

**all children
all families**

SOGIE Considerations in Child Protection Services

Tuesday, March 22, 2022

Housekeeping

- All lines are muted
- Questions via Q&A
- Use Chat!
- Audio
- If at any point you lose connection, e-mail acaf@hrc.org
- Please complete the post-test.


Evaluation available at:
https://bit.ly/SOGIE_Child_Protection_Services_eval

All handouts are downloadable from:
<https://bit.ly/SOGIE-CPS-2022>


- The slide deck for this webinar

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

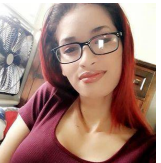
Today's Presenters



Robin McHaelen, MSW (she/her)
Expert Trainer,
Human Rights Campaign
Foundation



Charneil Bush
Child Welfare Consultant with
Lived Experience & Current
Foster Parent



Jennifer Lopez,
Child Welfare Consultant
with Lived Experience

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Learn more:
www.hrc.org/acaf




**all children
all families**

Achieving Safety, Permanency and Well-Being by
 Improving Practice with LGBTQ Youth and Families



all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Special Topics




Navigating Transgender-Affirming Care using Medicaid and/or CHIP 4/27 @ 3 PM ET	Caring for LGBTQ+ Youth 201: A Deeper Dive for Foster & Adoptive Caregivers 5/11 @ 3 PM ET	Passages of Hope: Finding LGBTQ+ Support Within Doctrines of Faith 6/16 @ 3 PM ET	Focus: Youth Youth & Parents Caregivers
Post-Placement Support for Professionals & Caregivers of LGBTQ+ Youth 7/14 @ 1 PM ET	SOGIE and Disability in Child Welfare 7/20 @ 1 PM ET	Using a Racial Equity Lens to Review and Update Child Welfare Practices 8/9 @ 3 PM ET	
The "++" in LGBTQ+ 8/11 @ 1PM ET			

Register today at:
hrc.org/acaf-webinars

all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Count Me In!

- Looking for ways to take action, fight back and show up in a real way for trans people?
- Join HRC's Count Me In campaign
 - Take action
 - Get resources
 - Share your advocacy efforts



WHEN I WAS A KID, THEY TOLD ME I NEEDED TO BE MORE FEMININE

HRC.ORG/COUNTMEIN

Go To: hrc.org/CountMeIn

all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Today's Agenda

- Welcome & Introduction
- SOGIE & Child Protective Services
- Gender-Affirming Care
- Anti-Transgender Policies & Impact on Youth
- Panel Discussion
- Ideas for Advocacy & Intervention

Participation Encouraged!

Ask questions
Complete evaluation

Debunk Myths	Facts & Statements of Support
Positive Outcomes	Dangers of Suppression

Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

7

SOGIE & Child Protective Services

Higher Risks = More System Involvement

- School Based Risks for LGBTQ+ Youth
 - Harassment, lack of support, increased risk of violence
 - Can lead to truancy, suspensions, running away
- Family Based Risks for LGBTQ+ Youth
 - Family Rejection correlates with every risk factor including suicide, self-harm, substance abuse, cigarette smoking, running away, homelessness

Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

CPS Interventions that help

- Affirm sexual orientation, gender identity, and gender expression (SOGIE)
- Comprehensively evaluate identity development and exploration
- Identify and work to reduce sources of distress for LGBTQ+ children and youth
- Engage parents, guardians, and caregivers
- Consider school and community interventions
- Use LGBTQ+ inclusive language related to family and relationship status

■ all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved. Substance Abuse and Mental Health Services Administration. (2015)

CPS interventions that hurt

- Refuse to help LGBTQ+ children and youth find resources related to transitioning
- Refuse to provide acceptance, support, or understanding to LGBTQ+ children and youth
- Refuse to facilitate sexual orientation or gender identity exploration and development
- Refuse to present an unbiased view regarding sexual orientation, gender identity, or gender expression
- Refuse to recognize an LGBTQ+ child or youth's unique sexual orientation, gender identity, or gender expression
- DO make attempts to change an individual's sexual orientation, gender identity, and gender expression or lessen an individual's same-sex sexual desires through conversion or reparative therapy

■ all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved. Substance Abuse and Mental Health Services Administration. (2015)

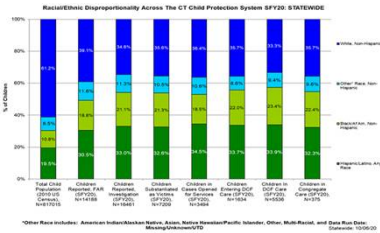


SOGIE & Child Protective Services: Additional concerns



Racial/Ethnic Disproportionality

Figure 5. Statewide Racial/Ethnic Disproportionality Across the CT Child Protection System SFY20



all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved. Roberts, 2022; Krase, 2013; Youngren, Edwards, & Wideman, 2020

Reports and Investigations

- Racial disparities occur at nearly every major decision-making point along the child welfare continuum. At the national level:
 - African-American families are overrepresented in **reports** of suspected maltreatment (Kruse, 2013) and are subjected to child protective services (CPS) **investigations** at higher rates than other families (Kim et al., 2017).
 - In addition, African-American and American Indian or Alaska Native children are at greater risk than other children of being **confirmed for maltreatment** and **placed in out-of-home care** (Yi et al., 2020).
 - National studies by the U.S. Department of Health and Human Services reported “minority children, and in particular African American children, are more likely to be in foster care placement than receive in-home services, even when they have the same problems and characteristics as white children.” (Roberts)

all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved. Anderson, M., & James, L. O. (2017). *AMEE Child Protection System*. *AMEE Child Protection System*. *AMEE Child Protection System*

Treatment and Permanency

<p>BIPOC, LGBTQ+ and Children with disabilities are MORE likely to:</p> <ul style="list-style-type: none"> Experience multiple placements Experience group care Experience poor social, behavioral and educational outcomes. 	<p>BIPOC, LGBTQ+ and Children with disabilities are LESS likely to:</p> <ul style="list-style-type: none"> To be reunited with their birth families Establish a permanent placement
--	--


all children—all families
 Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Contributing Factors for over-representations

- Correlation between poverty and maltreatment
- Visibility or exposure bias
- Limited access to services
- Geographic restrictions
- Conscious & unconscious bias in child welfare professionals

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved. ERM, 2019

Gender-Affirming Care



Gender Affirming Care

- Social
- Medical
- Legal

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Social Supports

- Use of the child's pronouns, chosen name
- Ensuring safe and affirming environments at home, in school and in the community
- Supporting the child's clothing choices (including binders and/or gaffs)
- Providing access to community and peers

all children—all families
Copyright © 2020, Human Rights Campaign Foundation. All Rights Reserved.

Medical Support Options

- Reduction or suppression of menstruation
- Puberty Blockers
- Cross-Gender hormones
- Surgical interventions

all children—all families
Copyright © 2020, Human Rights Campaign Foundation. All Rights Reserved.

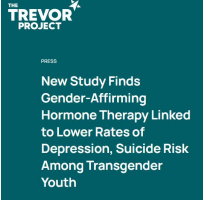
Legal Support Options

- Name and Gender Marker Change Documents
 - School
 - Social Security
 - DMV
 - Birth Certificate

all children—all families
Copyright © 2020, Human Rights Campaign Foundation. All Rights Reserved.

Protective Impact of Care

- Access to gender-affirming care greatly improves the mental health and well being of trans and non-binary youth
 - Lower rates of depression, suicidality, anxiety and gender or body dysphoria



THE TREVOR PROJECT
PRESS
New Study Finds Gender-Affirming Hormone Therapy Linked to Lower Rates of Depression, Suicide Risk Among Transgender Youth

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.


The Trevor Project, 2020

Protective Impact of Care

- Multiple medical groups, including the American Medical Association and the American Academy of Pediatrics, endorse gender-affirming care and have been vocal in their opposition of efforts that restrict access

The Human Rights Campaign Applauds the American Psychological Association for Affirming Gender Identity

4/8/2020 - 4/11/2020



all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.



Anti-Transgender Policies & Impact on Youth



Anti-Trans Legislation

- HRC is tracking over 300 anti-LGBTQ+ bills across 36 states
- Many of these bills are creating barriers to gender-affirming care for trans youth and their families
- Most extreme, hateful slate of anti-transgender legislation in history.



■ all children—all families
Copyright © 2020, Human Rights Campaign Foundation. All Rights Reserved.

Impact of Anti-LGBTQ+ Laws on Providers

- Distorts what social workers know about social work practices.
- Forces providers to implement policies which have been demonstrated to hurt youth
 - Family Preservation, Support and Stability
 - Forced to implement policies which have been demonstrated to increase suicide, substance use, and other harmful outcomes for youth
- Gross political overreach is will cause disruption of medical, psychological, and family preservation best practices

■ all children—all families
Copyright © 2020, Human Rights Campaign Foundation. All Rights Reserved.

26

Ideas for Advocacy & Intervention



Next Steps: 3 Things You Can DO

1

Be vigilant & engaged: Know what is going on in your state

2

Join HRC's "Count Me In" Campaign

3

Hear Mean? Intervene

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Count Me In!

- Looking for ways to take action, fight back and show up in a real way for trans people?
- Join HRC's Count Me In campaign
 - Take action
 - Get resources
 - Share your advocacy efforts



Go To: hrc.org/CountMeIn

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

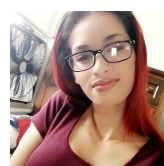
Panel Discussion



Robin McHaelen, MSW (she/her)
Expert Trainer,
Human Rights Campaign
Foundation



Charneil Bush
Child Welfare Consultant with
Lived Experience & Current
Foster Parent



Jennifer Lopez,
Child Welfare Consultant
with Lived Experience

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Panel Discussion

- Please introduce yourselves and tell us a bit about who are you and why what we have been talking about is important to you, personally and professionally
- In what ways do these anti-transgender initiatives impact you and/or those you love directly?
- What ideas do you have for Child Welfare Professionals about how they can help?

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

Questions?

all children—all families
Copyright © 2022, Human Rights Campaign Foundation. All Rights Reserved.

32



Thank you and please complete evaluation!

Live Webinars: hrc.im/acaf-webinars
 Webinar Archive: hrc.im/acaf-webinar-archive
 Monthly E-Newsletter: hrc.im/field-forward
 Project Email: acaf@hrc.org
 Web: www.hrc.org/acaf

Evaluation Available at:
https://bit.ly/SOGIE_Child_Protection_Services_eval

Works Cited

- Anderson, M., & Linares, L. O. (2012). The role of cultural dissimilarity factors on child adjustment following foster placement. *Children and Youth Services Review*, 34, 597-601.
- Annie E. Casey Foundation. (2020a). Child population by race in the United States. <https://datacenter.kidscount.org/datatables/103-child-population-by-race>
- Annie E. Casey Foundation. (2020b). Children in poverty by race and ethnicity in the United States. <https://datacenter.kidscount.org/datatables/44-children-in-poverty-by-race-and-ethnicity>
- Beniwal, R. (2017). Implicit bias in child welfare: Overcoming intent. *Connecticut Law Review*, 49, 1021-1067. https://opencommons.uconn.edu/cgi/viewcontent.cgi?article=1364&context=law_review
- Boyd, R. (2015, Winter). A conceptual framework for African American disproportionality and disparity in child welfare. *CJW30*. <https://casow.unm.edu/wp-content/uploads/2015/03/CJW30/Winter2015.pdf>
- Kruse, K. Differences in Racially Disproportionate Reporting of Child Maltreatment Across Report Sources. September 2013, *Journal of Public Child Welfare* 7(4):351-369 DOI: 10.1080/15548732.2013.796763.

Works Cited

- Am J Public Health. . 2020 May;110(5):704-709. doi: 10.2105/AJPH.2019.305554. Epub 2020 Mar 19. Cumulative Prevalence of Confirmed Maltreatment and Foster Care Placement for US Children by Race/Ethnicity, 2011-2016. Youngmin Yi 1, Frank R Edwards 1, Christopher Wildeman 1
- Steinmetz, K. (2020). She coined the term 'intersectionality' over 30 years ago. Here's what it means to her today. *Time*. Retrieved from <https://time.com/5786710/kimberle-crenshaw-intersectionality/>.
- Substance Abuse and Mental Health Services Administration. (2015). Ending conversion therapy: Supporting and affirming LGBTQ youth. Retrieved from <http://store.samhsa.gov/product/Ending-Conversion-Therapy-Supporting-and-Affirming-LGBTQ-Youth/SMA15-4928> 8 1bid.
- The Trevor Project. (2020). 2020 National Survey on LGBTQ Youth Mental Health. New York, New York: The Trevor Project.
- Roberts, D. PBS Frontline Essay: Race and Class in the Child Welfare System. <<https://www.pbs.org/wgbh/pages/frontline/shows/fostercare/caseworker/roberts.html>>
