

Cultivating Inclusion

Trauma Informed Care
IS
Culturally Aware, Sensitive, & Responsive Care



Dr. Shelly Farnan she/her/hers | System Director, Diversity and Inclusion |
VP, Be Well Initiatives

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INTENTIONS
FOR OUR time
TOGETHER

Brave & Courageous Space

- Honest conversations regarding sexual orientation and gender identity
- Expand understanding and awareness of implicit bias
- Expand understanding and awareness of ourselves as a human
- Develop confidence in understanding language relevant to sexual identity and gender identity
- Learn best practices for serving LGBTQIA+ youth
- Expand awareness of leading resources as well as network and connect for ongoing resource sharing
- Develop inclusion action items to take with you



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The Universal Declaration of Human Rights December 10, 1948



Eleanor Roosevelt

“Where, after all, do universal human rights begin?”

In small places, close to home –
so close and so small that they cannot be seen
on any maps of the world.
Yet they are the world of the individual person;
the neighborhood they live;
the school or college they attend;
the factory, farm, or office where they work.
Such are the places where
every human seeks
equal justice, equal opportunity, equal dignity
without discrimination.
Unless these rights have meaning there, they
have little meaning anywhere.
Without concerted citizen action to uphold them
close to home,
we shall look in vain for progress
in the larger world.”

With inclusive updates



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Golden Rule vs. Platinum Rule

The Golden Rule

Well meaning people often think that the most respectful and welcoming treatment is what they would like to receive themselves.

The Platinum Rule

Treat other people the way *they* want to be treated.



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10 Best Practices

1. Golden Rule vs Platinum Rule
2. Visible, supportive _____ (insert your identity)
3. Inclusive Affirming Policies
4. Inclusive Curriculum/Resources (Don't forget Sexual Health and Wellness)
5. Clubs that support LGBTQI+ visibility
6. Language/Communication
7. LGBTQI+ Specific Knowledge
8. Training, Training, Training
9. Seek and listen to LGBTQI+ narratives and experiences
10. Be an Advocate/Ally (Remain aware and engaged in political impact upon our LGBTQI+ youth (all youth! All people)



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Brain Science



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Brain science

WE ALL HAVE BRAINS

If you have a brain, which we all agreed that we do, we have bias and blind spots

OUR BRAINS ARE FIRST AND FOREMOST SURVIVAL BRAINS

We survive best when we are in relationship with/connected with others

THE FOUR ELEMENTS OF FLOURISHING © THE PERSON BRAIN MODEL

Safety, Significance, Related, Respect ™

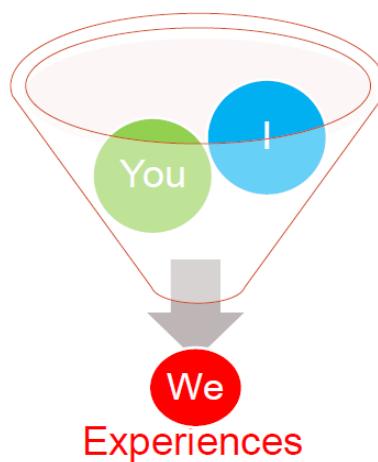
HOPE – WITHOUT IT, “IT” IS USELESS

OUR CULTURAL EXPERIENCE SHAPE OUR BRAINS



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Eco-Relational Funnel



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Questions to Ask Ourselves

1. What is the Youth's:

- How might the Youth's ____ influence the current presentation?
- What needs might there be as a result of ____?

2. What is My:

- How might my ____ influence my current perspective of this situation?
- What needs might there be as a result of my ____?

- Ability
- Age
- Appearance
- Culture
- Education
- Ethnicity
- Sex
- Gender Identity
- Gender Expression
- Personality
- Race
- Religion
- Sexual Orientation
- Socioeconomic Status
- Generation
- Life Experience
- Personality Type



MENTI.COM
CODE:



**“LGBTQ youth who report having at least one accepting adult
were**

40%

less likely to report a suicide attempt in the past year.”

The Trevor Project, 2019

Dr. Caitlyn Ryan’s work alluded to this in 2009



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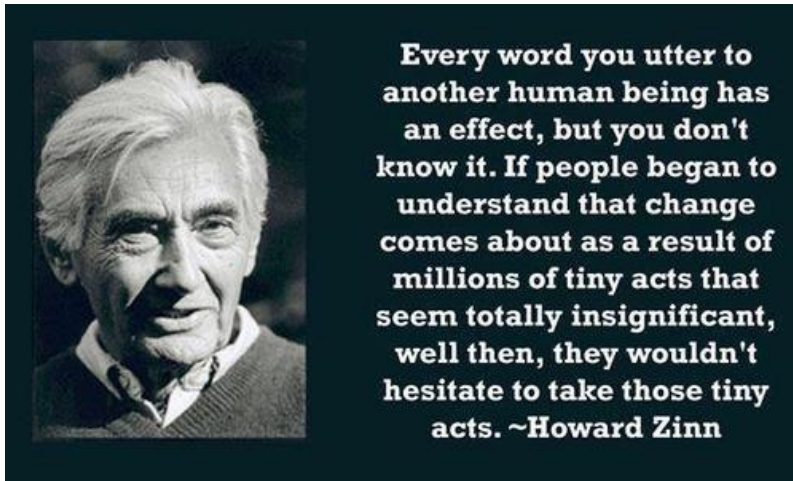
Language
Foundation



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Language

LGBTQIA....Etc.!



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Language

LGBTQIA....Etc.!

SEX	GENDER IDENTITY	GENDER EXPRESSION	SEXUAL IDENTITY
Assigned at Birth	Agender	Behavior	Asexual
Male	Cis-Gender	Mannerisms	Bisexual
Female	Queer	Speech patterns	Gay
Intersex	Questioning	Dress	Heterosexual
	Transgender	Hair styles	Lesbian
	Gender Diverse	Continuum	Pansexual
	Non-binary		Queer
			Questioning



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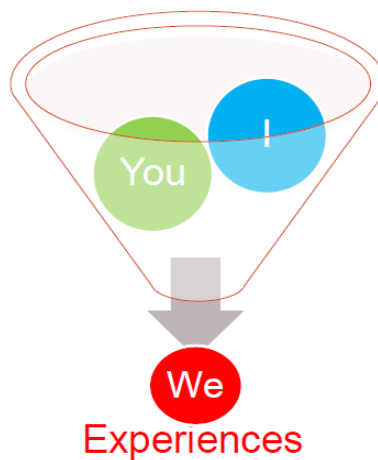
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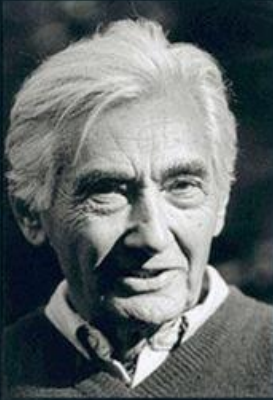
**LANGUAGE
FOUNDATION**



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LANGUAGE

LGBTQIA....ETC.!



Every word you utter to another human being has an effect, but you don't know it. If people began to understand that change comes about as a result of millions of tiny acts that seem totally insignificant, well then, they wouldn't hesitate to take those tiny acts. ~Howard Zinn



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LANGUAGE

LGBTQIA....ETC.!

SEX

Assigned at Birth
Male
Female
Intersex

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Agender
Cis-Gender
Queer
Questioning
Transgender
Gender Diverse
Non-binary

GENDER EXPRESSION

Behavior
Mannerisms
Speech patterns
Dress
Hair styles
Continuum

SEXUAL IDENTITY

Asexual
Bisexual
Gay
Heterosexual
Lesbian
Pansexual
Queer
Questioning



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