



LGBTQIA+ Youth

...and what you need to know



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Rainbow Alley is:

- Meryl Franklin (she/they) – Director of Youth Services
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*we'll provide our email addresses at the end, in case you have any additional questions



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LGBTQIA+



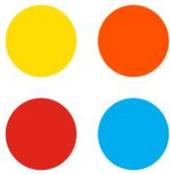
- **L**- Lesbian
- **G**- Gay
- **B**- Bisexual
- **T**- Transgender
- **Q**- Queer or questioning
- **I**- Intersex
- **A**- Ally, asexual, agender, aromantic, etc.

[*click here for more information](#)

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Why is this Important?



1 in 6 Gen Z folx identify as LGBTQIA+

Younger generations more likely to identify as LGBT

Percentage of U.S. adults by generation who identify by sexual orientation and gender

GENERATION	BISexual	GAY	LESBIAN	TRANSSEXUAL	OTHER
Generation Z (born 1997-2012)	11.5	1.1	1.4	3.8	0.4
Millennials (born 1981-1996)	6.2	0	0.8	3.2	0.4
Generation X (born 1965-1980)	3.8	1.2	0.7	2.2	0.3
Baby Boomers (born 1946-1964)	0.5	1.2	0.4	0.2	0
Post-Boomers (born before 1946)	0.3	0.3	0.2	0.3	0.1

Source: Gallup

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Intersectionality



- Youth have multiple identities that contribute to their situation
- [Different identities create more/less privilege](#)
- Don't assume that LGBTQIA+ identity is the cause of neglect, maltreatment, etc.
- *youth tend to be knowledgeable about intersectionality

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Pronouns?



- Parts of speech used to refer to a noun in lieu of a more descriptive word (ex. He, ze, they, she, etc.)
- Using the correct pronouns can reduce youth suicidality by half ([The Trevor Project](#))
- [They/them/theirs](#)

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LGBTQIA+ Youth and the Law



- Family Educational Rights and Privacy Act (FERPA)
- Judicial Bypass & the "Mature Minor" *
- Title IX
- [Legal Protections in Colorado](#)
- Conversion Therapy

*email Em if you'd like to talk about this further

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Intersex Youth



- [A person with ambiguous genitalia, chromosomes or secondary sex characteristics](#)
- Genital mutilation surgery

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Practical Tips to be a Better Ally



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Practice Pronouns

- Go to the zoo and refer to all the animals using alternative pronoun conjugations (they/them, it/its, etc.)
- Introduce yourself with your pronouns (include them in your email signature, business card, etc.)
- If your client doesn't say their pronouns when they introduce themselves, ask in a respectful way.



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Other Hot Tips (Out of the Office)

- [Do's and Don'ts](#)
- Familiarize yourself with queer content (watch videos, movies, and TV shows written by LGBTQIA+ people, read books, listen to podcasts, etc.)
- Follow LGBTQIA+ people on social media



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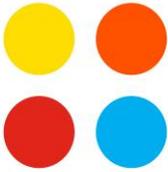
Other Hot Tips (In the Office)

- Ensure that your intake form is trauma-informed and LGBTQIA+ friendly
- Have all-gender bathrooms
- Put the youth's chosen name and/or pronouns on all applicable documents and files
- Have a [list of resources](#) to give to young people



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Additional Questions?



Email Us!

- Meryl Franklin – mfranklin@lgbtqcolorado.org
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