

RISE PROGRAM

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Basic Childhood Development

	Early Childhood Ages 2 ½ to 6	Middle Childhood Ages 6 to 12	Adolescence Ages 12 to Adulthood
Physical Milestones	<ul style="list-style-type: none"> • Ability to use body • Improved motor skills • Brain grows to up to 90% of its weight • Cognitive functions advance 	<ul style="list-style-type: none"> • Body changes, increase strength • Sex difference in motor skills • Brain growth in late maturing areas • Coordination between brain areas • Mid-growth spurt 	<ul style="list-style-type: none"> • Rapid height and weight increase • Hormone influx stimulates functioning of reproductive organs • Changes in brain regions associated with impulse control and decision making
Cognitive Milestones	<ul style="list-style-type: none"> • Increase memory • Development of basic vocabulary and grammar • Increased knowledge about physical laws and properties of objects 	<ul style="list-style-type: none"> • Emergence of mental operations for sorting and classification • Increased memory and attention, efficiency in storing and retrieving information 	<ul style="list-style-type: none"> • Logical thinking • Ability to think in hypotheticals, higher-level problem solving skills • Can use reasoning to make moral judgments
Social & Emotional Milestones	<ul style="list-style-type: none"> • Self-labeling as “boy” or “girl” • Concepts of gender-role behaviors • Emergence of ethnic identity/identities • Moral judgment emphasizes external consequences • Increased abilities to regulate thoughts and actions 	<ul style="list-style-type: none"> • Emergence of peer social structure • Moral behavior regulated by social relationships • Gender-typed behaviors increase • Better at making friends • Emergence of social comparison 	<ul style="list-style-type: none"> • Self-concepts organize around interpersonal implications • Peer group importance, gender-typed behaviors increase.



Behaviors during the different development stages

<p>Early Childhood Ages 2 ½ to 6</p>	<p>Middle Childhood Ages 6 to 12</p>	<p>Adolescence Ages 12 to Adulthood</p>
<p>Gender-categorized toy interest emerges very early.</p> <ul style="list-style-type: none"> • Identify their sex (male/female bodies) and label gender (boy/girl) • Gender-segregated play emerges in pre-school • Children learn “gender-role stability” (girls grow up to be women and boys grow up to be men) • Children learn sex-role constancy when they understand their sex remains the same over time, even if they dress up as another gender. 	<p>Gender identity is a social construct, and can be viewed multi-dimensionally as a combination of: self-identification, felt compatibility with gender, felt pressure/socialization/bias to conform and attitudes toward gender groups</p> <ul style="list-style-type: none"> • Binary Roles in school • Social Comparison • Increase risk of abuse 	<p>Gender can be defined along a spectrum including woman/girl, man/boy, gender-variant, genderqueer, etc. Understanding and words used to describe can change over time, and it may or may not align with sex assigned at birth and/or gender expression.</p>
<p>At ages 5-6, peak rigidity in applying gender stereotypes</p>	<ul style="list-style-type: none"> • People remember having their first “crushes” years before the onset of puberty • LG people describe feeling “different” from childhood; studies show same-sex attraction awareness for boys around age 9 and for girls around age 10 	<p>For adolescents who identify as a different gender associated with their sex assigned at birth, puberty and the emergence of secondary sex characteristics can be extremely traumatic. That effect can be delayed by reversible medical treatment</p>
	<ul style="list-style-type: none"> • Puberty begins, reproductive organs start maturing, and secondary sex characteristics emerges • Many schools begin to address sexuality in 5th grade 	<p>According to the APA, in adolescence physical appearance assumes paramount importance, to fit in the “norm” of the group identified with</p>

Glossary of Terms

The definitions offered here can help when navigating LGBTQ+ identities and working with LGBTQ+ youth. Please remember, however, that best practice is to reflect the language people use to describe themselves, it is never our job to label someone else's identity. Ask youth how they self-identify and ask about language that makes them feel safe. If they choose to avoid self-identifying terms, honor that – doing this will clearly indicate to youth their right to be themselves and to be seen in who they are.

Affirm: To acknowledge or assert as fact; here, to publicly or to openly acknowledge and publicly assert the rights and dignity of LGBTQ+ youth.

Agender: An identity under the umbrella of nonbinary terms. Some agender individuals experience no gender identity, although some experience this as having a gender identity that is neutral.

Ally: A person or organization that actively aligns and uses their resources to support individuals and communities. In this context, someone who is straight and/or cisgender, is committed to the well-being and autonomy of LGBTQ+ youth, and actively works to support them.

Androgynous: A gender expression that consistently has both masculine and feminine elements, or neither (i.e. gender neutral).

Anti-Gay Bias: Hatred of, discrimination against, or aversion to lesbian, gay, and bisexual (LGB) people, people perceived to be LGB, and/or those associated with persons who are LGB. Often referred to as “homophobia.”

Anti-Transgender Bias: Hatred of, discrimination against, or aversion to transgender or gender variant people, people perceived to be, and/or those associated with persons who are transgender or gender variant. Often referred to as “transphobia.”

Asexual: A person who experiences little to no primary romantic, emotional, and/or sexual attraction. This is the “A” sometimes seen in the LGBTQA+ acronym.

Bigender: A gender identity in which an individual experiences two or more genders. These can be any two+ genders and can be experienced in many different ways.

Binarism: Hatred of, aversion to, and/or discrimination against people whose identities exist outside of the stereotypical SOGIE binaries.

Binary: Consist of, indicating, involving, or exclusive to two.

Bisexual: A person who is attracted to people of two or more genders, not necessarily their own.

Cisgender: An adjective used to describe a person whose gender identity aligns with the sex they were assigned at birth in ways we might traditionally or stereotypically expect. “Cis” meaning “same” in Latin.

Cisgender Privilege: The implicit and explicit privileges that cisgender people experience and exercise. For example, these privileges include the ability to navigate the world (e.g. placement,

school, etc.) without fear of verbal abuse, intimidation, or assault. The privileges also frequently include the absence of questions about one's anatomy (often by strangers) and the lack of frequent misgendering. People with cisgender privilege also experience a presumed "validity" as a man/woman/human and which is not based on how well one "passes" as a man/woman, etc.

Coming Out: The process through which a person acknowledges and explains their SOGIE to themselves and others. Often incorrectly thought of to be a one-time event, this can be a lifelong and sometimes daily process.

Conversion Therapy: Also known as "reparative therapy," conversion therapy is a range of dangerous and discredited practices that falsely claim to change a person's SOGIE in order to align with binaries. These practices are unlawful in many jurisdictions, extremely harmful, and have been rejected by every mainstream medical and mental health organization.

Drag Queen/King: Someone who performs another gender for entertainment purposes; folks who do drag may or may not identify as transgender.

Feminine: A term used to describe the socially constructed and culturally specific gender expression (behaviors, dress, etc.) expected of women.

Gay: A term used to describe a person attracted to someone of the same gender. For example: a man who is attracted to another man; this term may also be used by women attracted to other women.

Gay-Straight Alliance (GSA): GSA clubs, or GSAs for short, are student-run organizations that unite LGBTQ+ and allied youth to build community and organize around issues impacting them in their schools and communities. GSAs have evolved beyond their traditional role to serve as safe spaces for LGBTQ+ youth in middle schools and high schools, and have emerged as vehicles for deep social change related to racial, gender, and educational justice.

Gender-Affirming Care: Used as an adjective, this describes any form of care that supports and affirms the safety, wellbeing, and permanency of transgender and gender non-conforming (TGNC) youth. In this case, a noun describing the qualified and affirming mental and physical health care a TGNC youth may access as a part of their transition.

Gender Binary: The idea that gender is strictly an either/or option of men who are masculine, or women who are feminine, based on the sex they were assigned at birth, rather than a continuum or spectrum of identities and expressions. The gender binary creates expectations, or gender roles, for everyone about how they should behave, what to wear, who they should be attracted to, etc.

Gender Conforming: A adjective to describe a person whose gender expression is perceived as being consistent with cultural norms expected for that gender identity. For example, according to these norms, boys/men are or should be masculine, and girls/women should be feminine.

Gender Dysphoria: The formal diagnosis in the American Psychiatric Association's Diagnostic and Statistical Manual, Fifth Edition (DSM V), used by psychologists and physicians to indicate that a person meets the diagnostic criteria to engage in medical transition. In other words, the medical diagnosis for being transgender. This was previously referred to Gender Identity Disorder

(GID), which is now considered outdated. The inclusion of Gender Dysphoria as a diagnosis in the DSM V is contentious because it implies that being transgender is a mental illness and upholds a medicalized gatekeeping model. On the other hand, since a formal diagnosis is generally required to receive or provide treatment in the US, it does provide access to gender affirming care for some people who might not otherwise be eligible to receive it.

Gender Expression: A person's gender presentation, comprised of things such as personal style, clothing, hairstyle, makeup (or no makeup), jewelry, vocal inflection, and body language. All people express gender(s) and it is not an indicator of sexual orientation, gender identity, or sex assigned at birth.

Gender Fluid: An individual whose gender identity fluctuates. People who are gender fluid may not operate within socially and culturally expected gender roles.

Gender Identity: One's internal sense of being a man/boy, woman/girl, neither of these, both, or other/additional gender(s). All people have a gender identity.

Gender Neutral: An adjective that describes something (e.g. a space, such as a bathroom, or an item, such as a piece of clothing) that is inclusive all genders. Words can also be gender neutral instead of gender specific (e.g. partner/date vs. boy/girlfriend).

Gender Nonconforming (GNC): An adjective to describe a gender expression which exists outside of the cultural norms of that person's gender identity. For example, a woman/girl whose gender expression is not feminine might describe themselves as gender nonconforming.

Gender Role: Culturally or socially determined sets of attitudes and behaviors that are expected of an individual based on their sex assigned at birth and/or gender identity, and/or perceived sex assigned at birth or gender identity.

Genderqueer (also gender queer): An umbrella term used to describe a gender identity which exists outside of or beyond the binary of man/boy or woman/girl.

Gender Variant: Expressing gender and/or having characteristics that do not conform to the expectations of society and culture. This may also be referred to as gender nonconforming, gender creative, or gender expansive.

Heterosexism: The dominant notion that everyone is heterosexual (or should be) and that heterosexuality is the natural and right way to experience attraction/sexual orientation.

Heterosexual: Feeling romantic, emotional, and/or sexual attraction to a person(s) of another gender; sometimes referred to as being "straight."

Heterosexual Privilege: The privileges that heterosexual people, or people perceived to be, experience because of heterosexism. Heterosexual privilege carries with it implicit and explicit benefits such as: inherent access to affirming placements; assumed validity of relationship status; and, access to services/providers who are knowledgeable about their identity.

Homosexual: Feeling attraction to a person(s) of the same gender with which one identifies. Although some individuals may identify with this term, it is now a dated term that has negative connotations, is often considered clinical, and/or derogatory.

Identity: What, how, and who one knows oneself to be; a multi-faceted component of self that may evolve throughout one's life span.

In the Closet/Closeted: The suppression of an LGBTQ+ person's SOGIE, which may be by choice, due to erasure, and/or due to fear of bias. Remaining closeted can cause isolation and disempowerment. LGBTQ+ people may be "out" in certain spaces and/or with certain parts of their identity, and closeted in others.

Intersectionality: A term coined by Kimberlé Williams Crenshaw, an American lawyer, civil rights advocate and a leading scholar of critical race theory. Intersectionality examines how our various identities including but not limited to race, class, ability, and SOGIE interact and contribute to multiple forms of discrimination and systematic social inequality.

Intersex: A term that describes variations that the medical community decided is not standard to be defined as "male" or "female" due to chromosomal, hormonal, internal reproductive organs, and/or external genitalia. People who are intersex used to be referred to as "hermaphrodite"; however, that term is dated and derogatory.

Lesbian: A term used to describe a woman who is attracted to another woman.

LGBTQ+: An acronym commonly used to refer to Lesbian, Gay, Bisexual, Transgender, Queer and Questioning people, and the community at large (as in "LGBTQ+ community"). The "+" denotes the many identities which fall outside of SOGIE binaries.

Masculine: A term used to describe the socially constructed and culturally specific gender behaviors expected of men.

Misgender: To refer to another person using the incorrect pronouns and/or name with which they do not use. This could be done intentionally to cause emotional and psychological harm, unintentionally because of assumptions, or accidentally mis-stepping.

Non-binary: A gender identity term used to describe people who understand their gender to exist outside of the gender binary. Some folks who are non-binary consider themselves to be transgender, other people do not.

Oppression: Institutional and systemic devaluing, undermining, marginalizing, and disadvantaging of certain social identities in contrast to the privileged norm; when some people are denied something of value, while others have ready access. Oppression involves the use of power by one or more groups against another to push down, take advantage of, and use systems to make themselves the most powerful and well-off group in a society. Often, this use of power is covered up and is explained as "just the way things are."

Out: Openly acknowledging and disclosing one's LGBTQ+ SOGIE. This may be partial – that is, out to some people and not to others, or in specific settings. Sometimes referred to as being "out of the closet" in reference to "coming out."

Outing: When someone else accidentally or deliberately reveals another person's LGBTQ+ SOGIE, usually without consent. LGBTQ+ youth are entitled to confidentiality around their SOGIE and self-determination in disclosure. Outing any LGBTQ+ person without their knowledge and consent can be dangerous and cause irreparable harm.

Pansexual: A sexual orientation characterized by the potential to experience attraction to a person regardless of gender identity.

Permanency: A holistic state including but not limited to physical, legal, mental, and emotional safety, stability, and wellbeing for youth. This includes lifelong connections with supportive adults, a sense of community, connection with peers, and access to resources one needs not only to survive but thrive.

Pride: In this context, events and programs in celebration of the ongoing fight for recognition and visibility of LGBTQ+ people. Typically celebrated in June, pride events can be an opportunity to increase feelings of community connectedness.

Pronouns: A pronoun is a word that takes the place of a noun, in this case someone's name. Common pronouns include she/her/hers/ella, he/him/his/ él, and they/them/theirs/ellx. Pronouns are not specific to someone's gender identity or expression. A person's pronouns may change, they may use multiple sets of pronouns, or they may simply use their name.

Queer: A self-identification, sometimes used as an umbrella term, that indicates not fitting cultural norms around SOGIE. Historically, this was a derogatory term used to refer to LGBTQ+ people. It is now a term of empowerment that some LGBTQ+ people are reclaiming and embracing, making it an in-group/out-group word.

Questioning: A person who is exploring or questioning one or more aspects of their SOGIE.

Safe/Brave Space: An inclusive environment where LGBTQ+ youth can relax and express themselves, without fear of being made to feel uncomfortable, unwelcome, or unsafe on account of their identities including but not limited to: SOGIE, race/ethnicity, background, age, and/or physical/mental abilities. Creating and maintaining a safe/brave space requires consistent work.

Sex (also referred to Sex Assigned at Birth): In the United States, individuals are assigned "female" or "male" sex at birth, based on a physician or other medical professional's perception of external anatomy.

SOGIE: An acronym that stands for sexual orientation, gender identity, and gender expression.

Sexism: The dominant, historical notion that cisgender men/boys, or those perceived to be, are superior and therefore afforded privileges not inherently afforded to those who are not men.

Sexual Behavior: The physical, intimate acts one may engage in. This is distinct from sexual orientation.

Sexual Orientation: Describes emotional, romantic, and physical feelings of attraction – usually over a period of time; it is distinct from sexual behavior. Some people do not experience primary attraction to anyone. There are many different terms used to describe one's sexual orientation including but not limited to: straight, gay, lesbian, bisexual, queer, questioning, and asexual. All people have a sexual orientation.

Stealth: Describes a transgender person's decision to keep their sex assigned at birth confidential. Also referred to as "going stealth" or "living in stealth mode." This is an in-group/out-group word.

Transgender: An adjective used to describe a person whose sex assigned at birth does not align with their gender identity along the SOGIE binaries in a way society might not traditionally expect (e.g. a person assigned female at birth whose gender identity is man).

Transition: A transgender person's process of aligning their gender expression with their gender identity. Transition can include but is not limited to: coming out to one's family, friends, and/or providers; use of a different name and pronouns; socially and/or legally transitioning. Some transgender people may also access gender affirming care, which may include hormones and/or surgery. However, not all transgender people can or do undergo medical transition. Transitioning looks different for all people.

Two-Spirit (2S): A term some Indigenous people use to describe their identity possessing qualities or fulfilling multiple roles across SOGIE and spiritual identity.

RISE adapted this LGBTQ Glossary from the following sources:

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SELF-AWARENESS CHECK

Examining our Biases in Working with LGBTQ+ Youth in Systems of Care

Answer the questions as openly and honestly as possible. This is yours to keep. Answers will not be shared. Use this as a tool to periodically check-in with yourself and your colleagues to improve practice.

1) In what ways can your discomfort with or lack of knowledge around SOGIE impact the youth you work with?

2) Rank how comfortable are you discussing a youth's sexual orientation, including terms you may not be familiar with. What are some areas you would need more resources, info, etc.?



3) Rank how comfortable you are discussing a young person's gender identity and expression, including asking for gender pronouns. What are some areas you would need more resources, info, etc.?



4) What tools or support would you need in order to advocate for a youth who is being subjected to Anti-gay and/or Anti-transgender bias
A) at your agency B) in placement C) in school D) in other spaces?






Laws & Policies Protecting LGBTQ Youth in Systems of Care



Non-Discrimination & Harassment

Foster youth have a right not to be subjected to discrimination and harassment on the basis of actual or perceived sexual orientation or gender identity. Youth have the right to be placed in homes and facilities according to their gender identity. Caregiver trainings must be culturally competent.

The CA Foster Care Non-Discrimination Act, Foster Youth: LGBT Cultural Competency (HSC§1522, §1522.41, §1529.2, and §1563; WIC §903.7, §16001.9, §16003, and §16013), & Protection from Discrimination Based on Sexual Orientation and Gender Identity in State Operated or State Funded Programs (GOV§11135)

Safety in Schools

Training programs for foster youth, child welfare personnel, foster parents, and relative caregivers must include information on current school safety laws that protect students from bias-motivated harassment and discrimination.

Foster Youth School Safety Education (HSC §1522.41, and §1529.2; WIC §16001.9, §16003, and §16013)



Mental Health Care

Youth ages 12-17 can consent to mental health treatment or counseling when the attending professional believes the youth is mature enough to participate. Care should be culturally competent and should not utilize conversion therapy or attempts to change a minor client's sexual orientation or gender identity.

Mental Health Services for At-Risk Youth (HSC §124260; WIC §14029.8), Protecting LGBT Youth From Psychological Abuse (BPC §865), FAM §6924, and HSC §12460

Safety in Detention

Harassment and discrimination based on actual or perceived sex, sexual orientation, and gender identity is prohibited in Department of Juvenile Justice facilities. Facilities must screen all individuals to assess risk of experiencing abuse and all staff must received culturally competent training. Housing for transgender and intersex individuals should be made on a case-by-case basis.

The CA Juvenile Justice Safety and Protection (WIC § 224.70-224.74) & Prison Rape Elimination Act (PREA)



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The California Foster Care Non-Discrimination Act – AB 458 (2003)

All foster children and all adults engaged in the provision of care and services to foster children have a right to fair and equal access to all available services, placement, care, treatment and benefits. All foster children and all adults engaged in the provision of care and services to foster children have a right not to be subjected to discrimination or harassment on the basis of actual or perceived sexual orientation or gender identity. All community college districts that provide orientation and training to relative caregivers must make available to relative and extended family caregivers courses that cover the right of a foster child to have fair and equal access to all available services, placement, care, treatment, and benefits and the right of foster youth not to be subjected to discrimination or harassment on the basis of actual or perceived sexual orientation or gender identity.

Protection from Discrimination Based on Sexual Orientation and Gender Identity in State Operated or State Funded Programs in California – SB 1441 (2006)

Amended the existing California Bias Free Government Funded State Services & Programs Law, section 11135 of the CA Government Code, so that it explicitly includes sexual orientation and gender identity as prohibited grounds for discrimination. Section 11135 is prohibits discrimination against individuals applying for, participating in, or receiving services from: any program or activity operated, administered, or conducted by the state; any program or activity operated, administered, or conducted by any state agency; or any program or activity that receives funding or financial assistance from the state. In addition to the programs and activities that California directly operates, SB 1441 also covers programs the state also funds or gives financial assistance to (in the form of a contract or a grant, for example), many different activities, programs, and local agencies across the state.

The California Juvenile Justice Safety and Protection Act – SB 518 (2007)

Prohibits harassment and discrimination based on actual or perceived sex, sexual orientation, gender identity, and HIV status in all California Department of Juvenile Justice (DJJ) facilities. That means that all DJJ facilities must ensure the safety and dignity of every youth in their care, and must provide care, placement, and services to youth without discriminating on these bases. SB 518 establishes a Youth Bill of Rights, requires all DJJ facilities to inform youth about their rights during orientation and to give youth a copy of these rights, and requires the DJJ ombudsperson to monitor a toll-free helpline and investigate all complaints from youth and parents.

Foster Youth School Safety Education – AB 3015 (2008)

Requires that existing training programs for foster youth, foster youth group homes, child welfare personnel, foster parents, and relative caregivers, include information on school safety laws that protect students from bias-motivated harassment and discrimination.

Mental Health Services for At-Risk Youth – SB 543 (2010)

Allows youth ages 12 - 17 to consent to mental health treatment or counseling when the attending professional believes the youth is mature enough to participate intelligently in the services or when the youth would present a danger of serious physical or mental harm to self or others without the services. SB 543 still requires the involvement of the minor's parent /guardian if/when it is determined that parental involvement is appropriate.

Foster Youth: LGBT Cultural Competency – AB 1856 (2012)

Requires that existing training programs for foster youth caregivers include information related to cultural competency and best practices for serving lesbian, gay, bisexual, and transgender (LGBT) youth.

Protecting LGBT Youth from Psychological Abuse – SB 1172 (2012)

Prohibits mental health professionals from using "conversion therapy" to attempt to change a minor client's sexual orientation.

PREA: Prison Rape Elimination Act (2012)

PREA Standards are a comprehensive set of federal rules that address all aspects of a facility's operations as they relate to preventing, detecting, and responding to abuse. Among the protections are the following: Facilities must screen all individuals at admission and upon transfer to assess their risk of experiencing or perpetrating abuse, including identifying those who may be at risk because of their transgender status, gender nonconformity, sexual orientation, or intersex condition. Decisions about where a transgender person, or a person with an intersex condition, is housed must be made on a case-by-case basis; they cannot be made solely on the basis of a person's anatomy or gender assigned at birth. All facilities must train staff on a variety of issues related to sexual abuse prevention, including interacting professionally with LGBT and gender nonconforming people and those with intersex conditions.

Respecting Gender Identity in Foster Youth Placements – SB 731 (2015)

Youth in out-of-home care have the right to be placed in homes and facilities according to their gender identity, regardless of their biological sex. SB 731 ensures that caregivers provide appropriate supportive care, including respecting and affirming every child's gender identity. This bill enables a child welfare worker to place a child according to the child's gender identity by amending the Foster Care Bill of Rights. It also directed the Department of Community Care Licensing to develop regulations to implement this right.



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Laws & Policies Protecting LGBTQ Youth in California Public Schools



Non-Discrimination & Harassment

Students may not be harassed or discriminated based on actual or perceived sexual orientation, gender identity, or gender expression, or association with. Schools must have an inclusive, publicized anti-bullying policy and complaint process. School personnel who witness this are required to intervene when safe.

Title IX, Seth's Law, & Education Code Section 234.1(b)(1)

Expression & Privacy

Freedom of speech and expression, to be out, and to access LGBTQ websites apply on campus and to other school-sponsored programs. Students also have the right to privacy, including the right to keep information about their sexual orientation and/or gender identity private from other school staff/faculty, parents, and students, even if they are out.

1st & 14th Amendments, & Lawrence V. Texas 539 U.S. 558



Health Education & Care

Students 12 and older have the right to leave school without parental consent to access confidential medical services. Schools must excuse absences without notifying parent/guardians and must allow students to make up missed assignments. Sexual health education must be comprehensive and appropriate for students of all sexual orientations and genders.

California Healthy Youth Act (2016), Confidential Medical Release, CDE Code § 48205

Access for Transgender Students

Students can access sex-segregated school programs/activities, including athletic teams & competitions, and use facilities consistent with their gender identity, irrespective of the gender listed on the pupil's records. Includes, but not limited to: bathrooms, locker rooms, sports teams, & classes.

The School Success & Opportunity Act (2013), Cal. Civ. Code § 51(b)]



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Title IX

Bans sex discrimination in schools and has been interpreted by courts and the US Justice and Education Departments to prohibit discrimination based on sexual orientation and against transgender and gender non-conforming students, including but not limited to: being treated according to the gender you identify with, being called by the name and pronouns consistent with your gender identity, and dress and present yourself in a way consistent with your gender identity.

Confidential Medical Release: Educ. Code § 48205; 87 Ops. Cal. Atty. Gen. 168, 172 (2004)

Education Code section 48205 requires school officials to excuse students from school to attend confidential medical appointments. Students 12 years and older have the right to leave school without parental consent to access confidential medical services including, but not limited to: HIV or STI testing, mental health or counseling services, drug or alcohol treatment/counseling, abortion care, obtaining birth control. Schools must excuse these absences without notifying parents/guardians and allow students to make up missed assignments.

Seth's Law - AB 9 (2012)

Strengthened existing state anti-bullying laws to help protect all California public school students. Seth's Law requires public schools in California to update their anti-bullying policies and programs, and it focuses on protecting students who are bullied based on their actual or perceived sexual orientation and gender identity/gender expression, as well as race, ethnicity, nationality, gender, disability, and religion. Requires school districts to: Adopt a strong anti-bullying policy that specifically spells out prohibited bases for bullying, including sexual orientation and gender identity/gender expression; Adopt a specific process for receiving and investigating complaints of bullying, including a requirement that school personnel intervene if they witness bullying; Publicize the anti-bullying policy and complaint process, including posting the policy in all schools and offices; Post on the district website materials to support victims of bullying. Seth's Law specifically contains the following requirement: "If school personnel witness an act of discrimination, harassment, intimidation, or bullying, he or she shall take immediate steps to intervene when safe to do so." (Education Code Section 234.1(b)(1))

The School Success & Opportunity Act - AB 1266 (2013)

Clarified existing state law to ensure that students can access sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with their gender identity, irrespective of the gender listed on the pupil's records. Includes but not limited to: bathrooms, locker rooms, sports teams, and classes.

The California Healthy Youth Act - AB 329 (2016)

The California Healthy Youth Act, which took effect in January 2016, requires school districts to provide students with integrated, comprehensive, accurate, and unbiased comprehensive sexual health and HIV prevention education at least once in middle school and once in high school. The California Healthy Youth Act includes new language about adolescent relationship abuse and sex trafficking and reinforces a focus on healthy attitudes, healthy behaviors, and healthy relationships. It also strengthened previous requirements that instruction and materials be appropriate for students of all sexual orientations and genders and ensures that sexual health education does not promote outdated gender norms. The law also updated the existing HIV prevention education mandate to reflect the developments made in our understanding of and ability to treat and prevent HIV over the last 20 years.

Privacy: Lawrence v. Texas, 539 U.S. 558

Extended constitutional right to privacy/autonomy, including being "outed". Students have a right to privacy, which includes the right to keep information about their sexual orientation and/or gender identity private from other school staff/faculty, parents, and students.



LOS ANGELES LGBT CENTER

RISE

LA COUNTY LGBTQ+ YOUTH RESOURCES



LOS ANGELES LGBT CENTER
RISE

General

Los Angeles LGBT Center
www.lalgbtcenter.org/RISE
(323) 860-3626

Gender Sexuality Info
www.gendersexuality.info
my@lgbtq.school

GLBT National Resource Directory
www.glbtnearme.org
help@LGBThotline.org

LA LGBT Youth Advocates Council
www.lalgbyac.org
info@lalgbyac.org

Center Link
www.lgbtcenters.org
(954) 765-6024

Break the Cycle
www.breakthecycle.org
(424) 265-7346

Families & Caregivers

PFLAG Los Angeles
www.PFLAG.org
info@pflagLA.org

Transforming Family
www.transformingfamily.org
judi@transformingfamily.org

TransYouth Family Allies
www.imatyfa.org
info@imatyfa.org

Family Acceptance Project
www.familyproject.sfsu.edu
fap@sfsu.edu

Gender Spectrum
www.genderspectrum.org
info@genderspectrum.org

Los Angeles Gender Center
www.lagendercenter.com
staff@lagendercenter.org

24-Hour Call-Lines

The Trevor Project
www.thetrevorproject.org
(866) 488-7386

Love is Respect
www.loveisrespect.org
(866) 331-9474

Teen Line
www.teenlineonline.org
(310) 855-4673

Trans LifeLine
www.translifeline.org
(877) 565-8860

LGBT National Youth TalkLine
www.glbtnationalhelpcenter.org
(800) 246-7743

California Youth Crisis Line
www.calyouth.org/ca-youth-crisis-line
(800) 843-5200

Shelters/ Drop-in

Los Angeles Youth Network
www.layn.org
(323) 703-7002

Pacific Clinics
www.pacificclinics.org
(626) 337-3828

Safe Place for Youth
www.safeplaceforyouth.org
(310) 902-2283

My Friend's Place
www.myfriendsplace.org
(323) 908-0011

Covenant House
www.covenanthousecalifornia.org
(323) 461-3131

The Village Family Services
www.thevillagefs.org
(818) 755-8786

Mental + Physical Health

St Johns Well Child
www.wellchild.org
(323) 541-1600

COLORS Counseling
www.colorsyouth.org
(323) 953-5130

Planned Parenthood LA
www.plannedparenthood.org
(213) 284-3307

Childrens Hospital
www.chla.org
(323) 361-5372

Alta Med
www.altamed.org
(877) 462-258

Tarzana Treatment Centers
www.tarzanatc.org
(888) 777-8565

HIV/AIDS & STI Testing

AIDS Project Los Angeles
www.aplahealth.org
(213) 201-1600

Teen Source
www.teensource.org

Saban Community Clinic
www.sabancommunityclinic.org

Valley Teen Clinic
www.teen411.com
(888) 763-4070

AIDS Healthcare Foundation
www.freestdcheck.org
(323) 860-5200

LA County Public Health
www.dontthinkknow.org
(800) 758-0880

**Black/
African
American**

Bayard Rustin Coalition
www.bayardrustincoalition.com
(888) 334-6658

Brown Boi Project
www.brownboiproject.org
(510) 962.6999

National Black Justice Coalition
www.nbjc.org
(202) 319-1552

Minority AIDS Project
www.minorityaidsproject.org
(323) 936-4949

Many Voices
www.manyvoices.org

Black AIDS Institute
www.blackaids.org
(213) 353-3610

**Asian/
Pacific
Islander**

API Equality LA
www.apiequalityla.org
(213) 580-1800

Dari Project
www.dariproject.org

APAIT
www.apaitonline.org
(213) 375-3830

Satrang LA
www.satrang.org

Barangay LA
www.barangayla.org
(213) 373-4252

NQAPIA
www.nqapia.org
(917) 439-3158

Latinx

Bienestar
www.bienestar.org
(323) 727-7896

The Wall Las Memorias
www.thewalllasmemorias.org
(323) 257-1056

The Network La Red
www.tnlr.org
(617) 742-4911

Latino Equality Alliance
www.latinoequalityalliance.org
(323)286-7224

Somos Familia Valle
www.somosfamiliavalle.org
(818) 428-0120

Jovenes Inc.
www.jovenesinc.org
(323) 260-8035

**Native
American**

We R Native
www.wernative.org

Gender Justice LA
www.gjla.org
(323) 300-8599

CHLA: Center for TransYouth
www.transyouthla.org
(323) 361-5372

Red Circle Project
www.redcircleproject.org
(323) 329-9905

Gender Diversity
www.genderdiversity.org
(855) 443-6337

Camp Aranu'tiq
www.camparanutiq.org
(781) 400-1617

Transgender

CSEC

Journey Out
www.journeyout.org
(818) 988-4970

After Hours
www.afterhoursministry.org
(323) 524-8044

Deaf Queer Resource Center
www.deafqueer.org

Children of the Night
www.childrenofthenight.org
(818) 908-4474

CAST LA
www.castla.org
(213) 365-1906

Twainbow
www.twainbow.org
(202) 681-8778

Disabled

Education

GSA Network
www.gsanetwork.org
(213) 529-4822

Transgender Law Center
www.transgenderlawcenter.org
(510) 587-9696

Lambda Legal
www.lambdalegal.org
(866) LGBTeen

GLSEN
www.glsen.org
(212) 727-0135

**National Center for
Lesbian Rights**
www.nclrights.org
(800) 528-6257

**National Center for
Youth Law**
www.youthlaw.org
(510) 835-8098

**Legal
Advocacy**

**Contact Us For Questions,
Referrals, Technical Assistance,
Trainings & Coaching**

RISE@LALGBTCENTER.ORG

These resources are being provided as a convenience and for informational purposes only; they do not constitute an endorsement or an approval by RISE.



RISE Program:

Supporting LGBTQ+ Youth in Systems of Care

AN URGENT NEED FOR TRAINED HELPING PROFESSIONALS

Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning (LGBTQ+) youth have long been considered an invisible population in systems of care. Jurisdictions throughout the United States typically lack services and resources that meet the unique needs of this population. Public and private stakeholders are also often unaware of the institutional and individual barriers to permanency for LGBTQ+ youth.

ABOUT RISE

Through the Los Angeles LGBT Center's groundbreaking federally funded RISE (Recognize Intervene Support Empower) initiative, RISE initially developed and tested a new service model that will reduce the number of LGBTQ+ youth in long-term foster care and help them find loving, permanent homes. RISE has since evolved - still reflecting the direct service and capacity building teams structure - into a more robust, national program that works in broader systems of care at a local, state, and federal level. RISE is recognized as one of the leading LGBTQ+ programs addressing the disproportionate outcomes for youth in care. RISE does that through its ever-expanding permanent connection direct services, training and coaching, and advocacy to achieve systems-level change. At the core of RISE, is the belief that with skilled, thoughtful, and targeted interventions, LGBTQ+ youth can achieve permanency and positive outcomes in safe and loving homes.

CAPACITY BUILDING OPPORTUNITIES

Independently researched and evaluated, RISE training is evidence-informed and has been shown to significantly improve participant knowledge and understanding of LGBTQ+ relevant concepts and best practices. Course offerings are updated regularly. Custom trainings, workshops, technical assistance, coaching, consultation, and speaking engagements provided on a case-by-case basis.

- Menu of 30+ unique trainings and workshops designed for different audiences including: Parents/Caregivers & Professionals
- Distance-learning courses
- Content for learners at every stage of exposure: core competencies, intermediate, and advance modules
- 5-day Training and Coaching Intensive to build long-term, internal agency capacity

Find Out More: www.LALGBTCenter.org/RISE

(323) 860 – 3608 or RISE@lalgbtcenter.org





THE RISE PROGRAM FOR LGBTQ+ YOUTH



What is the RISE Care Coordination Team (CCT) Program?

The RISE Care Coordination Team (CCT) is a Child & Family-focused Team that is committed to increasing the safety, well-being, and permanency of Lesbian, Gay, Bisexual, Transgender, Queer, Questioning (LGBTQ+), and/or Gender Non-Conforming children and youth in systems of care.

Services are designed to:

- Increase support and affirming behaviors in families— biological, extended, and foster—with LGBTQ+ and/or gender non-conforming children and youth
- Promote self-esteem and wellness for LGBTQ+ children and youth
- Achieve and sustain permanent relationships with kin, adoptive, and chosen families and caregivers
- Provide culturally competent and responsive education to professionals responsible for the care of LGBTQ+ children and youth

Who can refer children and youth to RISE?

Children and youth can self-refer or be referred by a professional (social worker, clinician, etc.), family member, or friend.

If you have questions or would like to refer, please contact us at **323-860-3632**



For more information about the RISE Program please visit: riselgbtq.org

AYUDAR A LOS SERES QUERIDOS DE LOS JÓVENES LGBTQ+

Un grupo de apoyo en español para familiares, amigos y otros seres queridos de niños y jóvenes LGBTQ+ (Lesbianas, Bisexuales, Gays, Transgenero, Queer, y Cuestionandose).

EL 4º MIÉRCOLES DE CADA MES DE
7-9 p.m.

MI CENTRO
553 S. Clarence St.,
Los Angeles, CA 90033

Para más información llame al **213-884-8005**

ASSISTING LOVED ONES OF LGBTQ+ YOUTH

A Spanish-language support group for families, friends, and other loved ones of LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning) children and youth.

4TH WEDNESDAY OF EVERY MONTH
7-9 p.m.

MI CENTRO
553 S. Clarence St.,
Los Angeles, CA 90033

For more information call **213-884-8005**

CONNECT LA PROGRAM

CONNECT LA SEEKS TO ASSIST TRANSITION AGE YOUTH

(who are experiencing homelessness) build and strengthen relationships with adults and family and to reduce the time a youth is experiencing homelessness. "Family" is defined by the youth.



Services are available for both the youth and the adults/family interested in strengthening their relationship. Services include: Conflict resolution, individual/family counseling, and crisis intervention.

ELIGIBILITY:

Youth between the ages of 18-24

For more information contact Alyssa Graves at 323-860-3629 or agraves@lalgbtcenter.org



LOS ANGELES
LGBT
CENTER

YOUTH
SERVICES

ANITA MAY ROSENSTEIN CAMPUS OVERVIEW



MORE THAN 10 YEARS AGO, LEADERS OF THE LOS ANGELES LGBT CENTER BEGAN DISCUSSING A PROJECT THAT WAS UNLIKE ANYTHING EVER IMAGINED FOR THE LGBT COMMUNITY—A NEW COMPLEX THAT WOULD BRING TOGETHER A MULTITUDE OF SERVICES AND HOUSING FOR THE LGBT COMMUNITY IN A UNIFIED CAMPUS SETTING.

After years of strategizing, advocacy, and meetings with state and federal officials, the Center purchased a 1.7-acre site directly across the street from The Village at Ed Gould Plaza property in February 2014 for \$12.7 million. The purchase has paved the way for construction of the Anita May Rosenstein Campus, which will be completed in early 2019. The Campus will provide an array of wraparound health and recreational programs and services for some of the most vulnerable youth and older adults in our community, as well as desperately needed affordable housing for seniors and homeless youth.

Taken together, The Anita May Rosenstein Campus and The Village at Ed Gould Plaza will span nearly 3 acres and more than a city block. The scope and architectural design of the project will make this an iconic project for LGBT people in Southern California and, indeed, throughout the world.

MIXED-USE DEVELOPMENT WILL INCLUDE:

- A robust Senior Services Center for residents and other senior clients
- An innovative Youth Academy that will focus on youth empowerment through education and employment
- 60 transitional living beds for homeless youth
- 40-bed emergency shelter
- 99 affordable housing units for seniors
- 24 studio-units for young adults



ANITA MAY ROSENSTEIN CAMPUS SAFETY, HOPE, AND HEALING FOR LGBT YOUTH



No other organization offers a wider range of programs and services to help LGBT youth build lives that are healthy, equal, and complete.

Far too often, school and home are two of the most dangerous places for our LGBT youth. They are twice as likely to be physically attacked, kicked, or shoved at school; 84 percent report verbal harassment at school. Physical and verbal abuse at school leads to poor grades and truancy; 28 percent of LGBT youth drop out of school because of harassment.

After coming out or being discovered, many of our LGBT youth are mistreated or thrown out of their homes. Nearly 34 percent of LGBT youth report suffering physical violence from their parents.

Tragically, fleeing the trauma suffered at the hands of classmates and parents means choosing an even more dangerous option for survival: life on the streets.

The Center is an entry point for youth making the transition from the streets to independent living. Our school and community outreach programs help create safe and affirming spaces for young people to thrive.

The new Campus will enable us to expand and house the vast majority of our youth programs and services under one roof, ensuring that LGBT youth who need help will have access to the resources they need to realize the full promise of their futures.

YOUTH PROGRAMS AND SERVICES HIGHLIGHTS

- Emergency and transitional housing
- Drop-in center
- Showers, laundry, meals, and clothing closet
- Mentoring and leadership programs
- Job training and placement
- GED, high school diploma, and secondary educational programs
- Case management and counseling
- Addiction recovery
- HIV prevention and education
- Other social services





Services for Homeless & At-Risk Youth

The Los Angeles LGBT Center (LA LBTC) offers lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth, 14 to 24 years old, tools for self-empowerment through its Children, Youth & Family Services Department (CYFS). We believe that all youth have the right to a safe, secure, and nurturing living environment. Whether taking steps toward independent living through our Transitional Living Program or simply getting a hot meal and shower at our Youth Center on Highland, the Los Angeles LGBT Center provides LGBTQ youth the resources they need to reach their full potential.

The Youth Center on Highland

Operated by the Los Angeles LGBT Center, our Youth Center helps homeless and at-risk LGBTQ youth ages 14 to 24. It serves as an entry point to assist youth in making the transition from the streets into independent living as well as to create a comfortable space to socialize with other LGBTQ youth in a safe and affirming environment.

Basic life-sustaining and recreational services are provided such as:

- Breakfast, Lunch, Dinner, Snacks
- GED Preparation Program
- Case Management
- Clothing & Laundry
- Employment Services
- Counseling & Support Groups
- Showers & Hygiene
- Computer Lab
- HIV Testing & Counseling
- Recreational Activities
- Housing Referrals
- Art/Music Groups

Information: (323) 860-2280

Address:

1220 N. Highland Ave. Los Angeles, CA 90038

Hours:

Monday-Friday: 8:30 a.m.-5:30 p.m.

Saturday-Sunday: 8:30 a.m.-4:30 p.m.

Emergency Overnight Beds, Transitional Living & Supportive Apartments

CYFS also operates a 60-bed residential program that comprises 24 emergency overnight beds, 24 transitional housing beds and 6 single apartments with double occupancy to assist LGBTQ youth 18 to 24 years old, who are either homeless or in unsafe living situations. By providing ongoing supportive services such as case management, counseling, art and therapy groups combined with basic life sustaining services like shelter, food, and clothing, youth are able to focus on their goals and develop the skills necessary to live independently.

Information: (323) 860-2280

GED/Education

The GED (General Education Development) Program gives young people the opportunity to complete their high school education and receive a recognized diploma. In addition to the real sense of achievement, the GED Diploma opens up a new range of opportunities for further education and employment. The GED program is self-directed and allows participants to study at their own pace. **Information: (323) 860-3661**

Street Smart

Street smart is an HIV Prevention & Education Program to educate youth and provide them tools to reduce their risk of HIV infection. The program includes a series of 4 workshops that emphasize learning and changing behaviors to help young people negotiate and practice safer sex. Individual counseling sessions and referrals to HIV testing and counseling are also provided. Groups are held three times each week and incentives are provided.

Information: (323) 860-2285

Youth Employment

The Youth Employment Program provides assistance with career research, resume writing, job searches and interview preparation. In addition to assisting participants find a job, the program also focuses on providing the soft skills necessary to hold onto their job and progress in their career. **Information: (323) 860-2295**

Senior-Youth Photo Project

The Senior-Youth Photo Project is an annual collaborative project with the Seniors Program. This 8-week workshop series runs each year between February and May, and is designed to bring youth and seniors together for this unique and highly experimental study of the technical and artistic aspects of photography. The project is open to youth between the ages of 14 to 24 who are still at home but are at risk of homelessness or for those who are already homeless. **Information: (323) 993-7450**





LOS
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LGBT
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YOUTH ACADEMY

Education • Employment • Youth Development • Vocational Training



YOUTH ACADEMY

The Los Angeles LGBT Center's Youth Academy is a resource center designed to meet the personal, educational and professional goals of LGBTQ youth, particularly those who have experienced housing instability, disconnection from family and/or community rejection due to their sexual orientation or gender identity. Made up of education, vocational training, and employment programs, the Youth Academy utilizes youth development principles to help members understand how their personal dreams and goals are achieved through a combination of personal development, progress in education, and career readiness. The Youth Academy is available to all youth, ages 24 and under, with an emphasis on youth 16 – 24.

As part of the Center's Youth Services programming, each youth receives access to wrap-around, supportive services. These services, including case management, housing services, transportation assistance, and mental health services, help ensure the best possible outcome for each youth.

EDUCATION

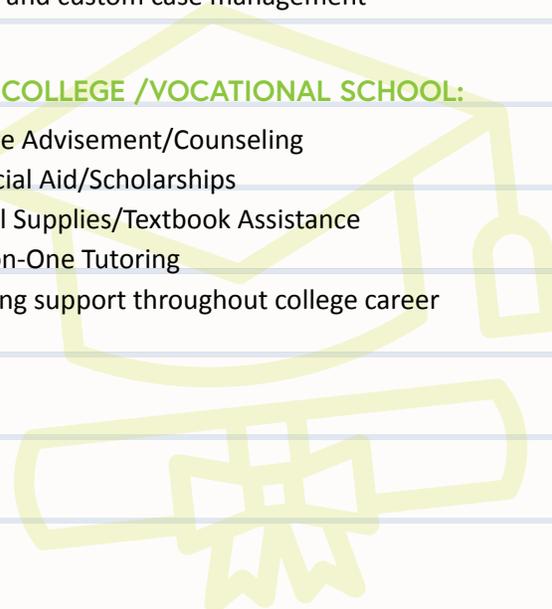
Each person comes to the Youth Academy at different stages of their educational journey. The Youth Academy Education Program is a safe and supportive space for individuals to pursue their education goals at all levels, be that acquiring a GED or High School diploma, engaging in vocational training opportunities, or exploring, enrolling in, and completing college. The Youth Academy provides the support necessary to allow LGBTQ youth the opportunity to achieve their education goals, including one-on-one tutoring, personalized lesson plans, college advisement, and custom case management for each student.

GED / HIGH SCHOOL COMPLETION:

- GED Examination Preparation
- On-site charter high school with Diploma completion
- Academic Counseling
- Transcript Access
- Pupil Services and Attendance Counselors
- Individualized Lesson Plans
- One-on-One Tutoring
- School Supplies

2-4 YEAR COLLEGE /VOCATIONAL SCHOOL:

- College Advisement/Counseling
- Financial Aid/Scholarships
- School Supplies/Textbook Assistance
- One-on-One Tutoring
- Ongoing support throughout college career





EMPLOYMENT

The Youth Employment Program provides LGBTQ youth the opportunity to engage in career awareness, career exploration, and career preparation in an open and welcoming environment. Employment specialists provide support, trainings, and skill development designed to set participants on the path to successful and meaningful employment.

WHAT WE OFFER:

- Career Counseling
- One-on-one Cover Letter and Resume Building
- Practice Interviews
- Professional Clothing
- Job Search Trips
- Paid Internships
- Microsoft Certification Classes
- Friday Speaker Series: Learn about different careers and get the chance to network with professionals
- Transportation Assistance
- Uniform Assistance
- Computer Access
- Guard Card Certification



YOUTH DEVELOPMENT

The Center's Youth Development programming provides a safe space for youth to connect with like-minded peers, explore their creativity, find a sense of self, and engage in leadership and advocacy positions both within and outside the Los Angeles LGBT Center. A wide range of programs promote healthy and supportive relationships, encourage imaginative and innovative thinking, and provide tools essential to achieving personal goals and thriving within a community.

A SNAPSHOT OF COURSES IN THE YOUTH DEVELOPMENT PROGRAM:

DISCUSSION

- Rise 2 VIBE – Life skills & goal setting
- Trans A Group – A gathering place for Gender Non-conforming youth

INTEREST

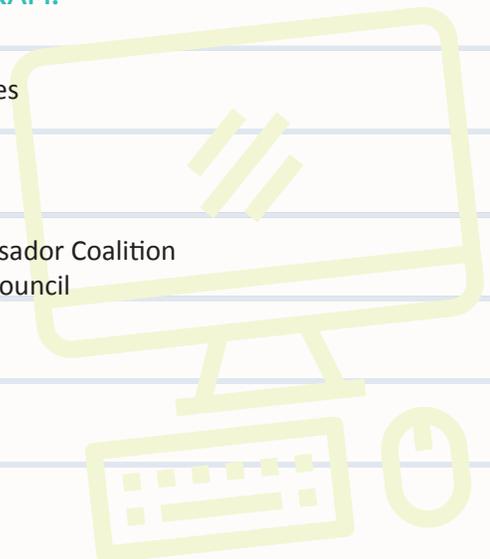
- Music Programming
- hART Attack – Utilizes art for personal expressions and development
- Gaymers

EVENTS

- Holiday Parties
- Pride Dance
- Open Mics

LEADERSHIP

- Youth Ambassador Coalition
- LGBT Youth Council





VOCATIONAL TRAINING

Partnerships with industry and training

In addition to traditional education and employment services, youth have the opportunity to explore various career paths through our Vocational Training Program. These training tracks provide pathways to high-demand jobs with growth potential. Training involves online courses in our brand-new Media Lab, mentorships with relevant professionals and on-the-job training with industry partners.

- **CULINARY ARTS PROGRAM:** Overseen by a staff of culinary professionals and instructors, the 300-hour culinary training program includes four weeks of classical French culinary training, four weeks of volume production experience in our on-site production kitchen, and a four-week internship at a local restaurant.

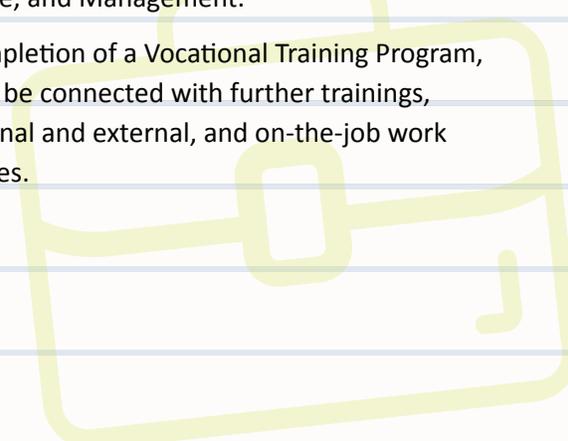
Vocational programs currently in development include:

- **INFORMATION TECHNOLOGY:** Youth will explore careers in computer coding, including web design, Javascript, cyber security, network administration and data visualization.
- **HOSPITALITY:** In addition to earning their Food Handlers Card, youth will explore careers

in retail, customer service, restaurants, and hotels.

- **HEALTH CARE:** Youth will start by earning First Aid and CPR certificates and continue by exploring careers in the health field, such as Pharmacological Science, Phlebotomy, Caring for Older Adults, or HIV Nursing care.
- **DIGITAL MEDIA:** Courses train youth to explore art using technology, including digital art, computer graphics, computer animation, virtual art, internet art, interactive art, video games, computer robotics, and 3D printing.
- **BUSINESS & ADMINISTRATION:** Building on our partnership with Microsoft, where youth participate in a four-week Microsoft Office certificate program, youth will explore professions such as Accounting, Business Communications, Sales Management, Customer Service, and Management.

Upon completion of a Vocational Training Program, youth will be connected with further trainings, both internal and external, and on-the-job work experiences.



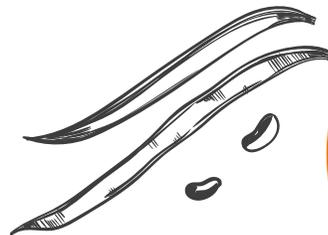
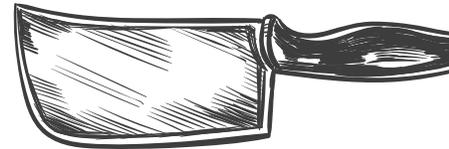


**LOS
ANGELES
LGBT
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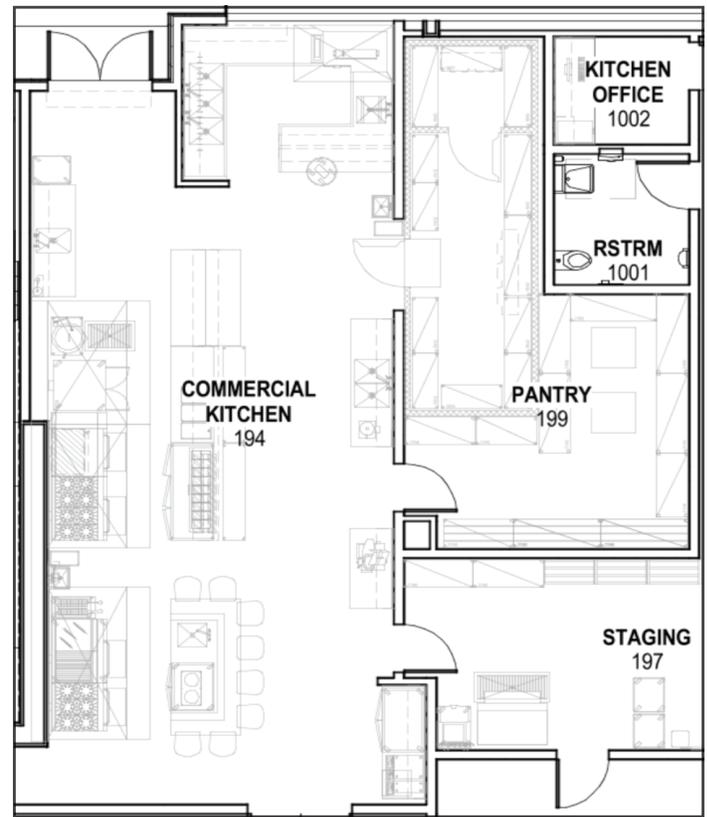
BUILDING A WORLD WHERE LGBT PEOPLE THRIVE AS HEALTHY, EQUAL, AND COMPLETE MEMBERS OF SOCIETY.

CULINARY ARTS PROGRAM



INNOVATIVE CULINARY INSTRUCTION AND PRODUCTION

The opening of the Anita May Rosenstein Campus will provide a reimagined culinary experience at the Los Angeles LGBT Center. At the core, a commercial teaching kitchen will produce fresh and nutritious meals for youth and senior residents and drop-in clients, many of whom are low-income, disconnected, and impacted by homelessness. Overseen by an executive chef instructor, the kitchen will be staffed with youth and senior students completing a 300-hour culinary training program. Graduating up to 100 students a year, the program will provide the foundation of required culinary skills for students to secure jobs and pursue meaningful careers throughout the Los Angeles restaurant and hospitality sectors. During their coursework, students will produce up to 600 meals a day served throughout the Campus, as well as items for sale in the Center's flagship coffee shop and retail business located on Santa Monica Boulevard. Students will also have the chance to develop their customer service skills by working at the coffee shop and during catered events held on the Campus. The program will provide food not only to nourish and unite the Campus community, but also to launch new and exciting culinary careers.



PROGRAM COMPONENTS

JOB TRAINING

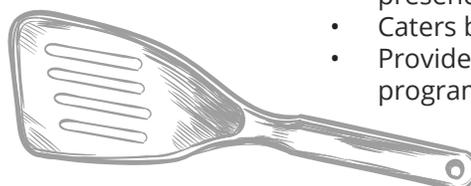
Provide culinary job training to youth and seniors:

- 12-week / 300-hour training program
- 3 modules / 4 weeks each
 - M1: Basic culinary skills development
 - M2: Campus meal production
 - M3: Externship and job placement assistance
- Program enrollment
 - Year 1: 50 Students
 - Year 2: 100 Students

SOCIAL ENTERPRISE

Successfully operate a social enterprise that:

- Prepares nutritious meals for the Campus community;
- Serves as an employment site for youth and seniors
- Operates a coffee shop and retail outlet showcasing the Center's programming, events, and community presence;
- Caters both in-house and external events; and
- Provides income for the Center to help offset program costs.





LifeWorks offers programs and activities for lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) youth ages 24 and under at the Los Angeles LGBT Center.

Our programming empowers youth to create permanent connections, develop advocacy and leadership skills, and feel safe and supported.



Location and Hours

New Member Orientation

Before you engage in programming, please drop by the space to meet a staff member to learn more.

Mon–Fri: 3–5 p.m.

Scheduled New Member Orientations also available; please contact LifeWorks directly.

Los Angeles LGBT Center

The Village at Ed Gould Plaza
1125 N. McCadden Pl.
Los Angeles, CA 90038



For more information,

contact lifeworks@lalgbtcenter.org or 323-860-7373.

Programs

Personal Development

Trans Youth Group

Mon: 6–8 p.m.

Meet with other trans youth to connect with socially and politically.

Gaymer’s Night

2nd & 4th Fri: 6–7:30 p.m.

Enjoy a night of games and fun to build community and identity.

Step Up

Tues: 4–6 p.m.

Meet other youth ages 17 and under for peer discussion.

Lifeworks Leadership Council

1st Tues: 6–7:30 p.m.

Provide input into programming and become a peer leader for LifeWorks.

Spectrum Photography Club

1st Sat: 1–2 p.m.

Learn how to compose a photographic scene, the basics of camera operation and channel artistic self-expression through the lens.

Support

Individual, Group, and Couples Therapy

Contact us to make an appt.

One-on-One Mentoring

Youth ages 24 and under obtain mentors in setting and achieving life goals. Let us help you find your mentor!

Academic Development

Five Keys Charter School

An opportunity to restart your education. Classes are FREE and designed for non-high school graduates.

Community Action Network (CAN)

A volunteer-based program of young leaders, ages 18-24, who are passionate about inspiring LGBTQ youth and their communities. Become a youth leader by facilitating trainings such as LGBTQ Competency, strength based storytelling, and social change actions; with middle school and high school aged youth. Interested email lifeworks@lalgbtcenter.org.

Youth Connects & Specialty Programs.

- Valentine’s Day Dance
- LGBTQ Youth Awards
- Pride Youth Dance
- Beach and Bonfire
- Thanksgiving
- Holiday Celebration
- OutSet (Youth Film Program)
- The Music Fellowship
- Black History Celebration
- Rainbow Youth Festival
- TheatreWorks

Models of Pride

Join us for an all-day event that celebrates and empowers LGBTQ youth and allies. The event features over 100 workshops, a resource fair, college fair, career fair, an exciting entertainment hour, lunch, dinner, and outdoor dance party – all free!



LOS ANGELES LGBT CENTER®
LIFEWORKS

FORWARD
FOR
50

ONE-ON-ONE

MENTORSHIP PROGRAM



Our one-on-one mentoring program offers LGBTQ youth the opportunity to be matched with an adult in our community who will support them in goal-setting through five achievement areas: home, health, education, career, and personal development.

We train each mentor with skills to be there for their mentee - not as parents or teachers, but as people who are there to guide them in being their absolute best selves. The lifelong bond between a mentor-mentee begins with a 12-month commitment in our program.

Mentors and mentees are required to meet 4 hours a month in-person and communicate once a week.

WANT A MENTOR?

- ✓ Are you 24 years of age or younger?
- ✓ LGBTQ or ally?
- ✓ Do you need help with achieving goals in home, health, education, career, and personal development?
- ✓ Are you looking for support or someone you can relate to?

To apply as a Mentee visit lifeworksla.org/mentee

WANT TO BE A MENTOR?

- ✓ Are you at least 28 years of age or over?
- ✓ Do have life experiences that can be helpful to a youth?
- ✓ Can you provide guidance, leadership, and time to a youth?
- ✓ Do you have good communication skills?

To apply as a Mentor visit lifeworksla.org/mentor



For more information, contact the Mentoring Coordinator at lifeworks@lalgbtcenter.org or **323-860-7391**.

Los Angeles LGBT Center
The Village at Ed Gould Plaza
1125 N. McCadden Place
Los Angeles, CA 90038





LOS ANGELES
LGBT CENTER *50*
Queer



MODELSofPRIDE

WORLD'S LARGEST
FREE ALL-DAY LGBTQ
YOUTH CONFERENCE

SATURDAY
OCTOBER 19

LOS ANGELES CITY
COLLEGE

#MODELSofPRIDE

WHAT IS MODELS OF PRIDE?

Produced annually by the Los Angeles LGBT Center, Models of Pride is the world's largest FREE, all-day conference that focuses on the concerns and interests of lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) youth and their allies 24 years old and younger. Now in its 27th year, Models of Pride will be held on **Saturday, October 19**, on the campus of **Los Angeles City College**. For information and updates, visit **MODELSofPRIDE.org**.

WHAT IS THE PARENT & PROFESSIONAL INSTITUTE?

The Parent & Professional Institute at Models of Pride offers family members, educators, professionals, and all other adult supporters of LGBTQ youth an unparalleled opportunity to learn, network, and develop community with others on a similar journey. The day will include exclusive programming and dozens of tailored workshops, discussions, and resources.

WHAT CAN ONE EXPECT AT MODELS OF PRIDE?

Models of Pride begins with an **opening session** that brings everyone together to celebrate the annual theme and recognize community leaders. This is followed by three separate breakout sessions with **more than 100 workshops** relevant to LGBTQ youth and allies, covering topics that include—but not limited to—arts, fashion, social justice, health, being an ally, religion, people of color, coming out, gender, and self-empowerment. The conference programming also includes a **resource fair** with more than 50 organizations, a **college fair** with more than 30 schools affirming to LGBTQ youth, and a **job fair** with more than 15 employers onsite. The evening programming includes an **entertainment hour**, featuring a variety of performances, and ends with an outdoor **dance party!** Check-in is at 7:30 a.m. and the dance ends at 8:30 p.m., so get ready for a full day of community amazingness that you will never forget! **Lunch and dinner is provided for all participants.**

About the Los Angeles LGBT Center

Celebrating its 50th anniversary in 2019, the Los Angeles LGBT Center has cared for, championed, and celebrated LGBT individuals and families in Los Angeles and beyond since 1969. Today the Center's nearly 700 employees provide services for more LGBT people than any other organization in the world, offering programs, services, and global advocacy that span four broad categories: Health, Social Services and Housing, Culture and Education, Leadership and Advocacy. We are an unstoppable force in the fight against bigotry and the struggle to build a better world; a world in which LGBT people can be healthy, equal, and complete members of society. Learn more at lalgbtcenter.org

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