

**Example Administration Staff Proposal**  
**Youth Pride, Inc.**  
**Sexual Orientation: Tools and Techniques for Creating Safe, Inclusive**  
**Environments for LGBTQQ Youth**

**Reason for Workshop:**

After over four years of working in the direct care field, we have created a program to address the counseling needs of lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) youth. We have found that having a supportive and knowledgeable administrative staff is essential for the creation and maintenance of safe, inclusive policy that is respectful and sensitive to both clients and staff members alike.

**Workshop Description:**

The workshop will provide concrete tools for administrative staff to grow in its understanding and sensitivity to the needs of LGBTQQ clients and employees. Through a review of commonly used terms and definitions, interactive exercises, and personal stories, participants will learn about the issues currently facing the LGBTQQ community and why ensuring safe counseling environments that are inclusive to all should be a prime concern of the administrative staff.

**Workshop Goals to be Addressed:**

- Provide participants with inclusive vocabulary used in the LGBTQQ community.
- Demonstrate the importance of administrative staff helping employees develop a heightened consciousness concerning LGBTQQ youth and their families.
- Give participants an understanding of how organizations are seen as inclusive or safe, as well as helping to review or develop policy, programming and practice which reflects inclusion, sensitivity and competence regarding LGBTQQ issues.
- Give participants an understanding of how to evaluate the organization as a whole in terms of LGBTQQ inclusion.
- Identify methods of providing guidance, support, and referrals that are sensitive to the experience and needs of LGBTQQ individuals.
- Provide resources to allow continued individual exploration of LGBTQQ issues.

**Presenter Bio:** Stump Olsen is the OUTspoken Program Coordinator at Youth Pride, Inc. Youth Pride, Inc. (YPI) is Rhode Island's only organization dedicated to meeting the social, emotional and educational needs of lesbian, gay, bisexual, transgender, queer and questioning (LGBTQQ) youth. Stump Olsen has 13 years as a community advocate and organizer. She joined YPI in July 2002 as the OUTspoken Program Coordinator. Stump is an exemplary trainer and is experienced in social justice organizing, coalition building and program development. Stump is the lead developer of the OUTspoken speaker's bureau training curriculum. Along with providing trainings throughout the state for direct care providers, Stump oversees the training program for the members of the youth speakers' bureau known as the OUTspoken Playaz.

## **Example Agenda**

Introduction of YPI and Programs

Writing Exercise

Terms and definitions (conversations about language and appropriate usage)

Count Your Losses Exercise

Personal Stories

What you can do

Q & A

Evaluations