

# Cuyahoga County's System Transformation for Serving LGBTQ+ Youth in Foster Care

Form a committee of LGBTQ+ competent leadership, providers, and people with lived experience who can advise on the process of transformation.



For phase I, have the committee review relevant policies and advise on revisions or new policies to support the collection of data for sexual orientation and gender identity. Other policy areas may include training adherence, anti-discrimination policies, placement assignments, disclosure and privacy, clothing inventories, and foster parent certification.



Start phase II of training which consists of modeling SOGIE conversations for large groups of staff using scripts.



Train all staff on LGBTQ+ 101 and on the new or revised policies and procedures. Encourage staff to seek coaching from the committee should they have challenges with the materials.



Start an affirming practice campaign that includes putting up affirming symbols, displaying affirming brochures and resources, and handing out pronoun buttons throughout the agency. Train staff on how to talk about pronouns if a stakeholder should ask about the buttons. Be generous with pride swag!



Make sure you have LGBTQ+ programs for youth and their families, so that caseworkers have services to offer when they disclose their diverse SOGIE.



Share available data with staff on how many LGBTQ+ youth are in care and what their experiences are. If possible, conduct an anonymous survey of youth in care to get the most accurate answers. Continue to collect data to measure agency progress.



Roll out phase III of educating through role playing SOGIE related conversations and following role plays with coaching sessions. These sessions should be informed by agency data and would focus on LGBTQ+ best practices and how to have discussions around SOGIE with youth and families.



Effective services for LGBTQ+ youth and their families