Pre-Session Poll:

How comfortable are you discussing sexual orientation with young people and their families?

1 = Very comfortable
2 = Somewhat comfortable
3 = Uncomfortable
4 = Very uncomfortable

How comfortable are you discussing gender identity and expression with young people and their families?

1 = Very comfortable
2 = Somewhat comfortable
3 = Uncomfortable
4 = Very uncomfortable
Beyond SOGIE 101

Integrating SOGIE into existing assessments and conversations with youth and families to improve engagement and service delivery.

Presenters: Jennifer Croessmann, Leah Love, and Kori Sewell
WELCOME!
**Mission:** Our goal is to develop partnerships that transform beliefs, values and actions to achieve permanency for all children in the shortest time possible.

**Vision:** We believe that childhood is a fundamental human right and that every day for a child in foster care is a day in crisis. We envision a world where families, agencies, resources - and children - work together so that every child is loved and nurtured in a permanent, chosen family.
National Quality Improvement Center for Tailored Service to LGBTQ2S Youth in Foster Care

- QIC, funded by the Children’s Bureau, is located at University of Maryland Baltimore

- Four Sites developing strategies to safely identify LGBTQ2S youth, create safe placements, and build permanency resources

- The Cuyahoga County Affirm.Me. Site is focused on safe identification, increasing affirming caregivers, and permanency planning
Learning Aspirations:

1. Align around current SOGIE terms, continuum, and gender development

2. Increase understanding of why knowing a young person’s SOGIE is critical to prevention, safety, permanency, and well-being

3. Increase knowledge of assessing, engaging, and supervising for SOGIE
What’s In It For Me? (WIIFM)
Throughout this presentation you will hear two acronyms:

**SOGIE** *(Sexual Orientation, Gender Identity & Expression)*

**LGBTQ2S** *(Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, & Two-Spirit)*
WHAT IS SOGIE?
Sexual Orientation

WHO I AM ATTRACTED TO...

LESBIAN  GAY  HETEROSEXUAL
  BISEXUAL
Gender Identity

ON THE INSIDE I FEEL...

WOMAN

MAN

BOTH/NEITHER
Understanding the Constructs of Sex and Gender
Sex vs. Gender

**SEX** (Biological Construct)

- refers to hormones, chromosomes, genital and reproductive anatomy
- biological classification assigned at birth

For Example:
- XY chromosomes (Male)
- XX chromosomes (Female)
- Beyond XX and XY (Intersex)
**GENDER** (Social Construct)

Socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for boys/men or girls/women.

These influence the way people act, interact, and feel about themselves.
Gender Identity

- Based in our brains
- Can’t be created by parents or friends (or YouTube)
- Average age clarity is 3-4, puberty is another key time of clarification
- No inherent relationship to sexual orientation
Gender Expression

ON THE OUTSIDE I EXPRESS MYSELF AS...

MASCULINE

ANDROGYNOUS

FEMININE
SOGIE SPECTRUM

ANATOMY

FEMALE SEX CHARACTERISTICS  INTERSEX  MALE SEX CHARACTERISTICS

GENDER IDENTITY

TRANSGENDER WOMAN  CISGENDER WOMAN  BI-GENDER  FLUID  TWO-SPIRIT  QUEER  CISGENDER MAN  TRANSGERDER MAN

GENDER EXPRESSION

AGENDER  FEMALE  QUEER  NON-BINARY  MALE  FLUID

ORIENTATION/ATTRACTION

ASEXUAL  LESBIAN  PANSEXUAL  BISEXUAL  HETERO  GAY  QUEER

INFINITE POSSIBILITIES
EVERYONE has a SOGIE!
Incorporating SOGIE into Assessments
Break Out Session
(scenario)
Report out/Discussion with bigger group
Disproportionate # of Youth in Care Identify as LGBTQ2S

3 – 8% of youth in the U.S. identify as LGBTQ2S

2014 L.A. County study - 19% of youth in care identified as LGBTQ2S
In Cuyahoga County...

In August 2020, Cuyahoga County served 981 youth in care ages 12 & up

We’ve identified 102 young people with diverse SOGIE in care – 10%

Forthcoming Cuyahoga Youth Count Study Report indicates we have more work to do to identify youth with diverse SOGIE!
# Child Welfare Points of Contact

<table>
<thead>
<tr>
<th>Prevention</th>
<th>• How can public-private and multi-system relationships make an impact?</th>
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<tr>
<td>Safety</td>
<td>• The role of public and private partners in assessing a youth’s safety in an affirming environment</td>
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<tr>
<td>Permanency</td>
<td>• Incorporating relationships and connections in every aspect of the work</td>
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<tr>
<td>Well-being</td>
<td>• Assuring tailored resources and services are in place for the whole family</td>
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Who would you ask about their SOGIE?
Using Supervision to Improve Outcomes

- Staff can practice talking about SOGIE, debrief conversations held with youth/families, and prepare for the next conversation.

- Use group supervision to use modeling, peer support, and brainstorm.

- 1 on 1 coaching and practice “Supervising for SOGIE”
Let’s Practice…
Conclusions and Questions

Practice
- Practice makes us all more comfortable having SOGIE conversations

Lead by example
- Practice asking about SOGIE, have conversations, become familiar with the language, etc.

Don’t worry about
- Don’t worry about “messing up” – kids and families know when we're genuinely trying to understand
Conclusions and Questions

Point out strengths and team up so peers can help each other build skills and become more comfortable.

Practice self-awareness and critical thinking to assure you are best meeting the needs of the young person and family members.
Please contact us with any questions and comments!

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AFFIRM.ME. Funding Information

NOTICE:
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