Why do we need to know a youth's SOGIE?
A: Knowing a Youth’s SOGIE is not essential for supporting them. It is best practice to use inclusive language with all youth. You can introduce yourself with your pronouns and ask youth if they want to share their pronouns. This will give you information on how to address them. If they share any SOGIE information with you, thank them for trusting you with this information and make sure to keep it confidential.

How do we best support a youth who might be expressing themselves differently at home, or may not be out to their parents?
A: Ask the youth what you can do to support them and how they want to be addressed in front of their parents, in the classroom and privately. Sometime youth may use different pronouns in different settings.

What does GSA stand for again?
A: Gender and Sexualities Alliance (formerly known as Gay-Straight alliance), a school LGBTQ club.

Do you have suggestions for handling situations where parents object to these clubs in schools?
A: Reach out for support from your school’s administration or your district.

What are some best practices for a situation where one youth misgenders another youth?
A: Have a group discussion about pronouns, as well as what it means to intentionally or accidentally misgender someone and how to apologize.

What organizations exist to assist and support individuals who have undergone sexual reassignment surgery, but later realize that they made the decision impulsively and want to undergo surgery to return to their original sex?
A: It is best practice to support youth at where they are at currently.

Recently I had a youth say they go by pronouns he they; another said she/they. Would you be able to share what this means? Can you talk about the Xe/Xem, Ve/Vem, Ze/Zie pronouns as well?
A: Some people use more than one set of pronouns. For example, they might be ok with being address with “she” or “they” equally. There are multiple sets of pronouns people use. The most used sets are she/her/hers, he/him/his and they/them/theirS. Some people may use other pronouns, such as neopronouns. Neopronouns are a category of new (neo) pronouns that are increasingly used in place of “she,” “he,” or “they” when referring to a person. Some examples include: xe/xem/xyr, ze/hir/hirs, and ey/em/eir.

How can you navigate pronouns when someone may only be openly identifying as transgender in small settings and not everywhere?
A: Ask the youth what you can do to support them and how they want to be addressed in front of their parents, in the classroom and privately. Sometime youth may use different pronouns in different settings.

Do you have suggestions for handling situations where parents or a pastor use religion as their reasons for not supporting the youth?
A: Focus on supporting the young person and providing a safe environment for them to discover who they are and what they believe. We are not asking parents or pastors to necessarily change what they personally believe, but to provide a healthy, safe and supportive environment for young people to go on their journey into adulthood. I would also encourage parents and pastors to explore other alternatives to their currently held beliefs about LGBTQ+ people.

A:
There are millions of religious people and faith communities who believe that God accepts, affirms and loves those who identify as LGBTQ+.

**Sometimes I have a slip of the tongue and call people by the wrong pronouns. I immediately apologize, but I am not sure how to best manage this problem. Do you have any ideas?**

A: It is best practice to quickly and briefly apologize in case you misgender someone. Simply acknowledge the mistake and move on with the conversation. You could try practicing the use of pronouns away from the youth in case.

**My daughter goes by she now but also calls herself queer. What is the difference?**

A: “She” is a pronoun and pronouns don’t carry information about gender identity. It is simply how someone would like to be addressed. “Queer” is an umbrella term for sexual and gender minorities who are not heterosexual or are not cisgender. Each person defines this word differently, so it is best practice to ask you what the world “queer means to them.

**I struggle sometimes to use the pronoun IT. Can you please discuss this?**

A: It is best practice to use the pronouns youth ask you to use. Pronouns may carry a different meaning to youth than to you. Only use IT if and when an individual asks you to use it.

**How do you share with a group of teens when another teen has decided to go by a name other than their birth name in group therapy? I have a teen who went by birth name until most recently and I am struggling with how I announce that to the group who knows them as birth name?**

A: Ask they youth what level of sharing they are comfortable with and create a plan for sharing their chosen name to the group, if they wish so.

**Thinking about intersectionality - Where can I get some good info and resources for SUD best practices for the QTBIPOC population?**

A: Firstly, work with your community to identify local needs and resources. [https://www.addictioncenter.com/addiction/lgbtq/](https://www.addictioncenter.com/addiction/lgbtq/)

**What do you see among the youth you work in regards to tobacco and vaping?**

A: Youth are using tobacco and vaping. Teachers have told us they smoke on campus and have been working to address it. Continued awareness and action (such as social norm campaigns and community involvement) seemingly is helpful with this topic.

**Is there an online support group for youth and adults?**

A: Yes, Gender Spectrum and Q chat offer support groups. Parents can also find groups through their local PFLAG chapter.

**Do you feel a clinician needs to have some experience/ be expert in further conversations beyond coming out to continue treating the individual?**

A: Yes, basic understanding of SOGIE concepts and terminology is essential.

**What can you do to correct negative responses (i.e. are you sure?) in the beginning?**

A: If you witness a negative response, you can be an ally by naming that response and say something like “Thank you for sharing this with me, how can I support you.”

**What other substance use problems should we consider when working with LGBTQ youth, other than alcohol? Are there any sensitivities we should consider when doing a first-time assessment session?**

A: Overall, LGBTQ youth are at great risk of using and misusing substances than non-LGBTQ youth. As far as
sensitivities, use the same sensitivity you would with any youth when speaking about substances, but also be mindful of the youth’s identity. Reflect the language they use.

**How do you handle controlling, overbearing, holier than thou religious people who confronts the youth who force them to change?**

A: Focus on supporting the young person and providing a safe environment for them to discover who they are and what they believe. We are not asking parents or pastors to necessarily change what they personally believe, but to provide a healthy, safe and supportive environment for young people to go on their journey into adulthood. I would also encourage parents and pastors to explore other alternatives to their currently held beliefs about LGBTQ+ people. There are millions of religious people and faith communities who believe that God accepts, affirms and loves those who identify as LGBTQ+.

Most psychologists have determined that so-called “reparative therapy” is not only unsuccessful but harmful to youth. At least 20 states have outlawed the practice. [https://www.hrc.org/resources/the-lies-and-dangers-of-reparative-therapy](https://www.hrc.org/resources/the-lies-and-dangers-of-reparative-therapy)

**How do we advocate for transgenders that are taken into custody and placed in birth gender units?**

A: It is best practice to use the term “transgender” as an adjective. E.g. “transgender people” or “transgender youth”. Work with local advocacy agencies who are doing this work. Some national agencies ACLU [https://www.aclu.org/](https://www.aclu.org/) and [https://www.lambdalegal.org/](https://www.lambdalegal.org/)

**What are some good resources to share with people (either adults or youth) who are not trans-affirming?**

A: Some great resources are: [https://genderspectrum.org/](https://genderspectrum.org/) and if they are a parent of a trans youth: [https://pflag.org/](https://pflag.org/)

**What is the best approach to a kid who says he is gay one time and then denies being gay the next time?**

A: Keep being open and supportive of however they identify and the language they chose to use for themselves. It’s normal to be unsure/questioning sexual orientation and gender identity during formative years.

**What are some good resources for caregivers? My client says they are being "Bible bullied"?**


My daughter has a friend that went from a very female name. Parents still call her the female name. How do you suggest I talk to the parents about this?

A: Support the youth when in your home and use their chosen name and their pronouns. This way you create a safe space for them.

**How do you empower the youth when people force them to change?**

A: Listen to the youth and be an ally to them. Help them find resources and community. Make a safety plan with them to identify their support system.

A: