

Components of a SOGIE inclusive Agency

This one page will provide you with the components that **must** be included in a SOGIE inclusive agency. Per AB403 and CCR, the following services and support are required and must be in place to affirm all children, including LGBTQ and gender non-conforming children. (For more details on each of the elements, please refer to the attached Program Statement tips).

In order for an agency to be inclusive, the following elements must be present throughout its entire program:

- A non-discrimination policy which includes sexual orientation, gender identity and gender expression **and** how it is implemented through services, activities, HR, volunteers, contractors, staff and resource parent recruitment.
- An intake process that includes questions regarding SOGIE for all children.
- Values that reflect and affirm all children by using their preferred/chosen names, asserted gender pronouns and respect their gender expressions.
- Child and Family team meetings which affirm and respect all children's SOGIE.
- SOGIE training for all employees.
- SOGIE training for all resource parents.
- LGBTQ & SOGIE trained Mental Health providers.
- Medical personnel who is specifically trained to refer transgender youth to services which address their transgender needs.
- Collaborations with community agencies that affirm and support LGBTQ and gender non-conforming children.
- Access to LGBTQ+ peer support groups, community activities, alliances etc.
- General advocacy for LGBTQ and gender non-conforming youth in the community, at school etc.
- Support services for families who do not affirm their LGBTQ and gender non-conforming children and who need support moving from rejection to acceptance.
- An agency which affirm LGBTQ and gender non-conforming youth through clothing, grooming and hygiene products, self-expression, dating, visitation, transportation and peer inclusion.
- An environment that is inclusive and affirming through visible signs throughout the agency.
- An agency that assesses the well-being, permanency and safety of all children and families, including LGBTQ and gender non-conforming children and families.
- An agency that ensures their resource parents and agency staff do not discriminate against LGBTQ and gender non-conforming children and families **and** has appropriate interventions in place for those who are struggling to affirm children and families.