



Innovative Strategies to Empower Youth with Intersecting Identities

**2022 NAWDP Youth Symposium
November 2022**

The LEAD WIOA Policy Development Center is led by National Disability Institute and Social Policy Research Associates and is fully funded by the Office of Disability Employment Policy, U.S. Department of Labor, Grant No. OD-38977-22-75-4-11.

PRESENTERS



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Laura Gleneck

(Moderator)
LEAD WIOA Policy
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LEARNING OBJECTIVES

Participants will:

- ▶ Learn how they can help themselves or support others to:
 - ▶ Take action and create meaningful strategies that positively impact equitable customer practices.
 - ▶ Support AJC program staff and management in effectively serving youth with intersecting identities.
 - ▶ Use best practices in equal opportunity and non-discrimination.



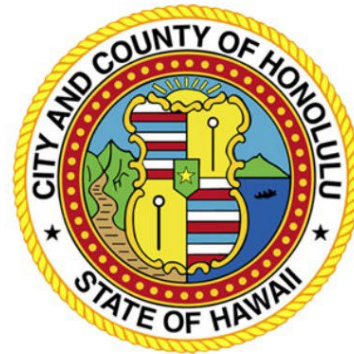
VIRTUAL JOBSITE TOURS

Designed for in-school
and out-of-school youth.

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WORK-BASED LEARNING EXPERIENCES FOR RURAL YOUTH

WORKHAWAII

VIRTUAL JOB TOURS

LGBTQ+ INCLUSIVE SERVICES WEBINAR TRAINING SERIES





*Department of Occupational Resources at
HempsteadWorks Career Center (DOOR)*

LGBTQ+ Inclusive Services Webinar Training



HempsteadWorks Career Center (DOOR)

<https://gaycenter.org/about/lgbtq/>

LGBTQ+ is an abbreviation for lesbian, gay, bisexual, transgender, queer or questioning, intersex, asexual, and more. These terms are used to describe a person's sexual orientation or gender identity.

Access the guide for a more detailed definition of each term, from [GLAAD's LGBTQ Media Reference Guide](#).

The Workforce Innovation and Opportunity Act Title I financially assisted program is an equal opportunity employer / program. Auxiliary aids and services are available upon request to individuals with disabilities.

HempsteadWorks Career Center (DOOR) LGBTQ+ Inclusive Services Webinar Training Series (I)



- Lesbian, gay, bisexual, transgender, queer (LGBTQ) and gender nonconforming and nonbinary clients have many of the same health, social, and cultural needs as the general population.
- Research indicates that these clients may face barriers and inequities related to their sexual orientation and/or gender identities.

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HempsteadWorks Career Center (DOOR) LGBTQ+ Inclusive Services Webinar Training Series (II)

- In order to ensure culturally competent care, it is imperative that social service professionals understand the specific needs and challenges of these communities. Providers must also commit to implementing practices to create environments that maximize the potential for client success.
- In this workshop series, we explore the specific needs of LGBTQ+ and gender nonconforming clients. We also discuss actionable strategies to ensure professional and program efficacy in an affirming and welcoming environment.

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HempsteadWorks Career Center (DOOR) LGBTQ+ Inclusive Services Webinar Training Series-Challenges

Challenges leading to a need for action:

- Increasing numbers of youth in the LGBTQ+ community visiting our Career Centers in need of employment, career and training services.
- Determination that there is a need for training and awareness to improve our service delivery for youth in the LGBTQ+ community including those with disabilities and other intersecting identities.
- Praise from local partner agencies and staff for being one of the first agencies on Long Island to offer this free Inclusive Webinar Series.

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HempsteadWorks Career Center (DOOR) ***LGBTQ+ Inclusive Services Webinar Training Series-Post COVID***

- Reopening of our doors to the public following COVID was the perfect opportunity to engage staff, our youth providers, and partners with the LGBTQ+ training series.
- The webinar workshop series aligned with our mission to provide a safe, inclusive, and accessible space for all youth participants no matter their background, race, ethnicity, religion, gender identity, disability, or sexual orientation.

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HempsteadWorks Career Center (DOOR) *LGBTQ+ Inclusive Services Webinar Training Series-Lessons Learned*

Lessons learned, positive outcomes, and how this will affect equity and inclusion in the workforce system moving forward:

- What it means to be a part of the LGBTQ+ community.
- Social and cultural challenges faced by this community and the inequities they face each day in the workplace and their personal lives.
- The importance of setting aside our biases and prejudices and truly embracing diversity, equity, inclusion, and accessibility for members of the LGBTQ+ community.

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HempsteadWorks Career Center (DOOR) *LGBTQ+ Inclusive Services Webinar Training Series-Summer Youth*

Meeting youth participants where they are:

- Youth participant in the LGBTQ+ community engaged in our Summer Youth Employment Program experiences isolation and shame from his peers in the workplace.
- Partnering with our local partners and providers for food, clothing and essentials to support our youth participant identifying as Transgender.

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HempsteadWorks Career Center (DOOR) *LGBTQ+ Inclusive Services Webinar Training Series-Keeping it Going*

Keeping up the momentum and paying it forward:

- Expanding the workshop series to our Summer Youth Program including participants ages 16 – 20 years old and the businesses that employ them.
- Implementing ongoing training and awareness for all staff including existing and newly hired staff.
- Developing new strategies and methodologies to continually improve the way we accept, understand, and support youth in the LGBTQ+ community and with intersecting identities.

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Resources and Information for LGBTQ+ Inclusive Services

JENTEX TRAINING & CONSULTING

159 Twin Lawns Ave, Brentwood, NY 11717
(631) 231-4704

LGBT NETWORK – Be Yourself. Stay Healthy. Change The World

125 Kennedy Drive
Hauppauge, NY 11788

Long Island Crisis Center

Established in 1993 as a division of Long Island Crisis Center, PFY (formerly Pride for Youth) provides an array of services and advocates for lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ) individuals through age 45.



GSA Network

LGBTQ* Centers | Stony Brook Medicine

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DIVERSITY AND INCLUSION

Andy Arias

Policy Advisor

Office of Disability Employment
Policy (ODEP)

U.S. Department of Labor (DOL)





Questions?



TOOLS AND RESOURCES (I)

Virtual Job Tours - Prior to the pandemic, the WorkHawaii's Youth Program took young people on in-person tours of local businesses to support career exploration. Since July 2020, tours have been moved successfully to a virtual format.

Inclusive Recovery: Employment for Youth with Disabilities - (June 2021 webinar archive) - CAPE Youth presents key considerations for policymakers to think about in the wake of the COVID-19 pandemic. Promising and emerging practices are highlighted from Texas, Oregon, and Hawaii.

HempsteadWorks Career Center LGBTQ+ Inclusive Services Training Series
These pioneering staff development trainings have led to LGBTQ+ and disability inclusive services, language, policies, and outreach.

TOOLS AND RESOURCES (II)

[Roadmap to Inclusive Career Pathways](#) - An interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

[LEAD Center Website: Equal Opportunity in the Workforce System](#) - Learn about strategies, resources, and examples from multiple states related to implementation of the equal opportunity requirements of WIOA, and how they can support AJC certification.

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FEDERAL EQUITY RESOURCES

[Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#) - (White House Executive Order No. 13985). To “pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.”

[U.S. Department of Labor Equity Action Plan](#) - Summarizes the Department’s efforts to identify barriers to more equitable access to programs and services for underserved, marginalized and excluded communities and outlines the next steps for expanding access to those communities.

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LEADcenter.org

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YouTube: [YouTube.com/user/LEADCtr](https://www.youtube.com/user/LEADCtr)

THANK YOU!