

Best Practices in Supporting LGBTQQ Youth Through Quality Based Mentoring



NATIONAL
MENTORING
RESOURCE CENTER
A Program of **OJJDP**

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MENTOR – The National Mentoring Partnership

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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: LGBTQQ 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

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 exist?



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 LGBTQQ youth?



Policy Recommendations

Conduct	Conduct needs assessments
Establish	Establish non-discrimination policies
Build	Build staff awareness
Incorporate	Incorporate inclusive intake practices
Promote	Promote culturally competent settings



Policy Recommendations Cont.

Implement	Implement affirming policies
Support	Support healthy peer connections
Strengthen	Strengthen family connections
Promote	Promote access to external supports
Facilitate	Facilitate community engagement



Mentoring LGBTQ Youth



Discussion Questions



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

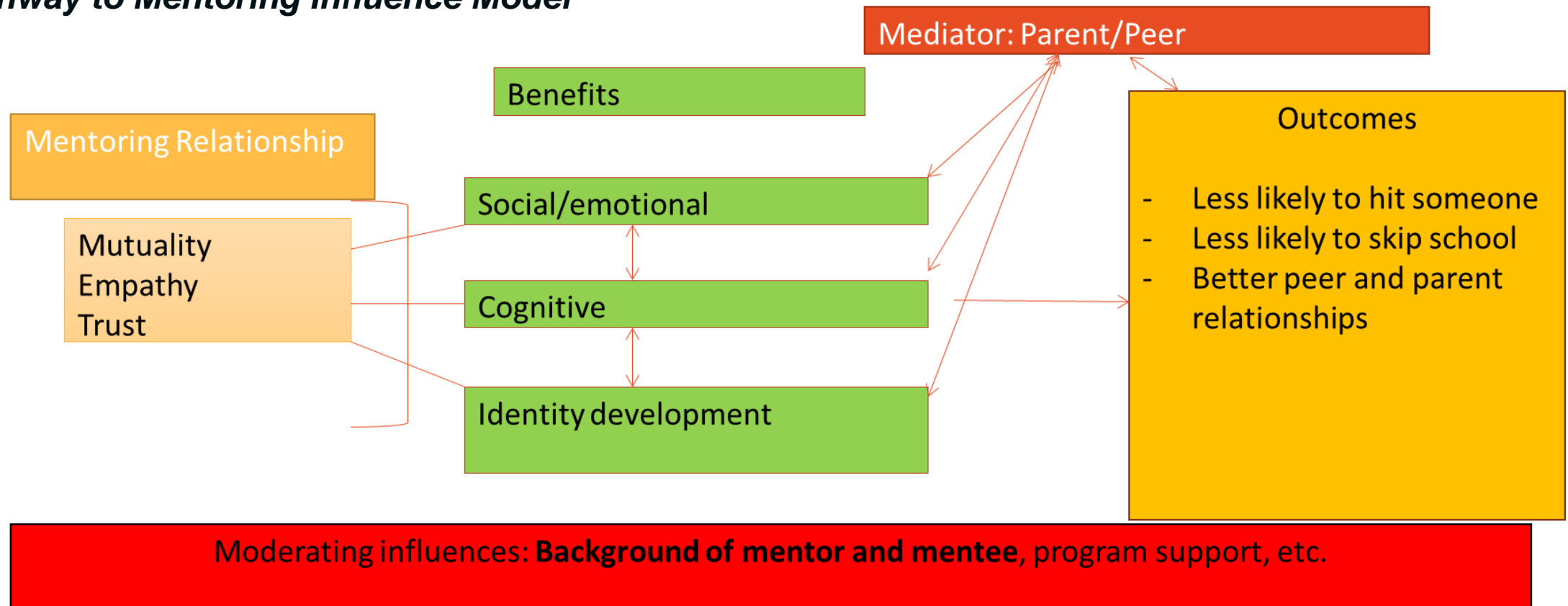


How do you think LGBTQQ youth could benefit from the support of mentors?

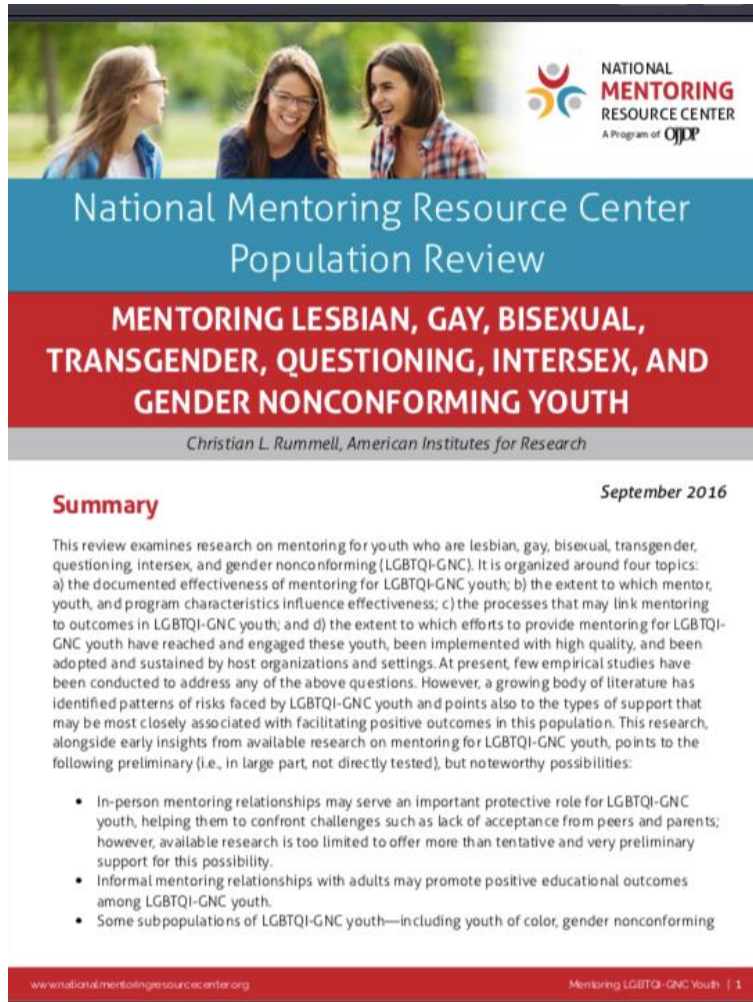


How does mentoring “work”?

Pathway to Mentoring Influence Model



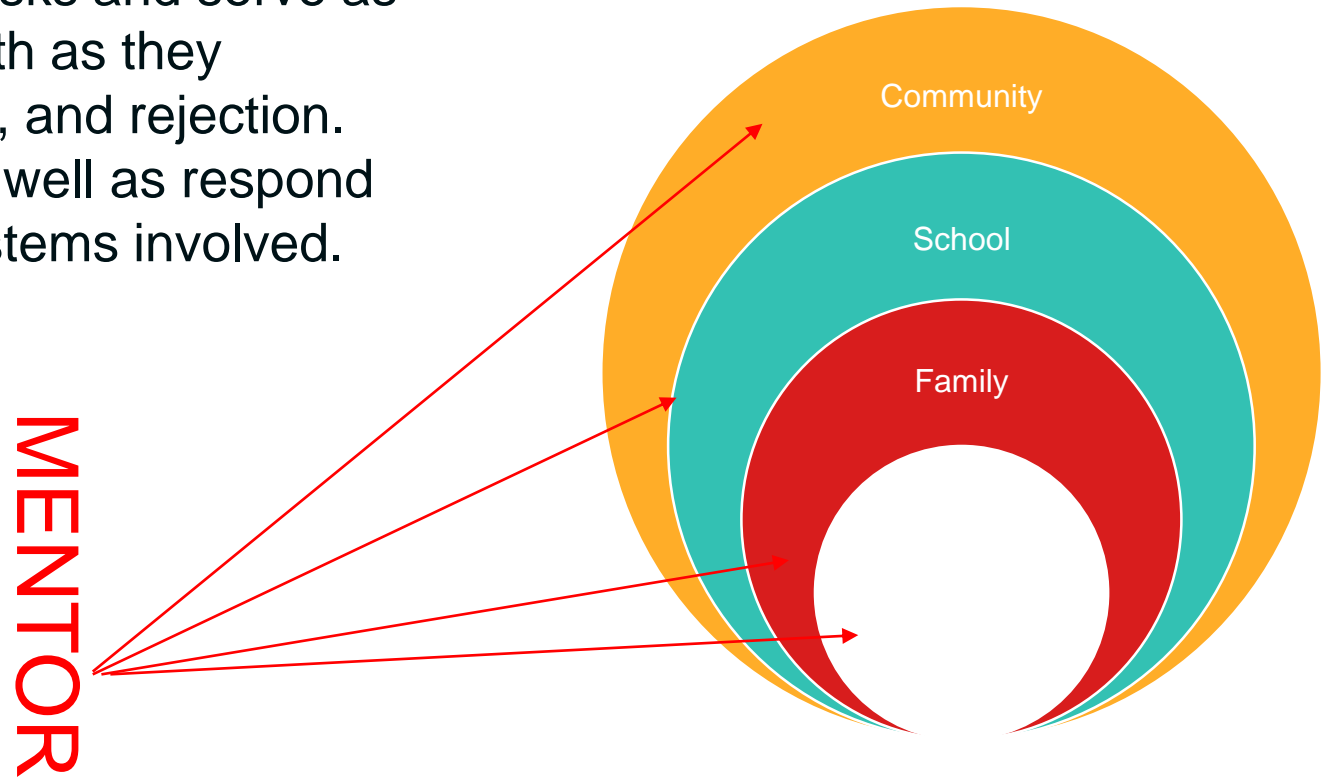
Mentoring for LGBTQ Youth



- ☐ 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

Mentoring for LGBTQ Youth

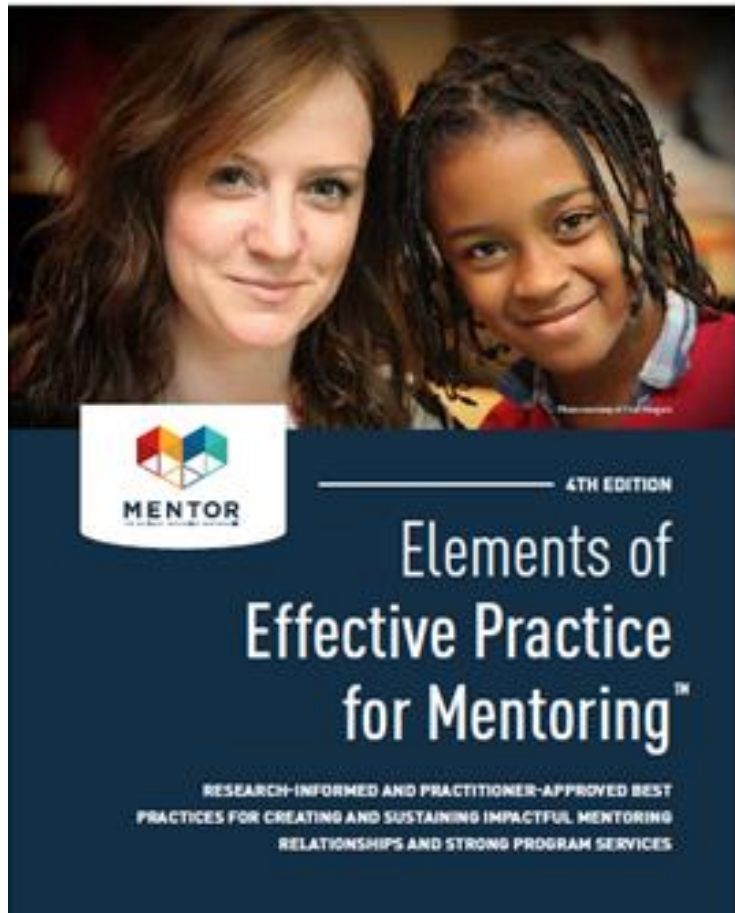
Mentors appear well-positioned to disrupt risks and serve as a protective layer of support to LGBTQ youth as they navigate through stigma, bias, victimization, and rejection. Can serve to prevent entry into systems as well as respond to challenges often faced once they are systems involved.



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 LGBTQQ 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 LGBTQQ 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 LGBTQQ 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**)



Resources



Program Highlights

Check & Connect Plus Truancy Board

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.**

Reading for Life

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. **97% of graduates never face a judge again**

Youth Advocate Program's (YAP)

This re-entry youth mentoring program supports youth transitioning out of the JJ system. **80% of youth do not recidivate post-discharge.**



National Mentoring Resource Center & Office of Juvenile Justice and Delinquency Prevention

- 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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