

Serving LGBTQ+ Youth in Systems of Care

Institutional Culture Continuum

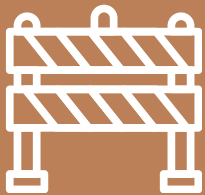


Cultural

Destructiveness

Toxic atmosphere that includes attitudes, policies, and practices that actively and intentionally suppress or do harm.

Examples: Practicing conversion therapy; placing a transgender youth in unsafe housing; refusal to work with an LGBTQ client



Cultural

Incapacity

Agencies that lack the capacity or interest in improving systems that perpetuate bias such as disproportionately applying resources or lowering expectations for quality of care.

Examples: Communicating subtle messages that LGBTQ youth aren't welcome; maintaining stereotypes about LGBTQ people



Cultural

Simplicity

One-size-fits-all approach that doesn't take into account unique needs and risk factors. Develops "solutions" without direct input.

Examples: Practice and belief that dominant culture practices are universal; utilizing special projects to "save" a community

Cultural Competence



Openly accepting and affirming of different identities and continually self-assessing culture and resources to improve care and services.

Examples: Works with staff to identify and overcome biases; seeks input and evaluation from LGBTQ+ clients

Cultural Preparedness



Highly values cultural competence as a baseline, seeks to grow base of practices, develops new strategies informed by live experience, and creates a model for other agencies.

Examples: Providing opportunities for staff and clients to work with subject-matter experts; engages in advocacy to improve field

Professional Development

- > RISE Coaching Network:
www.LALGBTCenter.org/RISE
- > Models of Pride Summit
www.ModelsOfPride.org
- > EDGY Conference
www.EDGYConference.com
- > SAMSHA
www.samhsa.gov

- > get R.E.A.L Network
www.CSSP.org
Key Word: Get Real
- > Gender Spectrum Conference
www.GenderSpectrum.org
- > Gender Odyssey Conference
www.GenderDiversity.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.



Recognize Intervene Support Empower

a program of the Los Angeles LGBT Center

Contact Us For Questions,
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