

Supporting LGBT2SQ Children and Youth: Residential Staff

About this Survey

The Ministry of Children and Youth Services is developing a resource guide to help caregivers and staff in the child welfare system meet the needs of LGBT2SQ children and youth. The guide is being developed to support group home and children's aid society (CAS) staff as well as foster, kin and formal customary caregivers. The guide responds to recommendations of the Youth Leaving Care Working Group's report, "*Blueprint for Fundamental Change to Ontario's Child Welfare System*". You can find the Blueprint at:

<http://www.children.gov.on.ca/htdocs/English/topics/childrensaid/childrensaimsocieties/reports/youthlea>

We are using the term LGBT2SQ to refer to children and youth who identify as lesbian, gay, bisexual, transgender, transsexual, 2-spirited or queer, and youth who may be questioning their sexual orientation or gender identity.

To help inform the project, the ministry is working with an advisory committee comprised of youth, and representatives from Aboriginal and non-Aboriginal CASs, group homes and foster parents. We are also conducting this survey to determine what information staff and caregivers would find useful.

This questionnaire is voluntary and you can skip questions you do not wish to answer. Your answers are confidential and we are not asking for your name.

Thank you for completing this questionnaire.

About You

1. My role is:

2. I have worked in children's residential services for:

- ☐ Less than one year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ Over 5 years

Supporting LGBT2SQ Children and Youth

3. Have you had experience working with LGBT2SQ children and youth?

- ☐ Yes
- ☐ No
- ☐ I don't know

4. If you wish, please tell us the name of your organization or the town or city where you organization is located:

5. Research indicates that LGBT2SQ children and youth can have difficult experiences with various systems of care, including child welfare (e.g., feeling unsafe to “come out” to workers or peers, being intentionally or unintentionally excluded from activities, being placed in settings that are not LGBT2SQ-positive).

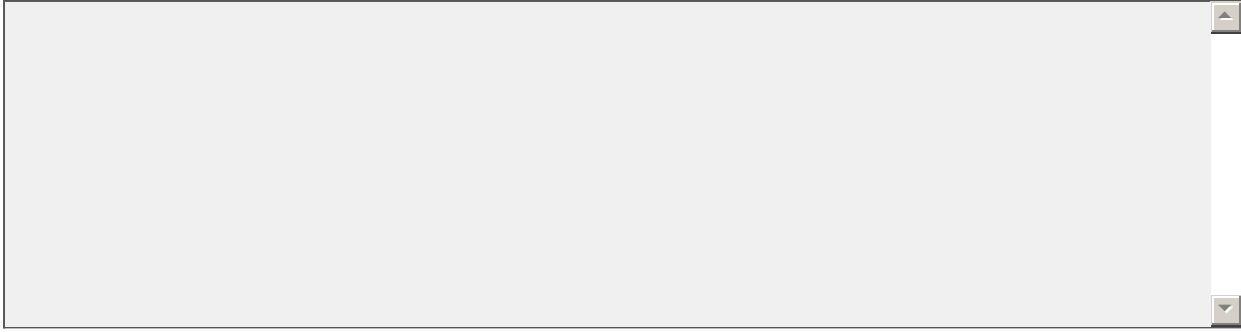
In your view, what kinds of challenges might children and youth experience because they are LGBT2SQ - when they are coming into care, while in care and when transitioning out of care?

When they are coming into care (particularly residential care)

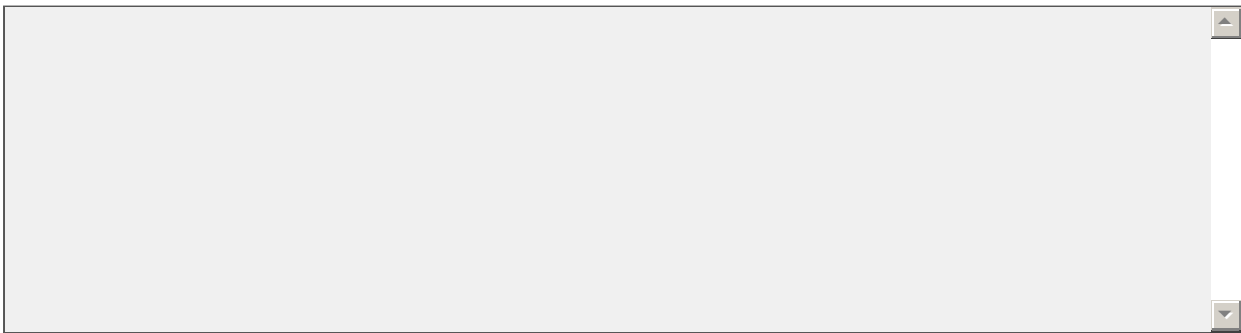
When they are in care (particularly residential care)

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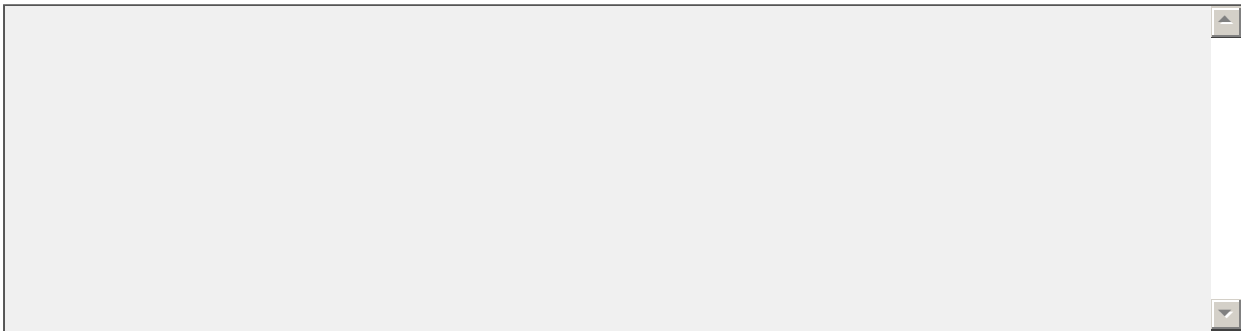
When they are transitioning out of care (e.g., youth receiving Continued Care and Support for Youth)

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6. Is there anything that can be particularly challenging for trans children and youth (e.g. placements)?

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7. Please identify any organizational policies, tools or processes that may negatively affect or exclude LGB2STQ children and youth (e.g., intake forms, assessment forms, referral resources) and how they might be improved.

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Supporting LGBT2SQ Children and Youth (cont'd)

8. Please describe what your agency, or people within it, do to provide positive experiences for LGBT2SQ children and youth? (Select all that apply in each of the following sections)

Welcoming and Safe Spaces

- ☐ Make physical settings welcoming for LGBT2SQ children and youth (e.g., by displaying LGBT2SQ-positive signage, flags, posters and information throughout the organization)
- ☐ Establish a positive space campaign
- ☐ Use LGBT2SQ-inclusive language (e.g., not assuming that someone is in an opposite-sex relationship)
- ☐ Maintain and publicize a calendar of LGBT2SQ events/activities in your community
- ☐ Celebrate LGBT2SQ-positive events (e.g., organize Queer Prom, have a Day of Pink event, host Pride celebrations/events, participate in a Pride Parade)
- ☐ Designate "all-gender" washrooms
- ☐ Other (please identify)

Services

- ☐ Provide activities and services specifically designed for LGBT2SQ youth (e.g., support groups, recreational and social activities)
- ☐ Refer LGBT2SQ children and youth to LGBT2SQ-positive community activities and services (e.g., counselling services, health services, hotlines, recreational and social programs)
- ☐ Refer children, youth and families to LGBT2SQ-positive cultural, ethnic, faith, Ability organizations
- ☐ Establish partnerships with LGBT2SQ-serving organizations in the community
- ☐ Provide information on community contacts to staff and LGBT2SQ children and youth (e.g., LGBT2SQ counselling services, health services, hotlines, recreational and social programs like Parents and Friends of Lesbians and Gays {PFLAG})
- ☐ Ask about and accept a child/youth's decision about their preferred name and pronoun (i.e., he, she, they)
- ☐ Other (please identify)

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Policies, Procedures and Training

- ☐ Require LGBT2SQ training for staff
- ☐ Require LGBT2SQ training for volunteers
- ☐ Hire staff and volunteers that reflect community diversity, including LGBT2SQ staff and volunteers
- ☐ Develop organizational anti-oppression policies that include LGBT2SQ issues
- ☐ Include a range of choices for gender identity (e.g., male, female, trans, 2-spirited, other) and sexual orientation (e.g., gay, lesbian, bisexual, heterosexual, other) on agency forms
- ☐ Include questions about preferred names or pronouns (i.e., he, she, they) on agency forms
- ☐ Require the use of LGBT2SQ-inclusive language in all services and materials (e.g., referring to "everyone" vs. referring to "young men and women" or "boys and girls")
- ☐ Other (please identify)

9. Please identify 3 new things that you think your organization could do to create an affirming and inclusive climate for LGBT2SQ children and youth (you can choose from the list above or add something else):

#1

#2

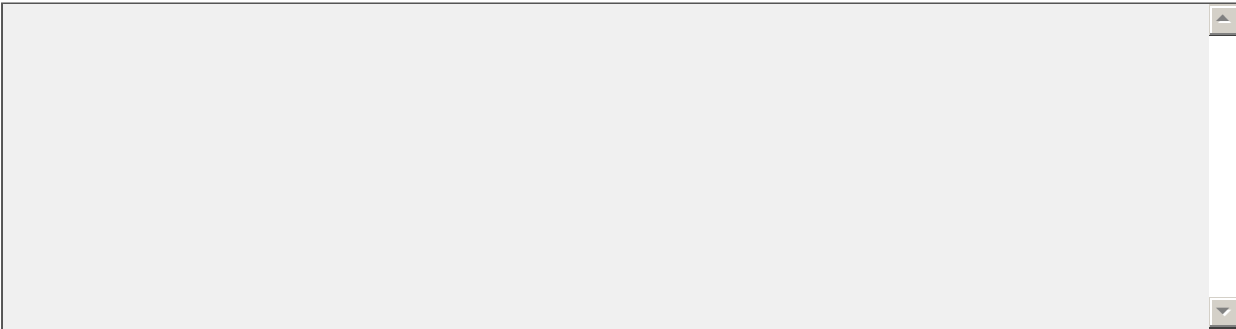
#3

Training To Support LGBT2SQ Children and Youth

10. In your current organization, have you received training to help you support LGBT2SQ children and youth in care?

- ☐ No
- ☐ Yes

If yes, please describe this training (e.g., what was the training and how long did it take to complete?):



11. If yes, was any of this training mandatory?

- ☐ Yes
- ☐ No
- ☐ I don't know

Training To Better Support LGBT2SQ Children and Youth (cont'd)

12. Please identify up to 5 things you would MOST like to see covered in a resource guide on serving LGBT2SQ children and youth?

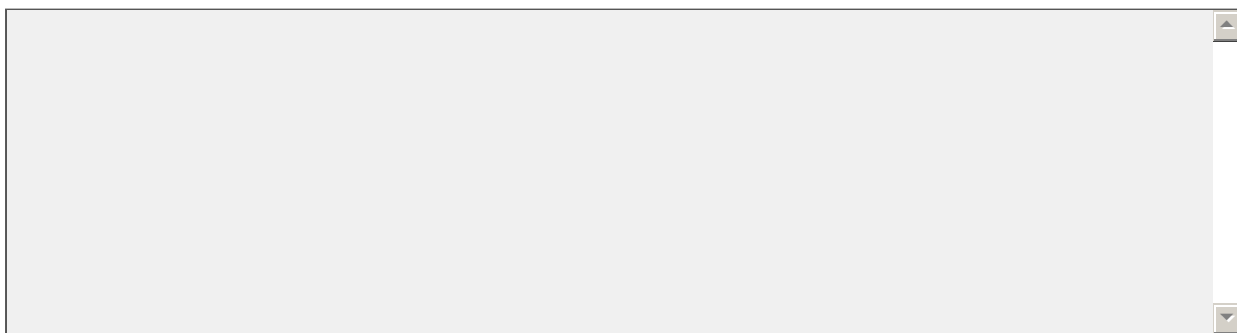
- ☐ I prefer not to answer
- ☐ List of terms, definitions and acronyms that are relevant to serving LGBT2SQ children and youth
- ☐ Fact sheets on LGBT2SQ histories, cultures, significant dates and events
- ☐ Unique risks and challenges that LGBT2SQ children and youth in care may face
- ☐ Myths and frequently asked questions (FAQs) about serving LGBT2SQ children and youth
- ☐ Listing of legislation and policy that relate to serving LGBT2SQ children and youth
- ☐ Tips on how to create a physical environment that can help LGBT2SQ children and youth feel welcome
- ☐ Creating spaces that are safe and affirming for trans children and youth
- ☐ Tips on LGBT2SQ- inclusive language when talking to children and youth
- ☐ Information on how to celebrate LGBT2SQ events, cultures and history
- ☐ Tips on how to address homophobic or transphobic jokes, slurs or harassment of children in your care
- ☐ Tips on respecting the privacy of LGBT2SQ children and youth (e.g., allowing a youth to decide when to “come out” and to whom)
- ☐ Tips on how to talk about LGBT2SQ safer sex and sexuality
- ☐ Information on how to talk about relationships with LGBT2SQ children and youth
- ☐ List of LGBT2SQ programs, organizations and networks of relevance to child welfare
- ☐ Fact sheets on specialized health considerations and health services for trans children and youth
- ☐ Samples of LGBT2SQ-positive policies
- ☐ Listing of relevant training resources, websites, books, etc.

Other - List any other topics/information you would like to see covered in a guide:

13. If you wish, please tell us if you identify as:

- ☐ Part of the LGBT2SQ community
- ☐ LGBT2SQ Ally
- ☐ Other
- ☐ Prefer not to answer

14. Any other comments or suggestions?



Thank you for your answers.