Working with LGBTQ Youth
Acronyms & Terminology

Overview

While many people likely know that LGBT stands for lesbian, gay, bisexual, and transgender, some may be less familiar with other acronyms and terminology that appear in the materials discussed in this practice kit. Below is a brief introduction to some of those terms, along with recommendations for other sources with more complete glossaries and explanations.

The charts provided in this section, along with the additional resources, are not comprehensive. Moreover, there are certain terms and acronyms that hold different meanings depending on the person, organization, or publication using it. Not everyone will agree with the wording of the definitions provided below, and there are many terms not included here or in the additional resources. Finally, terms and definitions in this area are continually changing and evolving. Multiple glossaries are provided in the additional resources section, in addition to the definitions provided here, that demonstrate the varied definitions of many of the terms discussed here.

While there is some discussion in this section of the varied meanings behind certain terms and acronyms, it is important to remember that, in practice, you should simply _**ask your client**_ what terms they identify with or if there are terms they expressly do not want you to use to describe them. Materials specifically addressing how to talk with your clients about sexual orientation, gender identity, and gender expression are provided in the additional resources for this section.

Acronyms

LGBTQ—_Lesbian, Gay, Bisexual, Transgender, & Questioning[1]_

Lesbian	♦ Describes a woman who is attracted to other women.
Gay	♦ Describes a person who is attracted to individuals of the same gender. While historically used to refer specifically to men, it is often used to refer to women attracted to other women as well.
Bisexual	♦ Describes a person who is attracted to both men and women, though not necessarily simultaneously. A bisexual person may not be equally attracted to both sexes.
Transgender	♦ Describes a person whose gender identity and sex assigned at birth do not match.
Questioning	♦ Describes people who are unsure of, or in the process of, discovering their sexual orientation or gender identity.

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[1] The definitions provided throughout this section are based on the terms found in the GLAAD Media Reference Guide, PFLAG National's Glossary of Terms, and the Fenway Institute's Glossary of LGBT Terms. _See_ GLAAD, GLAAD MEDIA REFERENCE GUIDE (10th ed. 2016), http://www.glaad.org/sites/default/files/GLAAD-Media-Reference-Guide-Tenth-Edition.pdf; PFLAG NATIONAL GLOSSARY OF TERMS, https://www.pflag.org/glossary (last visited Jan. 1, 2018); NATIONAL LGBT HEALTH EDUCATION CENTER AT THE FENWAY INSTITUTE, GLOSSARY OF LGBT TERMS FOR HEALTH CARE TEAMS (Mar. 2016), https://www.lgbthealtheducation.org/wp-content/uploads/LGBT-Glossary_March2016.pdf.

While there are other acronyms used in the materials provided in the following chapters, this practice kit almost exclusively uses the acronym LGBTQ. Because our exclusive focus is advocacy on behalf of youth, we felt it was important to include "questioning" in our acronym because it is particularly applicable to that population.[2]

It is important to note that other acronyms may appear throughout the materials in this practice kit (e.g., LGBTQIA, LGBT, LGBTQ+, or GLBT), and they may each have different meanings. For example, the "Q" in LGBTQ can also stand for "queer," and it more frequently does.[3] Similarly, the "A" in LGBTQIA can stand for "asexual" or "ally."[4] While no one acronym is right or wrong, it should be kept in mind when reading through these materials that the terminology can vary from source to source.

SOGIE—*Sexual Orientation, Gender Identity, & Gender Expression*

Sexual Orientation	♦ Describes a person's enduring physical, romantic, and/or emotional attraction to another person. ♦ Gender identity and sexual orientation are not the same. Transgender people may be straight, lesbian, gay, bisexual, or queer. For example, a person who transitions from male to female and is attracted solely to men would typically identify as a straight woman.
Gender Identity	♦ A person's internal, deeply held sense of their gender. Unlike gender expression, gender identity is not visible to others. ♦ For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman (or boy or girl). For some people, their gender identity does not fit neatly into one of those two choices. As a result, they might identify as non-binary, genderqueer, or another term.
Gender Expression	♦ External manifestations of gender, expressed through a person's name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture. ♦ Typically, transgender people seek to align their gender expression with their gender identity, rather than the sex they were assigned at birth.

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[2] *See generally,* PFLAG, BE YOURSELF: QUESTIONS AND ANSWERS FOR LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, AND QUESTIONING YOUTH (2014), https://www.pflag.org/sites/default/files/Be%20Yourself.pdf.

[3] Generally, queer is used to identify a person whose sexual orientation is not exclusively heterosexual; however, "queer" is not a universally accepted term within the LGBTQ community because of its historical use as a pejorative term. *See* GLAAD, *supra* note 1 at 6.

[4] In the context of the LGBTQ community, "ally" is often used to refer to non-LGBTQ people who advocate for and support LGBTQ people. *See* Human Rights Campaign, Caring for LGBTQ Children & Youth 5, https://www.hrc.org/resources/all-children-all-families-caring-for-lgbtq-children-youth.

Other Terminology

Sexual Orientation: *Additional Terms to Know*

Asexual	♦ Describes a person who does not experience sexual attraction. ♦ A person can also be aromantic, meaning they do not experience romantic attraction.
Pansexual	♦ Describes a person who is attracted to people of all genders and biological sexes. ♦ Often included under the umbrella of bisexuality.
Queer	♦ An adjective used by some people, particularly younger people, whose sexual orientation is not exclusively heterosexual (e.g. queer person, queer woman). ♦ Typically, for those who identify as queer, the terms lesbian, gay, and bisexual are perceived to be too limiting and/or fraught with cultural connotations they feel don't apply to them. Some people may use queer, or more commonly genderqueer, to describe their gender identity and/or gender expression (see non-binary and/or genderqueer below). ♦ Once considered a pejorative term, queer has been reclaimed by some LGBT people to describe themselves; however, <u>it is not a universally accepted term even within the LGBT community.</u> ♦ When Q is seen at the end of LGBT, it typically means queer and, less often, questioning.

Gender Identity and Expression: *Additional Terms to Know*

Assigned Sex at Birth	♦ The sex (male or female) assigned to a child at birth, most often based on the child's external anatomy. Also referred to as birth sex, natal sex, biological sex, or sex.
Cisgender	♦ A person whose gender identity and assigned sex at birth correspond (i.e., a person who is not transgender).
Gender Affirming Surgery (GAS)	♦ Refers to doctor-supervised surgical interventions, and is only one small part of transition (see transition above). Avoid the phrase "sex change operation." <u>Do not refer to someone as being "pre-op" or "post-op."</u> Not all transgender people choose, or can afford, to undergo medical surgeries. ♦ Also referred to as sex reassignment surgery (SRS), gender confirming surgery (GCS), or medical transition.
Gender Dysphoria	♦ In 2013, the American Psychiatric Association released the fifth edition of the Diagnostic and Statistical Manual of Mental Disorders (DSM-V) which replaced the outdated entry "Gender Identity Disorder" with Gender Dysphoria, and changed the criteria for diagnosis. The necessity of a psychiatric diagnosis remains controversial, as both psychiatric and medical authorities recommend individualized medical treatment through hormones and/or surgeries to treat gender dysphoria. Some transgender advocates believe the inclusion of Gender Dysphoria in the DSM is necessary in order to advocate for health insurance that covers the medically necessary treatment recommended for transgender people.
Gender Expansive or Gender Non-Conforming	♦ A term used to describe some people whose gender expression is different from conventional expectations of masculinity and femininity. ♦ <u>Please note that not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.</u> Many people have

	gender expressions that are not entirely conventional – that fact alone does not make them transgender. Many transgender men and women have gender expressions that are conventionally masculine or feminine. Simply being transgender does not make someone gender non-conforming. The term is not a synonym for transgender or transsexual and should only be used if someone self identifies as gender non-conforming or gender expansive.
Gender Transition	♦ Altering one's birth sex is not a one-step procedure; it is a complex process that occurs over a long period of time. <u>Avoid the phrase "sex change."</u> ♦ Transition can include some or all of the following personal, medical, and legal steps: telling one's family, friends, and co-workers; using a different name and new pronouns; dressing differently; changing one's name and/or sex on legal documents; hormone therapy; and possibly (but not always) one or more types of surgery. The exact steps involved in transition vary from person to person.
Intersex	♦ An umbrella term describing people born with reproductive or sexual anatomy and/or a chromosome pattern that can't be classified as typically male or female. Those variations are also sometimes referred to as Differences of Sex Development (DSD.) ♦ <u>Avoid the outdated and derogatory term "hermaphrodite."</u> While some people can have an intersex condition and also identify as transgender, the two are separate and should not be conflated.
Non-Binary or Genderqueer	♦ Terms used by some people who experience their gender identity and/or gender expression as falling outside the categories of man and woman. They may define their gender as falling somewhere in between man and woman, or they may define it as wholly different from these terms. ♦ These terms are not a synonym for transgender and should only be used if someone self-identifies as non-binary and/or genderqueer. Additionally, these are not the only terms used by individuals to describe themselves when they do not identify as male or female.
(Biological) Sex	♦ The classification of a person as male or female. At birth, infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.
Transgender Man (FTM)	♦ People who were assigned female at birth but identify and live as a man may use this term to describe themselves. ♦ They may shorten it to trans man. (Note: trans man, not "transman.") Some may also use **FTM**, an abbreviation for female-to-male. Some may prefer to simply be called men, without any modifier. It is best to ask which term a person prefers.
Transgender Woman (MTF)	♦ People who were assigned male at birth but identify and live as a woman may use this term to describe themselves. ♦ They may shorten it to trans woman. (Note: trans woman, not "transwoman.") Some may also use **MTF**, an abbreviation for male-to-female. Some may prefer to simply be called female, without any modifier. It is best to ask which term a person prefers.

Additional Resources

Terminology Guides

[Bi/Pan/Fluid 101](#)
- ♦ This short introduction, presented in pamphlet format, provides basic information on bisexuality, pansexuality, and related identities. It includes definitions for these terms, a discussion of the differences between them, common myths about bisexual and pansexual identified people, and an explanation and examples of biphobia.

Resource Highlight

[GLAAD Media Reference Guide](#)
- ♦ Published by GLAAD, this guide's target audience is journalists reporting for mainstream media outlets, but its content is applicable to anyone who wants to ensure they are using inclusive and respectful language when discussing LGBTQ identified people. The guide includes a detailed terminology list, charts of problematic and preferred terms, and a description of terms considered offensive or defamatory. There is also a guide to using names and proper pronoun usage.

[Glossary of LGBT Terms for Health Care Teams](#)
- ♦ Published by the National LGBT Health Education Center at the Fenway Institute, this glossary of terms is a helpful resource to understand various terms associated with gender transition or those more likely to be used in a medical context. It also includes definitions for many of the terms more commonly used when discussing LGBTQ identified people.

[PFLAG National's Glossary of Terms](#)
- ♦ This short glossary serves as a quick resource and has definitions provided in accessible language. It includes multiple definitions not provided in the other glossaries or guides provided here.

[Understanding Non-Binary People: How to Be Respectful and Supportive](#)
- ♦ This guide, published by the National Center for Transgender Equality, is a primer on non-binary people. It discusses the meaning of the term non-binary, provides basic facts about non-binary people, and a list of suggestions on how to supportively and respectfully interact with them.

Talking to Youth about Sexual Orientation, Gender Identity, and Gender Expression (SOGIE)

[Asking For and Using Pronouns: Making Spaces More Gender Inclusive](#)
- ♦ This guide, although geared toward teachers and students, provides an excellent introduction into the importance of using correct pronouns, how you know which pronouns to use, and how to handle when you mistakenly use someone's incorrect pronouns. It also includes a helpful, although by no means exhaustive, chart of conjugated pronouns, including she, he, they, it, ze, xe, and sie.

[Creating Inclusive and Affirming Intake, Screening, and Assessment Tools](#)

♦ This short guide, published by the 3/40 Blueprint Project, provides tips on ensuring your intake process is inclusive and affirming. It includes a sample intake, screening, and assessment form, a checklist of questions to use when evaluating your forms, and suggested questions to ask.

[Respectfully Asking Sexual Orientation and Gender Identity Questions](#)

♦ Published by the New York City Administration for Children's Services, this guide provides tips for advocates on how to discuss SOGIE questions with youth. It emphasizes that you should never assume anyone has a particular sexual orientation or gender identity, the use of appropriate terminology, and the importance of confidentiality when interacting with other adults in the youth's life.

Working with LGBTQ Youth
Legal Rights & Protections

Federal Non-Discrimination Law Overview

Federal law does not provide universal protection against discrimination based on sexual orientation, gender identity, or gender expression. This is a developing area of the law, but the specific areas where federal law does provide protections are discussed below.

Until 2013, federal law explicitly denied same-sex couples many of the benefits available to opposite-sex couples. In *US v. Windsor*, however, the US Supreme Court found that the federal government's denial of benefits to married same-sex couples violated the Fifth Amendment's guarantee of equal protection.[5] Additionally, the Court ruled in *Obergefell v. Hodges* that the exclusion of same-sex couples from the right to marry violated the Due Process Clause of the Fourteenth Amendment and that states must recognize lawful same-sex marriages performed in other states.[6]

Existing federal civil rights laws, including the Fair Housing Act and the Civil Rights Act of 1963, do not provide explicit protection against discrimination based on sexual orientation, gender identity, or gender expression. A number of cases in recent years have advanced the theory that transgender people are protected from discrimination under federal law on the basis of sex, but this effort has produced mixed results.[7] While federal agencies have passed rules and issued guidance that provide some protection against discrimination based on sexual orientation or gender identity, much of this guidance has been revoked or is in question.[8]

Title IX of the Education Amendments of 1972 bans discrimination on the basis of sex in education. While Title IX does not explicitly prohibit discrimination on the basis of sexual orientation or gender identity, a guidance letter from the U.S. Department of Education's Office for Civil Rights stated that it does protect all students, including LGBT students, from sex discrimination. [9] Meaning, public schools are required to take immediate and effective action to eliminate sexual or gender-based discrimination, bullying, or harassment of students. Title IX's protections apply regardless of the actual or perceived sexual orientation or gender identity of the harasser or target.

Finally, federal law specifically provides for the prosecution of certain violent acts based upon the victim's actual or perceived gender, sexual orientation, or gender identity.[10] Enacted in 2009, these classifications were part of an expansion of existing federal hate crime law.[11]

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[5] *US v. Windsor*, 570 U.S. 12 (2013).

[6] *Obergefell v. Hodges*, 135 S. Ct. 2584 (2015).

[7] 84 A.L.R. Fed. 2d 1 (Originally published in 2014).

[8] *See* "Dear Colleague" Letter from Sandra Battle, Acting Assistant Sec'y for Civil Rights, U.S. Dep't of Educ. and T.E. Wheeler, Acting Assistant Attorney Gen. for Civil Rights, U.S. Dep't of Justice., *Withdraw of Title IX Guidance* (Feb. 22, 2017), https://www.justice.gov/opa/press-release/file/941551/download.

[9] *See* "Dear Colleague" Letter from Russlynn Ali, Assistant Sec'y for Civil Rights, Dep't of Educ., *Harassment and Bullying* (Oct. 26, 2010), https://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf.

[10] 18 U.S.C. § 249 (2012) (available here).

[11] *See Hate Crimes Law*, Human Rights Campaign, https://www.hrc.org/resources/hate-crimes-law. (last visited Dec. 28, 2017).

District of Columbia Non-Discrimination Law Overview

In contrast to federal civil rights law, the District of Columbia Human Rights Law provides LGBT people expansive protection against discrimination.[12] First enacted in 1977, the law explicitly prohibits discrimination on the basis of sexual orientation, gender identity, or gender expression.[13] Its protections apply in multiple contexts, including educational institutions, employment, places of public accommodation, public services, and housing accommodations.[14] Additionally, district government employees or agencies are also specifically prohibited from discriminating on the basis of sexual orientation, gender identity, or gender expression.[15]

In practice, this means the DC Human Rights Law protects students in DC public schools from any form of discrimination or bullying on the basis of their sexual orientation, gender identity, or gender expression.[16] It also protects LGBT youth involved with Child and Family Services Agency (CFSA) from discrimination by CFSA employees or foster parents and requires those committed to the Department of Youth Rehabilitative Services be treated in a non-discriminatory manner.[17]

To enforce these protections, the law establishes the Office of Human Rights[18] and the Commission on Human Rights.[19] The Office of Human Rights has the authority to investigate complaints of discrimination, hold public hearings, adopt and promulgate rules and procedures, and certify complaints of discrimination for adjudication by the Commission on Human Rights.[20] The Commission has the power to hold administrative hearings on complaints brought by the Office. Its authority includes the power to order respondents to cease and desist unlawful discriminatory practices and take certain affirmative actions, including the hiring or rehiring of an employee, the extension of full, unsegregated accommodations, the payment of compensatory damages, and/or the payment of civil penalties.[21]

Filing a Complaint with the DC Office of Human Rights (OHR)
- ♦ How to File a Complaint With OHR & Complaint Forms
    - o To file a complaint with OHR, simply complete an intake questionnaire and submit it to OHR. Intake forms for a variety of complaints are available at the link above in multiple languages.
    - o Generally, anyone may file a discrimination complaint if they believe they have been discriminated against in employment, housing, public accommodations, and educational institutions based on a protected trait.
- ♦ OHR Complaint Process & Timeline
    - o This link contains the complaint process and timeline overview for employment, public accommodations, educational institution, and housing complaints.

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[12] *See* D.C. Code §§2-1401.01-2-1404.04 (available here).
[13] *Id.*
[14] D.C. Code §§2-1402.01-2-1402.83 (available here).
[15] D.C. Code §2-1402.73 (available here).
[16] D.C. Code §2-1402.41 (available here).
[17] *See* D.C. Code §2-1402.73 (available here).
[18] D.C. Code §2-1411.01 (available here).
[19] D.C. Code §2-1404.01 (available here).
[20] DC Code 2-1403.01 (available here).
[21] DC Code §2-1403.13 (available here).

Additional Resources

[Administration for Children and Families Information Memorandum](#)

- ♦ Issued on April 6, 2011, this Information Memorandum (IM) discusses the overrepresentation of LGBTQ youth in the child welfare system. It is meant to encourage agencies, foster and adoptive parents, and others who work with foster youth to make efforts to support LGBTQ youth during their time in care. It also contains a limited list of additional resources.

[Lambda Legal: Know Your Rights](#)

- ♦ This section within Lambda Legal's website provides basic information on the individual rights of LGBT employees & employees with HIV, LGBTQ teens and young adults, and transgender people. It also contains information on handling discrimination in the judicial system.

[The Legal Rights of Lesbian, Gay, Bisexual, and Transgender Youth in the Child Welfare System](#)

- ♦ This document, published by the National Center for Lesbian Rights, discusses some of the rights LGBT youth in the child welfare system have under federal and state law. Although state law is discussed more generally, this resource cites almost exclusively federal case law, the U.S. Constitution, and a variety of non-legal secondary sources.

[The Legal Rights of Young People in State Custody: What Child Welfare and Juvenile Justice Professionals Need to Know When Working with LGBT Youth](#)

- ♦ This article, published by the National Center for Lesbian Rights, primarily discusses the rights of LGBT youth in state custody under federal law. It explores federal case law and constitutional provisions that support a youth's right to safety in foster care; right to protection of physical, mental, and emotional well-being; right to services to prevent harm; and right to monitoring and supervision. It also contains information on an LGBTQ youth's rights in the juvenile justice system and under the U.S. Constitution more broadly.

[Transgender Rights Toolkit: A Legal Guide for Trans People and Their Advocates](#)

- ♦ This toolkit is designed to assist transgender people and their advocates in navigating through daily life. Topics covered include fighting incarcerated transgender people, workplace rights and wrongs, access to public restrooms, identity documents, immigration issues, health care discrimination, transition-related health care, survival tips for trans youth, and transgender college students. Individual chapters can be accessed and downloaded at this [link](#).

District of Columbia Resources:

[District Requirements in Public Accommodations—Gender Identity and Expression Fact Sheet](#)

- ♦ This is a fact sheet published by the DC Office of Human Rights. It provides a brief introduction to applicable requirements under the DC Human Rights Act, how that law is applied, and when the law must be enforced. Legal citations are provided throughout.

[D.C. Transgender, Transsexual, & Gender Non-Conforming People: Know Your Rights!](#)

- ♦ Published by the DC Trans Coalition (DCTC), this know your rights guide summarizes trans people's rights in DC under the D.C. Human Rights Act, with the Metropolitan Police Department, in D.C. Public Schools, with the D.C. Department of Corrections, and with regards

to employment, housing, identity documents, and intimate partner violence. Intended for a general audience, it is written in accessible language and is formatted as a pamphlet.

Protected Traits in the DC Human Rights Act
- ◆ This document, published by the DC Office of Human Rights, provides a comprehensive list of traits protected under the DC Human Rights Act in the areas of housing, employment, public accommodations, and educational institutions. The list designates which traits are protected in all the aforementioned contexts and those that protected on a more limited basis.

Safe Bathrooms DC
- ◆ Under DC Municipal Regulations, businesses with single-stall public bathrooms are required to identify them as gender-neutral. Meaning, any single-stall public bathroom should not have signs designated them as a men or women's room but should only display a sign that says "restroom." The above link provides information on the efforts by the DC Office of Human Rights to enforce this regulation along with information on how to report a non-complying business. A report of non-compliance can also be submitted via this link.

Working with LGBTQ Youth
Background Reading & Additional Resources

An Introduction to the LGBTQ Experience

[10 Anti-Gay Myths Debunked](#)
- ♦ This brief article, published by the Southern Poverty Law Center, explores ten myths propagated by the anti-gay movement. It provides the argument behind and facts that disprove each myth. Numerous links are included throughout the article to support all assertions.

[An Ally's Guide to Issues Facing LGBT Americans](#)
- ♦ This is a primer for allies that provides a high-level overview of the added burdens facing LGBT Americans, as well as a look at how those who believe all Americans should be treated equally and fairly are working to make things better. Areas discussed include employment, physical and mental health, healthcare access, and discrimination.

[Accelerating Acceptance 2018: A Harris Poll Survey of Americans' Acceptance of LGBTQ People](#)
- ♦ While the LGBTQ community has seen remarkable progress in the United States in recent decades through both legal and cultural acceptance, this survey, published by GLAAD, reveals that nearly one third of Americans remain uncomfortable with their LGBTQ family members, coworkers, and neighbors. The report describes the results of the Harris Poll survey and gives a detailed breakdown of the acceptance of LGBTQ people in a number of different areas.

[Answers to Your Questions for a Better Understanding of Sexual Orientation](#)
- ♦ This resource page, assembled by the American Psychological Association, answers basic questions about sexual orientation, including how people know their sexual orientation, what causes a person to have a particular sexual orientation, and the psychological impact of prejudice and discrimination. A downloadable pamphlet version of this website is available at the above link in English, Spanish, Arabic, Chinese, and Russian. A companion resource, *Transgender People, Gender Identity, and Gender Expression*, is available below.
- ♦ It is important to note that, while the terms "homosexuality" and "homosexual" appear throughout this resource and other medical sources, these terms should be avoided in everyday use and are considered by many to be offensive.[22]

[Debunking the "Bathroom Bill" Myth](#)
- ♦ Although the target audience for this guide is journalists reporting on transgender issues, it provides a solid background on LGBTQ-inclusive nondiscrimination laws and ordinances and emphasizes how those legal protections, or lack thereof, impact transgender people. It contains a section with helpful tips on respectfully addressing a transgender person and a short list of terminology and terms to avoid using, both in conversation and writing.

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[22] See GLAAD, GLAAD Media Reference Guide 8 (10th ed. 2016), http://www.glaad.org/sites/default/files/GLAAD-Media-Reference-Guide-Tenth-Edition.pdf.

[Transgender People, Gender Identity, and Gender Expression](#)
- ♦ This resource page is a companion to *Answers to Your Questions for a Better Understanding of Sexual Orientation*. It answers basic questions about, amongst other things, the difference between sex and gender, the relationship between gender identity and sexual orientation, and discrimination faced by transgender people. A downloadable pamphlet version of this website is available at the above link in English, Spanish, Arabic, Chinese, and Russian.

Understanding LGBTQ Youth

[Gay, Lesbian, Bisexual, Transgender and Questioning (GLBTQ) Youth: A Population in Need of Understanding and Support](#)
- ♦ This short fact sheet provides basic information and statistics on discrimination faced by LGBTQ youth. Topics covered include the complexity of sexuality and gender, family rejection and school safety, the forms of oppression faced by LGBTQ youth of color, and the increased rates of drug use, suicidal ideation, and unprotected sex for which LGBTQ youth are at risk.

[Growing Up LGBT in America: HRC Youth Survey Report](#)
- ♦ This report details the results of a survey of more than 10,000 LGBT-identified youth ages 13-17. The survey assessed key factors that impact the daily lives of LGBT youth. There are several supplementary reports based on this data that focus on [gender expansive youth](#), [bisexual youth](#), [Latino LGBT youth](#), and [coming out experiences](#).

[LGBTQ Youth in the Foster Care System](#)
- ♦ This report provides a brief introduction to the issues this population faces in the foster care system, including how the enter into care and the discrimination they face once placed. It also includes several personal stories directly from LGBTQ youth who were in foster care.

Best Practices for Working with LGBTQ Youth

[Caring for LGBTQ Children & Youth: A Guide for Child Welfare Providers](#)
- ♦ Published by the All Children—All Families program at the Human Rights Campaign (HRC), this guide provides basic information on working with LGBTQ foster youth. It includes a terminology guide, basic key tips on supporting LGBTQ children and youth, and a summary of relevant data from the *Growing up LGBT in America* survey, which is provided in its entirety above. A list of additional resources, primarily national organizations and other HRC publications, is also included.

Resource Highlight

[beFierce!: A Toolkit for Providers Working with LGBTQ Foster Youth](#)
- ♦ This toolkit seeks to support providers in learning how to take a holistic view of LGBTQ foster youth. It explores numerous topics, including the frames providers use to view LGBTQ foster youth and the impact of those perspectives, how the intersections of all aspects of an LGBTQ foster youth's identity impact their experience, the importance of authentically engaging with youth and how to build those relationships, and how to raise challenging subjects with both colleagues and youth.

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[Getting Down to Basics: Tools to Support LGBTQ Youth in Care](#)
- ♦ This toolkit offers practical tips and information designed to ensure LGBTQ youth in care receive the support and services they deserve. It provides information on more than eighteen topics, including basic facts about being LGBTQ, information for LGBTQ youth in care, foster parents caring for LGBTQ youth, attorneys and guardians ad litem representing LGBTQ youth, and working with homeless LGBTQ youth. The complete toolkit is available at the link above, but each section can be downloaded as an individual handout [here](#).

[National Recommended Best Practices for Serving LGBT Homeless Youth](#)
- ♦ LGBT youth are overrepresented in the homeless population and frequently experience violence, exploitation, and discriminatory practices and policies when accessing services. This report addresses: (1) steps service providers should take to improve the experiences of LGBT youth accessing services; (2) steps administrators should take to improve agency-wide culture and effectiveness in serving LGBT youth; and (3) steps both administrators and service providers should take to improve the experiences of LGBT youth in residential settings.

Resource Highlight

[Opening Doors for LGBTQ Youth in Foster Care: A Guide for Lawyers and Judges](#)
- ♦ Published by the Opening Doors Project at the American Bar Association, this guide is aimed at helping judges and lawyers better understand their role in protecting LGBTQ youth. It includes chapters on how to examine your attitudes and beliefs, build strong client relationships, and improve legal advocacy and decision making when working with LGBTQ youth. Each chapter includes an interview with a different legal professional discussing their experience working with this population.

[The Impact of Homophobia and Racism on GLBTQ Youth of Color](#)
- ♦ This fact sheet discusses the duel burdens of racism and homophobia faced by LGBTQ youth of color. Topics explored include the intersection of race and sexual orientation, how racism coupled with homophobia leads to negative sexual outcomes, and the importance of culturally competent education, programs, and health care.

[Tips for Legal Advocates Working with Lesbian, Gay, Bisexual, & Transgender Clients](#)
- ♦ This tip sheet provides brief advice on making your office space friendly to LGBT people, how to use language that does not implicitly assume a client's sexual orientation or gender, and addressing your own biases and assumptions. It also includes some more specified information on working with low-income LGBT families.

Best Practices for Working with Transgender or Gender Expansive Youth

[Representing Transgender Youth: Learning from Mae's Journey](#)
- ♦ This article, written by an attorney who represented a transgender client who transitioned in her time in foster care, highlights the importance of building a relationship with your client and finding affirming placements, schools, and services. It also discusses how to support your client in court and deal with disparaging responses from other professionals. It includes numerous practice tips, legal tools, and a short terminology section to assist you in supporting your client.

[Safe Havens: Closing the Gap between Recommended Practice and Reality for Transgender and Gender-Expansive Youth in Out-of-Home Care](#)
- ♦ This report identifies barriers to affirming treatment for transgender, gender expansive, and gender non-conforming (TGNC) youth in out-of-home care and suggests steps to eliminate these barriers. It provides information on specific out-of-home care statutes, policies and licensing regulations related to sexual orientation, gender identity, and gender expression at the federal level and for all 50 states and the District of Columbia.

[Safe & Respected: Policy, Best Practices, & Guidance for Serving Transgender & Gender Non-Conforming Children and Youth Involved in the Child Welfare, Detention, and Juvenile Justice Systems](#)
- ♦ Designed for New York City's Administration for Children's Service, this guide includes a brief overview of the barriers that transgender and gender expansive youth face while in state care, basic terminology, and an issue-by-issue guide to providing inclusive care.

[Tips for Writing about Transgender Legal Issues](#)
- ♦ This writing guide, which primarily applies to writing about transgender people as opposed to non-binary or gender expansive individuals, provides tips on writing how to appropriately identify transgender individuals; describing transition; transgender status; the difference between gender expansive and transgender; and describing sex-specific institutions, facilities, jobs, and dress codes. Under each topic discussed, a table of preferred terms versus terms to avoid is provided.

[Top 6 Tips for Lawyers Working with Transgender Clients and Co-Workers](#)
- ♦ This tip sheet from the Transgender Law Center provides basic advice on working with transgender clients and coworkers. It highlights that lawyers should remember that the issue is not always related to a person's transgender status and cautions making assumptions about a person's gender. This information is also available in a pamphlet format [here](#).