

SERVING LGBTQQI YOUTH (TRANSGENDER YOUTH) IN JUVENILE JUSTICE



Bryant Campbell,
Monica Moran, Ardel Bailey

A FEW THINGS TO THINK ABOUT

- How many of you have ever thought, “Is this youth LGBTQ?”
- How many of you are or know of a colleague who is uncomfortable talking about sexual or gender identification of the youth you serve?
- Do you believe people think Negatively about LGBTQQI people especially trans people?
- Are you comfortable with this subject?
- If you’re uncomfortable, why?

LGBTQ
IDENTIFIED

YOU

JUVENILE
JUSTICE
SYSTEM

OYA POSITION STATEMENT 2016

OYA provides an inclusive, safe and positive human development environment for all youth, including those that identify as lesbian, gay, bisexual, transgender, queer, questioning, and intersex (LGBTQQI). OYA in collaboration with youth and community members' help create opportunities for emotional growth and community awareness. OYA supports and fosters an environment where LGBTQQI youth can develop and explore their self-identity. Therefore, OYA offers LGBTQQI youth access to the following:

- Health and wellness information
- Apparel and appearance resources
- Cultural events, and
- Youth development activities

WHAT DOES TRANSGENDER MEAN?

- **Transgender** is a term used to describe people whose gender identity differs from the sex the doctor marked on their birth certificate. Gender identity is a person's internal, personal sense of being a man or a woman (or someone outside of that gender binary).
- **OYA Rule:** A person whose gender identity is different from the person's assigned sex at birth.

WHO ARE WE TALKING ABOUT??

- Any youth within the juvenile justice system that identifies anywhere on the spectrum of LGBTQQI. Specifically those who identify as transgender.

WHAT ARE WE TALKING ABOUT???

- Caring
- Civil Rights
- Community
- Culture
- Humanity
- Human Rights
- Respect
- Risk

WHAT ARE WE TALKING ABOUT???

- **Community:** A feeling of fellowship with others, as a result of sharing common attitudes, interests, and goals.
- **Culture:** The beliefs, customs, arts, etc., of a particular society, group, place, or time.
- **Humanity:** The entire human race or the characteristics that belong uniquely to human beings, such as kindness, mercy and sympathy.
- **Human Rights:** Moral principles or norms, which describe certain standards of human behavior, and are regularly protected.
- **Civil Rights:** Rights that every person should have regardless of his or her sex, race, or religion.
- **Respect:** A way of treating or thinking about something or someone.

“It’s not about acceptance, it’s all about RESPECT”

IMPORTANT TERMS TO KNOW!

LGBTQ: lesbian, gay, bisexual, transgender, queer

Pronouns

HE/SHE

zie

sie

ey

ve

tey

e

HIM/HER

zim

sie

em

ver

ter

em

HIS/HER

zir

hir

eir

vis

tem

eir

HIS/HERS

zis

hirs

eirs

vers

ters

eirs

HIMSELF/HERSELF

zieself

hirsself

eirsself

versself

tersself

emself

OYA POSITION STATEMENT 2016

OYA provides an inclusive, safe and positive human development environment for all youth, including those that identify as lesbian, gay, bisexual, transgender, queer, questioning, and intersex (LGBTQQI). OYA in collaboration with youth and community members' help create opportunities for emotional growth and community awareness. OYA supports and fosters an environment where LGBTQQI youth can develop and explore their self-identity. Therefore, OYA offers LGBTQQI youth access to the following:

- Health and wellness information
- Apparel and appearance resources
- Cultural events, and
- Youth development activities

HOW OYA WORKS WITH TRANS YOUTH

In Facilities

- Support and Education Groups
- PREA (Prison Rape Elimination Act)
- Special Request Facilitation
- Health Education
- Healthcare Access
- Individual Evaluations
- Youth Training
- Staff Training
- Special Events

In Communities

- Program Training/ Education
- Staff Access (OIIR/YSC)
- TGNC Participation
- Resource Identification
- Community Awareness
- Advocacy (KBOO)
- PO/PROB Support

Policy and Rule Development

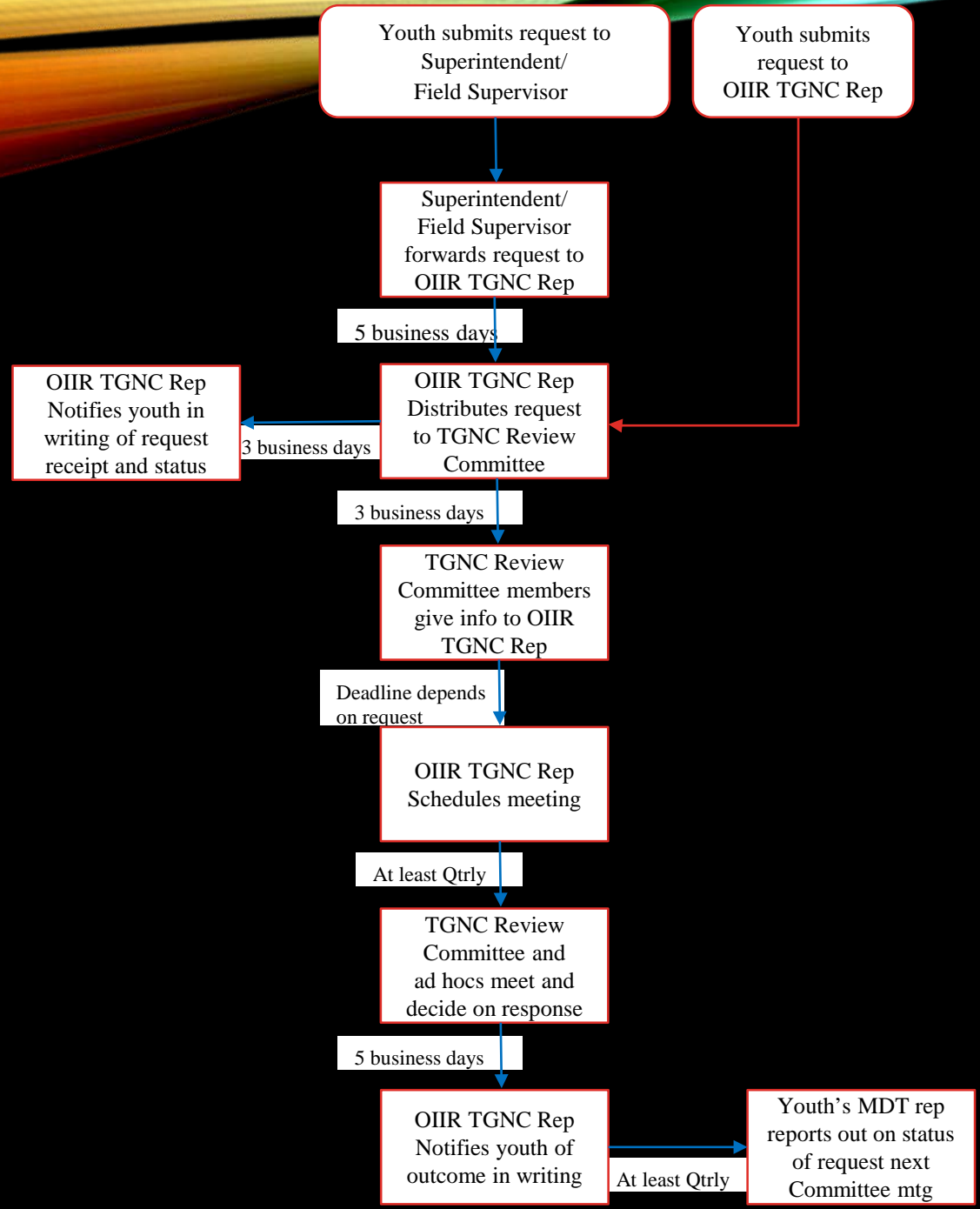
2016 OYA began the development of its first policy related specifically to LGBTQQI.

Input will be gathered from all areas of OYA and community partners.

The expected completion in 2017.

TRANSGENDER GENDER NON-CONFORMING COMMITTEE

- Formed in 2014
- Made up of: Facility staff, OIR staff, Medical team, psychologist, Department of Justice, Department of Corrections, Parole & Probation Office staff and ad hoc members as needed.
- Monthly/Quarterly meetings
- Track and discuss incoming youth requests and needs
- Collaborate with PREA
- Address concerns and needs of the agency
- consults on all policy matters regarding LGBTQQI youth" and "collaborates with internal and external stakeholders..."



CREATE THE RIGHT ATMOSPHERE??



Confidentiality

Who gets information
Information Sharing
Information handling



Building Rapport

Physical and emotional safety
Being non judgmental
Listening
Humor (sensitive)
Staff Diversity
Safe Spaces



Learning

Ask valid questions (How???)
Listening
Share your learning
Challenge the status quo

VIDEO



An abstract graphic at the top of the slide consists of several overlapping, wavy bands of color. From left to right, the colors transition from a bright yellow, through orange and red, to a dark green and finally a light cyan. The bands are layered, creating a sense of depth and movement.

VIDEO DISCUSSION

HOW DOES OREGON MEASURE UP

- Oregon is a very trans-friendly state not only in what they do to ensure the rights of transgender people but also as far as acceptance and in the availability of social and employment opportunities. Oregon has been at the forefront of initiating legislation and programs which have given its LGBTQ residents the same rights and protections as anyone else, along with improved accessibility to healthcare. There are also advocacy groups which have been instrumental in helping to reduce discrimination and improve the quality of life for transgender people.

CONTINUING TO MEASURE UP

- The Oregon Health Plan began providing coverage for transition-related care, including reassignment surgery, hormone therapy, and puberty suppression. Oregon was the first state in the nation to cover Trans Youth under Medicaid and only the fifth state to include transition related costs in its Medicaid coverage. This is a huge step forward because the costs associated with transitioning are extremely high and are often the deciding factor in how far someone is able to transition.

NATIONAL NEWS/NATIONAL CENTER FOR TRANSGENDER EQUALITY

- In 2016, NCTE completed a second iteration of the National Transgender Discrimination Survey (NTDS), the [U.S. Trans Survey](#) (USTS), that measures how things are now and how they have changed over the past five years since the release of the NTDS. With almost 28,000 respondents, the USTS is the largest survey ever devoted to the lives and experiences of trans people.

National Center for Transgender Equality

NATIONAL CENTER FOR TRANSGENDER EQUALITY

- Discrimination was pervasive throughout the entire sample, yet **the combination of anti-transgender bias and persistent, structural racism was especially devastating**. People of color in general fare worse than white participants across the board, with African American transgender respondents faring far worse than all others in most areas examined.
- Respondents **lived in extreme poverty**. Our sample was nearly four times more likely to have a household income of less than \$10,000/year compared to the general population.
- A staggering 41% of **respondents reported attempting suicide** compared to 1.6% of the general population, with rates rising for those who lost a job due to bias (55%), were harassed/bullied in school (51%), had low household income, or were the victim of physical assault (61%) or sexual assault (64%).



HOW ABOUT YOU

- How would you describe your own feelings and reactions to the LGBTI community?
- How would you describe your interactions with the LGBTI youth you encounter in your work?
- How would you describe the environment in which you currently work?
- What type of environment do you hope to create when working with LGBTI youth?

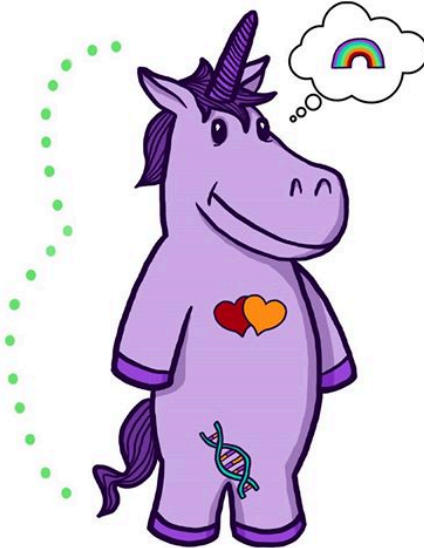
DID YOU KNOW

- As many as 30% of LGBTQQI youth experience family violence during “coming out” process
- Increased likelihood of running away and experiencing homelessness; higher truancy, absenteeism, and drop out rates
- Decline in academic performance and greater likelihood of facing harsh disciplinary infractions
- Greater likelihood of engaging in high-risk sexual behaviors, such as survival sex
 - Increased vulnerability to sexual exploitation and sex-trafficking for both male and female sexual minority youths

TOOLS TO EDUCATE

The Gender Unicorn

Graphic by:
TSER
Trans Student Equality Resources



Gender Identity

- Female/Woman/Girl
- Male/Man/Boy
- Other Gender(s)

Gender Expression/Presentation

- Feminine
- Masculine
- Other

Sex Assigned at Birth

- Female
- Male
- Other/Intersex

Sexually Attracted To

- Women
- Men
- Other Gender(s)

Romantically/Emotionally Attracted To

- Women
- Men
- Other Gender(s)

To learn more go to:
www.transstudent.org/gender

Design by Landyn Pan

www.transstudent.org/gender



WHAT CAN WE DO

- Be self-aware
- Be aware of language
- Keep an open mind and be respectful
- Ask the hard questions
- Make mistakes
- Keep the conversation going!



TIME TO ENGAGE!!!!

QUESTIONS / COMMENTS

CONTACT

Oregon Youth Authority
Office of Inclusion and
Intercultural Relations
503-378-4667

Web: bit.ly/OYA_Inclusion

