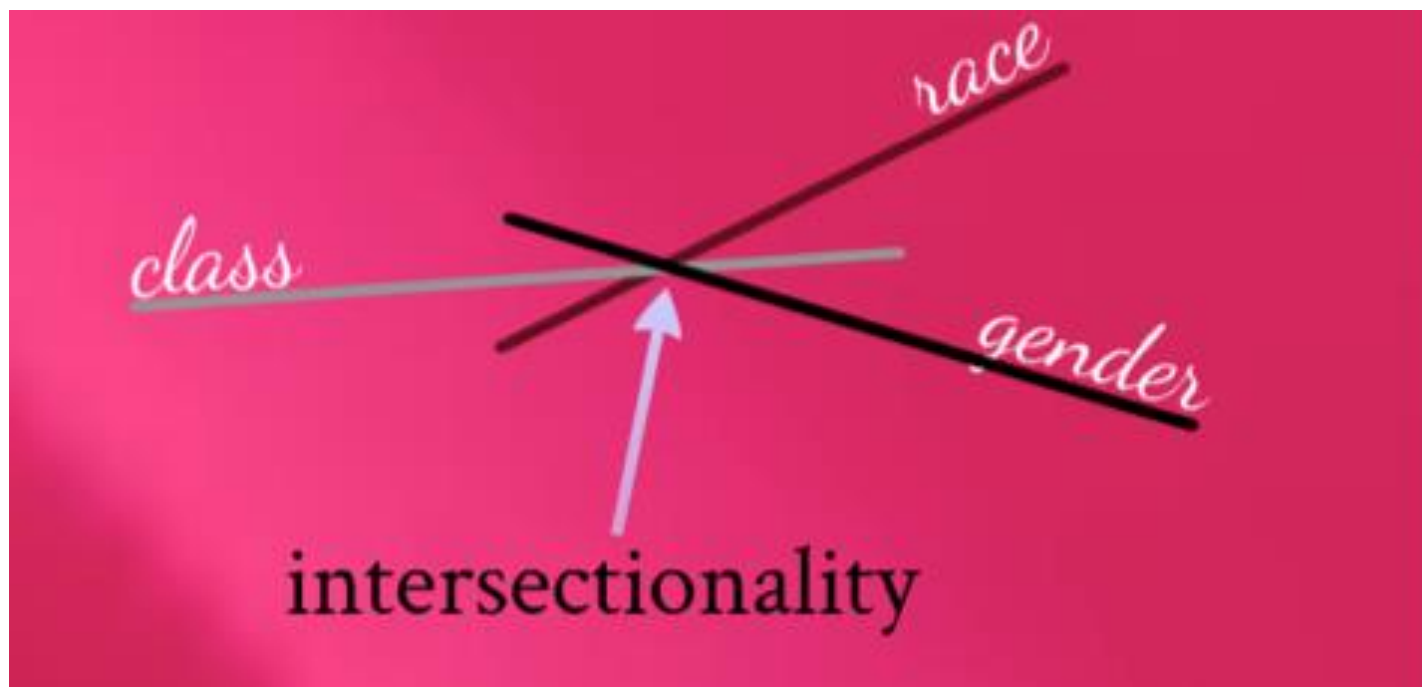
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Interconnection of Oppression & Racism



Examples of other isms. . .

- ▶ Heterosexism
- ▶ Sexism
- ▶ Racism
- ▶ Adultism
- ▶ Ableism
- ▶ Classism
- ▶ Saneism
- ▶ Religious Imperlism
- ▶ Volunteerism
 - ▶ Etc.



Why should one pay attention to the intersectionality of oppression?

- ▶ Realization it is interconnected & complex
- ▶ Combined adverse affects it has on youth
 - ▶ Examples -
 - ▶ Homosexual Black Male vs White Homosexual Male
 - ▶ Muslim Women vs Christian Women
- ▶ Need to address multiple types of oppression when a youth is facing intersectionality of oppression
- ▶ Institutionalized
- ▶ Learning to view policies and programs through a social justice lens

*There is no such thing
as a single-issue
struggle because we
do not live single-issue
lives.*

~ Audre Lorde

Questions?

Thank you for participating and for making a difference in the lives of youth who identify as members of LGBTQ+ communities.