



# LGBTQIA+ Youth

...and what you need to know



**[LGBTQColorado.org/RainbowAlley](https://LGBTQColorado.org/RainbowAlley)**

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## Rainbow Alley is:

- Meryl Franklin (she/they) – Director of Youth Services
- Em Moratto (she/her) – Manager of Youth Services

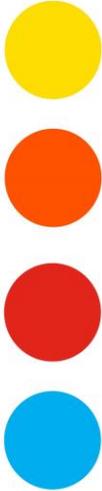
\*we'll provide our email addresses at the end, in case you have any additional questions



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# LGBTQIA+



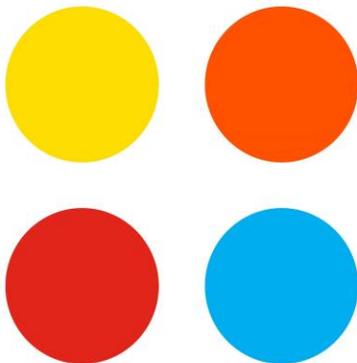
- **L-** Lesbian
- **G-** Gay
- **B-** Bisexual
- **T-** Transgender
- **Q-** Queer or questioning
- **I-** Intersex
- **A-** Ally, asexual, agender, aromantic, etc.

[\\*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 all adults by generation who identify by each sexual orientation

GENERATION	BISEXUAL	GAY	LESBIAN	TRANSGENDER	OTHER
Generation Z (born 1997-2002)	11.5	2.1	1.4	1.8	0.4
Millennials (born 1981-1996)	5.1	2	0.8	1.2	0.4
Generation X (born 1965-1980)	1.8	1.2	0.7	0.2	0.1
Baby Boomers (born 1946-1964)	0.3	1.2	0.4	0.2	0
Traditionalists (born before 1946)	0.3	0.3	0.2	0.3	0.1

Source: Gallup

THE WASHINGTON POST

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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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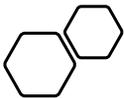


# Practical Tips to be a Better Ally



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## Practice Pronouns

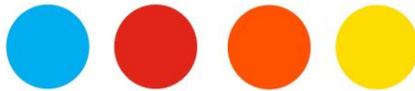
- Go to the zoo and refer to all the animals using alternative pronoun conjugations (they/them, ze/zir, etc.)
- Introduce yourself with your pronouns (include them in your email signature, business card, etc.)
- If your client doesn't say their pronouns when they introduce themselves, ask in a respectful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



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## Other Hot Tips (Out of the Office)

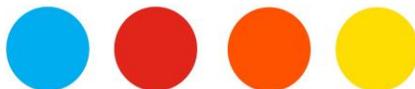
- [Do's and Don'ts](#)
- Familiarize yourself with queer content (watch videos, movies, and TV shows written by LGBTQIA+ people, read books, listen to podcasts, etc.)
- Follow LGBTQIA+ people on social media



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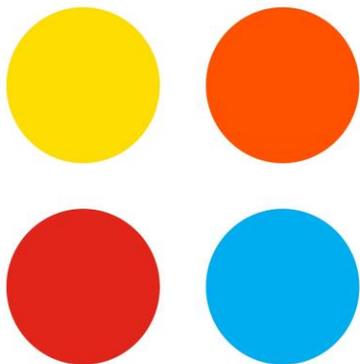
## Other Hot Tips (In the Office)

- 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](mailto:mfranklin@lgbtqcolorado.org)
- Em Moratto – [emoratto@lgbtqcolorado.org](mailto:emoratto@lgbtqcolorado.org)

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