Best Practices in Supporting LGBTQQQ Youth Through Quality Based Mentoring

11/21/2019
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Melissa English
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<table>
<thead>
<tr>
<th>Research</th>
<th>Training/Technical Assistance</th>
<th>Program Management</th>
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<tr>
<td>Principal Consultant, Mentorist</td>
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<td>Research Board Member, National Mentoring Resource Center</td>
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Melissa English

MENTOR – The National Mentoring Partnership

Senior Program Manager, National Mentoring Resource Center (NMRC)
NMRC – Project Lead
Agenda

- Introductions, Welcome, and Goals
- Entry Points for LGBTQQ Youth
- Climate for LGBTQQ Youth
- How to Offer Support: Standards of Care
- How to Offer Support: Creating Safe and Effective Mentoring Services
- Resources for your program
Who’s In The Room?
Goals & Outcomes

- To be able to identify the challenges facing LGBTQ youth population and identify the ways in which mentoring has a positive outcome for youth who identify as LGBTQ at the end of the presentation.

- Disseminate resources to support the implementation of a quality mentoring program that supports LGBTQ youth impacted by the JJ system.
A Closer Look at One Population: LGBTQQQ Youth in Juvenile Justice Systems
Discussion Question: Entry Points

LGBTQQ Youth are estimated to be about 7 percent of the population. However, approximately 13-15% of youth in juvenile justice systems are LGBTQ.

Why do you think this number is disproportionately high?

What factors do you think play a role in creating this trend?
Landscape: Entry Points

Climate: Societal Messaging During Adolescence (e.g., Homophobic, Transphobic, Biphobic)

- Ages of "Coming Out" has trended lower:
  - Early 20s (1980s)
  - 16/17 (2000s)
  - Phases of exploration/acceptance are earlier too.

School Experiences
- Bullying
- Harassment
- Feeling “Unsafe”
- Discipline policies/actions that are more punitive for LGBTQ youth

Involvement with Juvenile Justice Systems

Risk Taking Behaviors
Truancy
Homelessness

Stress
- Internalized tension about identity
- More likely to use drugs, alcohol, and cigarettes
- Difficulty accessing resources and support (fear of judgment and bias)

Rejection:
- Parent and family rejection increases risk-taking behavior
- Survival crimes
- Punishments appear to be more severe for LGBTQ individuals
Discussion Questions: JJ Climate

How well prepared are juvenile justice systems and JJ Professionals to work with LGBTQ youth?

What barriers do you think exists?

What do you think the experiences of LGBTQ youth look like?
Landscape: LGBTQQ Youth Experiences in Juvenile Justice Systems

- Biased treatment
- Services and placements are ill-prepared
- Disproportionate levels of detention
- Segregation and isolation
- Abuse while in placement
Discussion Questions: Creating Safe and Affirming Climates

What does a safe space look like for LGBTQ Youth?

Why is it important to affirm and visibly welcome LGBTQQQ youth?
## Policy Recommendations

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<th>Conduct</th>
<th>Conduct needs assessments</th>
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<tr>
<td>Establish</td>
<td>Establish non-discrimination policies</td>
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<tr>
<td>Build</td>
<td>Build staff awareness</td>
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<tr>
<td>Incorporate</td>
<td>Incorporate inclusive intake practices</td>
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<td>Promote</td>
<td>Promote culturally competent settings</td>
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Policy Recommendations Cont.

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<tr>
<th>Implement</th>
<th>Implement affirming policies</th>
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<td>Support</td>
<td>Support healthy peer connections</td>
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<tr>
<td>Strengthen</td>
<td>Strengthen family connections</td>
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<tr>
<td>Promote</td>
<td>Promote access to external supports</td>
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<tr>
<td>Facilitate</td>
<td>Facilitate community engagement</td>
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Mentoring LGBTQ Youth
Discussion Questions

In general, how can mentoring support youth who might be involved in juvenile justice systems?

How do you think LGBTQ youth could benefit from the support of mentors?
How does mentoring “work”?

Pathway to Mentoring Influence Model

- Mentoring Relationship
  - Mutuality
  - Empathy
  - Trust

- Benefits
- Social/emotional
- Cognitive
- Identity development

Mediator: Parent/Peer

Outcomes
- Less likely to hit someone
- Less likely to skip school
- Better peer and parent relationships

Moderating influences: Background of mentor and mentee, program support, etc.
Mentoring for LGBTQ Youth

- In-person relationships may play a protective role for LGBTQ youth
- Mentors may assist in critical phases of identity development
- Mentors who take advocacy roles may be able to offer emotional, informational, and interpersonal support
- Informal mentoring relationships appear connected to positive educational outcomes
- To ensure quality relationships, matching criteria may necessitate the use of information related to sexual orientation and gender identity
- Youth serving agencies with inclusive and affirming climates may offer additional levels of protection

Summary

This review examines research on mentoring for youth who are lesbian, gay, bisexual, transgender, questioning, intersex, and gender nonconforming (LGBTQI-GNC). It is organized around four topics: a) the documented effectiveness of mentoring for LGBTQI-GNC youth; b) the extent to which mentor, youth, and program characteristics influence effectiveness; c) the processes that may link mentoring to outcomes in LGBTQI-GNC youth; and d) the extent to which efforts to provide mentoring for LGBTQI-GNC youth have reached and engaged these youth, been implemented with high quality, and been adapted and sustained by host organizations and settings. At present, few empirical studies have been conducted to address any of the above questions. However, a growing body of literature has identified patterns of risks faced by LGBTQI-GNC youth and points to the types of support that may be most closely associated with facilitating positive outcomes for these populations. This research, along with early insights from available research on mentoring for LGBTQI-GNC youth, points to the following preliminary (i.e., in large part, not directly tested) but noteworthy possibilities:

- In-person mentoring relationships may serve an important protective role for LGBTQI-GNC youth, helping them to confront challenges such as lack of acceptance from peers and parents, as well as to foster more positive and meaningful relationships;
- Informal mentoring relationships with adults may promote positive educational outcomes among LGBTQI-GNC youth;
- Some subpopulations of LGBTQI-GNC youth—including youth of color, gender nonconforming youth—may benefit from additional levels of support in order to facilitate their development and well-being.

Youth serving agencies with inclusive and affirming climates may offer additional levels of protection.
Mentoring for LGBTQ Youth

Mentors appear well-positioned to disrupt risks and serve as a protective layer of support to LGBTQ youth as they navigate through stigma, bias, victimization, and rejection. Can serve to prevent entry into systems as well as respond to challenges often faced once they are systems involved.
Elements of Effective Practice Review
EEPM 4th Edition

- Recruitment
- Screening
- Training
- Matching
- Monitoring and Support
- Closure
- Program Management
Best Practices for Mentoring LGBTQ Youth: Effective Practices
Activity

Using the LGBTQ Elements of Effective Practice check list as a guide, identify 2-3 practices that you could update/enhance to create safer and more affirming services to LGBTQ youth in your care. What do these practices look like?

What additional training and support do you need to increase your awareness, competence, and confidence to better serve LGBTQ youth?
Affirming Mentoring Practices (LGBTQ Youth)

- Recruitment (Visible cues, affirming language, nondiscrimination policies)
- Screening (Screen out trans and homophobic volunteers)
- Training (Empathy, support for youth that are “coming out”)
- Matching (LGBT adults with youth, Advocates and allies, parent preferences)
- Case Management (Community resources, support for family)
- Closure (Reflection, connect with positive, natural mentors)
- Evaluation
Creating Safe and Affirming Practices for LGBTQ Youth: Starting With Awareness

- Start with increasing your personal knowledge of LGBTQ terminology, risk factors, and strategies for support (**Increase your knowledge**)
- Work with internal program champions to update policies and practices and work to increase educational opportunities to help others understand the risks of not acting (**demonstrate personal and professional cultural competence**)
- Intentionally work with members of your agency/organization to ensure the safety and well-being of LGBTQ youth in your services and community (**promote acts advocacy**)

Knowledge  
Competence  
Advocacy
Resources
# Program Highlights

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<th>Program</th>
<th>Description</th>
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<td><strong>Check &amp; Connect</strong> Plus Truancy Board</td>
<td>Prevention and early intervention program. Partnerships with the community truancy board, a group of community leaders, school officials, and representatives of juvenile courts. Students in the intervention group were more likely to have graduated and less likely to have dropped out than students in the comparison group.</td>
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<td><strong>Reading for Life</strong></td>
<td>This is a diversion program in which juveniles ages 13–18, who have committed non-violent offenses, study works of literature and classic virtue theory in small groups, led by trained volunteer mentors. <strong>97% of graduates never face a judge again</strong>.</td>
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<td><strong>Youth Advocate Program’s</strong> (YAP)</td>
<td>This re-entry youth mentoring program supports youth transitioning out of the JJ system. <strong>80% of youth do not recidivate post-discharge.</strong></td>
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This project is funded through a grant from the Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs, U.S. Department of Justice.

The National Mentoring Resource Center Builds on OJJDP’s history, leadership, and investments in quality youth mentoring.
National Mentoring Resource Center

Key Components:

- **National Mentoring Resource Center Website**
  - Great Practitioner Focused Blog
  - Numerous Research Vetted Resources
  - Evidence Reviews on Programs, Models, and Populations

- **Research Board**
  - 32 member Research Board with wide-ranging expertise, backgrounds, and methodological experience

- **Training and Technical Assistance!**
  - [No-Cost Assistance For Your Youth Mentoring Program](#)
Examples of TA

- Development of high-quality mentor training materials
- Guidance and consultation on mentor recruitment plans
- Screening strategies; program analysis
- Improvement of match support processes
- Recommendations on best practices for serving challenging youth populations
Reflections

One thing you learned during this session

One new practice or idea that you will take with you
Community Talk…

Questions?

Comments?

Feedback?
Resource Links

- LGBTQQ Supplement To The Elements Of Effective Practice For Mentoring™: https://www.mentoring.org/lgbtq-supplement-to-the-elements-of-effective-practice-for-mentoring/

- NDTAC Fact Sheet: Improving Services for Youth Who Are LGBT in Juvenile Justice Systems: https://nicic.gov/ndtac-fact-sheet-improving-services-youth-who-are-lgbt-juvenile-justice-systems

- National Mentoring Resource Center: www.nationalmentoringresourcecenter.org
Connect With Us

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