

CITY OF OAKLAND

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OFFICE OF THE CITY CLERK  
OAKLAND

2014 JAN 16 AM 9:53

# AGENDA REPORT

TO: DEANNA J SANTANA  
CITY ADMINISTRATOR

FROM: Sara Bedford

SUBJECT: OFCY LGBTQ Youth Services Strategy

DATE: December 30, 2013

City Administrator  
Approval

Date

1/8/14

COUNCIL DISTRICT: City-Wide

## RECOMMENDATION

Staff recommends that the City Council adopt a resolution adding a LGBTQ Youth Services strategy to the Oakland Fund for Children and Youth Strategic Investment Plan 2013-2016

The Planning and Oversight Committee (“POC”) of the Oakland Fund for Children and Youth (“OFCY”) approved the LGBTQ Youth Services Strategy amendment and forwards it for City Council approval

## EXECUTIVE SUMMARY

The OFCY Strategic Investment Plan addresses the four goals outlined in Oakland City Charter Section 1303 1) Support the healthy development of young children, 2) Help children and youth succeed in school and graduate high school, 3) Prevent and reduce violence, crime and gang involvement among children and youth, and 4) Help youth transition to productive adulthood

The POC recommends the addition of a new strategy to support Lesbian, Gay, Bisexual, Transgender, and Queer (“LGBTQ”) Youth Services This strategy will expand community-based programming and safe spaces specifically for LGBTQ youth in Oakland Safe spaces and LGBTQ specific services will support the formation of positive identities, foster peer connections, help youth to develop self-sufficiency skills and to work towards achievement of personal goals, and provide opportunities for youth to have voice and provide leadership for a more inclusive community and city

The new LGBTQ Youth Services Strategy is provided as *Exhibit A* to the proposed Resolution

## OUTCOME

Adoption of the proposed resolution will result in the release of a Request for Proposals (“RFP”) for services for LGBTQ youth for the period 2014-15, with awards renewable for 2015-2016 with Council approval The RFP will solicit proposals based on the new strategic initiative and amended OFCY Strategic Investment Plan (2013-2016)

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## BACKGROUND/LEGISLATIVE HISTORY

The Kids First! Fund was originally established in 1996 when Oakland voters passed the Kids First! Initiative and amended the Oakland City Charter to provide funding for direct services to children and youth under 21 years of age. The Oakland Fund for Children and Youth grants-making process is overseen by the 17-member POC appointed by the City Council and the Mayor, composed of eight youth and nine adult members.

Article XIII of the Oakland City Charter requires the POC to develop a three-year Strategic Investment Plan with the involvement of young people, parents, and service providers throughout the city. The POC approves the Strategic Investment Plan, the release of the RFP, subsequent grant funding recommendations, and annual evaluation of the OFCY programs for forwarding and final approval by the City Council.

The current OFCY 2013-2016 Strategic Investment Plan was adopted by the City Council on December 4, 2012. On June 18, 2013, the City Council approved a resolution to award POC recommended funding for FY2013-2016 to support 126 programs for children and youth. The Council also asked the POC to address the identified funding and service gaps for LGBTQ youth, to provide funding for LGBTQ specific safe spaces, and to bring back these funding recommendations to the Council as soon as possible.

The POC met on July 10, 2013 to approve additional grant awards and funding to two LGBTQ youth specific programs. The additional grant awards to the AIDS Project of the East Bay project with the SMAAC Youth Center for \$150,000, and an increased award of \$83,192 to the Youth UpRising Queer & Allies Initiative, were approved by City Council on July 30, 2013. The POC also determined, based on the Council's request, to disburse the additional funding available through an LGBTQ youth specific strategy and RFP process. The contract for services with Youth UpRising was augmented in August 2014. The contracting for the grant award with AIDS Project of the East Bay was delayed due to the suspended status of the SMAAC Youth Center's California Business License, which was lifted by the state in late November 2013.

Adoption by the City Council of the LGBTQ Youth Services Strategy amendment to the OFCY 2013-2016 Strategic Investment Plan will result in the development of an RFP, and POC recommendations for grant making for LGBTQ Youth Services by June 2014.

## ANALYSIS

After the approval of the new grant award to the AIDS Project of the East Bay project with the SMAAC Youth Center and the increase in the award to the Youth UpRising Queer & Allies Initiative, an estimated \$200,000 to \$300,000 will be available annually for additional grants for LGBTQ services.

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To develop the new strategy, OFCY led a strategic planning process which emphasized community input and engagement, objective data and research, and openness in the deliberative process. The process includes data collection and assessment of research on LGBTQ youth, a review of promising practices, trends and developments, focus groups with youth and service providers, interviews with experts, stakeholders and community members, and open public meetings held by the POC. During the planning process, OFCY staff interviewed key stakeholders from public agencies including OUSD, and representatives of various City departments, including the Office of Councilmember At-Large Rebecca Kaplan, who authored the Council resolution to request additional services for LGBTQ youth.

Oakland youth, providers, and policymakers agree that there is a need for increased safe spaces and activities specifically for LGBTQ youth in Oakland. During the planning process, a few key themes consistently emerged as important considerations for defining the strategy. These included the need for 1) increased safe spaces and programming for LGBTQ youth, 2) expanding and supporting the current infrastructure of LGBTQ youth services and support in Oakland, 3) providing family support, reconciliation, acceptance and remediation services, and 4) increased connections and resource sharing among providers.

Research indicates that family rejection, discrimination and harassment at school, and homelessness are threats to the health and wellbeing of LGBTQ youth. These can lead to negative physical and mental health outcomes, negative academic outcomes, increased rates of contact with the juvenile justice system, and increased risky behavior. Compared to LGBTQ adults, LGBTQ youth are extremely vulnerable to the effects of discrimination and stigma because they have not yet had the opportunity to develop networks of support elsewhere if their schools and homes are hostile to them.

The **LGBTQ Youth Services Strategy** will expand community-based programming and safe spaces specifically for LGBTQ youth in Oakland by supporting a collaboration to provide consistent programming specifically for LGBTQ youth at a transit-friendly location or locations, and supporting community-based agencies to expand their offerings and develop new programming and services specifically for LGBTQ youth, including peer support groups, leadership programming, or recreational/cultural activities. Programs supported through the strategy will participate and support efforts to better coordinate and promote the network of LGBTQ youth service providers in Oakland.

The LGBTQ Youth Services Strategy addendum to the OFCY 2013-2016 Strategic Investment Plan contains the following information:

- Strategy Summary
- Target Population
- Service Activities
- Expected Goals and Outcomes

- Funding Allocation
- Summary of Data and Research
- Summary of Community Input
- Summary of Promising/Best Practices

### PUBLIC OUTREACH/INTEREST

The POC hosted four meetings from September to December 2013 to receive public input for the development of the LGBTQ youth services strategy. The October 2013 meeting was promoted as a public forum to receive input on the strategic direction, with 16 youth and adult speakers providing their input.

OFCY received input from current OFCY grantees via a survey and gained feedback from 27 completed surveys. OFCY also hosted a meeting with staff members from OFCY-funded agencies to gain their input and insight into developing a strategy for LGBTQ youth in Oakland.

Two youth focus groups specifically for LGBTQ youth in Oakland reached 22 youth directly. The first focus group was hosted at the SMAAC Youth Center in West Oakland on November 14, with seven youth in attendance. The second focus group was in East Oakland at the Cesar Chavez Library in the Fruitvale Village on November 19, with fifteen youth participating. In addition, eight young people completed an online survey to provide input. OFCY also presented to the Oakland Youth Commission on December 2 to receive input on the LGBTQ strategy.

### COORDINATION

OFCY has coordinated with Oakland Unite to better align data systems to collect information on LGBTQ youth participants and to provide trainings through the National Council of Crime and Delinquency (NCCD) to current OFCY and Oakland Unite grantees on LGBTQ youth issues and terminology to improve inclusionary practices in youth services. The City Attorney's Office, Budget Office, and DHS fiscal services division were consulted in the preparation of this report and resolution.

### COST SUMMARY/IMPLICATIONS

An estimated \$300,000 in Kids First! funds will be made available for new grant awards for the LGBTQ services if the Strategic Plan is amended and an RFP for LGBTQ services is released by OFCY. The City Council will receive the recommendations for approval of grant awards for FY2014-15 by June 2014. There are no direct fiscal impacts to this report.

**FISCAL/POLICY ALIGNMENT**

The new LGBTQ Youth Services strategy amendment aligns with City policy and investments supporting positive outcomes for children and youth, including the Kids First goals to address the healthy development of young people and their transition to positive and productive adulthood.

Funding available for grants to be awarded for the LGBTQ services strategy is derived from the 3% set aside of the City's unrestricted general purpose fund revenues as required by the Kids First Charter Amendment.

**PAST PERFORMANCE, EVALUATION AND FOLLOW-UP**

Performance by OFCY contracted agencies is assessed annually by an independent, third-party evaluation team in a report forwarded annually by the POC. The new grants awarded to fulfill the LGBTQ youth services strategy will be assessed as part of the OFCY annual evaluation.

**SUSTAINABLE OPPORTUNITIES**

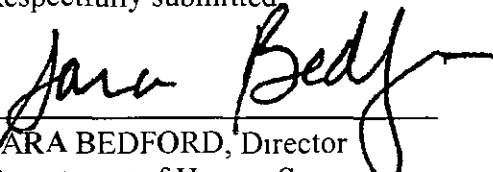
**Economic** Projected annual funding through the new strategy is approximately \$300,000 and will support a projected three to four programs in Oakland. OFCY grantees are predominately Oakland-based and employ local staff, and provide a positive economic impact.

**Environmental** There are no environmental opportunities through this funding.

**Social Equity** The POC explicitly promotes the value of social equity through its funding allocations and prioritizes services to reach youth with the greatest need.

For questions regarding this report, please contact Sandra Taylor, Human Services Manager.

Respectfully submitted,

  
SARA BEDFORD, Director  
Department of Human Services

CHILDREN & YOUTH SERVICES DIVISION  
Reviewed by: Sandra Taylor, Manager  
Prepared by: Mike Wetzel, Program Planner

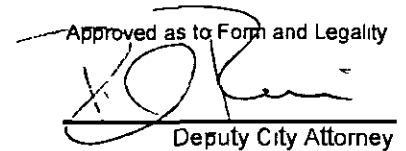
**ATTACHMENTS:**

- Exhibit A –Amendment to Youth Strategic Investment Plan 2013-2016 - LGBTQ Youth Services Strategy

item \_\_\_\_\_  
Life Enrichment Committee  
January 28, 2014

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Approved as to Form and Legality  
  
Deputy City Attorney

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

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### RESOLUTION ADDING A LGBTQ YOUTH SERVICES STRATEGY TO THE OAKLAND FUND FOR CHILDREN AND YOUTH STRATEGIC INVESTMENT PLAN 2013-2016

**WHEREAS**, in November 1996, the “Kids First” Initiative” amended the Oakland City Charter and added Article XIII, thereby establishing the Oakland Fund for Children and Youth (“OFCY”) to support direct services for children and youth, and

**WHEREAS**, Section 1303 of the Charter requires that the Planning and Oversight Committee (“POC”) submit to the City Council for its adoption a three-year Strategic Investment Plan, and

**WHEREAS**, the City Council adopted the OFCY 2013-2016 Strategic Investment Plan by Resolution No 84130 C M S with the following priority areas 1) Healthy Development of Young Children, 2) Student Success in School, 3) Youth Leadership and Community Safety, and 4) Transitions to Adulthood, and

**WHEREAS**, in December 2012, the POC published a Request for Proposals based on the adopted OFCY Strategic Investment Plan 2013-2016 and conducted an “open and fair” competitive review process for the selection of grants for the OFCY 2013-16 grant cycle, and

**WHEREAS**, the OFCY staff and trained reviewers assessed 248 proposals for the Oakland Fund for Children and Youth in accordance with the criteria in the Request for Proposals, and

**WHEREAS**, on June 18, 2013, the City Council approved Resolution No 84465 C M S making 126 grant awards for the Oakland Fund for Children and Youth in the total amount of \$10,762,224, and

**WHEREAS**, in approving Resolution No 84465 C M S , the City Council's discussion and comments recognized that service gaps exist in Kids First! programs for Lesbian, Gay, Bisexual, Transgender, and Queer ("LGBTQ") youth, and included the desire that the POC would consider funding for LGBTQ specific safe spaces, and bring back such funding recommendations to the Council as soon as possible, and

**WHEREAS**, on July 10, 2013, the POC approved additional funding for LGBTQ youth specific programs, bringing total annual grant funding for LGBTQ specific programming through OFCY to \$344,687 through support to AIDS Project of the East Bay - Save Our LGBTQ (SOL) Youth program in partnership with the SMAAC Youth Center; Youth Uprising - YU Queer & Allies Initiative, and Our Family Coalition - Building Strong Children in LGBTQ Families program, and

**WHEREAS**, at the meeting of July 10, the POC also approved its intent toward development of a LGBTQ youth specific strategy, leading to the release of an RFP to solicit new programming to provide LGBTQ specific youth services in Oakland, and

**WHEREAS**, on July 30, 2013, the City Council approved Resolution No 84572 C M S approving an increased grant award for the Youth UpRising YU Queer & Allies Initiative and a new grant award for the AIDS Project of the East Bay in partnership with SMAAC Youth Center for the SOL Youth program, and

**WHEREAS**, following approval of Resolution No 84572 C M S , the POC and OFCY conducted a strategic planning process for LGBTQ Youth Services including gathering data and research for a needs assessment, research into best/promising practices, and community engagement through interviews, youth focus groups, provider luncheons, surveys, and a public forum, and

**WHEREAS**, the POC and community members selected a strategy for LGBTQ Youth Services supporting safe community spaces, and enhancing and strengthening the current infrastructure of support available for LGBTQ youth in Oakland, and

**WHEREAS**, the LGBTQ Youth Services Strategy targets specific age ranges, goals, intended outcomes, and community needs, and

**WHEREAS**, the LGBTQ Youth Services Strategy has been presented to City Council as an addendum to the OFCY 2013-2016 Strategic Investment Plan, and

**WHEREAS**, the LGBTQ Youth Services Strategy addendum to the OFCY 2013-2016 Strategic Investment Plan was approved by the POC, now, therefore, be it

**RESOLVED:** That the City Council hereby adopts an amendment to the 2013-2016 Strategic Investment Plan of the Oakland Fund for Children and Youth and Planning and Oversight Committee adding the LGBTQ Youth Services Strategy approved by the POC, attached to this Resolution as Exhibit A

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, SCHAAF, REID and  
PRESIDENT KERNIGHAN

NOES-

ABSENT-

ABSTENTION-

ATTEST \_\_\_\_\_

LATONDA SIMMONS  
City Clerk and Clerk of the Council  
of the City of Oakland, California

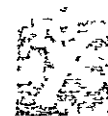


**RESOLUTION ADDING A LGBTQ YOUTH SERVICES STRATEGY TO  
THE OAKLAND FUND FOR CHILDREN AND YOUTH STRATEGIC  
INVESTMENT PLAN 2013-2016**

**EXHIBIT A**

**Amendment to Youth Strategic Investment Plan 2013-2016  
LGBTQ Youth Services Strategy**

*(attached)*



## OFCY STRATEGY AREA

Youth Leadership and Community Safety

## FUNDING STRATEGY

### #12: Safe Community Spaces for LGBTQ Youth

#### STRATEGY DESCRIPTION SUMMARY:

OFCY will expand community-based programming and safe spaces specifically for LGBTQ youth in Oakland. Safe spaces specifically for LGBTQ youth in Oakland will support the formation of positive identities, foster peer connections, help youth to develop self-sufficiency skills and to work towards achievement of personal goals, and provide opportunities for youth to give voice and leadership in making a more inclusive community and city. Successful services for LGBTQ youth will work to address the need for family support and reconciliation services and enhance their capacity to support youth and their families.

OFCY will expand offerings and outlets for LGBTQ youth in community based settings by

- 1) Supporting a collaboration<sup>1</sup> to provide consistent programming specifically for LGBTQ youth at a transit-friendly location or locations
- 2) Supporting community-based agencies to expand their offerings and develop new programming and services specifically for LGBTQ youth, including peer support groups, leadership programming, or recreational/cultural activities

Programs supported through the strategy would be expected to participate and support efforts to better coordinate and promote the network of LGBTQ youth service providers in Oakland

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<sup>1</sup> OFCY defines a collaborative application in its' RFP as consisting of three or more agencies, each contributing substantial participation toward a mutual goal, and at least two of which are proposed to receive OFCY funds. Substantial participation includes providing direct services, planning and coordinating services, and having equal partnership in decision making around program design and implementation. No one agency should receive more than eighty percent (80%) of the funding

The lead agency of a collaborative will be the agency that contracts with the City of Oakland. Collaboratives must choose a lead agency that has the fiscal and management capacity to support the other partners or subcontractors by issuing payments in a timely and professional manner. All partners of a collaborative must have the capacity to provide services according to proposal submitted by the fiscal sponsor for the collaborative.



## TARGET POPULATION

Oakland LGBTQ youth ages 14-20

## ACTIVITIES

OFCY will support agencies that provide.

- Safe space for LGBTQ youth by providing a welcoming and inclusive climate.
- Connections to caring adults
- Positive youth development activities through consistent and diverse programming, provided by qualified and culturally competent staff
- Access and support to a network of services, support and referrals for LGBTQ youth and their families
- The capacity to address the need for family support for LGBTQ youth
- Programming to build strong and secure peer relations and attachments

## GOALS AND OUTCOMES

Programming will achieve the following goals:

- Expansion of programs and available services specifically for LGBTQ youth
- Increased LGBTQ youth participation and engagement in high quality youth development programs specifically for LGBTQ youth
- Enhancement of the broader network of support available for LGBTQ youth and improved LGBTQ youth referrals to appropriate services
- Increased capacity in service providers to address family needs and provide family support
- Youth have access to enriching activities in safe and supportive places through quality programs

### OFCY Outcomes

- Increased levels of community engagement
- Increased confidence/self-esteem
- Increased connection to caring adults

## ALIGNMENT WITH OTHER SYSTEMS OF SUPPORT

A successful collaboration partnership to provide consistent and quality LGBTQ youth services must support and improve the network of support and referrals available for LGBTQ youth in Oakland

All programs supported through the strategy would be expected to participate and support efforts to better coordinate and promote the network of LGBTQ youth service providers in Oakland.



### FUNDING ALLOCATION:

Between \$200,000 and \$300,000 in annual funding is projected to be available in FY2014-2015 and FY2015-2016 to support and enhance the infrastructure and network of support services for LGBTQ youth in Oakland available through safe spaces in the community. OFCY seeks to support a collaboration to expand LGBTQ specific safe spaces for youth in Oakland, and to support community-based organizations to expand their services or to develop LGBTQ specific programming and services.

### DATA / RESEARCH SUPPORTING STRATEGIC NEED/ INVESTMENT:

Notional studies of adolescent youth indicate that 3% to 6% of youth identified as lesbian, gay or bisexual (LGB), reported same-sex attraction, or engaged in same-sex sexual activity<sup>1</sup>. A 2011 analysis by the Williams Institute of multiple national population-based surveys of adults estimates that approximately 3.5% of adults in the United States identify as lesbian, gay or bisexual, and an estimated 3% are transgender<sup>2</sup>.

There are 22,456 Oakland youth 15-19 years of age<sup>3</sup>. Three to six percent is equal to between 674 to 1,347 Oakland LGB youth. Based on the estimate that 3% of the population is transgender, the estimated number of Oakland transgender youth ages 15-19 is 67 individuals.

Recent studies found that the average age gay and lesbian teenagers first self-identify is between 13 and 16, compared to the 1980's when it was between 19 and 23. However, many individuals report knowing that they were lesbian, gay, or bisexual in the sixth or seventh grade or even earlier<sup>4,5</sup>. Self-identification at an earlier age can lead to the stigmatizing of youth, harassment, and discrimination, exposing youth to rejection at home and at school.

Family rejection, discrimination and harassment at school, and homelessness are threats to the health and wellbeing of LGBT youth. These can lead to negative physical and mental health outcomes, negative academic outcomes, increased rates of contact with the juvenile justice system, and increased risky behavior.

Compared to LGBT adults, LGBT youth are extremely vulnerable to the effects of discrimination and stigma because they have not yet had the opportunity to develop networks of support elsewhere if their schools and homes are hostile to them. According to the Centers for Disease Control and Prevention (CDC), the stigma of being LGBT, along with related harassment and discrimination, can cause LGBT youth to develop more troubling health behaviors than their heterosexual counterparts, including depression, homelessness, violence (e.g., bullying, teasing, harassment, physical assault, and suicide-related behaviors), early exposure to sexual activity and drug use. In a study conducted by the CDC, which surveyed 156,000 high school students from 2001-2009, LGBT youth were 63.8% more likely to exhibit risky behaviors, such as, physical violence, unprotected sexual activity, drug use and abuse, and self-inflicted violence, compared to youth not identifying<sup>6</sup>. These high rates of substance abuse, called the minority stress effect, are linked to high rates of discrimination and family rejection. Researchers have found, for example, that 51 percent of surveyed LGBT youth reported that they were either currently smoking or were former smokers<sup>7</sup>.

## EXHIBIT A

### Strategy Summary: LGBTQ Youth Services



The risk of family rejection plays a larger role today than in past years. Lesbian, gay, and bisexual young adults who reported higher levels of family rejection during adolescence were 8.4 times more likely to report having attempted suicide, 5.9 times more likely to report high levels of depression, 3.4 times more likely to use illegal drugs, and 3.4 times more likely to report having engaged in unprotected sexual intercourse compared with peers from families that reported no or low levels of family rejection<sup>8</sup>

LGBT youth who are accepted by their families are much more likely to believe they will have a good life and will become a happy, productive adult. In families that are not at all accepting of their adolescent's gay or transgender identity, only about 1 in 3 young people believe they will have a good life as a gay adult. But in families that are extremely accepting, nearly all LGBT young people believe they can have a happy, productive life as an LGBT adult<sup>9</sup>

Studies show that between 78 percent and 86 percent of LGBT students experience verbal harassment in their schools because of their sexual orientation or gender identity. Nearly a quarter of LGBT students report being physically attacked in school<sup>10</sup>. These acts of bullying were not only student-to-student incidents. In a national survey, nearly a third of transgender respondents reported being verbally harassed by teachers or staff in a K-12 school<sup>11</sup>

In a new study by the Urban Institute, which surveyed 3,745 youth in 7th to 12th grades, 43% of LGBT youth reported being victims of physical dating violence, compared to just 29% of heterosexual youth<sup>12</sup>. Numbers were even higher for victims of emotional abuse (59% of LGBT youth versus 46% of heterosexual youth). Transgender youth had some of the highest rates of victimization, despite making up a tiny percentage of the total respondents.

#### **COMMUNITY INPUT SUPPORTING STRATEGIC INVESTMENT:**

Community and youth input identified the need to provide more community-based programming specifically for LGBTQ youth, and cited the lack of current infrastructure in Oakland. Community input was strong in supporting collaborative efforts to expand programming. Youth and community input emphasized that for programs to be successful they must employ culturally competent staff. OFCY broadly received feedback that there is a need to support community-based groups that currently do not have explicit LGBTQ programming to enhance their services to be more intentional and directed specifically for LGBTQ youth. There was a significant amount of feedback regarding the need for current providers to better coordinate services and referrals, and to improve the quality of existing services. Another consistent theme was the need to address family support, reconciliation and acceptance, and the lack of existing resources currently available to support youth in context with their family. Input from service providers highlighted the need for ongoing training and technical assistance to support staffing and agencies to become more inclusive and provide more accepting and supportive spaces for queer or questioning youth.

#### **EVIDENCE-BASED RESEARCH/ PRACTICES FRAMING STRATEGIC INVESTMENT:**

Recognized best practices in serving LGBT individuals and families include services that provide a welcoming and inclusive climate, and the provision of linkages, referrals and resources appropriate for their LGBT clients<sup>13</sup>. Another cited best practice are services

## EXHIBIT A

### Strategy Summary: LGBTQ Youth Services



that provide the tools for clients to recover from past emotional and psychological trauma related to living in stigmatizing and/or abusive family, school and community environments, and programming that helps to reduce and eliminate stigma and culturally-defined barriers

While family rejection can lead to homelessness, family acceptance has been shown to have protective effect, and accepting families help to protect LGBT youth against risky health behaviors<sup>14</sup> For youth experiencing or at risk of homelessness, reconnecting to family in a positive way can facilitate reunification and reduce long-term negative consequences<sup>15</sup> Researchers have found that accepting families come from all ethnic and class backgrounds, including families with no formal education or income<sup>16</sup>

Best practices established in serving LGBT youth in out-of-home care, which are also applicable to wider range of youth programming, include supporting family acceptance and reconciliation, creating permanent connections for LGBT youth, promoting positive adolescent development, and providing appropriate health, mental health, and education services to LGBT youth<sup>17</sup>

Community-based programming that is experienced in providing strength-based or asset-based services to LGBT youth are also cited as strong practices<sup>18</sup> Asset-based programming that promotes positive youth development is effective in helping youth achieve positive outcomes and reduce risky behaviors Studies of resilience for youth who are a sexual/gender minority have demonstrated that positive social relationships moderate distress, while positive family support and acceptance leads to adolescent comfort and resilience in later life Secure attachment during the coming out process functions to enhance coping with ongoing prejudice, self-acceptance, and self-esteem<sup>19</sup>

<sup>1</sup> Cianciotto, J , & Cahill, S (2003) *Education policy Issues affecting lesbian, gay, bisexual, and transgender youth* New York The National Gay and Lesbian Task Force Policy Institute

<sup>2</sup> Gates, G (2011) *How many people are lesbian, gay, bisexual, and transgender?* UCLA School of Law The Williams Institute

<sup>3</sup> US Census 2010 ACS - 1-Year Data DP03 Selected Economic Characteristics

<sup>4</sup> Cianciotto, J , & Cahill, S (2003) *Education policy Issues affecting lesbian, gay, bisexual, and transgender youth* New York The National Gay and Lesbian Task Force Policy Institute

<sup>5</sup> Wilber S , Ryan C , & Marksamer J (2006) *Best Practice Guidelines Serving LGBT Youth In Out-Of-Home Care* Washington DC Child Welfare League Of America

<sup>6</sup> Centers for Disease Control and Prevention (2011) *Lesbian, Gay, Bisexual and Transgender Health* Available from <http://www.cdc.gov/lgbthealth/youth.htm>

<sup>7</sup> <http://www.americanprogress.org/issues/lgbt/news/2013/05/02/62087/improving-the-lives-of-lgbt-americans-beginning-with-our-youth/>

<sup>8</sup> Ryan, Catilin, Huebner, David (2009) *Family Rejection as a Predictor of Negative Health Outcomes in White and Latino Lesbian, Gay and Bisexual Young Adults* Pediatrics, Vol 123 No 1

<sup>9</sup> Ryan, C et al (2011) *Family Acceptance in Adolescence and the Health of LGBT Young Adults* Journal of Child and Adolescent Psychiatric Nursing

<sup>10</sup> Human Rights Campaign *Growing up LGBT in America HRC Youth Survey Report Key Findings*

<sup>11</sup> Grant, J , Mottet, L , Tanis, J (2011) *Injustice at Every Turn A Report of the National Transgender Discrimination Survey* Washington DC National Center for Transgender Equality

<sup>12</sup> Combi, S (2013) *LGBT Youth Face Higher Rate of Dating Abuse* Washington DC Urban Institute <http://www.urban.org/publications/90460D.html>

<sup>13</sup> Ebony M Williams, E (2011) *Best Practices in Serving LGBTQ Individuals and Families* Community Alliance for Culturally and Linguistically Appropriate Services (CLAS)

## EXHIBIT A

### Strategy Summary: LGBTQ Youth Services



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<sup>14</sup> Ryan, C (2009) *Supportive Families, Healthy Children Helping Families with Lesbian, Gay, Bisexual & Transgender Children* San Francisco State University, Family Acceptance Project

<sup>15</sup> Ryan, Caitlin *Family Acceptance as one Solution to LGBT Youth Homelessness* National Alliance to End Homelessness

<sup>16</sup> Ryan, C (2010) *Helping Families Support Their Lesbian, Gay, Bisexual and Transgender (LGBT) Children* *Journal of Child and Adolescent Psychiatric Nursing*, Volume 23, Number 4

<sup>17</sup> Wilber S , Ryan C , & Marksamer J (2006) *Best Practice Guidelines Serving LGBT Youth In Out-Of-Home Care* Washington DC Child Welfare League Of America

<sup>18</sup> National Association of State Mental Health Program Directors (2012) *Creating Supportive Policies for LGBT Youth Spotlight On Prevention 2012 Fact Sheet Series* Alexandria, VA [www.nasmhpd.org](http://www.nasmhpd.org)

<sup>19</sup> Peter E Gamache, P and Lazear, K (2009) *Asset-Based Approaches for LGBTQI2-S Youth and Families in Systems of Care* Research and Training Center for Children's Mental Health University of South Florida, Scholar Commons