

Trauma-Informed & Affirming **Checklist** for Practice with LGBTQ+ Children, Youth & Families

Inform *Transform*



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The author thanks and acknowledges the work of other practitioners and community members who have developed resources and generated reflection questions included in this checklist.

LBGTQ+ Affirming

Individual & Interpersonal Practices



TRAUMA-INFORMED & AFFIRMING CHECKLIST FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES

Individual & Interpersonal Practices	Already Do This	In Progress	New Goal
Make time and space for regular self-reflection on your identity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Read this glossary of terms related to sexual orientation, gender identity & expression (SOGIE) and pick 2-3 terms you want to learn more about.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learn about how multiple identities impact sexual orientation, gender identity & expression (SOGIE).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Reflect on your own SOGIE development process, consider the following questions:</p> <ul style="list-style-type: none"> • Growing up, where did I learn about gender and sexual orientation? How did people in my family and others talk about it? What did they say? How did those messages or conversations about gender and sexual orientation make me feel? 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • What are my first memories of learning about gender? About sexual orientation? 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • How am I expected to behave because of my gender and sexual orientation? How do I feel about these expectations? 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • When I hear other people describe their gender experience, does anything feel familiar or comfortable? Does anything feel uncomfortable or like it doesn't relate to me? 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • When was the last time I had to think about my gender identity and sexual orientation? What led me to think about it or acknowledge it? 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Think about the overlapping and connected identities that you and other people have – these are called intersectional identities. How have my race, ethnicity, religion, class, ability and sense of self influenced my gender and sexual orientation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAUMA-INFORMED & AFFIRMING **CHECKLIST** FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES *con't.*

Individual & Interpersonal Practices	Already Do This	In Progress	New Goal
Check out This Book is Anti-Racist by Tiffany Jewell to learn more about your intersectional identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Learn more about why pronouns are such a big deal from Reimagine Gender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Find ways to include your pronouns in your introduction, including:			
<ul style="list-style-type: none"> • Add pronouns to your email signature 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • Add pronouns to your web meeting name 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • Include pronouns when introducing yourself to new people 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Familiarize yourself with and practice reading questions that ask young people and their families about gender and sexual orientation. Notice any questions or language that you think might be challenging for you and/or your clients and ask for guidance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Check out the NCTSN SOGIE Screener for questions about identity and traumas that are prevalent among LGBTQ+ youth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Check out the Family Acceptance Project's foundational research, training opportunities and multilingual educational resources to help diverse families learn to support their LGBTQ+ children.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visit the Center of Excellence on LGBTQ+ Behavioral Health Equity's e-learning center and sign up to take free courses relevant to your practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LEBTOQ+ Affirming

Organizational Practices



TRAUMA-INFORMED & AFFIRMING CHECKLIST FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES

Organizational Practices	Already Do This	In Progress	New Goal
Include basic training on SOGIE & LGBTQ+ inclusive care in the onboarding process for all staff, including custodial and security staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stay informed about legal, ethical and organizational guidelines related to serving LGBTQ+ individuals, children and families: <ul style="list-style-type: none"> • Check out the Movement Advancement Project’s multiple policy resources, including policies and practices that impact care for LGBTQ youth • Check out State Scorecards from the Human Rights Campaign for an overview of your state’s laws and policies affecting LGBTQ+ people & their families • Check out the Anti-Transgender Legislation map from Equality Federation 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educate all staff about the legal, ethical & organizational guidelines for documenting and communicating information related to SOGI. Review Guidelines & Tips for Collecting Patient Data on SOGI from the National LGBT Health Education Center.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expand client intake and assessment forms and processes to include questions about gender, pronouns, preferred name and sexual orientation. Check out the NCTSN SOGIE Screener for sample questions about identity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Educate staff on how to ask clients and patients about their sexual orientation and gender identity and follow agency policies on record keeping and protecting confidentiality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure that non-discrimination policies are in place and inclusive of LGBTQ+ identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure that all clients, patients, staff and visitors are made aware of non-discrimination policies and know where to seek support and accountability if they experience harm.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAUMA-INFORMED & AFFIRMING CHECKLIST FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES *con't.*

Organizational Practices	Already Do This	In Progress	New Goal
Use clients' chosen names and pronouns when discussing them in case conferences and other team communication.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Provide education and support so staff understand the health impact of respecting diverse SOGI identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourage staff to support and hold each other accountable to respect clients' and patients' chosen names, pronouns and identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Encourage staff to support and hold each other accountable to respect clients' and patients' chosen names, pronouns and identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Connect and build relationships with local LGBTQ+ organizations, including:</p> <ul style="list-style-type: none"> <li data-bbox="201 1014 1045 1050">• Visit programs and build relationships with individual providers <li data-bbox="201 1108 976 1144">• Ask about who can receive services and who participates <li data-bbox="201 1203 1081 1276">• Ask how they address racial and cultural diversity that reflects the local community <li data-bbox="201 1335 821 1371">• Develop referral and warm hand-off practices <li data-bbox="201 1430 781 1465">• Hire them to provide training for your staff 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make advanced training on serving LGBTQ+ youth and families available for resource and support staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create space in supervision and team meetings to discuss needs, challenges and best practices for LGBTQ+ youth and their families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LGBTQ+ Affirming

Environmental and Physical Space



TRAUMA-INFORMED & AFFIRMING **CHECKLIST** FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES

Environmental and Physical Space	Already Do This	In Progress	New Goal
Visibly post safe space signs and messages in common areas and offices.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visibly post non-discrimination policies.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure that everyone has safe bathroom options, for example:			
<ul style="list-style-type: none"> • Make single stall bathrooms gender-inclusive and post affirming All-Gender Restroom signage 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • In multi-stall restrooms, post signage stating “You are welcome to use the restroom that best aligns with your gender identity” 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Print and post FAP Healthy Futures posters in common areas and client meeting spaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Add culturally diverse LGBTQ+ inclusive books to your office spaces.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walk through client spaces and explore whether diverse LGBTQ+ youth and adults would experience them as safe and welcoming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensure that posted images and artwork represent LGBTQ+ individuals of diverse racial and cultural identities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consider if clients, patients and families would readily recognize this space as LGBTQ+ inclusive or if they would they have to ask.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Include families with LGBTQ children & youth in materials that describe your agency’s services and as members of your organization’s advisory groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LEBTOQ+ Affirming

**Direct Engagement
& Clinical Practice**



TRAUMA-INFORMED & AFFIRMING CHECKLIST FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES

Direct Engagement & Clinical Practice	Already Do This	In Progress	New Goal
Make it known that you honor sexual & gender diversity when engaging with new clients, patients, colleagues and supervisees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask about and use clients' and patients' pronouns and chosen names.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When unsure about someone's gender, ask for their pronouns or use gender neutral language.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Familiarize yourself with tools and resources to support clients & patients who are exploring their identity:			
<ul style="list-style-type: none"> Check out The Coming Out Handbook from The Trevor Project 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Check out The Queer & Transgender Resilience Workbook by Anneliese Singh, PhD, LPC 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Stay relaxed and mindful of non-verbal communication when discussing SOGIE and LGBTQ+ identities and experiences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Develop a practice for talking with youth and their caregivers about confidentiality related to SOGI that includes:			
<ul style="list-style-type: none"> Youth's rights to confidentiality, and the bounds of confidentiality with caregivers, treatment team members & providers with access to the youth's record 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Assessing risk of maltreatment or rejection if others were to learn about youth's SOGI 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Youth's consent to document information related to SOGI 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> Acknowledging and apologizing if you misgender someone 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAUMA-INFORMED & AFFIRMING **CHECKLIST** FOR PRACTICE WITH LGBTQ+ CHILDREN, YOUTH & FAMILIES *con't.*

Direct Engagement & Clinical Practice	Already Do This	In Progress	New Goal
Develop a list of LGBTQ+ affirming resources relevant to your clients.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Search for in-person and virtual support spaces and services for youth & families using the FAP Youth & Family Resources website.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seek out YouTube, Instagram, TikTok and other social media videos and resources that provide culturally relevant LGBTQ+ affirming information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Familiarize yourself with LGBTQ+ affirming school resources and student rights for your state and district.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Connect youth and family clients & patients with culturally grounded peer support: <ul style="list-style-type: none"> • Use the FAP searchable map & resource website to find support services and providers 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none"> • Search for virtual support groups at TransFamilies 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Review and share FAP Family Education booklets with youth and families.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<https://informtransform.co/>

<https://familyproject.sfsu.edu/>

<https://lgbtqfamilyacceptance.org/>

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