

LGBTQIA2S+ Desk Guide

LGBTQIA2S+ Individuals and Documentation in Access Report/Initial Assessment

Purpose: The Division of Milwaukee Child Protective Services (DMCPS) is aligned with the LGBTQIA+ community. All individuals should be treated with respect. When an individual identifies as a different gender than their sex assigned at birth, DMCPS will acknowledge this (if known) and will refer to that individual by their affirmed (chosen) name and pronouns. Many individuals who have chosen a different name and do not identify with their sex assigned at birth are unable to legally change their name until later in life. The individual is known in eWiSACWIS and legal documents by their birth name and birth sex, but DMCPS documents should reflect their self-identified gender, name and pronouns when known. Many individuals refer to their birth name as their “dead name.” When referring to an individual by their dead name, it can be invalidating, disrespectful, and unsupportive.

Writing an Access Report: When writing a referral, refer to the individual first by their legal name, however, immediately indicate that the individual identifies as female/male (non-binary, gender fluid, etc.), goes by Affirmed Name, and uses he/him, (she/her, they/them, etc.) pronouns. Use the individual’s affirmed name and identified pronouns for the remainder of the referral.

Questions for callers: “Anything we should know before going into the home that may make the family more comfortable – gender identities, beliefs, cultural preferences?” This question will act as a “catch all” and may trigger the caller to remember certain things about the family/child that may have not been previously discussed.

ACCESS - Be sure to ask callers if the family is aware of the child’s gender identity/sexual orientation.

INITIAL ASSESSMENT – Be sure to speak with the child on *when* it is okay to use their affirmed name and identified pronouns and *who* it is okay to share that with.

It is very important that a worker doesn’t “out” the child. In the case that the family is **not** aware of the child’s identity/orientation, use your discretion when typing the document/speaking with the family.

Examples for Documentation:

“Anthony identifies as female, goes by Antonia, and uses she/her pronouns. For the remainder of this referral, the child will be referred to as Antonia and she/her pronouns will be used.”

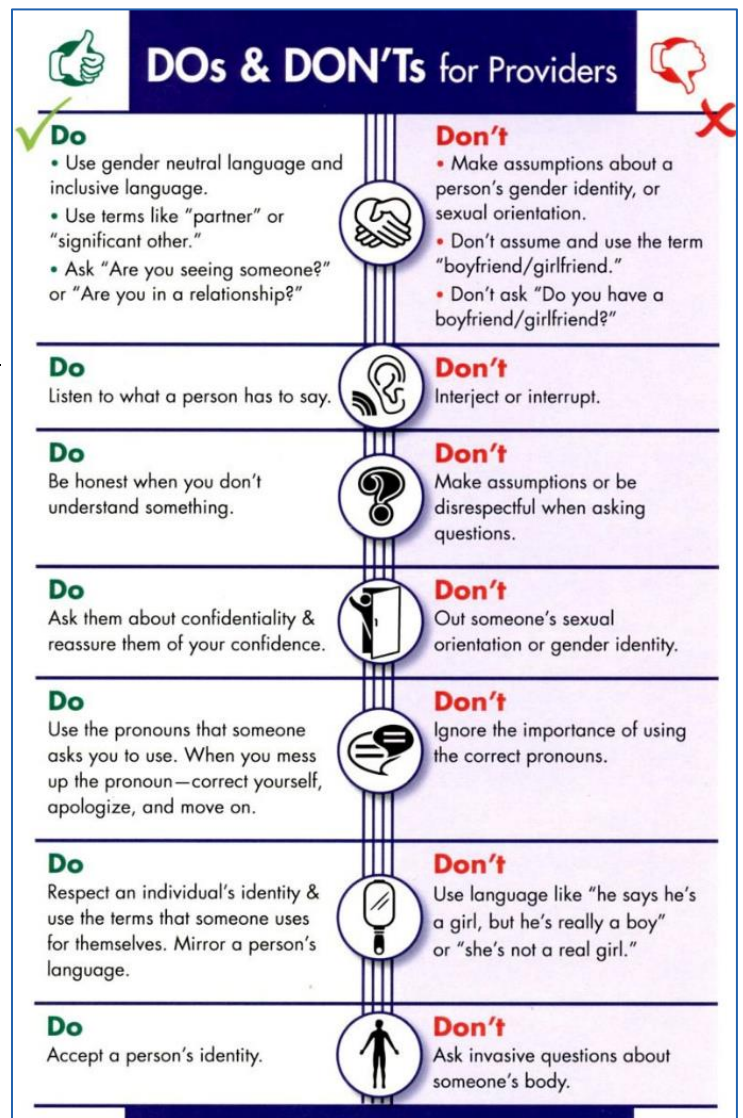
“Amelia identifies as male, goes by Aaron, and uses he/him pronouns. For the remainder of this assessment, the teen will be referred to as Aaron and he/him pronouns will be used.”

“Sydney identifies as non-binary and uses they/them pronouns. Sydney continues to use their birth name. For the remainder of this referral, they/them pronouns will be used for Sydney.”

Example using, they/them pronouns:

“Sydney is currently homeless and living on the streets. They have no family support. The mother is refusing to allow them back into the home. Sydney was primarily living with their aunt, prior to being homeless.”

Note: In some cases, replacing the individual’s name with their pronouns can be utilized. Be careful not to sound too repetitive. *Don’t do this* - “Sydney reported that the mother hit Sydney on the head. Sydney has injuries to the forehead and below the lip. Sydney refuses to provide additional details.”



DOs & DON'Ts for Providers

<p>Do</p> <ul style="list-style-type: none"> Use gender neutral language and inclusive language. Use terms like “partner” or “significant other.” Ask “Are you seeing someone?” or “Are you in a relationship?” 	<p>Don't</p> <ul style="list-style-type: none"> Make assumptions about a person’s gender identity, or sexual orientation. Don’t assume and use the term “boyfriend/girlfriend.” Don’t ask “Do you have a boyfriend/girlfriend?”
<p>Do</p> <p>Listen to what a person has to say.</p>	<p>Don't</p> <p>Interject or interrupt.</p>
<p>Do</p> <p>Be honest when you don’t understand something.</p>	<p>Don't</p> <p>Make assumptions or be disrespectful when asking questions.</p>
<p>Do</p> <p>Ask them about confidentiality & reassure them of your confidence.</p>	<p>Don't</p> <p>Out someone’s sexual orientation or gender identity.</p>
<p>Do</p> <p>Use the pronouns that someone asks you to use. When you mess up the pronoun—correct yourself, apologize, and move on.</p>	<p>Don't</p> <p>Ignore the importance of using the correct pronouns.</p>
<p>Do</p> <p>Respect an individual’s identity & use the terms that someone uses for themselves. Mirror a person’s language.</p>	<p>Don't</p> <p>Use language like “he says he’s a girl, but he’s really a boy” or “she’s not a real girl.”</p>
<p>Do</p> <p>Accept a person’s identity.</p>	<p>Don't</p> <p>Ask invasive questions about someone’s body.</p>

<https://www.diverseandresilient.org/resources/lgbtq-competency-toolkit/>

Initial Assessment will also continue with this way of documentation in their assessments, case notes, and court reports.

LGBTQIAS2+ Basic Terms and Definitions

<https://www.diverseandresilient.org/resources/lgbtq-competency-toolkit/>

<https://www.hrc.org/resources/glossary-of-terms>

AMAB/AFAB: Assigned male/female at birth. Note: This term is preferred to “biological male/female,” “male/female bodied,” or “born male/female.”

Asexual: A person who experiences little or no sexual attraction or desire.

Binder: An item of clothing that is used to flatten the appearance of the chest area.

Bisexual: A person whose attraction is to more than one sex or gender.

Cisgender: A term for people whose gender identity and gender expression align with those typically associated with their assigned sex at birth.

Coming Out: The process in which a person first acknowledges, accepts, and appreciates their sexual orientation or gender identity and begins to share that with others.

Dead Name: The birth name of a person (usually transgender) who has changed their name as part of their gender transition.

Gay: A person whose attraction is to members of the same sex. Note: “gay” is a term that can be used for both men and women who are attracted to the same sex, however, is typically used as a term for men.

Gender: A concept of feminine/femaleness and masculine/maleness.

Gender Expression: Gender as presented through one’s name, pronouns, clothing, haircut, behavior, voice, or other characteristics.

Gender Fluid: A term for people whose gender identity varies.

Gender Identity: A person’s internal, deeply held sense of one’s own gender.

Gender-Nonconforming: A term for people who do not follow society’s ideas or stereotypes about how they should act or express themselves based on their sex assigned at birth (ex. males wearing dresses/painting their nails, females wearing suits/buzzed hair).

Homosexual: A clinical term formerly used to describe people attracted to the same sex. Note: This term is typically no longer embraced because it was used to label lesbian and gay people with a psychological disorder.

Intersex: A term used for a variety of conditions in which a person is born with reproductive or sexual anatomy that does not fit the typical definitions of female or male.

Lesbian: A woman whose attraction is to other women.

LGBTQIA2S+: Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify.

Non-binary: A term for a person who does not identify as exclusively a man or a woman.

Outing: Exposing someone’s sexual orientation or gender identity to others without their permission. Note: Outing someone can have serious repercussions on personal safety, religious, or family situations.

Pansexual: A person whose attraction is towards people regardless of their sex or gender identity.

Queer: A term that can be used to describe gender and sexual identities, claim a unique identity, or to describe the LGBTQ+ community. Note: In the past, “queer” has been used as a slur against LGBTQ+ people. When used in context with the above description, it is an accepted use of the term.

Sex: The classification of people as male, female, or intersex. A person’s sex is a combination of characteristics, including chromosomes, hormones, & internal/external reproductive organs.

Sexual Orientation: Describes a person’s physical, romantic, and/or emotional attraction to others.

Straight/Heterosexual: A person whose attraction is to people of a different sex/gender.

Transgender: A term for people whose gender identity is different from those typically associated with their assigned sex at birth.

Transitioning: A series of processes that some transgender people may undergo to live more fully as their true gender. Note: This can include social transition (changing name/pronouns), medical transition (hormone therapy/surgery), or legal transition (changing legal name and sex on identity documents).

Two-Spirit: An indigenous person who embodies both male and female spirits within them.

Resources in Milwaukee County

Courage MKE – LGBTQ+ Foster Home

1544 S 6th St Milwaukee, WI 53204; (414) 240-2882
-Provides housing, resources, and services for LGBTQ+ youth in MKE that are in out-of-home care. This is a referral-based group home.
- Internal resource: do not provide this resource as housing for families. Internal use only.

Diverse and Resilient – Resource Center

www.diverseandresilient.org
-Provides resources and information on their website

Milwaukee PFLAG

1110 N Market St Milwaukee, WI 53202; (414) 299-9198
-Holds meetings for parents, friends, and families to discuss substantive LGBTQ+ issues

ProjectQ – MKE LGBT Community Center

315 W Court St Milwaukee, WI 53212; (414) 410-9487
-Counseling and Advocacy for Youth
-LGBTQ+ Youth Support Group