



## CHECKLIST TO ASSESS ORGANIZATIONS' SOGIE\* CAPACITY & COMPETENCY

\*Sexual Orientation, Gender Identity & Expression

### 1. RFA & STRTP POPULATION TO BE SERVED

- LGBTQ children are mentioned as a population served
- LGBTQ specific services and community-based organizations are named as partners to provide services specific to LGBTQ children (groups, peer support, medical services, therapy etc.)

Comments:

### 2. RFA AGENCY DESCRIPTION & STRTP VISION, MISSION, PURPOSE, GOALS AND PHILOSOPHIES & STATEMENT ON ABILITY TO SUPPORT

- LGBTQ and gender non-conforming children are represented in this section
- LGBTQ specific services are available to children, their families and LGBTQ families?
- The agency has values that reflect and affirm all children by using their preferred/chosen names, asserted gender pronouns and respect their gender expressions
- The agency speaks of its environment as LGBTQ inclusive and affirming through observable signs such as posters, pictures, stickers etc.
- Specific services and support are offered to families who are not affirming of their LGBTQ children (support, education, therapy, advocate, parent partner etc.)

Comments:

### 3. PERMANENCY

- LGBTQ and gender non-conforming youth and children are supported through developing and visiting with adults who are affirming of their SOGIE regardless of whether they are biologically connected or not
- Staff ensures that LGBTQ and gender non-conforming youth and children are not exposed to rejection with people they visit? And if adults in the children's lives are rejecting, the agency works and educates those adults about SOGIE and LGBTQ children's well-being
- The agency's look for a safe permanency option for children in relation to their SOGIE
- Support is in place to work with families who do not affirm their child's SOGIE

Comments:

#### 4. STRTP STAFF PLAN / RFA PLAN FOR SUPERVISION, TRAINING & EVALUATION OF STAFF

- The agency explains its hiring process to ensure that every staff who is hired will be affirming of LGBTQ and gender non-conforming children as well as LGBT families?
- Hiring managers are trained to ask questions to identify whether a prospective staff is LGBTQ affirming (i.e. They ask behavioral questions like, “What will you do when a transgender youth asks for your help with a name change?”).
- Policies are in place to ensure that all employees are using the language, terms and pronouns children identify with
- Supervisors and managers receive coaching on how to address LGBT discrimination in the workplace in regard to youth well-being

Comments:

#### 5. TRAINING FOR STAFF AND RESOURCE PARENTS INCLUDE

- LGBTQ/SOGIE competency
- Intersectionality
- Child and adolescent development, including sexual orientation, gender identity, and expression
- Existing and current laws and procedures regarding the safety of LGBTQ foster youth at school and ensuring a harassment and violence free school environment
- Understanding how to use best practices for providing care and supervision to lesbian, gay, bisexual, transgender and gender non-conforming children
- Annual training on updates on any new or existing laws and regulations that impact LGBTQ children and youth in foster care

Comments:

#### 6. VOLUNTEERS AND CONTRACTORS

- The agency screens their volunteers and contractors to ensure that they are affirming of LGBTQ and gender non-conforming children as well as LGBTQ families (i.e. what questions will be asked of prospective volunteers to identify if they are affirming?)

Comments:

## 7. ADMISSIONS

- The agency has a nondiscrimination statement of admission that includes sexual orientation, gender identity AND expression and explains how they intend to implement it.
- SOGIE questions are asked of all children who enter the program:
  - **Preferred name**
  - **Asserted Pronoun**
  - **Gender Identity**
  - **Sexual Orientation**
- The agency specifically explains that all children/youth admitted are asked the same questions
- Admission staff is trained to ask these questions.
- The agency collects information/data on SOGIE
- The agency explains how SOGIE data is kept confidential
- The agency explains how it accommodates and affirms gender non-conforming children and youth and places them according to their gender identity and not the sex listed on their birth certificate or paperwork
- Programs take into consideration children's SOGIE when transferring them and ensure that they are moving into a safe, affirming environment

Comments:

## 8. NEEDS & SERVICE PLANS

- The agency always considers confidentiality and privacy and gets the youth's explicit permission to "discuss" SOGIE in their NSPs and explains who will be able to see the information.
- The agency describe how the NSP will reflect the child's SOGIE in regards to:
  - Education: advocating for in school if they are discriminated against
  - Visitation: Visitation with adults who are affirming of the children
  - Medical: LGBT children and youth's medical needs are supported (i.e. transportation to facilities who can appropriately meet their needs, seeing LGBT competent medical professionals, for transgender children: access to medically competent physicians who can support them through their transition)
  - Activities: LGBTQ and gender non-conforming children and youth are affirmed through attending LGBT activities in the community?
  - Mental Health: Mental health needs of LGBTQ children and gender non-conforming children/youth are met by professionals trained in SOGIE

Comments:

## 9. AGENCY PARTICIPATIONS IN CHILD & FAMILY TEAM (CFT)

- The agency advocates and affirms children’s SOGIE in CFT meetings?
- The agency works with the Child & Family Team around the child’s SOGIE, including providing support to families who do not affirm their LGBTQ and gender non-conforming children and who need support moving from rejection to acceptance?

Comments:

## 10. RFA CULTURAL RELEVANT SERVICES & CULTURAL HUMILITY

- There are specific plans to address SOGIE throughout the agency, including its environment. (i.e. LGBTQ affirming posters, photographs etc)
- The agency includes how it deals with bias, intersectionality, support for families who do not affirm children and deal with staff who are not observing of the agency’s anti-discrimination statement.
- The resource family agency is compliant with bedroom sharing policies and gender identity and expression
- The RFA’s staff support families who have LGBTQ children (i.e. knowledge of rejection, acceptance, etc. and the ability to educate and support families through that process)?

Comments:

## 11. CORE SERVICES

- The agency’s core services include support for LGBTQ children and their families (i.e. LGBT competent staff and services including mental health services, staff who are educated about the rejection-acceptance continuum and who can support and educate families, support groups, LGBTQ specific adoption education, inclusion in all events, recognition of LGBTQ families through the agency’s website, environment (pictures and posters), LGBTQ competent mental health)
- Core services include support for LGBT families (i.e. support groups, LGBT specific adoption education, inclusion in all events, recognition of LGBT families through the agency’s website, environment (pictures and posters), LGBT competent mental health)
- The agency describes how children’s SOGIE will be considered in all aspect of services

Comments:

## 12. RECRUITMENT, RETENTION, TRAINING, SUPERVISION & SUPPORT OF RESOURCES FAMILIES

- The agency recruits and hires affirming families and staff
- The agency provides separate and specific LGBTQ & SOGIE competency training
- SOGIE issues are addressed in home studies (i.e. Questions are asked of prospective resource parents about having a LGBTQ or gender non-conforming children?)
- Support is present for families whose child or youth is LGBTQ or gender non-conforming
- Support for resource families is provided in regard to the rejection-acceptance process
- LGBT families are affirmed

Comments:

## 13. TREATMENT SERVICES RFA

- The agency addresses the specific needs of LGBTQ and gender non-conforming children and youth through its services
- SOGIE and the well-being of LGBTQ & gender non-conforming children are mandated trainings
- Specific SOGIE competent services are provided (i.e. mental health, support group, trauma informed, resources, and support for non-affirming families)
- Support is provided to families around SOGIE
- Supports services are provided for families who do not affirm their children

Comments:

## 14. SERVICES TO BE PROVIDED TO CERTIFIED PARENTS & FAMILIES

- The agency assesses whether potential resource parents will be affirming of LGBTQ children (i.e. through recruitment, the home study process, and training)
- The agency speaks about how they address resource parents who are not accepting of LGBTQ children It is clear that LGBT resource parents are affirmed (i.e. through recruitment methods, agency's website, agency's environment (pictures, posters, flyers), LGBT parent support groups, LGBT families adoption support, LGBT specific activities)
- Specific LGBTQ & SOGIE training is offered to potential resource parents and continuing education for certified parents
- LGBTQ specific support are provided to relative caregivers? (i.e. will it be different than to resource families?)

Comments:

### 15. RESOURCE PARENTS APPROVAL & ASSESSMENT

- The home study process explores risk factors for family rejection and the family's capacity to accept and embrace a child regardless of their sexual orientation or gender identity and/or expression?
- The home study process assesses how the family will discuss SOGIE with their child, and/or respond to a child who displays non-conforming gender expression

Comments:

### 16. CHILDREN'S RIGHTS

- The agency upholds the rights of LGBTQ and gender non-conforming children
- LGBTQ children are affirmed through activities (i.e. transported to LGBTQ specific activities in the community, LGBTQ social groups, LGBTQ support groups, attending proms, access to LGBTQ community resources etc.)
- LGBTQ and gender non-conforming youth and children are supported through developing and visiting with adults who are affirming of their SOGIE regardless of whether they are biologically connected
- Staff ensures that LGBTQ and gender non-conforming youth and children are not exposed to rejection with people they visit
- The agency has a support plan to address rejection from adults the children want in their life
- Transgender youth are transported to services that meet their specific medical needs

Comments:

### 17. HOUSE RULES

- Environment: The house environment represents and affirms LGBTQ and gender non-conforming children and youth's SOGIE (i.e. LGBTQ affirming posters, pictures etc.)
- Visitations: LGBTQ and gender non-conforming children are allowed to spend time with people who are affirming of their SOGIE, as well as spend time with friends who are LGBTQ and/or gender non-conforming
- Activities: LGBTQ and gender non-conforming children and youth are affirmed through being able to attend LGBTQ activities, events, proms, parades etc.
- Funds: Children and youth will be allowed to spend their money in accordance with their SOGIE (i.e. allowed to purchase clothes, shoes, grooming products, decorate their living space in a manner that is consistent with their gender identity and/or expression)
- Dating: The agency ensures that peer to peer affection is handled the same way regardless of a child or youth's SOGIE
- Discipline: Children's SOGIE are affirmed and LGBTQ children are not discriminated against
- Runaway: considerations about SOGIE are taken into account when a child runs away (i.e.: are they being mistreated, discriminated against, bullied in placement?)

Comments:

## 18. PRIVACY

- The agency employees understand that they must always consult with the child or youth about what information the child wishes to disclose and to whom
- The agency understand children's privacy regarding SOGIE and the fact that they cannot disclose sexual orientation or gender identity to anyone, including potential roommates

Comments:

## 19. BEDROOMS

- The agency ensures that children share a bedroom consistent with their gender identity regardless of the gender or sex listed on the court or child welfare documents
- Staff and resource parents are trained to understand this mandate
- The agency has a plan in place to address staff who have issues with this mandate
- The agency has a plan in place to address youth who have problems with this

Comments:

## 20. CLOTHING & INCIDENTALS

- Children are provided with and allowed to acquire, possess, and use adequate personal items that are in accordance with the gender identity and expression of the child (Clothes, toiletries, personal hygiene products)

Comments:

## 20. MEDICAL

- Transgender children's specific medical needs are met (i.e. access to physicians who can support youth transitioning)
- Employees are trained to understand SOGIE regarding potential medical needs
- LGBTQ and transgender children are referred to medical providers that can address their specific medical needs

Comments: