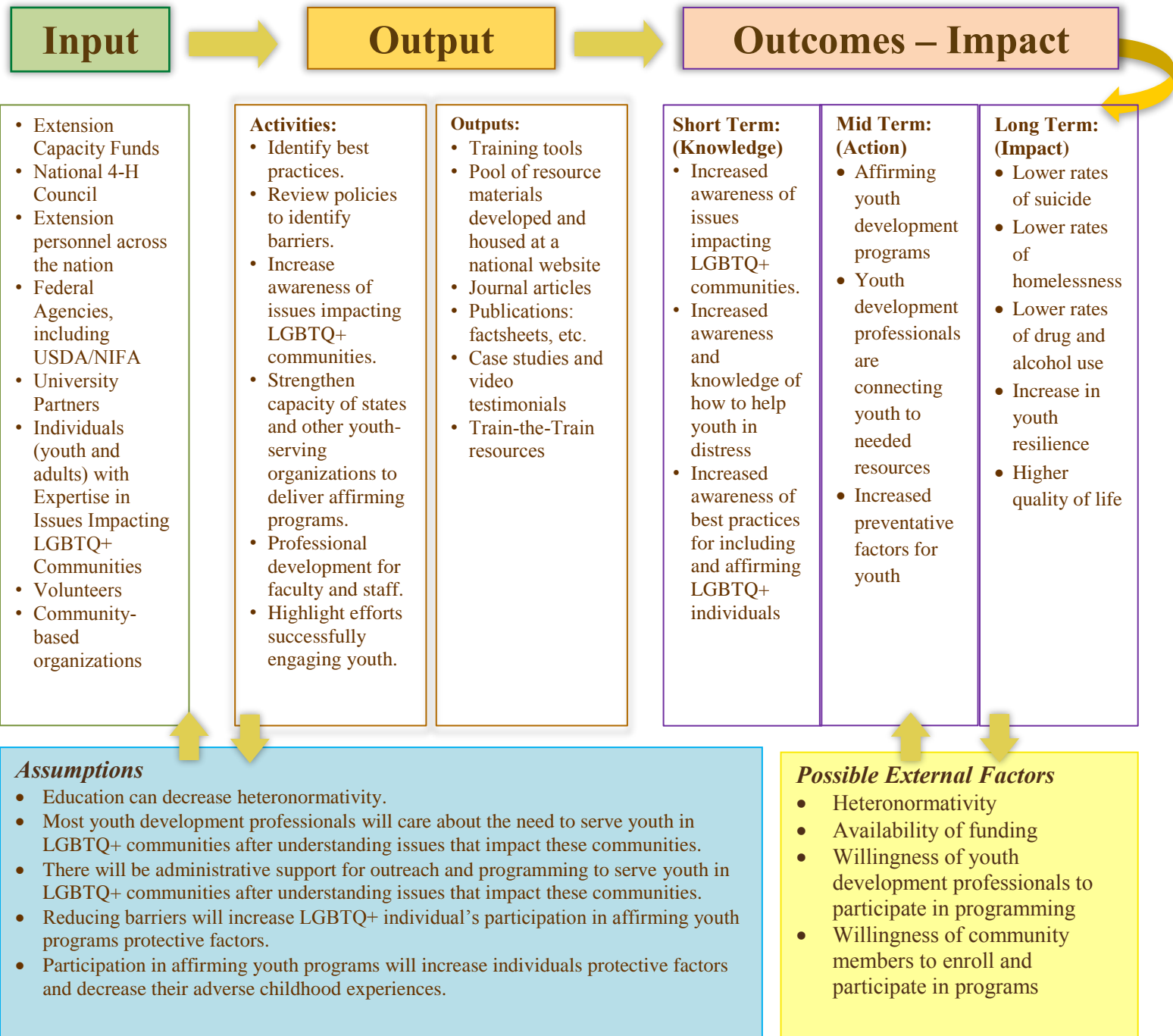


Champion Group for Youth Identifying as Members of LGBTQ+ Communities



SITUATION
Need:
 Quality youth programming that fosters inclusion and is affirming for youth that identify as members of LGBTQ+ communities.

Extension/4-H need to be at the table addressing the stigma and barriers for LGBTQ+ individuals by raising awareness, and providing education and resources, and creating affirming programs.

PRIORITIES
 Increasing youth development professionals' knowledge of issues impacting LGBTQ+ youth and appropriate ways to help youth when needed.

Share internal and external research-based best practices.

Articulate the value of equity work to the 4-H mission for LGBTQ+ individuals (youth, volunteers, and personnel).

Collaborate with other Champion Groups and partners.

OBJECTIVES
 Support access, equity, and belonging of individuals who identify as members of LGBTQ+ communities and support/develop affirming programs in youth development programs across the nation by providing resources such as best practices and professional development.

PARTICIPATION

- Extension personnel
- Volunteers
- Program Leaders
- Youth development professionals
- Youth members

Input

- Extension Capacity Funds
- National 4-H Council
- Extension personnel across the nation
- Federal Agencies, including USDA/NIFA
- University Partners
- Individuals (youth and adults) with Expertise in Issues Impacting LGBTQ+ Communities
- Volunteers
- Community-based organizations

Output

- Activities:**
- Identify best practices.
 - Review policies to identify barriers.
 - Increase awareness of issues impacting LGBTQ+ communities.
 - Strengthen capacity of states and other youth-serving organizations to deliver affirming programs.
 - Professional development for faculty and staff.
 - Highlight efforts successfully engaging youth.

- Outputs:**
- Training tools
 - Pool of resource materials developed and housed at a national website
 - Journal articles
 - Publications: factsheets, etc.
 - Case studies and video testimonials
 - Train-the-Train resources

Outcomes – Impact

- Short Term: (Knowledge)**
- Increased awareness of issues impacting LGBTQ+ communities.
 - Increased awareness and knowledge of how to help youth in distress
 - Increased awareness of best practices for including and affirming LGBTQ+ individuals

- Mid Term: (Action)**
- Affirming youth development programs
 - Youth development professionals are connecting youth to needed resources
 - Increased preventative factors for youth

- Long Term: (Impact)**
- Lower rates of suicide
 - Lower rates of homelessness
 - Lower rates of drug and alcohol use
 - Increase in youth resilience
 - Higher quality of life

Assumptions

- Education can decrease heteronormativity.
- Most youth development professionals will care about the need to serve youth in LGBTQ+ communities after understanding issues that impact these communities.
- There will be administrative support for outreach and programming to serve youth in LGBTQ+ communities after understanding issues that impact these communities.
- Reducing barriers will increase LGBTQ+ individual's participation in affirming youth programs protective factors.
- Participation in affirming youth programs will increase individuals protective factors and decrease their adverse childhood experiences.

Possible External Factors

- Heteronormativity
- Availability of funding
- Willingness of youth development professionals to participate in programming
- Willingness of community members to enroll and participate in programs