



ALONG FOR THE JOURNEY: PASTORAL CARE FOR LGBTQ YOUTH, PART 2

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What we will cover today:

- Things to consider in creating a welcoming space for LGBTQ youth
- How to build a welcoming youth group
- How to write a trans-inclusive policy
- Best Practices
- Scenarios



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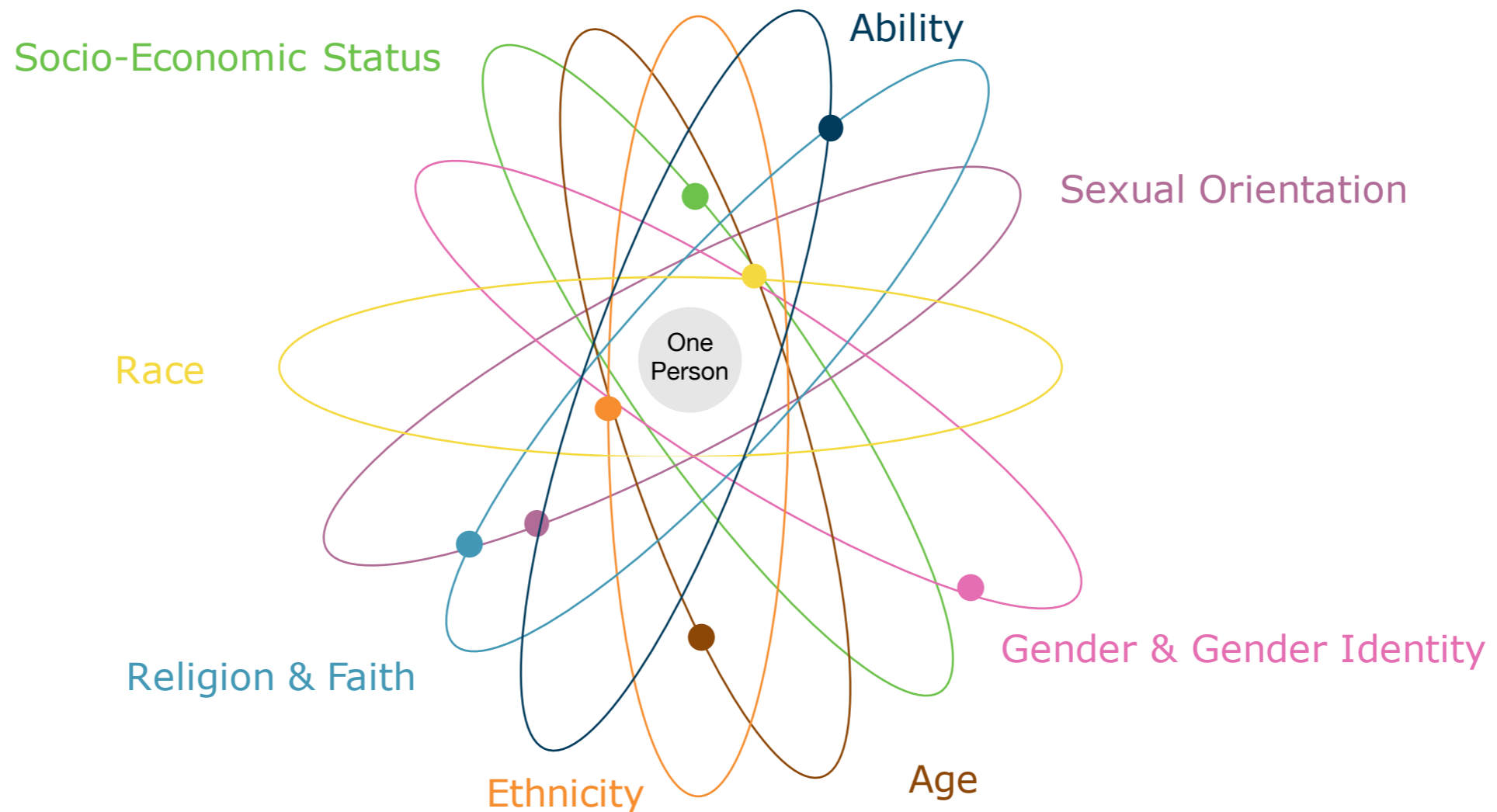
**THINGS TO CONSIDER
IN CREATING A
WELCOMING SPACE FOR
LGBTQ YOUTH**



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Identity is Complex & Intersecting



Source: Model of Multiple Dimensions of Identity, (Patton, Renn, Guido, Quaye)



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Identity is Intersectional

Intersectionality - the interconnected nature of social categorizations such as race, class, gender, and sexual orientation as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.



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**BUILDING A WELCOMING
YOUTH GROUP:
RUTGERS PRESBYTERIAN
CHURCH**



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Rutgers Presbyterian Church

- Stay as informed and educated as possible
- Be aware of the ways language is changing
- Know what's happening in the world! Know what issues are impacting the lived experiences of youth
- Know what's happening in schools, on TV
- Be aware of trends in social media



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Rutgers Presbyterian Church

- Set up covenants/ground rules around the ideas of listening/respect regardless of one's identity
- Set parameters for youth who come from various contexts
- Make sure seeing Christ in everyone is emphasized
- Create a zero-tolerance policy for bullying
- Look at how groups are divided with regard to gender
- Use a variety of identities when teaching or using an example without tokenizing particular identities



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CREATING AN INCLUSIVE POLICY: CAMP HANOVER



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Camp Hanover

- Be prepared for what may come up, so you can be proactive, rather than being in the position of having to react to what comes, (*while recognizing that something unexpected will always come up...*)
- Celebrate ALL youth as beloved.
- Work with board and committees - get various levels of the organization on board.



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Camp Hanover

- Implement training for staff.
- Allow youth to stay in the cabin they want to use, and use the bathroom they want to use
- Private bathroom/shower stalls, (which are beneficial to shy campers as well as trans campers)
- Campers are not responsible for disclosing their identity, but it may be helpful for staff to know (just as it would be for any youth)
- Avoid singling out/isolating LGBTQ+ youth



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GENERAL BEST PRACTICES



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Best practices

- Understand how homophobia, heterosexism, and transphobia affect you and your faith tradition.
- Assume that an LGBTQ+ person is in your presence.
- Create a space that is welcoming of all identities, without singling out LGBTQ+ youth.
- Have gender neutral restroom available.
- Implement policies by posting them, including in handbooks given to employees, volunteers and youth.
- Be aware of local resources/agencies that work with LGBTQ+ youth and/or the LGBTQ+ community.



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Best practices

- Allow youth to express their gender identity through clothing, hairstyle and accessories.
- Ask what pronouns people use, use that pronoun, and require that others do the same.
- Protect confidentiality and consider the benefits and drawbacks of disclosure. Don't "out" people.
- Create opportunities for dialogue with the congregation about diversity and inclusion, including sexual orientation and gender identity training.



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SCENARIOS



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Scenarios

You are planning for your upcoming youth trip and a youth who has recently come out as transgender signs up for the trip. The youth's parents call you to ask about how to plan for the trip to make sure the youth is comfortable with their sleeping accommodations.



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Scenarios

Raul, a 15 year-old youth in your youth group, stays after group one week to talk. Raul was assigned male at birth, but discloses with you that he he isn't either a boy or a girl, but identifies as non-binary. Raul wants to be called Taylor and wants people to use they/them pronouns.

Taylor is nervous about talking to their parents, who have said hurtful things in the past about how they wish Raul would act more like a man.

Both of Taylor's parents have both been session members in the past and you have known them to be generally supportive of LGBTQ+ people.

Taylor wants you to help them talk through how to come out to their parents.



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QUESTIONS?



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PART 3!
FRIDAY, MARCH 2,
3PM EASTERN**



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