



True Colors
Sexual Minority Youth and Family Services

**2020 – 2021
Resource
Guide**



Welcome to the 2020-2021 True Colors Resource Guide! Updated annually, the Guide offers an extensive array of resources across a wide range of sexual and gender minority youth issues and services in Connecticut, regionally, and in some cases, nationally. In addition, the Guide provides a wealth of information on such topics as risk and protective factors, talking with children about gender, impact of family response, etc.

True Colors works to create a world where LGBTQ+ youth thrive. Our mission is to ensure LGBTQ+ youth — of all backgrounds — are safe, valued, and able to be their authentic selves. We do this by providing education, advocacy, and support to LGBTQ+ youth, their families, communities, and those who work with them. Our work is supported by a volunteer Board of Directors, five full-time staff, numerous student interns, scores of volunteers, donors, private and corporate funders—and people just like you!

Although the True Colors Resource Guide is offered at no charge, donations to cover postage or printing are always welcome.

The Guide is also available electronically at www.OurTrueColors.org.

True Colors, Inc. Programs Include:

☐ One-on-One Mentoring Program

True Colors provides Connecticut's only LGBTQ+ Youth Mentoring Program, bringing the benefits of mentoring directly to LGBTQ+ youth in out-of-home care since 2005. In addition to One-on-One Mentoring, this program provides weekly group activities giving youth the opportunity for healthy peer interactions.

☐ Annual Conference

Our flagship program, the annual True Colors conference, began in 1994 and is now the largest and most comprehensive LGBTQ Youth issues conference in the world! Each year, more than 3,500 youth, educators, social workers, clinicians, family members and clergy participate in 250+ workshops, films, activities and events over the course of the two-days.

☐ Youth Leadership Development

When we began working with schools in 1994, there were only four Gay/Straight Alliances in Connecticut. Now, there are more than 250. True Colors played a role, directly or indirectly, in the development of many of them. We've conducted dozens of GSA Summits, forums and trainings for youth, empowering them to launch, grown and maintain programs in their schools. We also offer many leadership development opportunities for our organizers and volunteers.

☐ Safe Harbors Task Force

True Colors collaborates with the State Department of Children and Families to identify and meet the needs of LGBTQ+ youth in out-of-home care through policy, programming and advocacy work. In addition, we recruit foster parents for adolescents.

☐ Cultural Competency Training

Our nationally recognized Values Clarification and Cultural Competency Training Curriculum stands as the only curriculum ever published by the Child Welfare League of America. Each year, we train approximately 6,000 youth-serving professionals, who in turn touch the lives of countless youth and families.

The True Colors Resource Guide is an expanding, evolving resource, and many of the topics included have been requested by its users. If there is something you'd like to see added to the next addition, please let us know.

For more information about our programs or to get involved with making a difference for LGBTQ+ Youth: 860-232-0050 | OurTrueColors.org | 30 Arbor Street, Suite 201A, Hartford CT 06106

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Gender Identity, Gender Expression, Sexual Orientation & Biological Sex

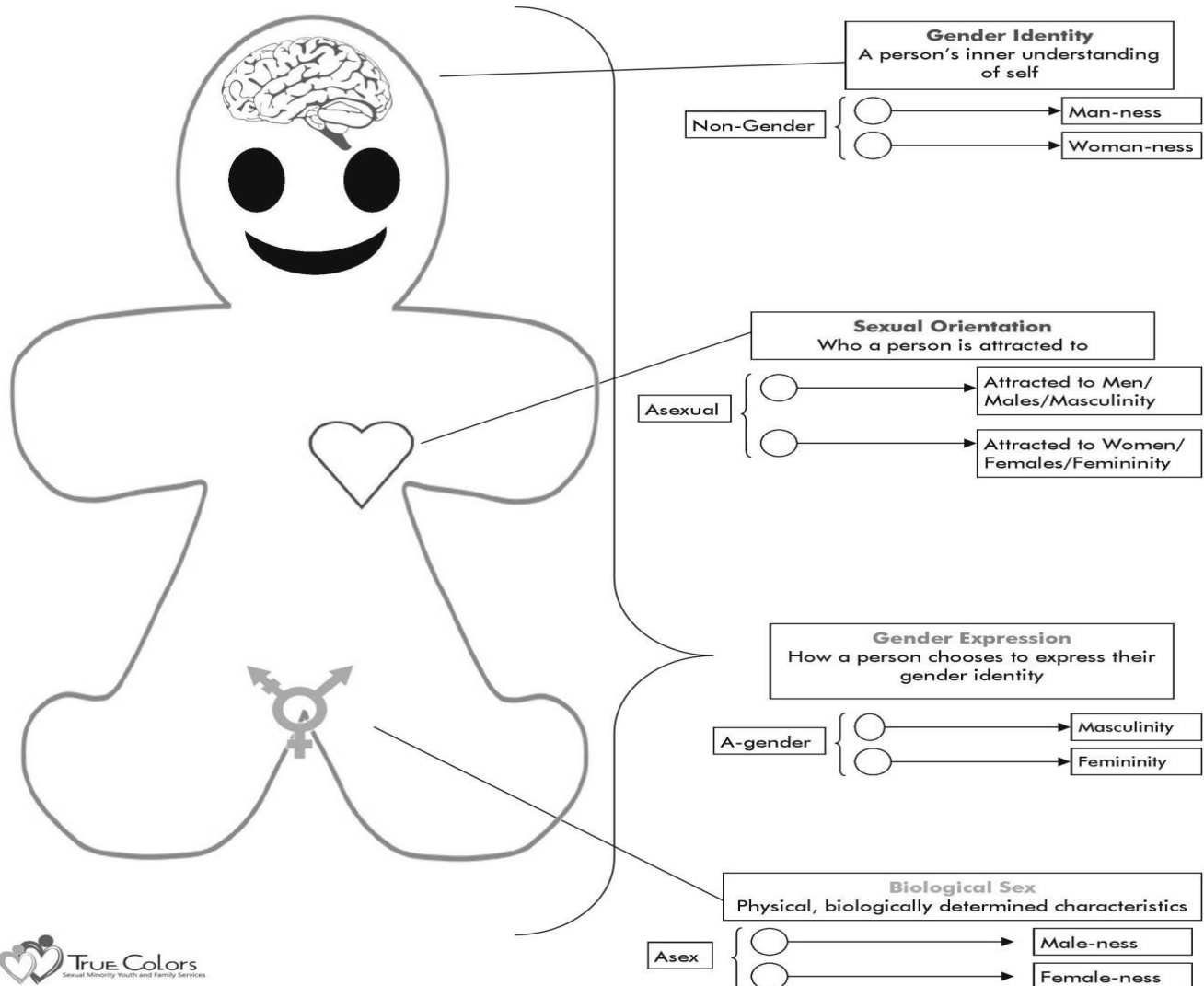
Each one of these four elements of identity exists along its own continuum.

Where an individual falls on each continuum depends on their own innate sense of identity, coupled with how they choose to express that identity.

In addition, for many of us, identity is fluid and changes over time.
Where an individual identifies on one continuum doesn't necessarily predict where they will identify on another continuum.

And no one has to be "less" of one in order to be "more" of another ¹

Genderbread Person



FREQUENTLY ASKED QUESTIONS ABOUT GENDER

What is the difference between *sex* and *gender identity*?

Sex refers to how we conceptualize bodies—internal and external reproductive organs, chromosomes, and the labels assigned to people at birth, usually male, female, intersex/DSD. **Gender identity** refers to one’s internal sense of one’s self as a man, a woman, or something that does not fall within those binary categories. A simple way to remember is that sex is your body, identity is your mind. For some people, those two continuums of identity match. For some, they don’t. Some people may use different labels or none at all.

What is *gender expression*?

Gender expression can be thought of as the external signals that we use to place ourselves and others into categories such as masculine, feminine, **androgynous**, etc. These signals include clothing, hairstyles, mannerisms, voice, expectations about behavior, **pronouns**, etc. A person’s gender expression may or may not match their sex and/or gender identity. Some people use different labels, like **butch**, or none at all. People often use gender expression to make assumptions about other people’s sex, gender identity, and sexual orientation. In fact, many of the stereotypes about gay and lesbian people are about gender rather than patterns of attraction.

What does *transgender* mean?

Transgender (not “transgendered”), or **trans**, is most often defined as an umbrella term that encompasses a wide range of thoughts, feelings, identities, behaviors, and gender expressions in which one or more elements of one’s identity or expression do not align with the sex the individual was assigned at birth.³ People who do not experience this incongruence are **cisgender**. A transgender person often feels **gender dysphoria** around this incongruence or **gender euphoria** when they feel recognized/embraced as the gender with which they identify. Sometimes people who are not transgender, but who are, otherwise, **gender non-conforming** (like some cisgender butch lesbians) experience gender dysphoria & euphoria, too.⁴ Some people who identify with culturally specific genders may consider themselves transgender. Others maybe feel that being lumped into that category is a colonialist imposition because it attempts to describe their experiences with language from outside of their culture while they already have culturally specific terms.

What is *non-binary* gender identity?

Non-binary gender identities do not fall within the strict man/male and woman/female **gender binary system** of contemporary Western Society. Transgender people and people with non-binary gender identities have existed as long as the social system of gender. Within non-Western cultures, individuals that fall outside of our gender binary, such as **two-spirit** people, **fa’afāfine**, **Hijra**, and others may or may not identify as non-binary for the reasons described in the section above. Not all non-binary individuals identify as transgender, but limited research suggests that non-binary individuals make up 25-35% or more of transgender populations specifically.⁵

What does *transsexual* mean?

Transsexual is a medical term that has historically referred to people who have undergone some kind of medical (e.g., **hormone replacement therapy**) and/or surgical treatment for **gender affirmation**. Some transsexual individuals may identify as transgender. Others identify primarily as the gender to which they have transitioned. Transsexual has become a somewhat outdated term with the rising popularity of the term transgender. Because it sounds inherently sexual and medicalizes being transgender, some people will be hurt or offended if you refer to them as transsexual, so you should refrain from doing so without their consent. Furthermore, some trans people will use the acronyms **MTF** (male-to-female) or **FTM** (female-to-male) but **trans woman** and **trans man** are often preferable.

How does someone know they are transgender?

The traditional wisdom here is to ask yourself “How do I know that I’m not?” Can you point to or name something that tells you what your gender identity is? Remember: gender identity ≠ your body parts. It’s a tough answer to nail down. Often, the answer is “I just do!” For some people, they don’t realize they’re transgender until they’ve explored their relationship with their gender. This is all the more reason why it’s so important to be respectful and give people room to question and experiment.

What causes a person to be transgender?

Humans don’t develop an internal sense of gender until around the age of 3.⁶ Some people realize they are trans as a child; some become aware of this at puberty. Some don’t realize they are trans until later in life. There is no “right” timeline that legitimizes a person’s “trans-ness.” There is no consensus among scientists about the precise “cause” of gender identity development. Many think that both nature AND nurture play complex roles.⁷ But one thing is for sure: Most people experience little or no sense of choice when it comes to their internal gender identity.

Is being transgender a mental disorder?

No! Research has found no inherent association between gender non-conformity and psychopathology. Both the World Health Organization and the Diagnostic and Statistical Manual (DSM-5) have declared that “**Gender Identity Disorder**” is not a legitimate mental disorder,⁸ replacing it with the concept of Gender Dysphoria described above. That distinction places the pathology more appropriately on society than on the individual. Consider: “My gender is fine—it is society’s harassment, disapproval, stigma and unwillingness to allow me the freedom to be who I am that causes me distress...” This does not mean that a transgender person’s dysphoria would suddenly abate or that they would not still desire to **transition** if society’s attitudes shifted to embrace their experiences.

TALKING TO YOUR KIDS ABOUT GENDER

WHY should I talk to them about this?

- **Because it is about them too!** Gender rules impact—and too often limit—every one of us. The more room we can make for children who push the boundaries of gender, the more room there is for everyone to be themselves—including you—and your child.
- **To help pass on the values of respect and understanding.** Kindness matters. You don't have to support gender differences to insist that everyone deserves respect.
- **Because language matters.** When you tell a child what men and women are supposed to be like, you may miss out on what YOUR child is like. Adults can help by following one simple rule: when you hear mean, intervene.

WHEN should I talk to them about this?

The short answer is **all the time!**

Children begin to determine their own and other people's gender at about 2 or 3 years old. They often exhibit significant curiosity about genitals and gender. Children tend to express concrete and rigid ideas about gender, usually starting with phrases such as "boys can't...." or "girls are not allowed to...." A simple, "yes, they can" can make all the difference.

HOW should I talk to them about this?

Ages 3-5

- Give concrete explanations and answers and don't use absolutes like the word, "all".
e.g., "all girls/all boys"
- Provide basic information; they're not looking for graphic or complete explanations.
- Use picture books to communicate feelings and ideas.
- Example: Your child says, "Boys can't play with dolls!" You can say "children can play with any toys they like." Or, "That kid says she is a girl, but she has short hair." A response: "Different people like their hair different ways. Some people like long hair and some like short hair."

Ages 6-12

- Listen. It's important to find out what information your child is actually looking for.
- Use the phrase, "some people are like this and others are like this" to reinforce difference as normal.
- Example: Joe tells his mom that there is a kid in his class that they have to call by a girl's name now. Joe's mom says, "For some kids, what they feel on the inside matches what others see on the outside. For other kids, it doesn't. Her name change probably helps her and other people to see who she really is."

Ages 13-18

- Actively listening ensures adolescents feel safe talking with you about their feelings.
- If a teen you know comes out to you, reassure them they are loved and supported and let them know about resources they may find helpful.
- Don't assume that an adolescent has come out to others or is ready to come out to you.
- Whatever your own values and beliefs, it's always important to discourage bullying, harassment, or discrimination.

But what if I mess up?

You don't have to fully understand or even accept gender differences to promote tolerance and respect. The important thing is to talk openly and honestly with your child. Don't be afraid to admit when you're embarrassed or don't know an answer. Work together to find answers to questions and, at the same time, show your child that curiosity is nothing to be ashamed of.⁹

FREQUENTLY ASKED QUESTIONS ABOUT ORIENTATION

What is *romantic* and *sexual orientation*?

Romantic orientation and **sexual orientation** refer to long-lasting patterns of emotional, romantic, and/or sexual attractions to men, women, both, and/or other genders. Sexual/romantic orientation also refers to a person's sense of self based on those attractions, related behaviors, and participation in a community of others who share those attractions. Research over several decades has shown that orientation exists on a spectrum, ranging from exclusive attraction to another gender to exclusive attraction to the same gender.¹⁰ Some people may use different labels, like **pansexual** or **polysexual**, or none at all, but sexual orientation is usually discussed as terms of 3 major categories: **gay/lesbian**, **bisexual**, and **heterosexual**. These groups aren't necessarily clear and can have overlapping boundaries.

How long have there been LGBTQ+ people? Where did they come from?

Same-gender attraction & gender non-conforming behavior are so natural, they aren't even exclusive to humans. While labeling people LGBTQ before the term's lesbian, gay, bisexual, and transgender came into existence may be "ahistorical", same-gender attraction & gender non-conformity have existed since the dawn of humanity. They can be traced back to Mesopotamia,¹¹ "the cradle of civilization". They are even mentioned in the oldest written story (2000 B.C.E.) to have been discovered anywhere on Earth: the "Epic of Gilgamesh".¹² A range of sexual behaviors, attractions, and orientations have been described in myriad cultures throughout time. Ancient and early China,¹³ Japan,¹⁴ Greece,¹⁵ Rome,¹⁶ India,¹⁷ pre-colonial Latin American societies,¹⁸ Native or First Peoples,¹⁹ and people from many other societies²⁰ have all written texts and passed on oral histories describing individuals who are attracted to the same or multiple genders, and individuals who identify with genders that differ from the sex they were assigned at birth (known today as transgender).

How do people know if they're lesbian, gay, or bisexual?

The core attractions that form someone's orientation & identity typically emerge from middle childhood to early adolescence. These patterns of attraction may arise without prior sexual experience. People who are celibate can still know their sexual orientation.

Everyone's experiences are different, even if they have the same orientation. Some people know their orientation for years before they pursue relationships with others; others engage in sexual activity before picking a label. Claiming an LGB+ identity can be a slow process for some people & others never come out, because prejudice and discrimination make it difficult for many people to come to terms with their sexual orientation and identities. It's okay to say, "I'm **questioning**/exploring/experimenting." Some people eschew labels all together, but know, and even embrace, their same-gender attraction, calling themselves things like "**fluid**" and "open-minded".

The traditional wisdom here is to ask yourself "How do you know you're gay/**straight**/bi/etc.?" It's kind of a tough answer to nail down and sometimes, the answer is "I just do!"

What causes a person to have a particular sexual orientation?

Scientists cannot currently come to a consensus about the exact "cause" of sexual orientation. Although there is a lot of research that examines what factors may influence sexual orientation (genetics, hormones; developmental, social, and cultural influences), no findings have been conclusive. Many scientists think that both nature AND nurture play complex roles in forming our orientations. But one thing is for sure: most people experience little or no sense of choice when it comes to sexual orientation.²¹

Is homosexuality a mental disorder?

No! Research has not found any inherent link between LGB+ orientations and mental illness. This means that both heterosexual and **homosexual** behavior are normal aspects of human **sexuality**. Sometimes a person's orientation is fluid throughout their life, but efforts to change a person's orientation through "reparative"/conversion therapy and transformational ministry are ineffective, abusive human rights violations. The American Academy of Pediatrics, American Counseling Association, American Psychiatric Association, American School Counselor Association, National Association of Social Workers, and others have released statements to that end.²²

What does it mean to be *asexual* or *aromantic*?

Our orientations are multi-dimensional. Consider: Who are you attracted to? How do you structure your relationships? To what degree do you experience attraction? To what degree do you desire to act on your attraction? With which kinds of intimacy are you comfortable? What are your needs? Boundaries? **Asexuality** & **aromanticism** are dimensions of our orientation. An asexual (ace) person experiences little to no desire for sexual intimacy; an aromantic (aro) person has little to no desire for romantic intimacy.²³ You can be ace/aro & concurrently lesbian/gay/bi/**pan**/queer or straight. You can be asexual & aromantic (**ace-aro**)—or neither, nor eschew labels!

What does the word *queer* mean?

During the **AIDS Crisis** in the late 1980s through the early 1990s, thousands of cis gay/bi men, as well as trans women, particularly people of color, died of **AIDS** (Acquired Immunodeficiency Syndrome) before we yet knew what caused it—**HIV** (Human Immunodeficiency Virus)—how HIV was transmitted, or how to treat it. There was widespread violence, **homophobia**, and oppressive government policies forcing LGBT communities to literally fight for their lives with militant activism. They sought more than tolerance: they wanted to develop a sense of shared identity and strength from their **systemic** victimization as they asserted their human rights. In that spirit, activists pushed to reclaim the slur "queer", and the academic field of "**queer theory**" emerged.²⁴ Queer is often used as an umbrella term for same-gender attraction. Some people identify as queer, but for others—usually older people, gay men, and people from rural areas—it's still a loaded term. Language changes over time, but exercise caution before reclaiming slurs on others' behalf.

TALKING TO YOUR KIDS ABOUT ORIENTATION

WHY should I talk to them about this?

- **To protect your child from prejudice.** Even if they're not gay, they may be called "gay" or a "fag" at some point. They will also probably see or hear others being teased the same way. Talking to your kids will help dissuade fears and clear up misinformation regarding that prejudice that they will inevitably be exposed to.
- **To help pass on the values of respect and understanding.** Odds are your child will see LGBT characters on TV or even have LGBT friends and/or family members. They will have questions and your silence can be interpreted as intolerance
- **Talking about sexual orientation will make it easier to talk about other tough issues.** Sexual orientation is one of the toughest conversation topics for kids and parents. If you can tackle this, you can take on other "tough-to-talk-about" like substance abuse and sexual activity and health.

WHEN should I talk to them about this?

The short answer is **all the time!**

Kids even as young as 3 are known to ask questions regarding human sexuality. Of course, as responsible parents the answers we provide at 3 will be different than those we provide at 13 and even more different than those provided at 23. However, talking to kids about sexual orientation should be a conversation we start early and continue to have as they develop.

HOW should I talk to them about this?

Ages 3-5

- Give concrete explanations and answers.
- Provide basic information; they're not looking for graphic or complete explanations.
- Use picture books to communicate feelings and ideas.
- Example: After seeing two women holding a baby, Dean asks, "Which is the mommy, and which is the daddy?" Dean's mom answers, "Both are mommies."

Ages 6-12

- Listen. It's important to find out what information your child is actually looking for.
- Link explanations to their own life and experiences.
- If you think your child might be wondering if they're gay, it's important to reassure them you love them no matter what.
- Example: Tina asked her mother, "Tim says my teacher is gay. What does gay mean?" Her mother responded, "It means Ms. Todd loves a woman like I love Daddy."

Ages 13-18

- Actively listening ensures adolescents feel safe talking with you about their feelings.
- If a teen you know comes out to you, reassure them they are loved and supported and let them know about resources they may find helpful.
- Don't assume that an adolescent has come out to others or is ready to come out to you.
- Whatever your own values and beliefs, it's always important to discourage bullying, harassment, or discrimination.

But what if I mess up?

You don't have to fully understand or even accept LGB+ people to promote tolerance and respect. The important thing is to talk openly and honestly with your child. Don't be afraid to admit when you're embarrassed or don't know an answer. Work together to find answers to questions and, at the same time, show your child that curiosity is nothing to be ashamed of.²⁵

FREQUENTLY ASKED QUESTIONS ABOUT INTERSEX CONDITIONS

How is sex determined and what does *intersex* mean?

Biological sex encompasses an organism's sex chromosomes (or **allosomes**), gonads, hormone levels, internal reproductive organs, and external genitalia. We're taught that a person's sex is absolutely **dimorphic**—split into two categories of forms, **male** or **female**. This expectation comes from the belief that there are universally "correct" developmental pathways & outcomes for each sex.²⁶

Organisms have various **sex differentiation** processes triggered by an initial mechanism. For humans, that's **genetics**. Most **zygotes** have 46 **chromosomes** each: 22 pairs of **autosomes**, plus 2 allosomes (XX or XY **genotype**). We usually denote one's complete set of chromosomes, or **karyotype**, as 46,XX or 46,XY. Our **embryos** initially look the same, regardless of their karyotypes. Then, about 7 weeks into a **fetus's** gestation, the testis-determining factor (TDF) encoded by the **SRY gene** on the Y chromosome triggers this process.²⁷

So when a person is born, they are customarily **assigned female at birth** (AFAB) or **assigned male at birth** (AMAB). But in reality, sex is a spectrum where most, but not all, people fall on one end or the other. Many people have **differences of sex development** that result in atypical development of physical sex characteristics, collectively called **intersex** conditions. (Note: Avoid using the word "hermaphrodite", which is an outdated and inaccurate medical term widely considered a slur.) For example:

- External **genitals** that cannot be easily classified as typically "male" or "female"
- Incomplete or unusual development of the **internal reproductive organs**
- Inconsistency between the external genitals and the internal reproductive organs
- Abnormalities of the sex chromosomes
- Abnormal development of the **testes** or **ovaries**
- Over- or underproduction of sex-related **hormones**
- Inability of the body to respond normally to sex-related hormones

How common are intersex conditions?

About as common as red hair! 1.7% of babies don't fall neatly into the categories of "boy" or "girl." Roughly 0.66%–0.5% of babies appear different enough that doctors may recommend surgical intervention to align their bodies with our social expectations. 0.1%–0.2% of all babies go on to have "corrective" genital surgery. But these differences are not "problems" that need to be "solved."²⁸

What are a few examples of intersex conditions?

- **Congenital adrenal hyperplasia**
- **5-alpha-reductase deficiency**
- **Partial androgen insensitivity**
- **Testicular or gonadal agenesis**
- **Aphallia**
- **Complete androgen insensitivity**
- **Klinefelter syndrome**
- **Turner syndrome**
- **Mayer-Rokitansky-Küster-Hauser (MRKH) syndrome**

Are intersex conditions always apparent at birth?

Not always. The **genital tubercle** develops around 4 weeks into the gestation of the human fetus and commonly becomes recognizably a clitoris or penis by week 9.²⁹ Some, but not all, intersex conditions cause infants to be born with **ambiguous genitals** that cannot easily be classified as male or female. These conditions (including the left 5 listed above) are usually recognized at birth. Other intersex conditions (including the right 4 conditions listed above), usually do not result in ambiguous genitals.³⁰ Babies born with those conditions are assigned to the sex traditionally associated with their genitals. Their intersex conditions become apparent later in life, usually around puberty.

What happens when a baby's genitals cannot be easily classified as male or female?

Doctors perform examinations and lab tests to determine which intersex condition the baby has because some intersex conditions that cause ambiguous genitals (e.g. some types of congenital adrenal hyperplasia) can be associated with medical problems that may require urgent medical intervention.

Do babies born with ambiguous genitalia always need surgery immediately?

Typically, no. Making the infant's genitals appear more recognizably "male" or "female" is not medically necessary. This decision is motivated by doctors' and parents' urge to protect them from being "different" because of their own discomfort with intersex conditions.³¹ This trend began in the 1960's, based on faulty evidence from psychologist John Money, PhD, who studied gender development and **socialization**. Many adults who've undergone these surgeries argue that they are not only medically unnecessary, but potentially traumatizing.³² If possible, it's wise to delay surgical intervention until the person whose life will be permanently impacted can make an informed choice to consent instead of imposing an irreversible choice on infants/young children who are incapable of consent. Many intersex people are happy with the sex they are assigned, but most intersex children are healthy and may not even need surgery at all. And surgery carries risks, including scarring, chronic pain, urinary incontinence, loss of sexual sensation and function, permanent, irreversible infertility; incorrect **gender assignment**, depression, PTSD, and suicidality.³³ On Tuesday, August 28th, 2018, the California State Legislature approved a resolution (SCR 110) denouncing medically unnecessary surgeries for intersex children.³⁴

TALKING TO YOUR KIDS ABOUT INTERSEX CONDITIONS

WHY should I talk to them about this?

- **Because it is about them too!** Whether children are intersex or *dyadic* (not intersex), everyone physically matures and goes through a developmental process of discovering their gender identities and sexuality.
- **To help pass on the values of respect and understanding.** As they change and grow, they'll inevitably have questions. Talking to your kids about different bodies and experiences will help them to figure out their own.
- **Because language matters.** When you tell a child what men and women are supposed to be like, you may miss out on what YOUR child is like. Adults can help by following one simple rule: when you hear mean, intervene.

WHEN should I talk to them about this?

The short answer is **all the time!**

Children begin to determine their own and other people's sex at about 2 or 3 years old. They often exhibit significant curiosity about genitals and gender. Children tend to express very concrete and rigid ideas about sex, usually starting with phrases such as 'boys can't....' or 'girls don't....' A simple, "yes, they can" can make all the difference.

HOW should I talk to them about this?

Ages 3-5

- Give concrete explanations and answers and don't use absolutes like the word, 'all'. e.g., 'all girls/all boys'
- Provide basic information; they're not looking for graphic or complete explanations.
- Use picture books to communicate feelings and ideas.
- Some toddlers may see differences in genitals, while others may not notice the differences until preschool or after, but it is normal & common for them to be interested in their own/other people's genitals.
- Example: A child asks why their parts look different. You say: "Just like people's faces look different, everyone's parts look a little bit different, too."

Ages 6-12

- Listen. It's important to find out what information your child is actually looking for.
- Use the phrase, "some people are like this and others are like this" to reinforce difference as normal.
- Example: As they begin to notice differences in people's bodies and learn more words to describe them, your child declares "Boys have penises and girls have vulvas/vaginas." You can say "Some boys have penises and some girls have vulvas/vaginas, but not every time. Sometimes people have different parts and that's normal, too. Intersex people have bodies that aren't easily defined as boy bodies or girl bodies."

Ages 13-18

- Actively listening ensures adolescents feel safe talking with you about their feelings.
- Physical changes during puberty can cause adolescents to feel confused or anxious. At this stage, your adolescent may need extra support from their family, medical personnel, and behavioral healthcare professionals.
- If your adolescent is intersex, it can be helpful to put them in contact with an intersex adult who has "survived" puberty.
- Whatever your own values and beliefs, it's always important to discourage bullying, harassment, or discrimination.

But what if I mess up?

You don't have to fully understand or even accept gender differences to promote tolerance and respect. The important thing is to talk openly and honestly with your child. Don't be afraid to admit when you're embarrassed or don't know an answer. Work together to find answers to questions and, at the same time, show your child that curiosity is nothing to be ashamed of. ³⁵ The Intersex Society of North America has published "Tips for Parents" available @ http://www.isna.org/articles/tips_for_parents, as well as "Tips for Adoptive Parents" available @ www.isna.org/articles/tips_for_adoptive_parents for those who need additional advice.

HOW TO BE AN ALLY FOR TRANSGENDER/NB YOUTH

How to Be an Ally to Trans Youth

Ask Me: What do you hope for in an ally? When would you like to me stand up for you? When do you prefer to stand up for yourself – or not make a scene?

Don't assume that passing means success and not passing means failure. It is not every transperson's goal to conform to gender stereotypes.

Don't second guess what gender someone 'really' is. It is disrespectful. Remember that birth sex and anatomy are not always the same as gender.

Take me seriously. Take my gender identity and expression seriously. If you are not sure what pronoun to use, ask – and then use it correctly.

Do NOT out me! You could put me in danger by outing me without my consent. ALWAYS ask!

Non-traditional gender expressions are valid. Some transgender youth's ideal is to be gender-fluid, or androgynous.

Don't assume that all transgender people are heterosexual – or that we are not.

Some transgender folks conform to gender norms for our chosen gender – hypermasculine or hyperfeminine behavior. Encourage youth to understand that while this is one option, it is not necessary to be successful in their chosen gender.

The majority of transgender people experience *body dysphoria*; in other words, we are extremely uncomfortable with our bodies – some might go as far as to say we are in the "wrong body". Be aware of this, and try to be sensitive and respectful.

Don't assume that transgender people are sex-workers. Although some of us engage in survival sex because our unemployment rates are close to 70%, don't assume that all transgender people are sex workers, or that that we are sex workers because we have no other choice.

Do not ask what our former names were. If we have to disclose for legal reasons, keep it confidential and continue to use our chosen names and pronouns.

Doctors: Avoid unnecessary nudity, let your patients get dressed as soon as possible. When discussing gendered body parts with a trans person, ask us what terms we use to refer to our bodies – and then use those terms. (What you might call a penis, a transwoman may call her clitoris. A transman may refer to his genitals as his "bits" or "junk", or his breasts as his "chest" or "pecs".) Trans Clients Speak is an excellent DVD: www.transclientspeak.blogspot.com

Transgender people can and do lead healthy *sexual lives*. Many of us have fulfilling sex lives, whether that means respectful, loving long-term relationships, or satisfying short encounters. There are plenty of people, transgender or non-transgender, who find us desirable.

Instead of asking a transgender client how their birth families will react, ask us what support systems we have in place. Help us figure out what they will do if these people react negatively.

Years of hostility and abuse can take a toll on youth. Many trans youth have social and emotional difficulties resulting from this. Many trans youth develop unhealthy coping mechanisms such as substance abuse, eating disorders, self-harm, etc. Be aware of the connection. Be sensitive when dealing with us.

Educate yourself on the issues. It is not a transgender person's job to educate YOU – especially if you are in a helping or professional position.

Many thanks to:
Aidan Dunn, Brooklynne Michelle, & Simon Knaphus
from the Youth Gender Project for creating these tips for allies.
©2004 Youth Gender Project.

Don't make assumptions about religion. Many transfolks belong to religious traditions that support our identity and contributions; for others spirituality may not be important to us.

RECONSIDERING LINEAR MODELS OF COMING OUT

For a long time, the process of coming out was thought of as linear, meaning there was a beginning, a middle, and an end. Today, experts agree that the coming out process is much more flexible and fluid than that. Below are some general notes on the coming out process and what it might look like.³⁶

- Coming out is a somewhat fluid, interactive, life-long process that is highly influenced by the norms and values of individuals, individual families, cultures, and societies.
- Most of the various “stages” models of coming out imply a linear progression from one stage to the next. These models ignore the wide variations among individual experiences. They also may or may not be relevant to people of color, youth, women’s, bisexual, or transgender people’s experiences. They are often based on research with white, adult, middle class, and male populations whose experiences may not reflect those of others.
- Lesbians appear to perceive affectional orientation and relationship dynamics as central to their self-definition. However, gay men appear to view sexual behavior and sexual fantasy as more central to their identity. Some research also suggests a number of other differences between men’s and women’s sexuality and coming out experiences.
- Coming out varies widely from individual to individual. A person’s gender, ethnicity, race, religion, and resources may have a profound impact on how he, she, they, or ze experience his, her, their, or zir own identity, orientation, and self-definition.
- Most identity development models assume single social identities (e.g. race, gender, orientation) which overlooks two important dynamics for LGBT people of color: the visibility or invisibility of sexual identity and the salience of identity.
- Most models inappropriately co-mingle personal and group identification, implying that individuals can’t be fully integrated into their LGBT identity unless they are completely open about their orientation with others. This perspective may underestimate the impact of coming out for people battling multiple oppressions (e.g., people of color, differently-abled people) without multiple support systems.
- Few coherent models of bisexual and pansexual or transgender identity development even exist.

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COMING OUT

Coming out is a personal decision and there's plenty to consider before-hand. Remember that only you can decide when it's right for you to come out because only you can truly know your situation and circumstances completely. If you are considering coming out, here are a few things you should think about:

How comfortable are you?

If you feel confused or uncertain (which is completely normal) reaching out to folks who won't push for a label, but rather support and affirm your exploration might be best. At least at first, find people who will give you room to think, question, wonder and explore—people who will support you regardless of your ultimate conclusion about your orientation. Then, **WHEN YOU ARE READY**, begin planning to come out to family and friends whose reaction feels less certain to you. Don't raise the issue until you are sure you can respond with confidence to the inevitable "Are You Sure?!" Confusion on your part will only increase confusion on their part. If you're still figuring it out, or even still feeling guilty about it, it's better to wait.

Do you have support?

Just in case things go wrong, you should have an individual or group you can turn to, in confidentiality, who will give you emotional support. If you need some help or support, you can **call 211 in Connecticut— they have 24/7 emergency crisis support** and are open and affirming to LGBT issues. Also, you call The **Trevor Project Hotline at (800) 850-8078**. They are a 24-hour LGBT youth suicide prevention hotline. Just remember that the moment-whatever it is-passes. You just have to hang on.

Can you answer questions?

Your family and friends' reactions may be based on a lifetime of homophobic information. Part of your job in coming out to yourself was to learn new things—now part of your job may be to teach others. Are you prepared to do that? If not, check out organizations like PFLAG (Parents and Friends of Lesbians and Gays) at **www.pflag.org**. They have brochures, information and even meetings just for parents and friends that can really help.

Timing Counts!

Holidays are notoriously stressful and hectic times for families. Your family's response during such times, or other stressful times, will likely be different than calmer moments when people have time to think and process. This could take time (after all, it took you a while to come out to yourself and be ok with it!) and choosing the right moment is critical. Think about your own family and decide when might be the best time to bring up the subject.

What if people don't respond the way you thought/hoped they would?

Have alternate plans. Remember that families will often need time to figure things out. But, if the situation turns violent or dangerous, get help from friends, the police, or the Connecticut Department of Children and Families (DCF). **The DCF Hotline number is (800) 842-2288**. A school social worker or other helpful professional may be able to help you develop a safety net.

Remember, not all rules are bad rules.

Particularly when it comes to bringing partners home, remember that rules are still rules, regardless of the gender of your partner. Ask yourself "Would my parents let me share a room/express this much PDA/stay overnight with an opposite sex partner?" If not, don't expect the rules to be different.

Do you have room in your heart and home for a child in need of a safe place to grow and thrive?



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TRUE COLORS COMING OUT WORKSHEET

Check out this True Colors Coming Out Worksheet! Try to answer all of these questions before coming out. It's a great tool to get all of your thoughts and feelings sorted out.

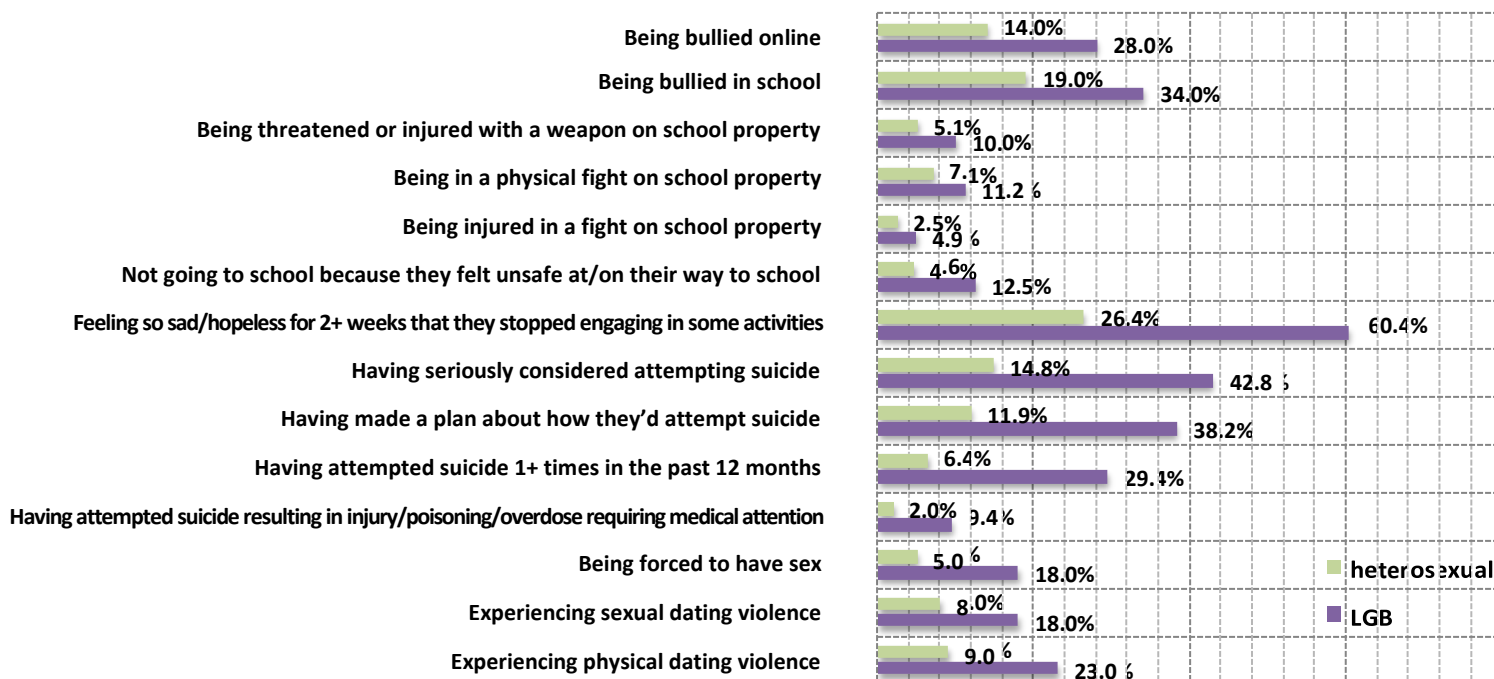
1. How long have you known that you were LGB+ or T/NB?
2. What were your thoughts/beliefs about LGB+ or T /NB people before you realized you belonged to that group?
3. What were your first thoughts when you realized you were different?
4. Have those thoughts/beliefs changed? If so, how?
5. Why do you want to come out now?
6. What will change (*for you*) if you come out? What will stay the same?
7. Who is the most important person for you to come out to? Why?
8. What do you think that person's reaction will be? Why?
9. What do you think that person's concerns will be? Why?
10. Can you address those concerns? If so, how?
11. How will you react if that person is not accepting?
12. How will you react if that person is accepting?
13. What do you see as the best case & worst-case scenarios when coming out to this person and in general?
14. What is your plan if you are not accepted for who you are?
15. What is your plan if you are accepted for who you are?
16. Who can you turn to if things don't go exactly how you hope they will?

SEXUAL MINORITY YOUTH: RISK FACTORS

Although support continues to grow, too many continue to face the risks associated with social isolation and a stigmatized identity. Some sexual and gender minority youths continue to experience a lack of support across critical areas of their lives.

The CDC issued the first nationally representative data³⁷ on the health risks of lesbian, gay, bisexual (LGB) high school students in August 2016. As well as being 5 times more likely to report using several types of illegal drugs than their heterosexual counterparts, LGB students experience bullying, various types of violence, & suicidality at significantly higher levels than their peers. Although transgender youth were not explicitly included in the data, it is likely that their risks are even higher. LGB youth are more likely to report:

Select Data from CDC Study: Sexual Identity, Sex of Sexual Contacts, and Health-Related Behaviors Among Students in Grades 9–12 — United States and Selected Sites, 2015



SEXUAL MINORITY YOUTH: PROTECTIVE FACTORS

None of the “parade of horrors” listed above are set in stone or experienced by all LGBT youth. In fact, many of these risk factors can be ameliorated when youths receive support in one or more areas of their lives. If the social isolation and stigma are removed, much of the emotional distress is relieved. Specific protective factors include:

Positive Family Response

The results of a multi-year, mixed methods study³⁸ conducted by Caitlin Ryan and her team for the Family Acceptance Project at San Francisco State University’s Cesar E. Chavez Institute clearly indicate the profound impact that family reactions to an adolescent’s sexual orientation, gender identity, and gender expression have on their physical health, mental health, and overall well-being.

School-Based Protective Factors

- **The presence of supportive staff:** The 2017 GLSEN study³⁹ noted that supportive staff contributed to a range of positive indicators, including fewer reports of school absences, reduced feelings of being unsafe, greater academic achievement, higher educational aspirations, and a greater sense of belonging to their school community.
- **The existence of a Gay/Straight Alliance (GSA):** A 2008 study⁴⁰ on suicidal ideation and suicide attempts among sexual minority youth concluded that GSAs were a protective factor and, in fact, the presence of a GSA was the only factor of those tested that was associated with lower odds of suicidality.
- **The existence of inclusive safe school policies:** Students from a school with a safe school policy that included protections based on sexual orientation and/or gender identity/expression heard fewer homophobic remarks, experienced lower levels of victimization related to their sexual orientation, were more likely to report that staff intervened when hearing homophobic remarks and were more likely to report incidents of harassment and assault to school staff.⁴¹

FAMILY RESPONSE: OUTCOMES FOR AFFIRMED VS. REJECTED YOUTH

All of the information in this section is based on national studies. Please note that not all youth will experience these outcomes and that we acknowledge varying degrees of affirmation and rejection.⁴²

REJECTED

“Rejection” can mean anything from trying to change or deny a youth’s identity, preventing them from finding peers and/or resources, or not allowing/helping/supporting them to develop a bright outlook on what a future as a gay or trans adult might be. Sometimes, adults don’t even realize that’s the environment they’ve created for the youth around them. That’s a lot of pressure and rejection to deal with.

As a result, youth experiencing high levels of rejection are:

- 8.4 times more likely to report having attempted suicide
- 5.9 times more likely to report high levels of depression
- 3.4 times more likely to use illegal drugs
- 3.4 times more likely to report having engaged in unprotected sex
- More likely to leave home/run away
- Experience higher rates of truancy
- More likely to have low self-esteem
- More likely to have a low GPA
- Report feeling less connected

AFFIRMED

“Affirmation” can come in just as many different shapes and sizes too! Research suggests that while outcomes are best for kids with affirming parents and caregivers, kids whose caregivers are at least *ambivalent* experience significantly lower risk rates for suicidality, controlled substance use, truancy, depression, and unprotected sexual behaviors.

As it turns out, being *a little less rejecting* and *a little more accepting* can make all the difference in the world for LGBT youth. Youth coming from families who were very or extremely accepting were:

- More than 70% more likely to believe they would have a good life as a gay adult
- Between 77%-92% more likely to believe they could be happy as a gay adult
- Between 50%-69% more likely to want to become a parent

For more information on how to reduce your child’s risk for physical & behavioral health problems and help promote their well-being, you can access *Supportive Families, Healthy Children: Helping Families with Lesbian, Gay, Bisexual, & Transgender Children* published by The Family Acceptance Project™ for free online at:

https://familyproject.sfsu.edu/sites/default/files/FAP_English%20Booklet_pst.pdf | COPYRIGHT © 2009 CAITLIN RYAN, PHD



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HOMELESS YOUTH RISK FACTORS & CONCERNS

Risk Factors ⁴³

- Up to 40% of homeless youth are LGBT while only 4 – 11% of general youth population is LGBT.
- While homeless youth typically experience severe family conflict as the primary reason for their homelessness, LGBT youth are twice as likely to experience sexual abuse before the age of 12.
- LGBT youth, once homeless, are at higher risk for victimization, mental health problems, and unsafe sexual practices. 58.7% of LGBT homeless youth have been sexually victimized compared to 33.4% of heterosexual homeless youth.
- LGBT youth are roughly 7.4 times more likely to experience acts of sexual violence than heterosexual homeless youth.
- LGBT homeless youth commit suicide at higher rates (62%) than heterosexual homeless youth (29%).


Resources

- **LGBT Homeless Youth Fact Sheet:** www.safeschoolscoalition.org/LGBTQhomelessFactSheetbyNAEH.pdf
- **Beyond 4 walls and a Roof: Addressing Homelessness among Transgender Youth:** <https://cdn.americanprogress.org/wp-content/uploads/2015/02/TransgenderHomeless-report2.pdf>
- **Transitioning Our Shelters:** <https://srlp.org/wp-content/uploads/2012/08/transitioningourshelters.pdf>
- **The National Alliance to End Homelessness, National Advisory Council on LGBT Homeless Youth:** www.endhomelessness.org/pages/lgbtq-youth
- **Working with Homeless LGBT Youth: *Getting Down to Basics* Tool Kit:** www.lambdalegal.org/sites/default/files/working_with_homeless_youth_2015_final.pdf.
- **Surviving the Streets of New York: Experiences of LGBTQ Youth, YMSM, and YWSW Engaged in Survival Sex:** Dank, M., Yahner, J., Madden, K., Banuelos, E., Yu, L., Ritchie, A., ... Conner, B. Urban Institute. 2015.

Based on interviews with 283 youth in New York City, this is the first study⁴⁴ to focus on lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ) youth; young men who have sex with men (YMSM); and young women who have sex with women (YWSW) who get involved in the commercial sex market in order to meet basic survival needs, such as food or shelter. The report documents these youth's experiences and characteristics to gain a better understanding of why they engage in survival sex, describes how the support networks and systems in their lives have both helped them and let them down, and makes recommendations for better meeting the needs of this vulnerable population.

www.urban.org/publications/2000119.html

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On the Federal Level

U.S. Department of Justice Initiates Rollback of Transgender Student Rights: On February 22, 2017 the DOJ under the Trump administration withdrew a legal request previously submitted by the Obama administration that would support and protect trans students from school discrimination, assuring them use of the restroom consistent with their Gender Identity⁴⁴ and rescinded the DoE's guidelines on best practices, detailing the decision in a "Dear Colleague" letter. On May 13, 2018, the U.S. Departments of Justice and Education released joint guidance explaining "that when students or their parents, as appropriate, notify a school that a student is transgender, the school must treat the student consistent with the student's gender identity. A school may not require transgender students to have a medical diagnosis, undergo any medical treatment, or produce a birth certificate or other identification document before treating them consistent with their gender identity." This is applicable to all schools receiving federal money under *Title IX Education Amendment of 1972*.⁴⁵ However, this has been a major setback to transgender rights as the right to public bathroom access in accordance with one's gender identity outside of federally funded schools is currently being contested on the state-level in multiple states.⁴⁶

Title VII (protection on the basis of gender): In the case of *Price-Waterhouse v. Hopkins (1989)*⁴⁷ the U.S. Supreme Court held that "having specific expectations that a person will manifest certain behavior based upon his or her gender is not only conceptually outmoded sexual stereotyping, but also an unlawful form of sex discrimination." The Court decided that "sex" under Title VII encompasses both sex and gender. These protections were extended in *Schwenk v. Hartford (2000)*⁴⁸, a case involving sexual harassment and assault by a prison guard against the transgender plaintiff. The Ninth Circuit concluded that "discrimination because one fails to act in the way expected of a man or a woman is forbidden under Title VII," and that a transgender person who is targeted on this basis is entitled to protection.

Title IX (protection on the basis of orientation, sex and gender): In March of 1997, a policy paper was issued indicating that Title IX⁴⁹ (a statute which prohibits sexual and gender discrimination) can be interpreted to include a prohibition against sexual harassment on the basis of orientation. That means that if a sexual minority student is sexually harassed (harassment with a sexual nature or overtone), and the school does not make significant efforts to overcome and prevent this harassment, the school has the potential to lose their federal funding! In addition, Title IX of the federal Education Amendment Acts of 1972⁵⁰ prohibits sex discrimination in any education program or activity that receives federal funding, such as public elementary schools. 20 U.S.C. § 1681 *et seq.* As a result, prohibited discrimination includes that which is based on not only sex, but also stereotypical ideas of gender-appropriate male or female behavior and expression, including clothing choice. A school may not discriminate against students or exclude them from any aspect of school-based activities or opportunities based on that student's gender identity or expression. If an official knew of the misconduct and, acting with deliberate indifference, failed to stop the misconduct, the school administration may be held liable under Title VII for the harassment and its effects.⁵⁶ See, e.g., *Montgomery v. Independent Sch. Dist. No. 709*, 2000 WL 1233063 (D. Minn. 2000); *Mmiles v. New*

York Univ., (1997). In 2011, *The Connecticut Commission on Human Rights and Opportunities (CHRO)* sent a letter⁵⁷ to all Connecticut schools on the issue of bullying and harassment. This letter follows an earlier letter sent by the USDOE Office for Civil Rights (OCR).

www.sde.ct.gov/sde/bullyingandharassment. In 2017, the CT State Department of Education issued updated guidelines⁵⁸ regarding gender identity and expression: Although provided to schools, it has not been updated on the CSDE website.

Constitutional Rights: The Constitution guarantees the right to equal protection. In the summer of 1997, this constitutional law was used to hold 3 school principals personally liable (in the amount of \$800,000) for their failure to protect Jamie Nabozny from harassment based upon his sexual orientation as a student in a Wisconsin public school.⁵⁹



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On the State Level

Equal Access Law: Congress passed legislation originally designed to allow religious groups to meet in the schools as a “club”. Because legislation must be neutral and can’t discriminate, the law broadly covers any “club” which allows anyone to join, has a non-violent purpose and meets the rules of the school, including Gay/Straight Alliances.⁶⁰

Anti-Bullying Statutes: PA 08-160 requires schools to develop and implement policies to address bullying.⁶¹

“Gay Rights Law” PA 91-58u (CGS 46a-81a / CGS 46a-60): CT is one of about 22 states that has an anti-discrimination law which makes it illegal to discriminate on the basis of sexual orientation and gender identity/expression. Although this law is specific to housing and employment, many believe that schools are covered under the public accommodation clause.⁶²

Student Bill of Rights PA 97-247 Sec 6 (CGS 10-15c): Connecticut is one of about 12 states to amend their educational statutes to include sexual orientation/gender identity and expression protected categories.⁶³

Hate Crimes Law (CGS 53a-181b / CGS 53a-40a): CT is one of more than 21 states that has Hate Crimes legislation which includes sexual orientation, gender identity, and gender expression, providing additional penalties for crimes committed out of “hate” and prejudice.⁶⁴

Tort Laws: Personal Injury Lawsuits allow a remedy for hurt and can be available to address all forms of bigotry in the school. Professional liability insurance does not cover discrimination (since it is illegal).⁶⁵

Licensing Statutes: These statutes always include ethics clauses that require non-discrimination. Failure to meet these standards can result in a teacher’s, guidance counselor’s or other licensed professional’s loss of license.⁶⁶



IT FELT LOVE

HOW DID THE ROSE EVER OPEN ITS HEART
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STEPS FOR FILING A SCHOOL DISCRIMINATION COMPLAINT

Discrimination in schools based on sexual orientation is a violation of both federal law (Title IX) and Connecticut State Law (10-15c). There have been over 15 cases nationwide that have been brought against school districts for failing to protect students from discrimination on the basis of sexual orientation. People may file a complaint in a number of ways and can use any or all of the following: ²⁶

- **File a complaint with the principle under CT State Law 10-15c.**
- **File a complaint with the school system under Title IX.** To find out who your District Title IX Coordination is, go to the CT State Department of Education's Title IX webpage: www.portal.ct.gov/SDE/Title-IX/Title-IX-Coordinators
 - Title IX requires that the District Title IX Coordinator's name, title, address, and phone number must be published and posted. The school district's harassment policy, complaint process, and grievance procedure must be made available to staff, students, and parents. The school's non-discrimination policy must be included in any and all official school publications.
 - **Remember: Anyone can file for the revocation of an educator's teaching certification.** Call the CT Department of Education.
- **File with the CT Commission on Human Rights and Opportunities by calling 860-541-3400.** Check out CHRO's Guidelines regarding the support of transgender students: www.portal.ct.gov/SDE/School-Climate/Bullying-and-Harassment/Regulations
- **File with the Office for Civil Rights – U.S. Department of Education in Boston.** Email OCR.Boston.ed.gov or call (617) 289-0111. TDD: 1-800-877-8339. To find your local office or use the OCR Complaint Assessment system, go to: www.ocrcas.ed.gov/index.cfm
- **Use Section 1983 of Federal Law as a legal tool:** "... gay students who face peer harassment may rely on federal law, namely 28 U.S.C. § 1983 [Section 1983], to sue school officials who turn a blind eye to harassment. When a school official knowingly allows the harassment of a gay student to continue, that school official violates the student's right to equal protection under the Fourteenth Amendment to the United States Constitution."
- **Contact DCF if you suspect child abuse @ 1-800-842-288. English: x7101. Español: x7103. TDD: 1-800-642-5518.**
 - Mandated Reporters Form DCF-136: www.portal.ct.gov/DCF/1-DCF/Reporting-Child-Abuse-and-Neglect
- Obtain a lawyer for legal action. You can get free initial legal consultation from:

www.glad.org/issues/youth
www.safesupportivelearning.ed.gov
 Lambda Legal @ www.lambdalegal.org
 LGBTQ Advocates @ www.glad.org
 CWEALF @ www.cwealf.org

See also:

- www.aclu.org/issues/lgbt-rights/lgbt-youth
- www.stopbullying.gov/at-risk/groups/lgbt
- www.hrc.org/explore/topic/children-youth#.Uuq3yxBdVnY
- Questions & Answers on OCR's Complaint Process: www2.ed.gov/about/offices/list/ocr/qa-complaints.html
- How the Office for Civil Rights Handles Complaints: www2.ed.gov/about/offices/list/ocr/complaints-how.html
- OCR – Know Your Rights: www2.ed.gov/about/offices/list/ocr/know.html
- Lambda Legal Youth & Schools Publications & Resources: www.lambdalegal.org/all?issue=11461
- National Women's Rights Center – Education & Title IX: www.nwlc.org/issue/education-title-ix
- NASP – LGBTQ-Youth Resources: www.nasponline.org/resources-and-publications/resources/diversity/lgbtq-youth
- NASP – Supporting Marginalized Students: www.nasponline.org/resources-and-publications/resources/diversity/social-justice
- Gender Spectrum – Education Resources: www.genderspectrum.org/resources/education-2
- Supporting Transgender Students in K-12 Schools: www.genderspectrum.org/studenttransitions
- Transgender Students & School Bathrooms FAQ: www.genderspectrum.org/bathroomfaq
- Strategies to Create Safe Havens for Students: www.genderspectrum.org/blog/asca-safehavens
- www.genderspectrum.org/blog/title-ix-12-things-that-advocates-and-educators-want-you-to-know
- www.portal.ct.gov/search-results/?q=transgender%20students#gsc.tab=0&gsc.q=transgender%20students&gsc
- www.portal.ct.gov/search-results/?q=bullying%20and%20harrasment#gsc.tab=0&gsc.q=bullying%20and%20harrasment&gsc
- NWRC – Proposed Non-Discrimination Act: www.nwlc.org/resources/student-non-discrimination-act
- www.nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2015/08/lgbt_bullying_title_ix_fact_sheet.pdf
- www.nwlc.org/resources/title-ix-protections-bullying-harassment-school-faqs-students
- www.nwlc.org/sites/default/files/pdfs/cyberbullyingfactsheet_2.10.12.pdf
- www.nwlc.org/resources/stopping-school-pushout-for-lgbtq-girls

MAKING A DIFFERENCE: IMMEDIATE ACTION STEPS

Individual Action Steps

*When you hear MEAN, INTERVENE!
Every time and everywhere.*

- If you've met one LGBTQ person, you've met exactly one LGBTQ person. Use the internet and/or your local library to learn about LGBTQ issues before assuming you can use an LGBTQ person as your go-to resource for any and all questions. Individuals don't all understand each other's intracommunity issues and experiences. And while it's nice when people value one's opinion, it can be exhausting to be the token LGBTQ person for everyone in one's life. There's a wealth of already accessible information available online, in books and other media, and this guide!
- Speak up and speak out, understanding and respecting the courage that this takes. Explore your own assumptions, recognizing the source of some of your thoughts and beliefs and the impact of these beliefs on your work with LGBT youth and families.
- Identify and use opportunities to contradict negative messages. Take advantage of "teachable moments." Stop heterosexist jokes or remarks. Speak up in defense and support of LGBT clients, students, and staff. Learn about the connections between anti-LGBT bias and other oppressive institutions and forms of bigotry, like racism, sexism, classism, etc.
- Understand issues that may be unique to LGBT youth, such as the fear of discovery; rejection and social isolation; pressure to conform to heterosexuality; potential harassment and violence; alcohol and drug abuse; suicide risks, etc.
- Look for a support network of advocates. Listen and learn from LGBT people.
- Attend LGBT events, films, workshops, pride marches, PFLAG meetings, etc.
- Examine your use of language: Do your questions and conversations assume an individual and their parents or family are heterosexual and cisgender? Never "out" someone!
- Educate others! Sponsor events, panels, or workshops; intervene by providing accurate information upon hearing slurs or myths; interrupt anti-LGBT jokes and assumptions; write letters to the editor, etc.
- Understand that questioning, exploration, and fluidity is a normal for adolescents. It can even be a lifelong experience.
- Challenge your pre-conceived ideas of what is good for youth and children in terms of placements, family structure, and relationships. Educate yourself about sexuality and gender.
- Consider carefully what you place into youths' records since those records are going to follow them throughout the system.
- Use supervision if you are struggling to balance your personal views with your professional responsibilities or if you want to "check out" your assessment or recommendations for hidden biases. (Note that supervision can be provided by your supervisor OR by a trusted, peer, mentor, or other knowledgeable support person in your life.)
- Assess and educate existing and potential foster homes and other residential settings for their openness, comfort level, attitudes, and policies regarding sexual orientation and gender identity of youth in their care.

Learn about language, laws, policies, political issues, and pre-conceived notions that affect the rights and experiences of LGBT people.

Environmental Action Steps

You may want to implement some of the following suggestions as appropriate to your setting:

- Wear a button/sticker that promotes awareness
- Use magnets or other posted symbols
- Assess current posters and add awareness posters that include LGBT examples
- Identify and use opportunities to integrate LGBT examples in curriculum, lesson plans, intake, and other forms, interviews, and other client interactions.
- Post a visible non-discrimination statement that explicitly includes orientation and gender identity/expression
- Provide at least one universal, gender-inclusive or gender-neutral restroom so that people are not faced with the issue of choosing the "right" or "wrong" bathroom.
- Provide LGBTI specific media such as this resource guide, local or national magazines, or newsletters. Post appropriate resource information and activities.

Collect pamphlets, information, community resources to use, share, and display.

MAKING A DIFFERENCE: IMMEDIATE ACTION STEPS, CONT.

Agency Level Action Steps

Review intake and other forms for inclusive language.

Filling out intake forms gives students or clients their first and most important impressions of the extent to which their identity and families systems are recognized and affirmed. Review your forms for inclusive language on sex, gender, relationship status, and family structures. Remember that Connecticut (and every other state in the US!) has Civil Marriage. This legal recognition of romantic relationships between people impacts their next of kin, medical decision-making, etc. If your practice is likely to include transgender and intersex people, additional training about their unique health, mental health, and other concerns is critical to effective, competent service delivery.

- When discussing sexual history, it is necessary to reflect client language and terminology about their partners and their behavior. Many people do not define themselves through a sexual identity label, yet may have sex with persons of their same sex or gender, or with more than one sex. If you identify an individual as “gay” when they don’t self-identify in that way, you can damage rapport and trust. Respect transgender patients by using appropriate pronouns for their gender expression. If you are unsure, ask in a gentle, respectful way.
- If you need to perform a physical exam, remember that some transgender people are uncomfortable in their current bodies.
- Use gender-neutral language such as “partner(s)” or “significant other(s)” when talking about relationships or sexual partners. Ask open-ended questions and don’t assume the gender of a client’s partner(s) or sexual behaviors. Don’t assume that current and past behaviors are the same. Look for ways in which stereotypes can impact the questions you ask and don’t ask. (For example, not asking a gay man about children or not asking a woman who identifies as a lesbian about STI risks.)
- Within DCF, many forms (such as potential foster parent interview forms) have been updated to include gender-neutral language. Practice using that language until you are comfortable with it. Practice asking the question in a way that is gender-neutral if the forms are not.
- Ask violence screening questions in a gender-neutral way, e.g. “Have you ever been hurt/are you currently being hurt/have you ever experienced being hurt by someone you love or by a stranger?”, “Have you ever been sexually assaulted or raped?”
- Set and consistently enforce clear rules of behavior that respect and protect diversity; encourage respectful discussion and debate.
- Contact agencies such as the Connecticut Women’s Education and Legal Fund (CWEALF) @ (860) 247-6090 and www.cwealf.org or the CT chapter of the American Civil Liberties Union (ACLU) @ (860) 523-9146 and www.acluct.org for information on the differences between “free speech” and “hate language”.

Review your policies, forms, intake questions, and interview questions for inclusive language + content. Use gender-neutral language.

Create and enforce clear policies.

You can find sample policies and resources for creating and implementing LGBTQ+ inclusion

- The American Academy of Pediatrics
www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/Pages/LGBT-Resources.aspx
- The American Medical Association
www.ama-assn.org/delivering-care/physician-resources-lgbtq-inclusive-practice
- The American Psychological Association
www.apa.org/topics/lgbt/index.aspx
- The American Federation of Teachers
www.aft.org/sites/default/files/conv18_resandpolicyreport.pdf
- The American Bar Association
www.americanbar.org/groups/sexual_orientation/policy.html
- The National Association of School Psychologists
www.nasponline.org/resources-and-publications/resources/diversity/lgbtq-youth
- The National Association of School Nurses
www.nasn.org/advocacy/professional-practice-documents/position-statements/ps-lgbtq
- The American College Health Association
www.acha.org/ACHA/Resources/Topics/LGBTQ.aspx
- GLSEN: <https://www.glsen.org/policy>

REGIONAL LGBTQ ORGANIZATIONS

Connecticut Latinas/os Achieving Rights and Opportunities (CLARO-CT)

www.claro-ct.org

CLARO is dedicated to promoting for Latinos LGBTQI equality, policy, social justice, human rights and education addressing homophobia and heterosexism. We accomplish these goals by mobilizing our community and partner agencies on issues like marriage equality, parental rights, inclusive anti-bullying policies, employment discrimination, hate violence, privacy rights, sexuality education, adoption, domestic partnerships, and HIV/AIDS. 56 Arbor Street, Suite 222, Hartford, CT 06106; (860) 206 0018; info@claro-ct.org

Connecticut Based Web Pages:

www.OurTrueColors.org (True Colors)

www.CTPrideCenter.org (Triangle Community Center)

www.hglhc.org (Hartford Gay & Lesbian Health Collective)

www.newhavenpridecenter.org/ (New Haven Pride Center)

www.glsen.org/connecticut (Connecticut Chapter of GLSEN)

www.transadvocacy.org (Transgender Advocacy)



We Welcome All.

CTGLC
CONNECTICUT GAY & LESBIAN CHAMBER

Help build and support the Connecticut LGBTQ and Allied business community

Become a Member Today!
Contact Executive Director John Pica-Sneed at John@CTGLC.ORG

Meetings held state-wide, visit ctglc.org for more info.
INFO@CTGLC.ORG 860-612-8351



You're Not Alone

Weekly meetings for LGBTQ+ youth and their allies

Tuesdays, 6PM–8PM
Arch Street Teen Center
Greenwich, CT

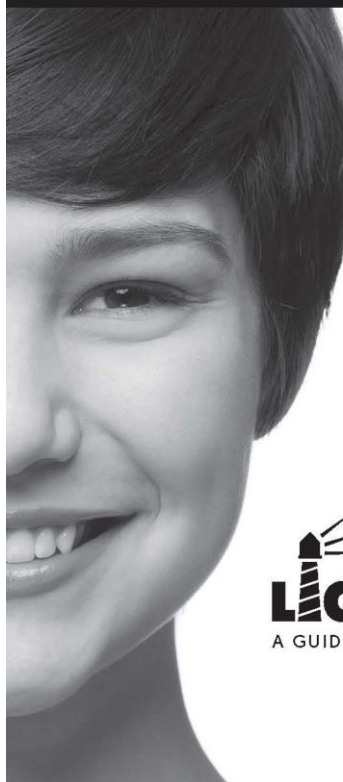
Thursdays, 6PM–8PM
Tully Health Center
Stamford, CT

Complimentary dinner served

 A PROGRAM OF KIDS IN CRISIS
LIGHTHOUSE
A GUIDING PATH FOR LGBTQ YOUTH


KICLighthouse


LighthouseStrong



GENERAL SUPPORT SERVICES, HELPLINES, & PEER SUPPORT

⚡ = HIV Expertise 🏳️ = Trans Expertise

General Support Services

Crisis Text Line

Crisis Text Line serves anyone, in any type of crisis, providing access to free, 24/7 support and information via text.

Text HOME to 741741 anywhere in United States

CT InfoLine Service Finder Food pantries, shelter, etc.

www.211ct.org

National Safe Place Network

Text "SAFE" & your current location (address, city, state) to 4HELP (44357). Within seconds, you will receive a message with the closest Safe Place site & phone number for the local youth agency. For immediate help, text "2CHAT" to text a trained counselor.

www.nationalsafeplace.org/lgbtq

Online Benefits Eligibility Screening

www.211navigator.com

Project Reach – Middlesex area emergency shelter for youth 13/17.

1-203-213-8667 (call/text)

Helplines & Peer Support Services

Desi lgbtQ Helpline

Desi lgbtQ Helpline in the United States. Offers free, confidential, culturally sensitive peer support, information, and resources specifically for LGBTQ South Asian individuals, families, and friends worldwide. Thurs & Sun 8-10 PM EST. Online write-in services.

www.deqh.org

1-908-367-3374

LGBT National Help Center – Peer support, self-harm prevention, etc.

www.glbthotline.org

LGBT National Hotline – Youth/adult peer support Mon-Fri 4-12pm, Sat 12-5pm EST

1-888-843-4564

LGBT National Youth Talk Line – Serving youths through age 25 Mon-Fri 4pm-12pm, Sat 12pm-5pm EST. 1-800-246-7743

LGBT National Senior Talk Line – Serving seniors Mon-Fri 4pm-12am, Sat 12pm-5pm EST.

1-888-234-7243

LGBT National Online Peer Support Chat – Mon-Fri 4pm-12am EST.

www.glbthotline.org/peer-chat.html

The Safe Network Peer Support Hotlines – Run by & for LGBTQ survivors.

Eng/Esp: 1-800-832-1901 TTY: 1-617-227-4911

🏳️ TransLifeline Peer Support Hotline


1-877-565-8860

Run by trans people specifically for other trans people. Open 24/7. Guaranteed operators on call 10am-4am EST.

🏳️ TransLifeline Family & Friends Line

1-817-565-8860

Currently seeking dedicated cisgender significant others, friends, family, & allies to answer calls, support others with trans loved ones.



NASW CONNECTICUT CHAPTER
National Association of Social Workers

**Supporting social workers
and working for social justice.**

www.naswct.org

HOMELESSNESS & ANTI-POVERTY RESOURCES

⚧ = HIV Expertise 🏳️ = Trans Expertise

LGBTQ+ Youths: If you are a youth under the age of 18 who is being abused, beaten, bullied, harassed, or neglected because of your sexuality or because you are transgender, let us know. The State of Connecticut & DCF has a mandate to protect you! DCF & The Safe Harbor Project listed under Trauma, Abuse, & Sexual Assault (pg 23) can provide you with a stable alternative to homelessness)

Community Renewal Team

www.crtct.org/en

Resources for basic needs, employment & training, community corrections, housing & shelters, senior services, & Continuum of Care.

Connecticut Coalition to End Homelessness

cceh.org/provider-resources/lgbtq-resources

Call 211 for assistance. Resource library, youth resources, Single Point of Contact program for students experiencing homelessness, etc.

Connecticut Department of Social Services

<https://portal.ct.gov/DSS>

“How To Apply” guide. Husky Health (state health insurance), Supplemental Nutrition Assistance Program (SNAP); Women, Infants, & Children (WIC), Temporary Family Assistance (TFA), work programs, help paying for childcare, energy/weatherization assistance, etc.

Connecticut Fair Housing Center

www.ctfairhousing.org/fact-sheets-brochures

Fair housing resources in English & Español, including gender identity discrimination in housing.

Connecticut Housing Coalition

<http://ct-housing.org/resources/housing-help>

Emergency housing, home purchase counseling, housing choice voucher waiting lists, resource library, etc.

CT Housing Search

www.cthousingsearch.org

Free resource for finding & listing accessible, affordable, market rate rental housing in CT.

End Hunger Connecticut

www.endhungerct.org

Statewide anti-hunger and food security organization for low-income families. Free Summer Meal program for youth 18 and under.

Local Initiatives Support Corporation – Connecticut

www.lisc.org/connecticut-statewide/our-resources/

Contains links to Connecticut-based community support and anti-poverty resources, including Hartford LISC.

National Homelessness Coalition

www.nationalhomeless.org/references/need-help/

Resources for people experiencing homelessness & guides for those who may become homeless in a few days/weeks. Includes LGBT- specific resources. También disponible en español.

www.nationalhomeless.org/issues/lgbt/

National Network for Youth

www.nn4youth.org

National Runaway Safeline

Call: 1-800-RUNAWAY

Chat: www.1800runaway.org

Text: 66008

Call if you are a teenager and are thinking about running away from home or if you are already living on the streets.

SpeakUpTeens

<https://speakupteens.org> speakupteens@cca-ct.org

The SpeakUpTeens van is a safe, confidential place to get free advice from an attorney and find out about services and support you can get. Resources for LGBT youths. Information on rights, health, food & housing, staying in school, managing criminal record, and obtaining identification documents. Legal issues in CT only. Guidance counselors/social workers can call to set up a stop near you.

Teen Legal Clinic – Bridgeport

211 State Street, Bridgeport, CT 06604

1-203-335-0719

Tuesday – Friday. Call for a meeting.

Teen Legal Clinic – Hartford

2074 Park St. Suite 304, Hartford, CT 06105

1-860-570-5327 ext. 227

Monday – Thursday. Call for a meeting.

U.S. Department of Agriculture

www.usda.gov/topics/rural/housing-assistance

Housing assistance for under-served rural areas with few options for people experiencing or near homelessness.

U.S. Department of Housing & Urban Development – Connecticut

www.hud.gov/states/connecticut

Rental help, subsidized apartment search, home-buying programs, HUD resource locator, foreclosure avoidance, housing counselors, home repair, file a housing discrimination complaint, etc.

SUICIDE, SUBSTANCE ABUSE, BEHAVIORAL HEALTH SUPPORT SERVICES

⚡ = HIV Expertise 🏳️ = Trans Expertise

IF YOU ARE THINKING ABOUT SUICIDE, READ THIS FIRST:

www.metanoia.org/suicide

LIFE-SAVING ADVICE in the event of purposeful or accidental drug/alcohol overdose: EMTs want to treat people as effectively as possible, not get you arrested. If you know what and how much of a substance someone has ingested, tell EMTs. CT's 911 Good Samaritan Fatal Overdose Prevention Law limits liability for overdose, exempting witnesses from arrest and/or prosecution for minor drug & alcohol law violations, including simple drug possession, possession of paraphernalia, and being under the influence. Good Samaritan laws do not protect people from arrest for other offenses, such as selling/trafficking drugs or driving while intoxicated.

Advanced Behavioral Health Care, Inc. Programs & Services

www.abhct.com/Programs_Services

Non-profit organization that coordinates regional recovery support services for behavioral health management.

American Association of Suicidology

www.suicidology.org/resources/lgbt

Premiere suicide prevention organization. Promotes research & training in suicidology. Directory of AAS-Accredited Crisis Centers.

Connecticut Clearing House

www.ctclearinghouse.org

Information on substance use and mental health disorders, prevention, and health topics.

Connecticut Department of Mental Health & Addiction Services

www.ct.gov/dmhas/site/default.asp

CT mental health & addiction services locator, regional directory, peer-staffed warm lines, DMHAS-affiliated Gay-Straight Alliances, etc.

Connecticut Suicide Advisory Board

www.preventsuicidect.org

Regional suicide prevention coordinators, how to help, & resources for different people of different ages and lived experiences in CT.

FAVOR – Federation of Families for Children’s Mental Health

www.favor-ct.org

FAVOR offers a single place for families with children who have medical, mental, emotional, and behavioral health challenges to find information, assistance and training. Includes resource guides for children with these needs and family peer support program.

🏳️ Fenway Health LGBT Helpline 25+, Mon-Sat 6-11pm EST. **1-888-340-4528**

🏳️ Fenway Health Peer Listening Line 25 & Under, Mon-Sat 5-10pm EST. **1-800-399-PEER**

InfoLine (CT) Suicide/Crisis intervention. Police-alternative. 24 hr. referrals. **211**

Mobile Crisis Intervention Services for Youths

www.empsct.org

Mobile Crisis Intervention Services for Adults

www.ct.gov/dmhas/cwp/view.asp?a=2902&q=378578

Mental Health Connecticut

www.mhconn.org

Mental health advocacy, education, & services. Also serves adults who are deaf w/ a mental condition & transition-age youth.

Metanoia

<https://metanoia.org>

Information for people struggling with suicidality and mental illness on finding competent counselors & online therapy options.

National Suicide Prevention Hotline – 24/7 support for suicide & distress

<https://suicidepreventionlifeline.org>

Deaf/HOH: 1-800-799-4889

English: 1-800-273-8255

Español: 1-888-628-9454

National Suicide Prevention Chat

<https://suicidepreventionlifeline.org/chat>

National Suicide Prevention Crisis Center Finder

<https://suicidepreventionlifeline.org/our-crisis-centers>

Substance Abuse Treatment Enhancement Project Access Line

1-800-563-4086

24/7 toll-free help in Hartford & North Central CT. Staff screens & refers callers to appropriate levels of care for substance abuse through conference calling with providers. Eligible uninsured & covered by state medical insurance. Arranges for transportation if necessary.

Suicide Prevention Resource Center

www.sprc.org

The largest collection of suicide-related resources. National organizations, federal agencies, state resources, training programs, etc.

The Trevor Project LGBT Youth Suicide/Crisis Intervention

www.thetrevorproject.org

TrevorLifeline Staffed 24/7.

1-866-488-7386

TrevorText Available 7 days/week 3pm-10pm EST.

Text TREVOR to 1-202-304-1200

TrevorChat Online chat available 7 days/week 3pm-10pm EST.

See above link. Must register to login.

TrevorSpace Social networking site for LGBTQ youth & allies under 25.

www.trevorspace.org

Turning Point CT

<https://turningpointct.org>

State organization empowering teens & young adults up to 25 in their search for emotional & mental health.

TRAUMA, ABUSE, & SEXUAL ASSAULT SUPPORT SERVICES

⚧ = HIV Expertise ♀ = Trans Expertise

The Children's Center on Family Violence

www.ctccfv.org

A partnership between Connecticut Children's Medical Center & CCADV listed below. Contains a resource library.

Child Health & Development Institute of Connecticut, Inc.

www.chdi.org/publications

Pediatric programs for disadvantaged/underserved children & their families. Contains map of trauma-focused treatments for kids in CT.

Connecticut Alliance to End Sexual Violence – Crisis Services

www.endsexualviolencect.org/

96 Pitkin Street, East Hartford, CT 06108

1-860-282-9881

Connecticut Coalition Against Domestic Violence

www.ctcadv.org/about-ccadv/our-members-map

Collective of CT's 18 domestic violence service agencies. Counseling, support groups, emergency shelter, court advocacy, safety planning, lethality assessment, & **td411** dating violence assistance for teens app.

English: 1-888-774-2900 Español: 1-844-831-9200

Connecticut Department of Children & Families

Careline/Report: 1-800-842-2288 <https://portal.ct.gov/DCF>

Resources for children, families/caregivers, teens, providers, & mandated reporters. Foster care/adoption options for neglect/abuse.

The Connecticut Women's Consortium

www.womensconsortium.org

Trauma-informed gender-responsive health & behavioral health care. Contains directory of trauma support services for adults in CT.

FORGE

<http://forge-forward.org> Helpline: 1-414-559-2123

Org for survivors of violence & their loved ones. Helpline/email includes referrals to local providers. AskForge@forge-forward.org

The Network LA Red

Survivor-led org to end LGBTQ partner abuse.

<http://tnlr.org/en>

<http://tnlr.org/sp>

The NW Network of Bi, Trans, Lesbian, & Gay Survivors of Abuse

LGBT-specific advocacy & support resources for survivors of abuse.

www.nwnetwork.org

www.nwnetwork.org/espanol-1

Office of Victim Services, Connecticut Judicial Branch

www.jud.ct.gov/crimevictim

Services for victims of violent crime. Compensation programs, referrals, victim's rights, & notification of the status of an inmate.

Administration: 1-800-822-8428 TDD: 860-263-2778

225 Spring St., Fourth Floor, Wethersfield, CT 06109

Compensation: 1-888-286-7347 TDD: 860-263-2779

Services: 1-800-822-8428 TDD: 860-263-2778



The Safe Harbor Project

www.ourtruecolors.org/safe-harbor

www.portal.ct.gov/DCF/SHP/Home

LGBTQI service trainings for foster and adoptive parents, social workers, & child care/ community providers. Contact DCF or True Colors Executive Director Robin P. McHaelan, MSW (listed inside cover of guide).

Safe Passage

<https://safepass.org>

1-413-586-6066

24/7 hotline, emergency shelter in a confidential location, counseling, advocacy, peer support, legal services in Hampshire County, Massachusetts for all genders. Services available in English, Spanish, & other languages.

YWCA New Britain

<http://ywcanb.org/sexual-assault-crisis-services>

24/7 hotlines, bilingual & male counselors, accompaniment thru medical/police/court procedures, crisis counseling, support groups, etc.

English: 1-888-999-5545

Español: 1-888-568-8332

Hartford: 860-547-1022 New Britain: 860-223-1787

Jessica Stepensky – Sexual Assault Crisis Services LGBTQ Advocate

jstepensky@ywcanewbritain.org

Ashlie Befus | LMFT, M.ED, CST
AASECT CERTIFIED SEX THERAPIST
EMDR TRAINED
LGBT SPECIALIST

C: 203-941-1739
W: PATHWAYSTOTHEHEARTLLC.COM
E: ASHLIE@PATHWAYSTOTHEHEARTLLC.COM

SHORELINE CENTER FOR WHOLISTIC HEALTH
35 BOSTON STREET · GUILFORD, CT 06437

COMMUNITY & HEALTH CENTERS IN CONNECTICUT

☯ = HIV Expertise ☯ = Trans Expertise

☯ Anchor Health Initiative Stamford: 30 Myano Lane, Suite 16, Stamford, CT 06902	www.anchorhealthinitiative.org 1-203- 674-1102
Circle Care Center – Specializes in HIV/AIDS/PEP/PReP 618 West Avenue, Norwalk, CT 06850	www.CircleCareCenter.org 1-203-852-9525
☯ Connecticut Children’s Medical Center – Gender Identity Program www.connecticutchildrens.org/search-specialties/endocrinology-diabetes/endocrinology-diabetes-gender-program 282 Washington Street, Hartford, CT 06106	1-860- 545-9520
Hartford Gay and Lesbian Health Collective Hartford: 1841 Broad Street, Hartford, CT 06114 Manchester: HC East, 64 Church Street, Manchester, CT 06040	www.hglhc.org 1-860- 278-4163 1-860- 278-4163
☯ Middlesex Hospital LGBTQ Services 28 Crescent Street, Middletown, CT 06457	www.middlesexhospital.org/transgenderservices 1-860-278-4163 Trans: 860-358-3460
New Haven Pride Center 84 Orange Street, New Haven, CT 06510	http://www.newhavenpridecenter.org/ 1-203- 387-2252 hgicc@gmail.com
Rainbow Center at UCONN Student Union, 2110 Hillside Road, #3096, Storrs, CT 06269	www.rainbowcenter.uconn.edu 1-860- 486-5821
☯ Safe Futures – Specializes in Domestic Violence 16 Jay Street, New London, CT 06320	www.safefuturesct.org 1-860-701-6000
Triangle Community Center Program Meetings: 618 West Avenue, Suite 205, Norwalk, CT 06850 Youth (18-25) Drop-in Center: YAS! @ 650 West Ave, Norwalk, CT 06850	www.CTPrideCenter.org 1-203- 853-0600 1-203- 853-0600 x 104 claude@ctpridecenter.org
☯ William W. Backus Hospital – In conjunction with Safe Futures 326 Washington Street, Norwich, CT 06360	https://backushospital.org 1-860- 886-4370
☯ Yale Medicine – Gender-Affirming Surgery Program & Pediatric Gender 1 Park Street, New Haven, CT 06510	https://www.yalemedicine.org 1-877-925-3637
YWCA New Britain SACS – Sexual Assault/Domestic Violence (pg 3) 19 Franklin Square, New Britain, CT 06051	www.ywcanewbritain.com 1-860 225-4681 x266

Wisdom Within Counseling

Holistic Marriage and Family Therapy
Trauma, Anxiety, Depression

Visit Us www.WisdomWithinCt.com
New? Text/Call (860) 451-9364 ext 0
Instagram @WisdomWithinCT

COMMUNITY & HEALTH CENTERS IN NEW ENGLAND & NEW YORK

⚡ = HIV Expertise 🏳️ = Trans Expertise

Center Lane (NY) – Community Center for LGBT & Questioning Jewish Youths www.wjcs.com/centerlane/programcenter

30 South Broadway, 6th Floor, Yonkers, NY 10701

1-914- 423-0610

centerlane@wjcs.com

🏳️ **Fenway Health (MA) – LGBTQ Health, Family Planning, & HIV/AIDS/PEP/PrEP** www.fenwayhealth.org

Ansinn Building: 1340 Boylston Street, Boston, MA 02215

1-617-267-0900

Sixteen: 16 Haviland St, Boston, MA 02115 – Entrance off Edgerley Rd

1-617-267-0159

South End: 142 Berkeley Street, Boston, MA 02116

1-617-247-7555

Sidney Borum, Jr. Health Center: 75 Kneeland Street Boston, MA 02111

1-617-457-8140

Sidney Borum Jr. offers LGBTQ health services to people ages 12-29.

www.sidneyborum.org

🏳️ **Callen-Lorde Community Health Center (NY) – Trans Health & Sexual Health** www.callen-lorde.org

Callen-Lorde: 365 West 18th Street, New York, NY 10011

1-212- 271-7200

Callen-Lorde Bronx: 3144 3rd Ave, Bronx, NY 10451

1-718-215-1800

Thea-Spyer Center: 230 West 17th St, New York, NY 10011

1-212- 271-7200

🏳️ **Gateway Program @ West Chester Medical Center (NY) – LGBT Substance Abuse** www.wmchealthbh.org/gateway-program

100 Woods Road, Valhalla, NY 10595

1-914-493-1753

gateway@wcmc.com

LGBT Community Center (NY)

13th Street, New York, NY 10011

www.gaycenter.org

1-212-620-7310

Hetrick-Martin Institute (NY)

2 Astor Place, New York, NY 10003

www.hmi.org

1-212- 674-2400

← Contains The New York State LGBT Health & Human Services Network

Stonewall Center (MA)

256 Sunset Avenue Office, Crampton House/SW, UMASS, Amherst 01003

www.umass.edu/stonewall

1-413-545-4824

The Loft: LGBT Community Services Center (NY)

252 Bryant Avenue, White Plains, NY 10605

www.loftgaycenter.org

1-914- 948-2932

Planned Parenthood of Southern New England: <https://www.plannedparenthood.org/planned-parenthood-southern-new-england>



HARTFORD
GAY MEN'S
CHORUS

www.hgmc.org

TAPROOT
Integrative Care for Holistic Health

Art therapy & counseling to help you
express your true self.

Kyle Barreuther, LPC, ATR

Taproot Integrative Care for Holistic Health
56 Arbor St., Ste. 106, Hartford, CT 06106 860.930.6745
Accepting Husky Insurance & Self-Pay

SEXUAL HEALTH, HIV/AIDS PROGRAMS, & HARM REDUCTION SUPPORT SERVICES

🏳️ = HIV Expertise 🏳️ = Trans Expertise

HIV AIDS, STIs, & Harm Reduction

To find Nationwide HIV Testing Sites near you, including trans-friendly facilities, visit: <https://gettested.cdc.gov/>

For information on HIV Care & Prevention and STI Control Programs, including the Connecticut AIDS Drug Assistance Program (CADAP) and Connecticut Insurance Premium Assistance (CIPA) Program, visit the CT Department of Public Health: <portal.ct.gov/DPH/AIDS--Chronic-Diseases/AIDS-Home/HIV-and-AIDS>

To access 211/United Way of CT's HIV Prevention & Care Guide & a map of services in your area visit:

Guide: uwc.211ct.org/files/2015/01/2015-AIDS.HIV-Prevention-and-Care-Guide_Test.pdf (Last updated January 2015)

Map: www.211ct.org/search?term=AIDS%2FHIV&page=1&location=Connecticut&taxonomy_code=7546&service_area=connecticut

For a list of Connecticut HIV Care, Prevention, & Support Services by County (last updated Mar. 2013), visit:

portal.ct.gov/-/media/Departments-and-Agencies/DPH/dph/aids_and_chronic/care/pdf/hivcoreandsupportservicesbycounty2013pdf.pdf

For a list of Pre-Exposure Prophylaxis (PrEP) Local Medical Services Locations in Connecticut (last updated April 2018), visit:

portal.ct.gov/-/media/Departments-and-Agencies/DPH/dph/aids_and_chronic/prevention/pdf/PrEPservicespdf.pdf

For information on HIV, HEP C, & STI Prevention in Connecticut, visit: www.positivepreventionct.org/home To

find Nationwide Syringe Exchange Sites near you, visit: <https://nasen.org/directory/>

For a list of Syringe Services Programs for harm reduction (last updated Nov. 2015), visit:

portal.ct.gov/-/media/Departments-and-Agencies/DPH/dph/aids_and_chronic/prevention/pdf/SyringeServicesProgramspdf.pdf

Stamford Health Department HIV Prevention Program:

Discreet, Free Rapid HIV Testing – oral swab, no needles. Call 1-203-977-4387 or visit our website www.stamfordct.gov for more info. 8th floor government Center, 888 Washington Boulevard, Stamford, CT 06904. Ask the receptionist for “an envelope.”

The Children, Youth and Family AIDS Network (CYFAN) of Connecticut administers comprehensive culturally competent HIV/AIDS outreach services that are driven by case finding and appropriate linkages to care for women, adolescents, youth between the ages of 13, and infants. www.chcact.org/programs-services/cyfan/

For information on Connecticut HIV/AIDS Programs & Resources, including housing & employment resource guides, visit AIDS-CT (ACT):

Programs: <http://www.aids-ct.org/programs.html>

Resources: <http://www.aids-ct.org/resources.html>



TRIANGLE COMMUNITY CENTER
AT TCC...YOU'RE FAMILY!

YOUTH & YOUNG ADULT SERVICES

The Youth & Young Adult Space is a safe and affirming drop-in space in Norwalk for all teens and young adults to receive social support and case management services including housing, employment, support with name-change documents, crisis intervention and referrals.

MENTAL HEALTH COUNSELING

LGBTQ-affirming counseling sessions supervised by a Licensed Therapist (LMFT) with advanced MFT students providing comprehensive counseling to individuals, couples and families.

GROUPS

Triangle Community Center provides Support Groups, Recovery Groups, Youth Groups and Social Groups for people of all ages.

CASE MANAGEMENT SERVICES

TCC's Case Management program connects self-identified LGBTQ clients living in Fairfield County to programs and services that address their needs while fostering empowering relationships and seeking safe and independent outcomes.

YOUTH PROGRAMS

Norwalk LGBTQ Youth Dinner
Third Friday of Each Month,
6:30 PM-8:00 PM

**Transgender & Gender
Questioning Youth Forum**
Second and Last Sunday
of Each Month,
3:00 PM-4:30 PM



WWW.CTRIDECENTER.ORG



Providing the following services at our Medical Center in Norwalk:

- Primary Medical Care
- STI Testing and Treatment
- HIV Prevention (PrEP & PEP)
- HIV Treatment and Care
- Mental Health Counseling
- LGBTQ Affirming Medical Care
- Hormone Replacement Therapy
- HEP C Treatment
- Onsite Pharmacy (340B)
- All CT insurances accepted!

For more information visit:
CircleCareCenter.org

(203) 852-9525
618 West Avenue,
Norwalk, CT 06850

HEALTH/WELLNESS & TRANSITION SERVICES

⚧ = HIV Expertise ⚧ = Trans Expertise

Endocrinologists

⚧ Cem Demirici, MD	Farmington	(860) 837-6700	⚧ Katy Tierney, APRN (18+)	Middletown	(860) 358-6875
⚧ A.C. Demidont, MD (13+)	New Haven	(203) 903-8308	⚧ Ilja Hulinsky, MD	West Haven	(203) 374-4490

Family Practice/Pediatricians

⚧ The GUPPE Clinic is dedicated to providing care and support to children and adolescents with gender dysphoria. Please specify that you wish to schedule a GUPPE appointment. →

Patrick Alvino, MD	Branford/Clinton	(203) 421-7008	⚧ Priya Phulwani, MD	Jill Leferson Bernstein, MD, FAAP	Department of Urology 2G, Connecticut Children's Medical Center 282 Washington St, Hartford, CT 06106	(860) 545-9520
⚧ Robert Nolfo, MD	Guilford	(203) 453-5235	⚧ Kate Litwin, MD	Rocky Hill	(860) 721-7561	
Asylum Hill Family Practice	Hartford	(860) 714-4212	⚧ Jennifer A. Nesteby, APRN	Springfield	(413) 794-2511	
⚧ Aric Schichor, MD	Hartford	(860) 714-4440	⚧ Peter Davis Smith, MD	Unionville	(860) 685-2470	
Susan Wiskowski, MD	Hartford	(860) 714-2750	Kendra Lawrence, MD	Unionville	(860) 673-1869	
⚧ Katy Tierney, APRN	Middletown	(860) 358-6875	Susan Levine, MD	Unionville	(860) 673-1869	
⚧ Sarah Mullane, APRN	Milford	(203) 882-2066	Jerome Lahman, MD	Vernon	(860) 871-2102	
⚧ A.C. Demidont, MD (13+)	New Haven	(203) 903-8308	Nima Patel, MD	West Hartford	(860) 521-4044	
Henry Todd, MD	Plainville	(860) 827-4199	⚧ AJ Eckert, D.O.	Wethersfield	(860) 365-2446	
			Sydney Spiesel, MD	Woodbridge	(203) 397-5211	

Hair Removal

ABC Electrology	Woodbridge	(203) 518-1507	Karen A. Kolenda, CPE	Fairfield	(203) 254-2480
Catherine Sansone, CPE	New Haven	(203) 498-2809	Lilian Overman, MD	Hartford	(860) 918-0069
Diane Desjardins	Bristol	(860) 582-2247	Lina K. Haralambous, BS, CPE, MPS, CDT	Glastonbury	(860) 652-8878
Gail Giddings, LE	Milford	(860) 354-6493			
Gail Najam, CPE & Arlene Najam, CPE	Danbury	(203) 792-7070	Mary Ann Caron, CPE & Tracy Cook, CPE	Farmington	(860) 678-8200
Jan M. O'Neil, CPE	Bridgeport	(203) 374-4971	Rachel Murphy, CPE	Torrington	(860) 482-4201
Juliana Flynn, LE	Stonington	(860) 415-8571			

Holistic Medicine

Marlow Shami, MS@ Natural Sense	Goshen	(860) 605-6916	Nancy White, ND	West Hartford	(860) 236-2166
Meila Gruber, ND	Vernon	(860) 965-8157	Natural Health Association	Hamden	(203) 230-2200
Merri Korn (Accupressure/Herbal)	West Hartford	(860) 242-0105	Robin Ritterman, ND	Hamden	(203) 288-8283

Vocal Coaches/Speech Therapists

Alida Engel	New Haven	(203) 397-3224
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To add, change or edit any resource in this guide, please email

Admin@ourtruecolors.org

REGIONAL FAMILY RESOURCES

♂ = HIV Expertise ♀ = Trans Expertise

Birth Centers

Birth centers legally must allow same sex partners to participate fully in the birth experience. Some are explicitly LGBTQ affirming, many allow birth plans, and some allow partners to stay overnight. When choosing a midwife or doctor, be sure to find out which hospital they are able to use and to check with the facility to ensure your family will be welcome there. Explore your options at:

Women's Health Connecticut www.womenshealthct.com ♀ Trans Birth www.transbirth.com

Child Care

Find LGBT Providers for Your Family @ Know Where the Love Is www.knowwheretheloveis.com

The Rainbow Babies Guide to Finding LGBT-Friendly Childcare www.therainbowbabies.com/Gay-PositiveDaycare.html

Rainbow Center for Children & Families Wethersfield www.rainbowcenterforchildrenandfamilies.com (860) 529 - 5229

Cryobanks, Fertility, & Surrogacy

♂ ♀ Boston IVF

Boston IVF has pioneered the field of LGBTQ fertility & family planning since 1986 and has since expanded to over 27 locations across New England & New York.

www.bostonivf.com www.gayivf.com

♂ ♀ Colorado Center for Reproductive Medicine (CCRM)

19 Locations in US & Canada www.ccrmivf.com

CCRM Boston 300 Boylston Street, Suite 300, Chestnut Hill, Boston, MA 02459 (617) 449-9750

CCRM New York 810 7th Ave, 21st Floor, New York, NY 10019 (212) 290-8100

♂ ♀ California Cryobank

California Cryobank is transgender-friendly and works with other fertility programs mentioned in this guide, including Boston IVF, Fenway Health, and New Hope Fertility Center.

www.cryobank.com/learning-center/resources (866) 927-9622

CCB Cambridge, MA 950 Massachusetts Ave, Cambridge, MA 02139 (888) 810-2796 or (617) 497-8646

CCB New York, NY 369 Lexington Avenue, Ste. 401, New York, NY 10017 (212) 779-1608 or (877) 885-2796

♂ ♀ Growing Generations & Fertility Futures

www.growinggenerations.com (323) 965-7500

♂ Gay Parents to Be®

Gay Parents to Be® is an informational resource and link to gay parenting services. Reproductive Medicine Associates of CT (RMACT) launched Gay Parents to Be to more completely address the unique challenges same-sex couples and LGBTQ solo parents face when building their family. They work with an established network of surrogates, egg donors, and sperm donors.

www.gayparentstobe.com/for-gay-men

www.gayparentstobe.com/for-lesbians

www.gayparentstobe.com/for-trans

www.rmac.com
www.gayparentstobe.com/contact

♂ Fairfax Cryobank

www.fairfaxcryobank.com 1-800-338-8407

♂ New England Fertility Danbury, Hamden, & Stamford

www.nefertility.com (203) 717-4804

♂ New Hope Fertility Center New York, NY

www.newhopefertility.com (203) 717-4802

♂ Path2Parenthood New York, NY

www.path2parenthood.org 1-888-917-3777

♂ Path2Parenthood's guide is available in print (free) & online @ www.path2parenthood.org/library/family-building-guide

♂ Reproductive Possibilities – Surrogacy Montvale, NJ

www.reproductivepossibilities.com 1-888-363-9457

♂ ♀ Seattle Sperm Bank Works with Boston IVF

www.bostonivf.seattlespermbank.com (817) 736-7390

UConn Reproductive Services

www.uconnfertility.com

UConn Farmington 2 Batterson Park Rd, Farmington, CT 06032

1-844-HOPE-IVF

UConn Hartford 50 Columbus Blvd, Hartford, CT 06106

(860) 525-8283

UConn New London 4 Shaws Cove. Suite 201. New London. CT 06320

(877) 860-8044

REGIONAL FAMILY RESOURCES, CONT.



⚡ = HIV Expertise

♿ = Trans Expertise

LGBTQ-Affirming Foster Care, Adoption, & Home Study Resources

DCF Office of Foster Care & Adoption Services	1-888-KID-HERO	
The Institute of Professional Practice, Inc. (HRC Accredited) 538 Preston Avenue, Meriden, CT 06450 IPPI Learning Academy, 55 Fotch Street, Stratford, CT 06615	www.ippi.org www.ippi.org/connecticut	Also located in MD, MA, & NH (203) 317-2700 (203) 385-6729
Jewish Family Services 33 Bloomfield Avenue, West Hartford, CT 061117	www.jfshartford.org info@jfshartford.org	(860) 236-1927
Klingberg Family Center/Foster Care/Adoption New Britain: 370 Linwood St, New Britain CT 06052	www.klingberg.org Hartford: 157 Charter Oak Avenue, Hartford, CT 06106	Shannon Robles; (860) 291-8688
HopeWell: Care in Action 1184 Burnside Ave, East Hartford		
Wheeler Clinic 50 Brookside Rd Waterbury CT	Christopher Popilowski	860-539-4241
Community Residences, Inc. 50 Rockwell Road, Newington, CT	Laura Noonan	860- 621-7600
Rainbow Adoptions International, Inc. 29 W Main Street, Suite 101, Avon, CT 06001	www.rainbowadoptions.org rainbow03@sbcglobal.net	(860) 677-0032
The Village for Children and Families 331 Wethersfield Ave, Hartford	www.thevillage.org	(860) 236-4511

LGBTQ-Friendly Summer Camps

For Children of LGBTQ Parents

The Camp Lady (Advisory Service)	www.campadvice.com
Mountain Meadow (NJ)	inquiries@mountainmeadows.org
Room for All Christian Camp (NJ)	rhighlandpark.org
Shire Village Camp (MA)	shirevillage.org

For LGBTQ Youth

Camp Aruna'tiq (Trans& Gender Variant Youth– New England & CA)	Camparanutiq.org
Camp Lightbulb (Provincetown, MA)	Camplightbulb.org
Camp Starksboro (VT)	OutrightVT.org
Get Free (Youth of Color – CA)	Blackgirldangerous.org/get-free-summer-program-queer-trans-youth-color/
Venture OUT Backpacking & Wilderness Trips	VentureOurProject.com

REGIONAL FAMILY RESOURCES, CONT..

Chiropractors: Colburn Chiropractic, LLC (860) 870-4100 (Vernon)
Day Care: Rainbow Center for Children & Families (860) 529-5229 (Wethersfield)

Healing Energy/Meditation: Jocelyne Lebowitz (860) 830-1115 (Manchester)
 Marlow Shami, Natural Sense (860) 605-6916 (Goshen)

Health Care: Planned Parenthood (PPCT): (800) 230-PLAN (Statewide)
 Christian Rodriguez, APRN (860) 423-9764 (Storrs/Coventry area)

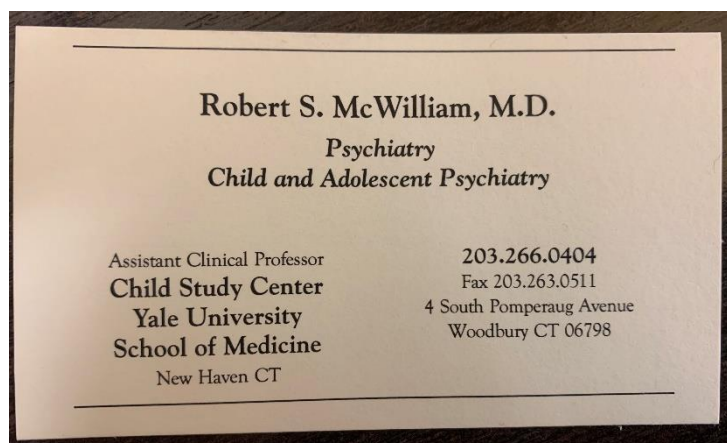
Homeopathic/Naturopathic: Robin Ritterman, N.D. (203) 288-8283 (Hamden)
 Natural Health Association (203) 230-2200 (Hamden)
 Merri Korn (Acupressure, Herbal) (860) 242-0105 (Hartford)
 Nancy White, N.D. (860) 236-2166 (West Hartford)
 Meila Gruber, ND. (860) 965-8157 (Vernon)

Legal Resources: CWEALF (information & referral) (860) 524-0601 (Hartford) cwealf.org
 Greater Hartford Legal Assistance (860) 541-5000 (Hartford) www.ghla.org
 Murphy & Nugent, LLC (203) 787-6711 (New Haven)
 Victoria T. Ferrara (203) 255-9877 (Fairfield)
 Vincent Liberti, Jr. (860) 241-4048 (New Haven)
 Joseph P. Rigoglioso (203) 922-8100 (Shelton)
 Jan Carol Rosenthal, JD (860) 666-1300 (Newington)
 GLBTQ Advocate (617) 426-1350 (Boston, MA) glad.org
 Lambda Legal (212) 809-8585 (New York, NY)
 Directory of LGBT Issue Attorneys www.GayLawNet.com

OB-GYNS

(* = Transgender Expertise)

Dr. Ljiljana Plisic (203) 488-8306 (Branford)
 *Dr. Howard Simon (203) 488-8306 (Branford)
 Dr. Victoria Biondi (860) 583-1800 (Bristol)
 CCOG Women's Health Group (860) 276-6800 (Bristol)
 Dr. Amy Breakstone (860) 276-6800 (Bristol)
 Dr. Frederick Rau (860) 246-8568 (Hartford)
 Hartford Gynecological Center (860) 525-1900 (Hartford)
 S.H.E. Medical (860) 236-5431 (Hartford, Enfield)
 Birth and Beyond, Nurse Midwives (203) 318-8884 (Madison)



RESOURCES FOR PARENTS, FAMILIES, FRIENDS(PFLAG)

PFLAG National (Parents, Families and Friends of Lesbians and Gays):

www.pflag.org

For Spanish Speaking Families:

<https://familiasporladiversidad.org/>

PFLAG Hartford

pflaghartford@gmail.com; www.pflaghartford.org

(860) 785-0909

Meets the 3rd Wednesday of the month at the Immanuel Congregational Church, 10 Woodland Street in Hartford at 7:30 PM. Members publish a bi-monthly newsletter, provide Helpline services, offer informational pamphlets, books and tapes, maintain a speaker's bureau and work within the Greater Hartford Area for affirming families, safe schools, inclusive faith communities and informed lawmakers.

PFLAG Hampton

pflaghampton@gmail.com

(860) 455-9149

Meets the 3rd Thursday of the month, 6:30 PM, Hampton Community Center, 178 Main Street, Hampton

PFLAG Manchester,

pflaghartford@gmail.com

(860) 785-0909

First Tuesday of every month, 6:30-8:00 p.m. 63 Linden St., Manchester. This group meets at the same time as a teen group and a youth group

PFLAG Naugatuck

stalbot@naugatuckymca.org

(203) 729-9622

3rd Monday of the month, 6:00 – 8:00 PM; The YMCA; 270 Church Street, Naugatuck

New Haven TransPACT (Parents of CT's Transgender Youth)

tony@tonyferraiolo.com

(203) 376-8089

A support group dedicated to helping parents navigate the journey they and their children are on. Meets at the same time as the teen support group. Call or email Tony for more information.

PFLAG Noank

pflagsect@snet.net; bjalthen@sbcglobal.net (860) 447-0884

Meets the second Monday of each month, in the basement meeting room of the Noank Baptist Church (a welcoming and affirming church); Potluck at 6:00 PM, Meeting at 7:00 PM. 18 Cathedral Heights, Noank.

PFLAG Norwalk

pflagnorwalk@gmail.com

Meets the second Sunday of the month, 3:00 – 5:00 PM at the Triangle Community Center, 618 West Avenue, Norwalk, CT. This group meets at the same time as the Transgender and Gender Questioning youth forum.

PFLAG Waterbury

pflagwaterbury@gmail.com

4th Tuesday of every month, 7:00 – 8:30 PM; South Congregational Church, 160 Piedmont Street, Waterbury.

RESOURCES FOR LGBTQ+ PARENTS

LIST SERVES & ONLINE SUPPORT

Monthly E-newsletters for LGBT Parents & Their Children: www.familieslikemine.com

• www.familyequality.org

Children of Lesbians and Gays Everywhere (COLAGE):

www.COLAGE.org

(828) 782-1938

3815 S. Othello Street, Suite 100. #310, Seattle, Washington 98118

colage@colage.org

MAGAZINES

Gay Parent Magazine

www.gayparentmag.com

(718) 380-1780

Proud Parenting

www.proudparenting.com

NATIONAL RESOURCES:

Center for Lesbian Rights

www.nclrights.org

(800) 528-6257

Family Equality Council

www.familyequality.org

(617) 502-8700

GLBTQ Advocates

www.glad.org

(617) 426-1350

Did you know that STDs (Sexually Transmitted Diseases) have been reaching record numbers in the past few years? The CDC (Centers for Disease Control & Prevention) have seen these cases skyrocket. That means more:

CHLAMYDIA

GONORRHEA

SYPHILIS

HUMAN PAPILLOMAVIRUS INFECTION

GENITAL HERPES

HEPATITIS B

These are alarming facts. But you don't need to be a statistic. The Hartford Gay & Lesbian Health Collective can teach you methods of prevention so you don't get infected. If you have an STD, we can help you with treatment and how not to get another one.

We treat you like an individual. Not a number.

SO... DON'T BE A STATISTIC!

GET TESTED, STAT!

HGLHC
Hartford Gay & Lesbian
Health Collective
Be Well. Be Yourself

860 -278- 4163
1841 Broad Street
Hartford, CT 06114
hglhc.org

REGIONAL THERAPIST DIRECTORY

Avon	Laura Ann Kramer, APRN Steven Polesel, LCSW, ACSW, BCD	(860) 404-0463; (860) 591-8079 (State Ins.) (860) 404-0463
Branford	Kathleen Capan, LCSW	(860) 518-5284
Bridgeport	Alejandra Hochstedler-Stipo, MS, LPC John David Lieberman	(203) 660-0869 (Transgender Expertise) (203) 745-2357 (Transgender Expertise)
Chester	Suellen Sonosky, LCSW	(860) 526-9662
Cromwell	Logan Green, PhD, Michael Haymes, Ph.D	(860) 632-1296 x 201 (State Ins.) (860) 632-1296 x 200 (State Ins.)
Danbury	Carolyn Cunningham, LPC	(203) 794-1044
Derby	Dayne Bachmann	(475) 439-9639 (State Insurance)
Essex	Jackie Russo-Boudinot	(860) 495-0519
Fairfield	Diana Kral, LADC	(203) 665-8949
Glastonbury	Connie Cohen, LCSW	(203) 454-6722
Groton	Jean Allbee-Roberson, LMFT	(860) 861-1453
Guilford	Ashlie Befus, LMFT James Pollowitz, LMFT	(203) 941-1739 (203) 307-2790
Hamden	Jen Johnston, LPC	(203) 745-0733
Hartford	Marcia Brubeck, JD, LCSW Counseling Center of Greater Hartford Jayne Dean, Ph.D Hartford Psychological Services Carole Mackenzie, LCSW Myrta I. Soto, LCSW Richard Stillson, Ph.D.	(860) 231-1997 (Hartford) (860) 922-0883 (860) 233-4830 (state insurance) (860) 296-0094 (Bilingual: Spanish/English) (860) 729-3677 (Transgender Expertise) (860) 206-7904 (Bilingual: Spanish/English) (860) 296-0094
Litchfield	Kim Christopher, LCSW Steve Kukolla, LMFT	(860) 459-6017 (860) 567-8552
Madison	Scott Cochran, LCSW Abby Lipschutz, Psy.D. Vincent Samuolis, LCSW	(203) 245-5645 (203) 779-5490 (203) 654-3602
Manchester	Sarah Gilbert, LCSW Nichole Mayweather-Banks, LCSW	(860) 884-8372 (Transgender Expertise) (860) 281-1133
Mansfield	Hillary Stern, LCSW	(860) 208-8519 (Transgender Expertise)
Marlborough	Nicolette M. Banbury, MS, NCP	(860) 295-0396
Meriden	Patricia Romano, MA, Psy.D.	(203) 599-1311 (Transgender Expertise)
Middletown	Virginia Houghtaling, LCSW	(860) 983-1174
Milford	CareSource/Carol Malenfant, LPC Courtney Holmes, DNP, APRN, ANP-BC Kimberly Massey, Psy.D.	(203) 231-3541 (203) 701-6161 (203) 974-2061
Naugatuck	Stokes Counseling Services	(203) 729-0341 (Transgender Expertise)
New Britain	Micaela Scully, LCSW	(203) 249-0681
New Canaan	Micaela Scully, LCSW	(203) 249-0681
New Haven	Joseph Fitzgerald Jr, LCSW Catherine Hogan, LCSW Kathryn Lesko, Ph.D. Nancy Meyer-Lustman, Ph.D. Ellen Nasper, Ph.D.	(203) 350-3036 (203) 605-8727 (203) 321-3756 (203) 562-9268 (Transgender Expertise) (203) 624-1444 (Transgender Expertise)
Newington	Marquia Davis, LCSW	(860) 479-2095
Niantic	Katie Ziskind, MFT, RT500, ERTY200	(860) 451-9364
North Haven	Thomas Murphy, LCSW	(203) 376-8912
Norwalk	Janetta Bohlander, LMFT Luke Gilleran, MA Joanne Reinhardt, LCSW	(203) 521-0805 (203) 520-3465 (203) 722-6365
Plantsville	Lori J DeLeo LMFT, MAT	(203) 910-4596 (Transgender Expertise)
Ridgefield	Susan Jennifer Polese, LPC	(203) 278-5116
Sandy Hook	Karen Schaum, NCC, LPC	(203) 270-9888
Southington	Amy Emery, LCSW	(203) 633-4409 (Transgender Expertise)
Stamford	Dianne Hyatt, MSW	(203) 964-1847 (Transgender Expertise)
Storrs	Tamara Vertefeuille, LCSW Susan Cohen, LCSW	(860) 429-2928 x 7 (Transgender Expertise) (860) 450-6267
Torrington	Center for Youth and Families Tracy Morales-Gabelmann, LCSW Mikayla Keeney, LCSW	(860) 489-3391 (860) 489-0931 (860) 689-3155

REGIONAL THERAPIST DIRECTORY

Trumbull	Michael Saad, LCSW	(203) 459-1666
Vernon	Robin Hoburg, Ph.D.	(860) 870-1144 (Transgender expertise)
	Christine Routhier, LCSW	(860) 647-8995 (Transgender Expertise)
Waterbury	Kitty Bhide, LCSW	(203) 989-3552 (state insurance)
Wethersfield	Rainbow Psychological Center (Laura Saunders)	(860) 529-5229
	May Tuscano, LMFT	(860) 856-9773 (Transgender expertise/Husky)
West Hartford	Elaine Knowlden, LCSW	(860) 570-4800 (Transgender Expertise)
	Elijah Nealy, Ph.D., M.Div. LCSW	(917) 509-6242 (Transgender Expertise)
	Peter Radasch, Psy.D.	(860) 236-7333
	Barbara Rzepski, Ph.D.	(860) 545-8660 (Transgender Expertise)
	Nicole Scrivano, LMFT	(860) 334-0731
	Jo Ann Sondheimer, LCSW	(860) 508-6226
	Elliott Strick, LMFT	(860) 231-8459
	Rae Tattenbaum	(860) 561-5222
	Women's Center for Psychotherapy	(860) 523-4450
	West Hartford Therapy Center Inc.	(860) 231-8459
West Haven	Talitha Tramuta, LMFT	(203) 680-3762 (Transgender Expertise)
Westport	Amanda Harmon, LCSW	(203) 583-1257 (Transgender Expertise)
	Rachel Kopanski LPC, LADC	(203) 361-3326 x 5
Windsor	Chanel Hildebrand	(860) 722-3203 (Transgender Expertise)
	Debora Kustron, Ph.D.	(860) 683-2352
	Timothy Nance, Ph.D.	(860) 683-2352
	Spectrum Psychotherapy Centers, LLC	(860) 246-7999
Woodbury	Robert S. McWilliam, MD	(203) 266-0404
Holyoke, MA	Joanna Frost, MSW, LICSW	(413) 594-1122 (Transgender Expertise)
Florence, MA	Douglas Arey LICSW	(413) 586-7377



KLINGBERG
FAMILY CENTERS

Have you or someone you know ever considered becoming a Therapeutic Foster Parent?



Klingberg Family Centers is looking for single, two-parent and same-sex Connecticut families who are willing to open their hearts and provide youth with a safe place that they can call home.

Call: (860)832-5536 for more information!

Visit us on the web at www.klingbergfosterandadoption.org

SUBSTANCE ABUSE ISSUES & RESOURCES

For CT LGBT 12-Step Meeting Info: InfoLine: Dial 211

AA: Hotline (800) 252-6465 or www.ct-aa.org • NA: Hotline (800) 627-3543 or www.ctna.org

Issues:

- A number of studies have suggested that LGBTQ youth have higher rates of substance use, including tobacco, alcohol and illicit drugs than their heterosexual peers.
- In general, gay men appear to exhibit little elevated risk for alcohol abuse or heavy drinking relative to heterosexual men. The rates of drinking for gay men tend to remain constant over the life cycle; however, while the rates for heterosexual men tend to decrease as they age. Recent studies examining trends in drinking have reported decreases in drinking and alcohol related problems with gay men.
- Lesbians appear to be at higher risk for heavier drinking and for drinking related problems than heterosexual women in all age categories. The highest rates were reported by lesbians aged 55 or older, who were least open about their sexual orientation and least connected to the lesbian community.
- Lesbians are more likely to currently use marijuana than any other illicit drug. Gay men are more likely to use club drugs, inhalants, stimulants and sedatives.

Risk Factors:

- The role of the “gay bar” as a social vehicle; Fewer peer, family and societal supports; Internalized homophobia
- Socioeconomic and psychosocial conditions associated with minority status; for youth, higher risk of factors which are associated with drug use: truancy; school dropout; smoking, depression, etc.
- Stresses related to identity formation and coming out
- Cigarette smoking (often considered a gateway drug) is significantly higher among sexual minority youth and lesbian women than in heterosexuals

Assessment and Treatment Issues:

- Clients usually present with global reports of anxiety or depression or with specific problems in one or more life areas that are the result of drug or alcohol abuse. Few specific instruments exist to assess the impact of orientation, or even to include orientation in the process. Therefore, all assessments must include a thorough (current and past) psychosexual history
- Clinicians must be able to identify and assess which stage of the coming out process their clients are in. This is significant because it directly impacts the therapeutic process and can help identify appropriate interventions
- Culturally competent treatment might include assisting the client in increased self-awareness and acceptance as a sexual or gender minority as well as an exploration of coping strategies to assist with discrimination and rejection from society, peers, family of origin and others, along with the stresses of recovery. For example, if alcohol or drugs were used to conceal inner conflict related to orientation, then it will be essential to address those issues in order to alleviate guilt, shame, self-hatred, etc.
- Does the treatment environment include and affirm the client’s (often) non-traditional family networks and support systems? Identification and recognition of a ‘chosen’ family support system are highly beneficial for the continuance of recovery. What resources exist within the LGBT community to support sobriety?
- Does the treatment environment affirm LGBT clients? Are intake, assessment and other forms, inclusive of LGBT lives and identities? To what extent is the client able to be “out” in in-patient, day treatment and other groups?

Resources:

Brattleboro Retreat (Brattleboro, VT)	www.brattlebororetreat.org	(802) 257-7785
Gateway Program @ West Chester Medical Center (NY) – LGBT Substance Abuse		(See page 30)
Gay and Lesbian Medical Association	www.glma.org	(202) 600-8037
Montrose Counseling Center: (Houston, TX)	www.montrosecounselingcenter.org	(713) 529-0037
National Assoc. of Lesbian & Gay Addiction Professionals: (NALGAP)	www.nalgap.org	(973) 972-9537
Pride Institute	www.pride-institute.com	(800) 54-PRIDE
Provider’s Guide to Substance Abuse Treatment for LGBT Individuals: http://store.samhsa.gov/product/A-Provider-s-Introduction-to-Substance-Abuse-Treatment-for-Lesbian-Gay-Bisexual-and-Transgender-Individuals/SMA12-4104		
Recovery Village	www.therecoveryvillage.com/resources/lgbtq	
Triangle Club (Washington, DC)	www.triangleclub.org club@triangleclub.org	(202) 659-8641
Wheeler Clinic (CT state-wide LGBT specific services)	www.wheelerclinic.org	(888) 793-3500

OPEN & AFFIRMING SPIRITUAL/FAITH COMMUNITIES

A Common Bond: International online support network for current/former LGBTQ Jehovah's Witnesses. www.gayxjw.org

Affirmation: Support network for LGBTQ Mormons; PO Box 898, Anoka, MN 55303; (323) 255-7251; www.affirmation.org

Association of Welcoming & Affirming Baptists: Resource for LGBTQ Baptists; meetings at 4 locations in CT: Colchester, Glastonbury, New Britain, Noank; PO Box 34, Milford, NH 03055; (240) 242-9220; robin@awab.org; www.awab.org

Brethren Mennonite Council for Lesbian, Gay, Bisexual & Transgender Interests: (612) 343-2060; bmc@bmclgbt.org; www.bmclgbt.org

Christian Gays: Online support network for Christian gays; based in Canada: mary@christiangays.com; www.christiangays.com

Dignity, USA: Support network for LGBTQ Catholics; (202) 861-0017; info@dignityusa.org; www.dignityusa.org

Fellowship of Reconciling Pentecostals International: Pentecostal network promoting inclusivity of folks of all backgrounds, e.g. LGBTQ; www.rpifellowship.com

Fortunate Families: Dedicated primarily to Catholic families of LGBTQ people; (518) 694-5508; www.fortunatefamilies.com

Friends for LGBT&Q Concerns: Open and affirming North American Quaker community. www.quaker.org/legacy/flgbtqc

Gay and Lesbian Acceptance (GALA): Association for LGBTQ people & allies affiliated with the Community of Christ; www.galaweb.org

Gay, Lesbian, & Affirming Disciples (GLAD) Alliance: Christian Church/Disciples of Christ LGBTQ alliance; (317) 721-5230; glad@gladalliance.org; www.disciplesallianceq.org

HUC Institute for Judaism & Sexual Orientation: Resource for LGBTQ Jews; isjo.huc.edu; www.huc.edu/ijso

Institute for Welcoming Resources (IWR): Ecumenical coalition dedicated to catalyzing a paradigm shift in which all churches accept all people, regardless of gender or sexual orientation; www.welcomingresources.org

Keshet: National organization for full LGBTQ equality & inclusion in Jewish life; "Equality Guide" to LGBTQ-friendly religious communities, clergy, & institutions; resources; cultural competency training; 284 Armory Street, Jamaica Plain, MA 02130; (617) 524-9227; info@keshetonline.org; www.keshetonline.org

Kinship International: Support organization for Seventh Day Adventists; www.sdakinship.org

LGBT Muslim Retreat: Muslim Alliance for Sexual & Gender Diversity yearly retreat for acceptance of LGBTQ Muslims; www.lgbtmuslimretreat.com

LGBT Religious Archives Network: Informational archive detailing the history of LGBTQ religious movements. lgbtran.org

Metropolitan Community Churches: Dedicated to human rights issues, e.g. homophobia; all genders & sexualities welcome; www.mcchartford.com

More Light Presbyterians: Dedicated to the religious inclusivity of LGBTQ people. (505) 820-7082; www.mlp.org

Muslims for Progressive Values: Resources, organizations, books, videos; www.mpvusa.org/lgbtqi-resources

Open and Affirming Coalition: UCC: Network of open and affirming UCC churches. (216) 736-3228; www.openandaffirming.org

Presbyterian Promise: Coalition of CT & RI Presbyterian churches dedicated to building inclusive churches; www.presbyterianpromise.org

Q Christian Fellowship: LGBTQIA Christian organization offering annual youth retreat, conference, private forum; www.qchristian.org

Rainbow Family Christian Center: Informs youth about Bible passages misused to condemn LGBTQ people; www.rainbowfamilychristian.org

Reconciling Ministries Network: Network of United Methodists seeking an inclusive Church. www.rmnetwork.org

Reconciling Works: Advocates for full LGBTQ inclusion in Lutheran church & individual congregations; (615) 665-0861; www.reconcilingworks.org

SOJOURN: Southern Jewish Resource Network for Gender & Sexual Diversity: Promotes understanding, acceptance, and inclusion of gender and sexual minorities, as inspired by Jewish and universal ethics and ideals. www.sojourngsd.org

Soulforce, Inc.: Non-violent movement against the religious and political oppression of LGBTQ people. www.soulforce.org

TransFaith: Dedicated to increasing awareness, education, & acceptance of trans people in faith communities; www.transfaithonline.org

Trans Torah: Dedicated to helping people of all genders to fully access & transform Jewish tradition, and helping Jewish communities become LGBTQ sanctuaries; offers ritual facilitation, pastoral guidance; texts, videos, & art; info@transtorah.org; www.transtorah.org

Unitarian Universalist Statement on LGBTQ Welcome and Equality: (617) 742-2100; info@uaa.org; www.uaa.org/lgbtq

The World Congress of Gay, Lesbian, Bisexual and Transgender Jews: Orthodox LGBTQ issues & Jewish LGBTQ resources; www.glbtejews.org

SOCIAL GROUPS & EVENTS FOR LGBTQ ADULTS

Another Octave: Connecticut Women's Chorus (AO:CWC)

Hamden, CT

An *auditioned* chorus with roots in the lesbian community, we are open to all women and encourage diversity. Another Octave performs an eclectic repertoire, including standard concert pieces as well as traditional and contemporary music that reflects women's lives. If you would like to check us out, come visit an open rehearsal in August or January. Rehearsals are held on most Tuesday nights from 7:00 PM to 9:30 PM at the Unitarian Society of New Haven, 700 Hartford Turnpike, Hamden. Venues in South Glastonbury & Hamden, CT.

(203) 672-1919; women@anotheroctave.org; www.anotheroctave.org

BingoMania

New Haven, CT

The Connecticut Gay Men's Chorus hosts BingoMania on the third Saturday of each month at The Annex Y.M.A. Club, 554 Woodward Avenue, New Haven for \$20 cash admission fee. Future BingoMania dates this year are 11/17; 2019 BingoMania dates are 12/29, 1/19, 2/16, 3/16, 4/13, 5/11, 6/15, 7/20, 8/17, 9/21, 10/19, 11/16, & 12/28. Details & rules available at www.ctgmc.org/bingomania.

Bisexual+ Discussion Group

Niantic, CT

For all genders who consider themselves bisexual, bi-curious, pansexual, allies, or those who wish to know more about bisexuality. The goal is to network and learn how bisexuals fit in the LGBTQ community. The group will meet monthly on the second Tuesday at 7pm at St. James in New London, beginning on May 8, 2018. Enter via the Federal Street entrance and follow the signs. The group will be self moderated and not offer professional advice. The organizer is Shari Lucas and she can be reached at shari.lucas@sbcglobal.net or her cell **860-405-4205**.

www.meetup.com/Bisexual-Discussion-Group

Common Grounds

Common Grounds is a monthly gathering of & for men who identify as GBQT+. An opportunity to enjoy community & connection in a casual, friendly & respectful environment.

The Connecticut Gay Men's Chorus (CTGMC)

New Haven, CT

Founded in 1986, the Connecticut Gay Men's Chorus is unique in that we are both a choral arts organization and a social change agent. Our next Open House and auditions for prospective new members will be held on Tuesday, February 19th at our rehearsal space in New Haven. We welcome male singers over age 18 and of all orientations. (203) 777-2923; info@ctgmc.org; www.ctgmc.org

Connecticut Prime Timers

Statewide CT

Prime Timers is a social organization for older gay and bisexual men and younger men over the age of 21 who prefer the company of mature men. Contact ctprimetimers@aol.com for more info. www.ctprimetimers.com

CT Pride Hikers

Statewide CT

The mission of the Connecticut Pride Hikers is to provide LGBTQ individuals and their friends with enriching outdoor physical and social interactions that lead to increases in overall well-being. The intensity of most hikes is planned to be of a moderate level and group hikers are always happy to help and encourage new comers. <https://groups.google.com/forum/#!forum/ct-pride-hikers>

Hartford Capital City Pride

Hartford, CT

Hartford Capital City Pride is a committee of CLARO, a 501(c)(3) nonprofit located in Hartford, Connecticut that brings events to New England's GLBTQ+ community to celebrate achievements in equality, foster inclusion, educate, and create awareness of issues impacting the LGBTQ+ community. Hartford Pride takes place in September. www.hartfordpride.com

Hartford Gay Men's Choir (HGMC)

Hartford, CT

Founded in 2012, the 60+ voice ensemble is celebrated for its musicianship, creative programming and community outreach. The HGMC sings a wide range of music as a catalyst for enriching and educating both participants and audiences by demonstrating to individuals the many ways that beautiful music positively impacts our world. HGMC's next round of auditions will be in 2019. Our holiday concert will be the weekend of December 7-9, 2018. We are located at City Arts on Pearl Street in Hartford; info@hgmc.org; www.hgmc.org

Imperial Sovereign Court of All Connecticut (ISCAC)

Statewide CT

The Imperial Sovereign Court of all Connecticut is a non-profit organization that raises money for other non-profit organization throughout the state of Connecticut. We are one chapter of a much larger organization, The Imperial Court System. The reigning monarchs choose beneficiaries each year that are meaningful to them and which have a local Connecticut presence that helps your community. Contact president@iscofallct.org. www.ctimperialcourt.org

SOCIAL GROUPS & EVENTS FOR LGBTQ ADULTS

The LGBTQ Space of Waterbury

Waterbury, CT

The LGBTQ Space of Waterbury offers groups, events, and resources to empower transgender, lesbian, gay, bisexual, and queer people. Meets at South Congregational Church, 150 Piedmont Street, Waterbury, CT 06706. (203) 759-8118; lgbtqwaterbury@gmail.com; Events listed on www.facebook.com/lgbtqwaterbury and at www.meetup.com/LGBTQ-Space-of-Waterbury.

Massachusetts Area South Asian Lambda Association (MASALA)

Boston, MA

Boston-based social group that provides support for LGBTQ south Asians. Email bostonmasala1@gmail.com.

Out Film CT

Out Film CT is a volunteer, nonprofit cultural organization dedicated to presenting outstanding LGBT cinema and other theatrical events throughout the year, culminating in the nine-day **Connecticut LGBT Film Festival**. This early June event is Connecticut's longest-running film festival. Out Film CT also presents the **EROS Film Festival** each fall, and the **First Thursdays Cinema** series—screenings at **Cinestudio** on Trinity College Campus on the first Thursday of each month. Cinestudio is wheelchair accessible. Directions available online. Theater: (860) 297-2463; Festival Info: 860-586-1136; info@OutFilmCT.org; Film submission q's: Director@OutFilmCT.org; www.outfilmct.org

Rainbow Support Group

Manchester, CT

For LGBTQ people with developmental disabilities. Friends and caregivers welcome. Meets on the second Sunday of the month, at the New Haven Pride Center, 84 Orange Street, New Haven CT 06510. For more info, email John Allen at nhgcc@gmail.com. www.sites.google.com/site/rainbowdisability/home

Southeast CT Gay/Straight Alliance

Norwich, CT

Meets every Wednesday 2:00-3:00pm, Reliance House Gallery, 40 Broadway Street, Norwich, CT. For more information please call: Reliance House – (860) 887-6536 Ext. 218 or SMHA at (860) 859-4554.

Women After Hours

West Hartford, CT

Women After Hours is the longest ongoing “meetup group for WLW in the Hartford, CT area (since 1992). It's a safe places for lesbians/women to socialize, dance, enjoy concerts together since 1992. This meetup is for all women of any age who wish to experience new friends and old friendships, singles or couples, gay, bi, or straight-but-not-narrow. Our February dance is an open dance for all GLBT's and straight friends! Dances/events are listed on www.meetup.com/Women-After-Hours and at www.wahdance.com.

DMHAS FUNDED GSA'S FOR YOUNG ADULTS (18– 25)

~~Current DMHAS Gay/Straight Alliances:~~

RVS/CVH:

Tileen Sebastiano, tileen.sebastiano@ct.gov

Emily Wickman, emily.wickman@ct.gov

Greater Bridgeport Mental Health YAS:

Melissa Bickford, melissa.bickford@ct.gov

Western Community Mental Health Network – Waterbury YAS:

Cheryl Ellis, Psy.D., cheryl.ellis@ct.gov

Capitol Region Mental Health Center:

Carl Shields, carl.shields@ct.gov

United Services, Inc. of Willimantic YAS:

Kit Hastings-Kort, kastings-kort@usmhs.org

Shaun Belton, sbelton@usmhs.org

Southeastern Mental Health Authority:

Sylvia Baird, Sylvia.Baird@ct.gov

~~DMHAS Funded and Other Gay/Straight Alliances:~~

BHCare:

Jason Kiss, jkiss@bhcare.org

CCAR - LGBTQ Recovery Group

Virginia Adams, Virginia@ccar.us

Community Health Resources:

Laurie Sanders Donnelly, lsandersdonnelly@chrhealth.org

Institute of Living:

Laura Saunders, Psy.D., laura.saunders@hhchealth.org

Lifeline Program of Wheeler Clinic:

Jean Marie Monroe, jeanmariemonroe@gmail.com

Private Non-profits:

Mark Chartier, mchartier@marrakechinc.org

Reliance House:

Ron Labonte, rlabonte@reliancehouse.org

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SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH

Before attending a group listed below, please contact the group's leadership directly to verify meeting times/locations! Groups are organized by town, which are listed alphabetically. Symbols indicate each group's intended audience.

Color/Symbol Key:

 Social/Support: Teens

 Social/Support: PreTeens

 Young Adult (17 or 18+)

 All Ages (primarily adult, but open)

 Parents and Families

 Clinical Group (copay required)

Brooklyn

LGBTQ Adolescent Support Group (open to: adolescents)

This clinical group takes insurance or costs \$20 out-of-pocket. Call for details, including meeting times.
214C Providence Road, Brooklyn
Contact Corinne: 860.377.8208



Essex

Open Doors (open to: one preteen group, one teen group, one parent group)

This free group, run by licensed counselors, is currently inactive, but will resume if interest is expressed! There are separate groups for teens, preteens, and parents potentially available.
Contact Jackie: 860.510.6130, Middlesexwellness@gmail.com



Fairfield

The Loft (open to: youth, no age specified)

The Loft is a queer youth discussion group.
Fridays, 3:30 – 4:30
Central Library (Memorial Room): 1080 Old Post Road, Fairfield
Contact Liane: 203.256.3155, Liane.Nelson@gmail.com



Glastonbury

Rainbow Café (open to: high school students)

Rainbow Café is a queer youth social group; contact for dates of meetings.
One Friday a month, 7:00—9:30 PM
Parish House of St. Luke's Church: 915 Main Street, Glastonbury
Contact Patti: 860.633.5057, pattisivocole@gmail.com



Greenwich

LGBTQ+ Youth Group (open to: youth, no age specified)

This teen social group, a program of Kids in Crisis, is open to LGBT youth and allies.
Tuesdays, 6:00—8:00 ; Greenwich Teen Center: 100 Arch Street, Greenwich
Contact Joe: 203.569.7106 or 203.622.6556, lighthouse@kidsincrisis.org, www.kidsincrisis.org,
Instagram: @kids_in_crisis



Groton

PFLAG (open to: parents, caregivers and families)

Second Monday of every month, 7:00 pm (6:00 optional potluck)
Noank Baptist Church: 18 Cathedral Heights, Noank
Contact Barbara: 860.608.1442, pflagsect@snet.net, www.pflagsect.org



SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH

Hampton

PFLAG (open to: parents, caregivers and families)

3rd Thursday of every month, time varies
178 Main Street, Hampton
Contact: pflaghampton@gmail.com



Hartford

Friday Night Activities at True Colors (open to: youth, no age specified)

Friday Night Activities follow a rotating schedule each month: Game Night (first Friday), Movie Night (second Friday), Drag Night (third Friday), and Craft Night (fourth Friday). Simple meal and snacks provided!
Fridays, September—June, 6:30 - 8:30 PM (doors open at 6:00)
True Colors Office: 30 Arbor St, Hartford
Contact Mel: 860.232.0050, gsa@ourtruecolors.org, Instagram: @truecolorsgsa



PFLAG (open to: parents, caregivers and families)

Third Wednesday of every month, 7:30-9:30 PM
10 Woodland Street, Hartford
Contact: 860.785.0909, pflaghartford@gmail.com, www.pflaghartford.org



Project KIKI, Latino Community Services (open to: 18+)

This is a twelve month program focused on enhancing a system in which MSM (men who have sex with men) of color can access culturally competent effective treatment and supportive services.
Latino Community Services satellite office: 629 Albany Avenue, Hartford; Contact: 860.595.3840



Rainbow Alliance (open to: 18+)

This is a peer-led support group for LGBTQ+ adults seeking a safe and reliable network of individuals who can together create and use tools to help navigate the everyday experiences of the community.
Tuesdays, 7:30—8:30 PM;
Toivo: 1477 Park Street, Suite 102, Hartford; Contact: 860.296.2338



The Right Track (Intensive Outpatient Program) (open to: youth ages 16—24)

Contact the IOL for details of this clinical group which requires a referral.
Institute of Living, Hartford Hospital: 200 Retreat Ave, Hartford
Contact Laura: 860.545.7009, laura.saunders@hhchealth.org



The Right Track (Public LGBTQ Support Group) (open to: youth ages 16—24)

This group is open to the public; there is a similar clinical program that requires a referral.
2nd and 4th Wednesday of each month, 5:00 - 6:15 PM
Institute of Living, Hartford Hospital: 200 Retreat Ave, Hartford; Center Building, second floor
Contact Laura: 860.545.7009, laura.saunders@hhchealth.org



Manchester

PFLAG Teen Group (open to: youth ages 12—18)

This meeting is at the same time as a PFLAG meeting in the same building.
First Tuesday of every month, 6:30-8:00 p.m.
Manchester Youth Services Bureau: 63 Linden Street, Manchester
Contact Kellie: 860.647.5262, ksheridan@manchesterct.gov, www.pflaghartford.org



PFLAG (open to: parents, caregivers and families)

This group meets at the same time as the PFLAG teen group in the same building.
First Tuesday of every month, 6:30-8:00 p.m.
Manchester Youth Services Bureau: 63 Linden St., Manchester
Contact Kellie: 860.647.5262, pflaghartford@gmail.com, www.pflaghartford.org



SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH, cont.

Before attending a group listed below, please contact the group's leadership directly to verify meeting times/locations! Groups are organized by town, which are listed alphabetically. Symbols indicate each group's intended audience.

Color/Symbol Key:

 Social/Support: Teens

 Social/Support: PreTeens

 Young Adult (17 or 18+)

 All Ages (primarily adult, but open)

 Parents and Families

 Clinical Group (copay required)

Meriden

Your Safe Space (open to: youth ages 13—24)

You must call before attending this group!

Last Thursday of the month, 5:30 – 7:00 PM

Women and Families Center: 169 Colony St, Meriden (2nd floor)

Contact Gina: 860.344.1474 ext 120, gmorales@womenfamilies.org



Naugatuck

Support Group for Parents of LGBTQ+ Teens

Third Monday of the month, 6:00 – 8:00 PM

The YMCA: 270 Church Street, Naugatuck

Contact Ian: 203.729.9622, igatavaski@naugatuckymca.org



New Haven

Create Yourself (open to: youth 12 and under)

Create Yourself is an art group for transgender and nonbinary youth

Contact for more information including meeting times and locations

Contact Tony: 203.376.8089, tony@tonyferraiolo.com



LGBTQ+ Youth Game Night (open to: youth ages 13—18)

Choose from the Pride Center's vast collection of board and card games or bring some of your own and meet other LGBTQ+ youth and allies! Contact for more information including meeting dates and times

New Haven Pride Center: 84 Orange Street, New Haven

Contact Ala: 203.387.2252, youth@newhavenpridecenter.org, www.newhavenpridecenter.org,

Instagram: @newhavenpridecenter



LGBTQ+ Youth Mixer (open to: youth ages 13—18)

A free monthly night of dancing, laughter, and youth community, including music mixes and light refreshments!

Contact for more information including event dates and times

New Haven Pride Center: 84 Orange Street, New Haven

Contact Ala: 203.387.2252, youth@newhavenpridecenter.org



MPower+ Support Group (open to: men ages 18—30)

This is a social support group for young men of any orientation living with HIV to support each other and make friends.

Third Thursday of the month, 5:30—7:30

AIDS Project New Haven: 1302 Chapel Street, New Haven

Contact Kyle: 475.441.7024, kyle.rodriguez@apnh.org



NHPC Queer Peer Support and 12-Step Groups (open to: all ages)

The New Haven Pride Center hosts several 12-step program meetings, and offers a wide variety of support groups, including groups based on sexual orientation, gender identity, and neurodiversity. SOME of these groups have age restrictions. For details, including meeting times, visit the Center's website! New Haven Pride Center: 84 Orange Street, New Haven

Contact: 203.387.2252, nhgccc@gmail.com, www.newhavenpridecenter.org, Instagram: @newhavenpridecenter



SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH, cont.

Before attending a group listed below, please contact the group's leadership directly to verify meeting times/locations! Groups are organized by town, which are listed alphabetically. Symbols indicate each group's intended audience.

New Haven, cont.

NHPC Queer Social Groups (open to: all ages)

The New Haven Pride Center hosts a variety of queer social groups, based on sexual orientation, gender identity, board games, and more. SOME of these groups have age restrictions. For details, visit the Center's website!

New Haven Pride Center: 84 Orange Street, New Haven; Contact: 203.387.2252,
info@newhavenpridecenter.org, www.newhavenpridecenter.org, Instagram: @newhavenpridecenter



QPOC Safe Space (open to: youth ages 13—18)

This QPOC safe space, curated by the New Haven Pride Center and the Stetson Library branch, is designed for youth ages 13—18 who identify as Black, Latinx, South Asian, Asian and beyond. This space is for conversations, connection building, and exploring the concerns of our communities, schools, and physical and emotional well-being.

Contact for more information including meeting dates and times: New Haven Pride Center: 84 Orange Street, New Haven
 Contact Ala: 203.387.2252, youth@newhavenpridecenter.org,



Safe Space Support Group (open to: youth ages 13—18)

This affirming space is for youth to feel liberated and to build community with other queer youth in a safe space. It can be an opportunity to talk or hang out with peers!

Contact for more information including meeting dates and times

New Haven Pride Center: 84 Orange Street, New Haven

Contact Ala: 203.387.2252, youth@newhavenpridecenter.org, www.newhavenpridecenter.org,



Translation (open to: youth ages 13—17)

This support group is for transgender and nonbinary teens!

Contact for more information including meeting times and locations

Contact Tony: 203.376.8089, tony@tonyferraiolo.com



TransPACT (open to: parents, caregivers and families)

TransPACT is a support group for families of transgender and nonbinary children.

Contact for more information including meeting times and locations

Contact Tony: 203.376.8089, tony@tonyferraiolo.com



Women Empowered Support Group (open to: women ages 18—30)

This is a social support group for women living with HIV/AIDS which features presentations that share valuable information on topics of interest. 2nd and 4th Wednesdays for lunch

A Place to Nourish Your Health: 1302 Chapel Street, New Haven

Contact Fran: 475.441.7019, fran.mcmullen@apnh.org



New London

OutCT (open to: youth ages 12--18)

This queer youth group provides refreshments, and can provide transportation upon request!

Third Sunday of the month, 1:00 – 4:00 PM

Ocean Beach Park: 98 Neptune Avenue, New London, CT

Contact Lindsay: 860.339.4060 x 204, youth@outct.org, Instagram: @outctyouthgroup



Please report any inaccuracies, corrections, or missing resources
 to gsa@ourtruecolors.org

SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH, cont.

Color/Symbol Key:

 Social/Support: **Teens**

 Social/Support: **PreTeens**

 **Young Adult (17 or 18+)**

 **All Ages (primarily adult, but open)**

 **Parents and Families**

 **Clinical Group (copay required)**

Norwalk

PFLAG (open to: parents, caregivers and families)

This group meets at the same time as the Transgender & Gender Questioning Youth Forum
2nd Sunday of every month, 3:00–4:30 pm
Triangle Community Center: 618 West Ave Norwalk
Contact 203.847.1419 , pflagnorwalk@gmail.com



TCC Queer Peer Support and 12-step Groups (open to: age 16+ or 18+, varies by group)

The Triangle Community Center hosts several 12-step program meetings, and offers a wide variety of support groups, including groups based on sexual orientation, gender identity, and relationships. Age restrictions vary by group. For details, including age limits and meeting times, visit the Center's website!
Triangle Community Center: 650 West Ave, Norwalk; TCC@ctpridecenter.org Instagram: @ctpridecenter



TCC Queer Social Groups (open to: age 16+ or 18+, varies by group)

The New Haven Pride Center hosts a variety of queer social groups, based on sexual orientation, gender identity, board games, art, literature, and more. Age restrictions vary by group. For details, including age limits and meeting times, visit the Center's website! Triangle Community Center: 650 West Ave, Norwalk; TCC@ctpridecenter.org
Contact Instagram: @ctpridecenter



Transgender & Gender Questioning/Nonconforming Youth Forum (open to: youth ages 13–24)

This group creates a safe and supportive space to discuss the complexities of gender within one's personal life as well as other gender-related topics that come up in the media or elsewhere. The first meeting of each month meets at the same time as a PFLAG meeting that participants' families are welcome to attend.
2nd and last Sunday of the month, 3:00 - 4:30 PM; Triangle Community Center: 618 West Ave, Norwalk
Contact Micaela: micaelascully@gmail.com, Instagram: @ctpridecenter



Youth Dinners (open to: youth ages 13–17, other ages if student is in high school)

This FREE monthly community dinner is for youth to enjoy a meal while engaging in community conversation about things that matter to them. RSVPs required!
Third Friday, 6:30–8:00 PM; Triangle Community Center: 650 West Ave, Norwalk
Contact Sophie: 203.853.0600 x 106, sophie@ctpridecenter.org, Instagram: @ctpridecenter



Ridgefield

Pride Community Support Group (open to: teens)

This support group for LGBTQ+ teens meets at the same time and place as a support group for parents and friends of LGBTQ+ teens. Contact for exact location.
First Monday of the month, 7:00 – 8:00 PM
Contact Alisa: 203.918.0455, supportgroup@ridgefieldctpride.com



Pride Community Support Group (open to: families and friends)

This support group for the families and friends of LGBTQ+ teens meets at the same time and place as a support group for LGBTQ+ teens. Contact for exact location.
First Monday of the month, 7:00 – 8:00 PM
Contact Alisa: 203.918.0455, supportgroup@ridgefieldctpride.com



SOCIAL AND SUPPORT GROUPS FOR LGBTQ YOUTH, cont.

Before attending a group listed below, please contact the group's leadership directly to verify meeting times/locations! Groups are organized by town, which are listed alphabetically. Symbols indicate each group's intended audience.

Sharon

Empowered Hearts (open to: high school students)

This queer youth empowerment group, run through Women's Support Services, is free, confidential, and open to the public. Contact for exact dates and location.
One Saturday a month, 6:00—8:00 PM
Contact Jess: 860.364.1080



Shelton

Activity Night with True Colors (open to: youth, no age specified)

Play games, watch movies, make crafts, discuss current events, and more—plus, there's pizza!
First Friday of the month, 6:00 - 8:00 PM
Spooner House: 30 Todd Road, Shelton
Contact Mel: 860.232.0050, gsa@ourtruecolors.org, Instagram: @truecolorsgsa



Stamford

Stamford Lighthouse (open to: youth, no age specified)

This teen social group, a program of Kids in Crisis, is open to LGBT youth and allies.
Thursdays, 6:00 – 8:00 PM
Tully Health Center: 32 Strawberry Hill Court, Stamford
Contact Joe: 203.569.7106, lighthouse@kidsin crisis.org, www.kidsin crisis.org, Instagram: @kids_in_crisis



Waterbury

LGBTQ+ Youth Support Group (open to: youth, no age specified)

The purpose of this group is to give LGBTQ-identified and questioning youth a safe place to discuss topics they feel are relevant to their experiences and identities. Dates, times, and address provided upon request to maintain confidentiality.
Waterbury Youth Service System, Inc.
Contact Amanda: 203.573.0264, amastropietro@waterburyyouthservices.org



LINES (open to: queer young adults of color ages 18—39)

This discussion group is run by and for queer young adults of color.
Meeting locations and time vary; contact for details.
Contact: linesofct@gmail.com



PFLAG (open to: parents, caregivers and families)

4th Tuesday of every month, 7:00—8:30 pm
South Congregational Church: 160 Piedmont Street, Waterbury
Contact: 203.754.8154 ext 16, pflagwaterbury@gmail.com



Queer Youth Social Group (open to: youth ages 13--18)

QUEST offers this social group for LGBTQ youth, including snacks, games, crafts, movies, and more.
Tuesdays, 5:00 PM
80 Phoenix Avenue, Room 104B, Waterbury
Contact: quest.wtby@gmail.com, www.questct.com, Instagram: @quest_ct



**Please report any inaccuracies, corrections, or missing resources
to gsa@ourtruecolors.org**

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

<u>School Name</u>	<u>Advisor Name</u>	<u>School Phone</u>
<u>Ansonia</u>		
Ansonia High School	Libby Abraham	203.736.5060
Ansonia Middle School	Tina Roberts	203.736.5070
Emmett O'Brien V-T School	Jessica Nagy or Mindy Daria	203.732.1800
<u>Avon</u>		
Ana Grace Academy of the Arts Elem.	Justin Bank or Emma Johnson	860.677.0380
Avon High School	Jeanine LeBrosse	860.404.4740
Reggio Magnet School of the Arts	Karen Drake or Jen Capalbo	860.674.8549
<u>Beacon Falls</u>		
Woodland Regional High	Jess Block	203.881.5551
<u>Berlin</u>		
Berlin High School	Morgan Hanna	860.828.6577
<u>Bethel</u>		
Bethel High School	Alisa Trachtenberg	203.794.8600
Bethel Middle School (Unity Club)	Steven Oliveri or Tracy Burrell	203.794.8670
<u>Bloomfield</u>		
Bloomfield High School	Andrea Henchey	860.286.2630
Metropolitan Learning Center	Suzanne Artis or Keniesha Johnson	860.242.7834
Museum Academy	Luis Rodriguez or Courtney Stone	860.231.7800
<u>Bolton</u>		
Bolton High School	Jennifer Pynch	860.643.2768
<u>Branford</u>		
Branford High School	Monique Valletta	203.488.7291
<u>Bridgeport</u>		
Bullard-Havens Technical High School	Keli Russell	203.579.6333
Bridge Academy	Suzanne O'Brien	203.336.9999
Central High School	Carolyn Axt	203.275.1502
Harding High School	Lisa Stefanko	203.275.2751
Read School	Emily Johnson	203.576.8030
<u>Bristol</u>		
Bristol Central High School	Corey Nagle	860.584.7735
Bristol Eastern High School	Joanne Pelusco	860.584.7876
<u>Broad Brook</u>		
East Windsor Middle School	Patti O'Connor	860.623.4488
<u>Brookfield</u>		
Brookfield High School	Dr. Barbara Kessler	203.775.7725
<u>Burlington</u>		
Lewis S. Mills High School	Aaron Lynch	860.673.0423
<u>Canton</u>		
Canton High School	Brian Jones	860.693.7707
<u>Central Village</u>		
Plainfield High School	Lydia Mackela	860.564.6422
<u>Chaplin</u>		
Parish Hill High School	Genevieve Govoni	860.455.9584
<u>Cheshire</u>		
Cheshire Academy	Gail Mauthe	203.272.5396
Cheshire High School	Rachel Bevins	203.250.2511
<u>Clinton</u>		
Morgan School	Susan Peterson	860.664.6504
<u>Colchester</u>		
Bacon Academy	Nora Furlong	860.537.2378
William J. Johnston Middle School	Susan Silverman	860.537.2313

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

<u>School Name</u>	<u>Advisor Name</u>	<u>School Phone</u>
<u>Coventry</u>		
Coventry High School	Jessica Harris	860.742.7346
<u>Cromwell</u>		
Cromwell High School	Lindsay Smolka	860.632.4841
<u>Danbury</u>		
Danbury High School	Kimberly D'Auria	203.797.4800
Henry Abbott V-T School	Tonya Clark	203.797.4460
Wooster School	Evelyn Fetridge	203.830.3900
<u>Danielson</u>		
H. H. Ellis V-T School	Jessica Bibeau	860.412.7510
Quinebaug Middle College	Stephanie Gionfriddo	860.932.4100
<u>Darien</u>		
Darien High School	Susan Mason or Adam Wallenfang	203.655.3981
<u>Dayville</u>		
Killingly High School	Nicola Able	860.779.6620
Killingly Intermediate School	Nicola Able or Nancy Grandelski	860.779.6700
<u>Deep River</u>		
Valley Regional High School	Kristie Schmidt	860.526.5328
<u>Derby</u>		
Derby High School	Jennifer Shea	203.736.5032
<u>Durham</u>		
Coginchaug High School	Lynn Schofield or Rebecca Suchy	860.349.7215
<u>East Granby</u>		
East Granby High School	Susan Downes or Liddy Doyle	860.653.2541
<u>East Hampton</u>		
East Hampton High School	Desiree Sweeney	860.365.4030
East Hampton Middle School	Desiree Sweeney	860.365.4030
<u>East Hartford</u>		
CT International Baccalaureate Academy	Robert Spiller	860.622.5590
CT River Academy	Kathleen Bergman	860.913.2200
CREC Polaris	Stephanie Hall	860.289.8131
East Hartford High School	Lisa Merrill	860.622.5200
Pathways Academy of Technology & Design	Jennifer Tate, Chelsea Usher or Jen Zaffetti	860.695.9453
Synergy High School	Marcy Mullady	860.622.5999
<u>East Haven</u>		
East Haven High School	Renee Seufert	203.468.3254
<u>East Lyme</u>		
East Lyme High School	Kelly Nelson	860.739.6946
<u>East Windsor</u>		
East Windsor High School	Donald Casella or Sharon Whalen	860.623.3361
<u>Ellington</u>		
Ellington High School	Jason Scavotto	860.896.2352
Ellington Middle School	Jeffrey Sparano	860.896.2339
<u>Enfield</u>		
Enfield High School	Nicole Fontaine or April Frizzell	860.253.5540
PSA Civic Leadership High	Megan Arsenault	860.253.0274
<u>Fairfield</u>		
Ludlowe High School	Robert Benjamin	203.255.7201
Warde High School	Kerry Cocchiola	203.255.8354
<u>Falls Village</u>		
Housatonic Valley Regional High School	Sharon Veatch	860.824.5123
<u>Farmington</u>		
Farmington Alternative	Margret Mayr	860.675.7301
Farmington High School	Tiffany Scharpf or Mary Stewart	860.673.2514
Miss Porter's School	Michelle Coster	860.409.3500

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

<u>School Name</u>	<u>Advisor Name</u>	<u>School Phone</u>
<u>Glastonbury</u>		
Glastonbury East Hartford Magnet School	Veronica Thomen or Kim Brown Greene	860.633.4455
Glastonbury High School	Laura Maud	860.652.7200
<u>Granby</u>		
Granby Memorial High School	Karen Kudish	860.844.3014
<u>Greenwich</u>		
Greenwich High School	Jessica Vonbrachel	203.625.8000
<u>Griswold</u>		
Griswold High School	Laureen Anthony	860.376.7640
Griswold Middle School	Erin Wraichette	860.376.7630
<u>Groton</u>		
Grasso Technical High School	Jennifer Clement	860.448.0220
Marine Science Magnet High	Amanda Mann	860.446.9380
Robert E. Fitch High School	Karly Reising	860.449.7200
<u>Guilford</u>		
Guilford High School	Darlene Gessert or Angela Russo	203.453.2741
<u>Hamden</u>		
Cedarhurst School	Adna Linden	203.764.9314
Hamden Hall Country Day School	Chase du Pont	203.752.2600
Hamden High School	Lisa Stamidis	203.407.2040
<u>Hartford</u>		
A.I. Prince Technical School	Tonisha Jones or Bonnie Pelletier	860.951.7112
Betances STEM Magnet	Megan Albert	860.695.3424
Burns Latino Studies Academy	Bre Ferrara	860.695.2980
Capital Prep Magnet School	Lauren Davern	860.695.9800
G. Hartford Academy of the Arts High	Raegan Bishop or Joseph Lubenstein	860.757.6300
G. Hartford Academy of the Arts Middle	Anastazia Scapellati or Sarah Delorm	860.724.0685
G. Hartford Classical Magnet School	Tiffany Moyer-Washington	860.695.9100
Hartford Public High School	Kareem Ayodegi	860.695.1358
Journalism & Media Academy	Mike Reynolds	860.695.7564
Kinsella Magnet School of Performing Arts	Ryan Howland	860.695.4140
McDonough Middle School	Allison Spector	860.695.4260
Montessori Magnet (Learning Corridor)	Margaret Aquirre or Meghan LaRocca	860.757.6100
Sport and Medical Sciences Academy	Raka Sunderland or Debra Carlson	860.695.6944
University of Hartford Magnet School	Melissa Faienza	860.236.2899
University High School	Kate Grayeb	860.695.9020
Watkinson School	Ellen Roth	860.236.5618
<u>Hebron</u>		
RHAM High School	Lindsay Cushing	860.228.9474
RHAM Middle School	Christi Craig	860.228.9423
<u>Higganum</u>		
Haddam-Killingworth High School	Kerry Smith	860.345.8541
<u>Kent</u>		
Kent School	Adam Fischer	860.927.6000
<u>Lebanon</u>		
Lyman Memorial High School	Catherine Robacker	860.642.7567
<u>Ledyard</u>		
Ledyard High School	Caroline O'Brien	860.464.9600
<u>Litchfield</u>		
Litchfield High School	Lisa Heuschkel	860.567.7530
Wamogo Regional High School	Steven Bagley	860.567.7410
<u>Madison</u>		
Daniel Hand High School	Erin Corbett	203.245.6350
<u>Manchester</u>		
Great Path Academy	Charles Buder	860.512.3702
Howell Cheney V-T School	Marie Cortez	860.649.5396
Illing Middle School	Patrick Biggins	860.647.3400
Manchester High School	Marie Michael-Rogers	860.647.3521

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

School Name	Advisor Name	School Phone
<u>Meriden</u>		
Francis T. Maloney High School	Amy Gilthrist or Ciara Cohen	203.238.2334
Orville H. Platt High School	Peggy Borelli	203.235.7962
Thomas Edison Middle School	Amy Stinton	203.639.8403
<u>Middlefield</u>		
The Independent Day School	Katy Griffith	860.347.7235
<u>Middletown</u>		
Middletown High School	Trevor Charles	860.704.4500
Vinal V-T School	Nancy Oporto-Brown	860.344.7100
<u>Milford</u>		
Jonathan Law High School	Andy Evanko	203.783.3574
Joseph A. Foran High School	Theresa Voss	203.783.3502
Platt V-T School	Sandra Heller	203.783.5333
<u>Monroe</u>		
Masuk High School	Vicki Flam	203.452.5823
<u>Montville</u>		
PBL/Pathways Campus (Montville High)	Dawn Guntner	860.848.7816
<u>Moodus</u>		
Nathan Hale-Ray High School	Kelsey Heldman or Jamie McNamara	860.873.5065
<u>Naugatuck</u>		
Naugatuck High School	Caroline Messenger	203.720.5400
<u>New Britain</u>		
Academy of Science & Innovation	Michelle Lopez	860.223.0726
E. C. Goodwin Technical High School	Vanessa Medina-Valdez	860.827.7736
New Britain High School	Stacey Mowchan	860.225.6300
<u>New Canaan</u>		
New Canaan High School	Jessica Browner	203.594.4600
St. Luke's School	Leonora Mahler	203.966.5612
<u>New Fairfield</u>		
New Fairfield High School	Joseph Garogano	203.312.5800
<u>New Haven</u>		
Common Ground High School	Marcus Tart or Amber Suess	203.389.0823
Cooperative Arts & Humanities High School In The Community	Kelly Wuzzardo or Valerie Vollono	203.691.2400
Hill Regional Career High	Barbara Crowley or Heather George	203.946.7022
Hopkins School	Karen Robinson or Diana Westerfeld	203.946.5845
James Hillhouse High School	Kate Horsley or James Gette	203.397.1001
Metropolitan Business Academy	Raven Mitchel	203.497.7500
New Haven Academy	Julia Miller or Nataliya Braginsky	203.497-7700
Sound School	Fana Hickinson	203.946.8995
Wilbur Cross High School	Pam Ertlelt	203.946.6937
	Ebony McClearse	203.497.7400
<u>New London</u>		
Science & Technology Magnet School	David Bridges	860.437.6400
Williams School	Megan Lacour	860.443.5333
<u>New Milford</u>		
New Milford High School	Rob Nathan	860.350.6647
<u>Newington</u>		
Newington High School	Marrissa Paffanisis	860.666.5611
<u>North Branford</u>		
North Branford High School	Nicole Esposito-Lacroix	203.484.1465
<u>North Grosvenordale</u>		
Tourtellotte Memorial High	Elizabeth Teneyck	860.923.9303
<u>North Haven</u>		
North Haven High School	Sarah Northrop	203.239.1641
<u>North Stonington</u>		
Wheeler High School	Emily Knowles	860.535.0377

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

School Name	Advisor Name	School Phone
<u>Norwalk</u>		
Brien McMahon High School	K. Sigmund	203.852.9488
Norwalk High School	Hector Chalecki	203.838.4481
<u>Norwich</u>		
Global Studies Magnet Middle School	Jessica Costa	860.823.4212
Integrated Day Charter School	Cori Beckwith	860.892.1900
Norwich Free Academy	Beth Serra	860.887.2505
Norwich V-T School	Mary Ellen Levesque	860.889.8453
<u>Oakdale</u>		
Montville High School	Kelly Brooks	860.848.9208
<u>Old Lyme</u>		
Lyme-Old Lyme High School	Courtney Carbone	860.434.1651
<u>Old Saybrook</u>		
Old Saybrook High School	Gretchen Holthausen	860.395.3175
<u>Oxford</u>		
Oxford High School	Corey Evans	203.88.2468
<u>Pawcatuck</u>		
Stonington High School	Nori Lembree or Jen Stef	860.599.5781
<u>Plainville</u>		
Plainville High School	Theresa Garrity	860.793.3220
<u>Portland</u>		
Portland High School	Kate Bohannan	860.342.1720
Portland Middle School	Kate Bohannan	860.342.1880
<u>Putnam</u>		
Putnam High School	Gretchen Hess	860.963.6905
Putnam Middle School	Brynn Turner	860.963.6920
<u>Redding</u>		
Joel Barlow High School	Paul Testa	203.938.2508
<u>Ridgefield</u>		
Ridgefield High School	Aleksandra Gorski	203.894.5750
<u>Rocky Hill</u>		
Academy of Aerospace & Engineering El.	Meredith Nash or Dave Lazicki	860.529.1652
Rocky Hill High School	Lisa Patnoe	860.258.7721
<u>Sandy Hook</u>		
Newtown High School	Kristin English	203.426.7646
<u>Seymour</u>		
Seymour High School	Kathy Papa-Zinko	203.888.2561
<u>Shelton</u>		
Shelton High School	Maria Caporale	203.922.3004
<u>Simsbury</u>		
Ethel Walker School	Elisa Cardona	860.658.4467
Simsbury High School	Stuart Younse	860.658.0451
<u>Somers</u>		
Somers High School	Heather Connors or Mary Curran	860.749.2270
<u>South Windsor</u>		
Int. Magnet School for Global Citizenship	Karen Maxwell	860.291.6001
South Windsor High School	Katie Stodd-Knapp or Mandy Flachsbart	860.648.5000
<u>Southbury</u>		
Pomperaug Regional High School	Jessica LeClerc	860.262.3200
<u>Southington</u>		
Southington High School	Allison Forgman	860.628.3229
<u>Stafford Springs</u>		
Stafford High School	Tannis Longmore or Linda Davenport	860.684.4233

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

<u>School Name</u>	<u>Advisor Name</u>	<u>School Phone</u>
<u>Stamford</u>		
Academy for Information Technology	Christine Bisceglie	203.977.4336
J. M. Wright V-T School	Russell McCallum	203.324.7363
Rippowam Middle School	Demeria McKenzie	203.977.5255
Stamford High School	Michele Malave	203.977.4227
Westhill High School	Emily Handy	203.977.4477
<u>Storrs</u>		
E. O. Smith High School	Jeff Russell or Sara Eichelbaum	860.487.0877
<u>Stratford</u>		
Frank Scott Bunnell High	Elisabeth Hull	203.385.4250
Stratford High School	Michael Fiorello	203.385.4230
<u>Suffield</u>		
Suffield Academy	Paul Caginalp or Erica Caginalp	860.386.4400
<u>Terryville</u>		
Terryville High School	Robert Nave	860.314.2777
<u>Thomaston</u>		
Thomaston High School	Susan Santovasi	860.283.3030
<u>Tolland</u>		
Tolland High School	Todd Blais	860.870.6818
<u>Torrington</u>		
Oliver Wolcott V-T School	Emily Carver	860.496.5300
Torrington High School	Bethany Raymond	860.489.2294
<u>Trumbull</u>		
Trumbull High School	Kimberly Foster	203.452.4532
<u>Vernon</u>		
Rockville High School	Patricia Bengtson	860.870.6050
Vernon Center Middle School	Kimberly Manganella	860.870.6070
<u>Wallingford</u>		
Choate Rosemary Hall	MB Duckett-Ireland	203.697.2000
Lyman Hall High School	Vinnie Testa	203.294.5350
Mark T. Sheehan High School	Tricia Perrone	203.294.5900
<u>Washington</u>		
The Gunnery School	Misa Giroux	860.868.7334
<u>Washington Depot</u>		
Rumsey Hall School	Kim Mandl	860.868.0535
Shepaug Valley High School	Leslie Holst-Grubbel	860.868.7326
<u>Waterbury</u>		
Crosby High School	Rick Pecka	203.574.8061
John F. Kennedy High School	Kara Marcil or Maria DeJesus	203.574.8150
W. F. Kaynor V-T School	Ines Rodriguez	203.596.4302
Waterbury Arts Magnet School	Bruce Post or Valerie Rinaldi	203.573.6300
Waterbury Career Academy High School	Robin Pierz	203.574.6000
Wilby High School	Elizabeth Santoro or Lorenzo Maldonado	203.574.8100
<u>Waterford</u>		
Clark Lane Middle School	Mark Higgins	860.443.2837
Waterford High School	Dana Carr or Colleen Lineburgh	860.437.6956
<u>Watertown</u>		
Taft School	Dana Bertuglia	860.945.7777
<u>West Hartford</u>		
American School for the Deaf	Alyssa Pecorino	860.570.2300
Conard High School	Kim Deep-McNamara or Melinda Calhoun	860.231.5000
King Philip Middle School	Melissa Hawkins	860.233.8236
Kingswood-Oxford School	Heidi Hojnicky	860.952.3617
William H. Hall High School	Elise Dunphe	860.232.4561

SCHOOL BASED GENDER/SEXUALITY ALLIANCES

<u>School Name</u>	<u>Advisor Name</u>	<u>School Phone</u>
<u>West Haven</u>		
West Haven High School	Patrick Fallon	203.937.4360
<u>West Suffield</u>		
Suffield High School	Christina DeAngelis	860.668.3810
<u>Westbrook</u>		
Westbrook High School	Lynn Connery	860.399.6214
<u>Weston</u>		
Weston High School	Stacey Greenberg or Meghan Skelton	203.291.1600
Weston Middle School	Meredith Buckley or Meghan Skelton	203.291.1500
<u>Westport</u>		
Greens Farms Academy	Michaela Pembroke	203.256.0717
Staples High School	Chris Fray	203.341.1200
<u>Wethersfield</u>		
Discovery Academy	Clare Nesoralla	860.296.2090
Wethersfield High School	Pam Harrison or Jen Lindsay	860.571.8200
<u>Willimantic</u>		
ACT: Arts at the Capital School	Nina Shea	860.465.5636
Windham High School	Vicki Lanzo	860.465.2460
Windham Technical School	Elizabeth Sheff	860.456.3879
<u>Wilton</u>		
Middlebrook Middle School	Jessica Zarnik	203.762.8388
Wilton High School	Scott Durkee	203.762.6035
<u>Windsor</u>		
G.H. A. of Aerospace & Engineering	Jane Manby or Jesus Cortes	860.243.0857
Loomis-Chaffee School	Betsy Conger	860.687.6000
Sage Park Middle School	Kyle Fusco and Kristen Ricci	860.687.2030
Windsor High School	Monica Brase or Stephen Jewell	860.687.2020
<u>Windsor Locks</u>		
Windsor Locks High School	Emily Owens or Jessica Ossen	860.292.5032
<u>Winsted</u>		
Northwestern Regional High School	Jennifer Gallaway	860.379.8525
The Gilbert School	Brenna Chiaputti	860.379.8521
<u>Wolcott</u>		
Tyrrell Middle School	Elizabeth Buzzelli	203.879.8151
Wolcott High School	Samantha Chuck	203.879.8164
<u>Woodbridge</u>		
Amity Regional High School	Tasia Kimball	203.397.4830
<u>Woodbury</u>		
Nonnewaug High School	Maura White	203.263.2186
<u>Woodstock</u>		
Woodstock Academy	Mark Chuoke or Susan Powers	860.928.6575

To update, change or add information for your school,
 please email: GSA@ourtruecolors.org
 or call (860) 232-0050, x 306

COLLEGE AND UNIVERSITY GROUPS

Central Connecticut State University: LGBTQ+ Pride Center. William Mann/Nichol McCarte. www.ccsu.edu/lgbt/index.html
LGBT@ccsu.edu; 860.832.2090

Connecticut College: LGBTQIA Center; (860) 439-2238, Director: Erin Duran; Email: lgbtqia@conncoll.edu
www.conncoll.edu/lgbtqia/lgbtqia-center

Eastern Connecticut State University: Pride Center. www.easternct.edu/pridecenter

Fairfield University: The Alliance; Advisor: Susan Birge (203) 254-4000 x 2146; Email:
fairfieldualliance@gmail.com/sbirge@fairfield.edu;

Housatonic CC: UNITY Club; Linda Wolfson, (203) 332-5181 Email: lwolfson@hcc.commnet.edu

Manchester CC: Pride at Manchestercc.edu; Jason Scappaticci, 860.512.3224; jscappaticci@manchestercc.edu

Northwestern Community College: LGBTQIA Club; Advisor: Karen Hunter; Phone Number: (860) 738-6402; Email:
khunter@nwcc.edu

Quinnipiac University: Gender and Sexuality Alliance. www.qu.edu/life/student/activities-organizations

Sacred Heart University: SHU GSA; Sacredheart.edu/campuslife/activitiesprograms/clubs/gendersexualityalliance.
President: Serginho Valcourt. valcourts@mail.sacredheart.edu

Southern Connecticut State University (PRISM): Prism Club: prism@southernct.edu;

Three Rivers CC: SIGMA threerivers.edu/student-life/student-clubs;

Trinity College: GLBT Safe Zone or EROS; Queer resource Center; (860) 987-6273; Website: <http://www.trincoll.edu/StudentLife/Diversity/QueerResourceCenter/Pages/EROS-3.aspx>; Email: EROS@trincoll.edu

Tunxis CC: SLGBT Alliance called, "Got Pride Club". <http://www.tunxis.edu/campus-resources/clubs-organizations/GotPrideClub> Advisor: Charles Cleary; Email: cclarey@txcc.commnet.edu;

University Of Connecticut: The Rainbow Center; Phone Number (860) 486-5821, Website: <http://www.rainbowcenter.uconn.edu>; Email: rainbowcenter@uconn.edu. There are a number of LGBTQ+ and ally programs within the auspices of the Rainbow Center.

University of Hartford: Spectrum; <http://www.hartford.edu/clubs-organizations/club-bios/sga/spectrum-lgbt.aspx>
(860) 768-5108; Faculty/Staff Advisor: Matt Blocker-Glynn, spectrum@hartford.edu

University of New Haven: unhpride@newhaven.edu; www.Chargerconnection.newhaven.edu/organization/pride

Wesleyan University: Therc@wesleyan.edu; www.wesleyan.edu/queer

Western Connecticut State University: Gay Straight Alliance; wcsu.edu/intercultural/student-organizations

Yale University Undergraduate: LBGT Cooperative; Website: <http://lgbtq.yale.edu/> Email: lgbtq@yale.edu

Yale University Graduate: Website: lgbtq.yale.edu/about-us. Contact by emailing lgbtq@yale.edu or call (203) 432-0309

Yale University Law School: Outlaws; Website: www.law.yale.edu/stuorgs/ylsoutlaws.htm.

Other College Resources

Queer Students Campus Diversity Project

www.usstudents.org

Consortium of Higher Education LGBT Resource Professionals

www.lgbtcampus.org

Campus Pride

www.campuspride.org

Princeton Review:

<https://www.princetonreview.com/college-rankings?rankings=lgbtq-friendly>

Queer Studies Programs:

http://www.collegeequalityindex.org/list-colleges-lgbt-minors?order=field_lgbtminor_value&sort=desc

Best College Guide:

<http://www.bestcolleges.com/resources/lgbtq-student-guide/>

Worst College Guide:

<https://www.campuspride.org/ShameList/>

COLLEGE/ON-LINE GUIDES

LGBTQ+ AND ALLY YOUTH SCHOLARSHIPS

Astraea Lesbian Foundation for Justice: Individual writers and visual artists are funded www.astraeafoundation.org

College Resource Network: Identify scholarship opportunities based on demographics, major, etc. <http://www.collegeresourcenetwork.com/scholarships/types/lgbt/>

Fastweb: Scholarships range from \$50 to \$15,000. scholarships.fastweb.com/u-gay-or-lesbian-students

Hartford Gay & Lesbian Health Collective: \$500 - \$1,000 scholarships to CT LGBT and Ally Youth www.hglhc.org

Helen & Bob Brill Scholarship: Presented by Hartford PFLAG; \$500 – \$1,000 scholarships to Connecticut LGBT and Ally Youth. www.pflaghartford.org/brill.html

Human Rights Campaign: Scholarships for LGBT & Allied Students. For a list of scholarships, fellowships and grants for LGBT and allied students at both the undergraduate and graduate-level: www.hrc.org/scholarships

David Knapp Scholarship Pride Center (New Haven, CT): \$500 for LGBTQ or Ally CT residents or non-residents attending school in CT. <http://www.newhavenpridecenter.org/education/scholarship>

KPMG Future Leaders Program: Provides financial assistance to a female high-school senior enrolling in a four-year undergraduate program and is interested in a business or STEM academic track. Financial need, U.S. citizenship or legal residence, and mini- mum 3.5 GPA are required. Womensleadership.kpmg.us/charitable/application-overview.html

LEAGUE at AT&T Foundation Scholarships: Are available to lesbian, gay, bisexual or transgender U.S. high-school seniors who have demonstrated achievements in: a cumulative grade point average of 3.0 on a 4.0 scale; significant involvement in community service; acceptance to an accredited U.S. college or university; League offers \$2,500 scholarships and several special \$4,000 scholarships in honor of Matthew Shepherd and Laurel Hester. www.leaguefoundation.org/

Live Out Loud (New York, CT, NJ): Gives five \$10,000 scholarships for LGBT Q+ students with financial need in NY, NJ and CT www.liveoutloud.info/wp/programs/scholarship

Malyon- Smith Scholarship: For graduate students studying psychology, the Malyon-Smith Scholarship annually awards up to \$1,000 to graduate students in the field of psychology to advance research in the psychology of sexual orientation and gender identity. www.apadivisions.org/division-44/awards/malyon-smith.

Milton Fisher Scholarships: Offers multiple awards of up to \$20,000 (up to \$5,000 per year for four years) for exceptionally innovative and creative high-school juniors, seniors, and college freshmen. www.rbffoundation.org

Pride Foundation: This website has 50 scholarships LGBTQ students can apply for with only one application.

www.pridefoundation.org/what-we-do/scholarships/scholarship-funds/

Queer Foundation: A yearly essay contest for queer youth could yield you \$1,000 towards college. And best of all, if your essay is selected, it could end up in high school English classes across the country as a way to promote acceptance of lesbian, gay, bisexual, transgender and queer issues. www.queerfoundation.org/html/scholarship_fund.html

Soule Foundation: \$2,500 scholarship for LGBTQ-identified high school seniors in NY, CT and NJ. <https://soulefoundation.org/sf-scholarship>

Triangle Community Center: The \$2,500 TCC Scholarship was established to provide scholarship awards to LGBT persons attending accredited technical, vocational, undergraduate or graduate programs in CT. www.CTPrideCenter.org

LGBT YOUTH JOB SUPPORT

Job Corps: Residential academic and vocation education
 Alternative to foster care or shelters when appropriate space is not available
www.ctdol.state.ct.us/jobcorps/index.html

(203) 397-3775 (New Haven)
 (800) 733-JOBS (Hartford)

LGBTQ+ ATHLETES

It Takes A Team! Women's Sports Foundation
 An educational program designed to end homophobia in sports
 Newbridge Avenue, East Meadow, NY 11554

(516) 542-4700
 (800) 227-3988
www.ittakesateam.blogspot.com

Federation of Gay Games

www.gaygames.org

Changing the Game: The GLSEN Sports Project

www.glsen.org/sports

Gay and Lesbian International Sports Association

info@glisa.org

18 Eglinton Square, PO Box 51017, Scarborough, ON M1L4T2, Canada

www.glisa.org

Gay and Lesbian Athletic Foundation

(617) 588-0600

PO Box 425034, Cambridge, MA 02142

www.glaf.org

YOUTH AND FAMILY SERVICE BUREAUS

Connecticut's Youth Service Bureaus (YSBs) offer a variety of services and programs for children and youth. YSBs are committed to providing safe and inclusive services to all the youth they serve. Some offer LGBT specific programming and some do not. Each YSB is distinct and different. While an individual YSB may not offer the service you want, all YSBs will welcome your call and locate that service for you. To find out about what is available in your area, check out their website at: www.ctyouthservices.org



**Become a True Colors
 mentor and change TWO
 lives – theirs AND yours.
[mentoring@ourtruecolors](mailto:mentoring@ourtruecolors.org)
[.org](http://www.ourtruecolors.org) or visit us at
www.ourtruecolors.org**

NEWS CULTURE HEALTH COMMUNITY TRAVEL FASHION DELICIOUS YOUTH HISTORY FEATURES

VOICE

CONNECTICUT



**CT VOICE is proud to support
True Colors' vision to create a world
where LGBTQ+ youth thrive.**

Learn more at CTVoice.com

CT VOICE *Out Loud* Television Show
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Print and Advertorial
TV Sponsorship and Commercial Runs
Event Sponsorship
Podcast Sponsorship
eNewsletter Impressions

Contact: jim@seasonsmagazines.com
for a conversation to create a custom, multi-media package
that is right for your business!

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Donnelly-Colt (Buttons, Bumper Stickers, Safe Zone Sticker, etc.)

<http://donnellycolt.com/catalog>

TRUE COLORS YOUTH LEADERSHIP

True Colors offers on-site GSA youth leadership training throughout the school year. Our youth activities coordinator and/or youth leadership will visit your GSA upon request to offer training, support, advocacy and ideas. Simply email Mel at GSA@ourtruecolors.org or call them at (860) 232-0050 x 306 to arrange for us to come to your school.

In addition, we offer an annual six-week summer program called, “Queer Academy”. This free program includes field trips, self-exploration, and leadership training. The Summer 2020 focus will be on using technology to solve community problems. Applications for Queer Academy are available on-line at www.ourtruecolors.org or by calling True Colors at (860) 232-0050.

GSA NETWORK.ORG RESOURCES

Gay-Straight Alliance Network is an online youth leadership organization that connects school-based Gay-Straight Alliances (GSAs) to each other and community resources. Through peer support, leadership development, and training, GSA Network supports young people in starting, strengthening, and sustaining GSAs and builds the capacity of GSAs to:

Create safe environments in schools for students to support each other and learn about homophobia and other oppressions, educate the school community about homophobia, gender identity, and sexual orientation issues, and fight discrimination, harassment, and violence in schools. **Some of what you will find at this site:**

How to Facilitate a Meeting

Beyond the Binary: A Toolkit for Gender Identity Activism in Schools

What Every Super-Rad Straight Ally Should Know

Building Anti-Racist GSAs

ADVOCATE/ALLY RESOURCES

GLSEN Connecticut

www.glsen.org/connecticut

Safe Zone Program

www.safezoneforall.com

Safe Schools Coalition

www.safeschoolscoalition.org

Ally Action

www.allyaction.org

STONEWALL SPEAKERS

www.stonewallspeakers.org

coordinator@stonewallspeakers.org

Stonewall Speakers is a speaker’s bureau comprised of lesbian, gay, bisexual, and transgender people and allies. Engagements generally include two or more panelists and combine personal life stories with a question and answer session. We speak with thousands of youth and adults annually in high school classes, GSA’s, faculty meetings, college classes, or any group that asks for us. To schedule Stonewall to come to your school, church or community group, email the coordinator at the email above.

GLSEN RESOURCES

Ally Week (allyweek.org) occurs in October and is a week for students to identify, support, and celebrate allies against anti-LGBT language and bullying and harassment.

Changing the Game: The GLSEN Sports Project (glsen.org/sports)

Day of Silence (glsen.org/day-of-silence)

GLSEN Policy Reports (glsen.org/policy)

GLSEN Research Reports (glsen.org/research)

GLSEN Resources for Educators (glsen.org/educate/resources)

GLSEN Educator Network (glsen.org/page/s/educator-network)

GLSEN UP Policy Action Center (<https://www.glsen.org/action-center>)

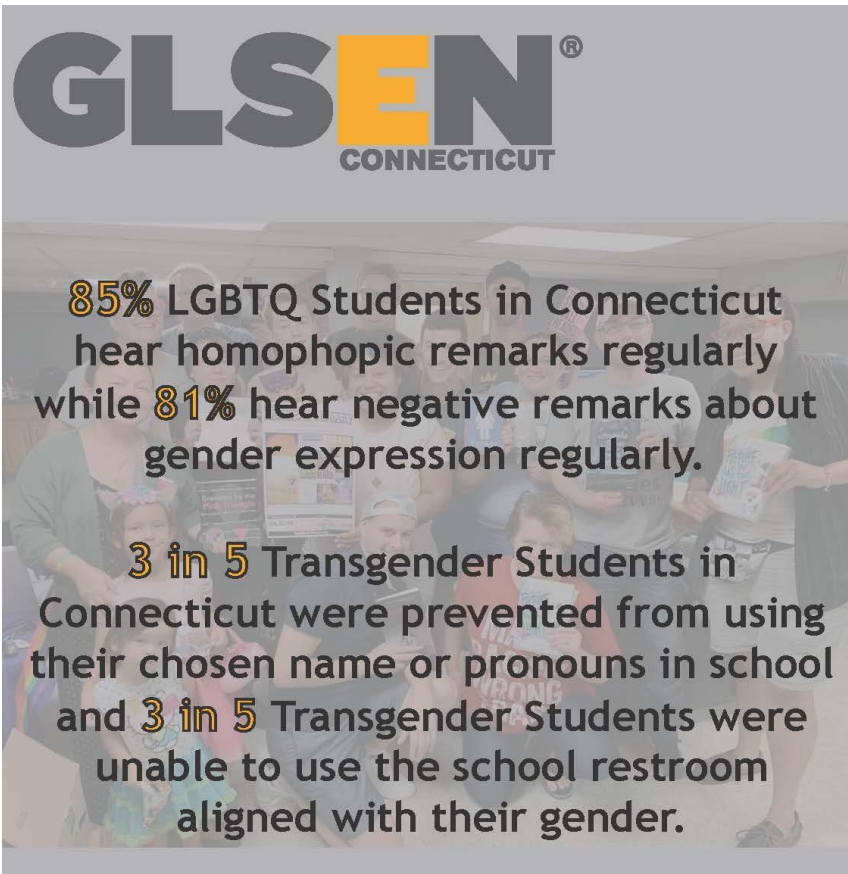
No Name Calling Week (www.glsen.org/nonamecallingweek) occurs in January and is a middle-school initiative aimed at ending name-calling and bullying of all kinds in schools.

Safe Space Kits (www.glsen.org/safespace) and **Jump-Start Guide for GSAs** (www.glsen.org/jumpstart) are designed to help educators and students create a safe space for LGBT youth in schools.

State Report information: (specific to CT) <https://www.glsen.org/article/state-state-research>

Tackling LGBT Issues in School (www.glsen.org/connecticut) is a comprehensive resource module with curricular and extra-curricular activities and resources.

Trans Student Rights (www.glsen.org/students/tsr)



GLSEN[®]
CONNECTICUT

85% LGBTQ Students in Connecticut hear homophobic remarks regularly while **81%** hear negative remarks about gender expression regularly.

3 in 5 Transgender Students in Connecticut were prevented from using their chosen name or pronouns in school and **3 in 5** Transgender Students were unable to use the school restroom aligned with their gender.

Visit our website to learn how you can get involved and help end bullying/harassment in K-12 Schools!

GLSEN.org/Connecticut - Facebook.com/GLSENCT
Twitter: @GLSENCT - Instagram: @GLSENConnecticut

TOOLS AND TIPS FOR GSA'S

Getting a GSA Started

Find an advisor who believes in what you are doing

Choose a time and place to hold your meetings

The first rule of organizing:
"If you feed them,
they will come..."

ADVERTISE EVERYWHERE! Use posters, announcements, etc.

Inform supportive teachers,
school social workers and
guidance counselors, etc.

Come up with ideas
for the first two or three meetings
to get things started

Activities and Change Projects for GSA Meetings

Starting and Stopping:

Every meeting should start with an icebreaker and end with a chance for everyone to give feedback

Sample Ground Rules:

One mic...
No dissing...
Elmo (Enough Let's Move On)...
Step up, step back
No side conversations

Some Meeting Topics:

Gender... What makes a man a man; a woman a woman...
LGBT history... Group topics (put in a hat and people draw one out)...
PRIDE... Coming out as LGBT or an ally...
dealing with homo/bi/trans phobia...

Some Activity Ideas:

Watch a LGBT film... Bring in outside speakers... Plan theme dances... Make safe zone stickers or posters... Participate in the Day of Silence (April) or National Coming Out Day (October) or No Name Calling Week (January)... Plan a GSA summit or other joint activity with nearby schools... Make a movie... Raise money to come to the True Colors conference in March... Have a bring a friend day... Role play ways of interrupting intolerance...

Hold a Rally... Write and perform a skit for an assembly or faculty meeting

Mentor middle school students

Meet with your local, state and/or federal representatives

Ally for another social justice issue and join in their actions: immigration rights; anti-racism; universal health care, etc.

Put up flyers and posters during LGBT history month (October), highlighting LGBT African Americans during Black History month (February); LBT women during women's history (March); Latino/a LGBT folks during Hispanic Heritage month (September) or transgender folks during the National Day of Remembrance (November)

Mobilize parents to support your project.
Set up a social media page to support an action for change

Create a petition... Update or challenge school policies related to orientation, gender, dress codes... Write letters to the editor for your school, community or local newspapers

TOOLS AND TIPS FOR GSA'S, CONT.

Tools & Tips for GSA Leaders

Don't TALK TOO much!

Allow some (but not too much) time for people to socialize at every meeting

Remind the group about your chosen ground rules at every meeting to help new people fit in

Ask Questions.
Let the group decide and be responsible for its own success

Make sure everyone has a chance to talk at every meeting

Have the group come up with a word that you can use when someone is monopolizing the conversation or taking you off topic

Talk about how to resolve a conflict within the group BEFORE it happens

Use a 'check-out' at the end of every meeting:
What worked?
What didn't work for you about the meeting?
What is one thing you learned today that you can use? What was your favorite part of the meeting? Etc.

Break up cliques and make sure that every new person feels welcome and included

Have an agenda for every meeting but be flexible in how you follow it.

Fundraising Ideas

Art Exhibition and Sale

Concert

Super Rummage Sale

Bake Sale

Drag show

Dance-offs

Party/Dance

Dog Walking

Gift Wrapping

Walkathon (skate-athon, etc.)

Can or Bottle Drive

Be creative and have fun!!!

Car Wash

Movie Premiere

Flower Sale

Polar bear winter swim

Dress Down Day

Ally Chain

LGBT Holidays and Important Days

January

No Name Calling Week

March

True Colors Conference

22nd - International Transgender Day of Visibility

April

11th—Day of Silence

Transgender Health and Law Conference

May

17th - International Day Against Homophobia

22nd - Harvey Milk Day

June (Pride Month)

27th - 50th Stonewall Riots Anniversary

International Pride Festival is in NYC this year

September

Bisexuality Awareness Week

October (LGBT History Month)

11th - National Coming Out Day

17th - Spirit Day

26th - Intersex Awareness Day

Ally Week

November

20th - Transgender Day of Remembrance

December

1st - World AIDs Day

27TH TRUE COLORS CONFERENCE

**WELCOME TO UCONN! RAINBOW CENTER: SERVING
UCONN'S DIVERSE COMMUNITY OF GENDER IDENTITIES,
GENDER EXPRESSIONS, AND SEXUALITIES SINCE 1998.**

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STUDENT UNION, ROOM 403
STORRS, CT, 06269-3096**

**PHONE: 860-486-5821
RAINBOWCENTER@UCONN.EDU
WWW.RAINBOWCENTER.UCONN.EDU**

**RANKED TOP 100 BEST LGBT FRIENDLY COLLEGES & UNIVERSITIES
BY THE ADVOCATE COLLEGE GUIDE FOR LGBTQIA+ STUDENTS**

**Rainbow Center Resources: Cultural & Social Programming,
Out to Lunch Lecture Series, Educational Workshops,
Gender & Sexuality Classes, Internships, Annual Drag Show,
Lavender Graduation, and More!**



UConn Rainbow Center



#RainbowCtrUConn



@uconnrainbowcenter

INTERNET SAFETY TIPS

The internet is both a great place to hang and a perfect place to get hurt – especially if you can't tell anyone who you are talking to or why

The Internet is a great source of support for LGBT teens. For some, it is may be the only support. It's a place where you can find and make friends, find acceptance and be yourselves, get advice, read magazines, talk to friends, form activist groups and more. Unfortunately, not everyone you meet on the 'net' has such innocent intentions. Sometimes, you can become the perfect 'prey' – especially if you would be afraid to tell your parents if something happened because it would mean coming out to them.

People are not always who or what they say they are. Appearances can be deceiving and people may try to talk you into doing things you might feel badly about later. Trust your instincts. If you catch someone in one lie, chances are there are others. Be careful how much information you provide about yourself in your *profile*.

People are not always who or what they say they are

Maintain your privacy. Do not give out or post your name, address, phone number, what school you go to, or any other private information. Keep in mind that all information on the internet is available to everyone. **Computers log every website you visit.** Keep this in mind especially on public access computers. **Think before you click.** Before posting something online, check and make sure it says what you wanted it to say, can't be misconstrued, and is being posted at the right place or sent to the right person. Think about the person on the other side. Many cyber-wars start with a careless message.

Be careful if you decide to meet. It can be a BAD idea to meet face-to-face with someone you only know on-line. Meet in a public place a few times first, before deciding to go to a more private location. **Always** tell someone where and with whom you are going! Make sure you use your own or public transportation in case things don't go as you planned and you want to make an earlier exit.

Meet ONLY in Public Places!
And make sure someone knows where you are going and what time you should be back

Protect
your computer

Make sure you have a good firewall and an automatically updated anti-virus program installed on your computer. While you're at it, get a good spyware or adware blocker too. Be careful about downloading or opening files sent to you, even from people you know. Many viruses masquerade as someone you know. Hacking tools and programs (such as Trojan horses) can give someone a backdoor to your computer, all your passwords and banking information.

Don't be a victim of a "phishing" scheme. Phishing is when an ID thief sends millions of emails or IMs pretending to be your bank, or online service, like PayPal. They look real and try to scare you into reacting without thinking. They claim that someone has broken into your account, or that changes were made to your account. They ask you to login using the link in the email. The link takes you to their site, but you think you're at your bank's site. You type in your login and password. A page pops up telling you that your account is secure and thanking you. Your real account is accessed and emptied within minutes.

Phishers look real and are everywhere!

You have the right to expect respect. If something happens to you that you think is harassment, assault or rape, then you need to take action. Tell someone you trust. Call the police. Call a hotline. You deserve respect and care.

Trust your instincts

Remember your body is yours and yours alone. You have a right to stop things whenever you feel uncomfortable – even if the other person doesn't want to. You have the right to say NO! **Trust Your Instincts.** If you feel unsafe, you probably are. **Act on your feelings and get out.**

NATIONAL ON-LINE ORGANIZATIONS/RESOURCES

World Wide Web: On-Line Internet Addresses

(For Transgender Specific Resources, See Page 67 for youth and 66 for adults)

www.gsanetwork.org (see page 56 for more information)

www.gaystraightalliance.org (on line GSA support, also see www.GLSEN.org)

www.biresource.net (offers extensive resources for bi youth, adults and families)

www.bisexual.org (chat rooms, conferences, research, books, etc. hosted by the American Institute of Bisexuality)

www.binetusa.org (lots of bi-specific contacts, pamphlets, etc.)

www.asexuality.org (message boards and information about AVEN and asexuality)

www.deafqueer.org (Queer Deaf community, also has a E-News service that includes CT listings) www.siecus.org (sexuality information and education. Good source of accurate information)

www.freedomtomy.org (the gay and non-gay partnership working to win marriage equality nationwide)

www.advocatesforyouth.org

www.nbjc.org

www.colage.org

www.nclrights.org

www.familyequality.org

www.nglcc.org

www.glad.org

www.outandequal.org

www.glaad.org

www.outforwork.com

www.glma.org

www.pflag.org

www.glsen.org

www.thetaskforce.org

www.gsanetwork.org

www.transequality.org

www.healthhiv.org

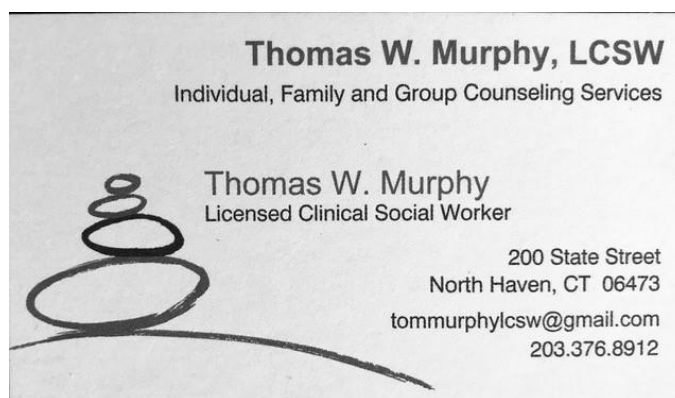
www.transgenderlawcenter.org

www.hrc.org

www.immigrationequality.org

www.lambdalegal.org

www.logcabin.org



RESOURCES FOR TRANSGENDER ADULTS

CT Outreach Society: P.O. Box 163, Farmington, CT 06034 www.ctoutreach.org (860) 294-4392
Provides social activities, peer support and community education.

Connecticut Trans Advocacy Coalition: www.transadvocacy.org.

The Twenty Club: twentyclub@gmail.com
Facebook Page Peer support. 125 Parklawn Drive, Waterbury, CT 06708.

International Foundation for Gender Education: www.ifge.org

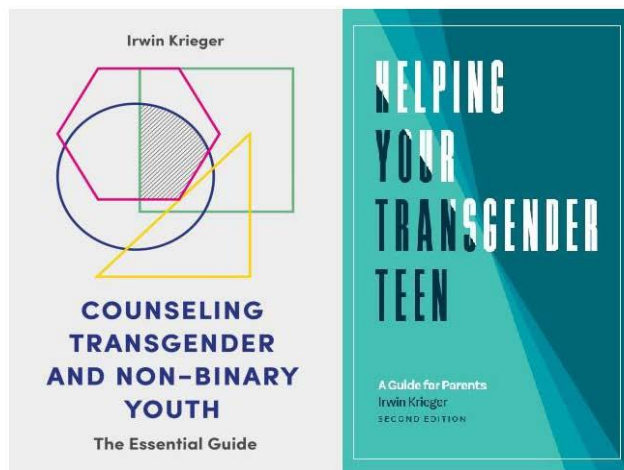
Gateway Program Westchester Medical Center: (914) 493-7000
Vahalla, NY Provides LGBT youth, group, couple and family therapy. LGBT specific substance abuse counseling, with expertise in transgender issues.

Sylvia Rivera Transgender Law Center: www.srlp.org (212) 337-8550
Offers a variety of informational legal services, including a legal clinic, dealing with discrimination and transitioning on the job, etc. (info@srlp.org).

Transgender/Gender NB Support Group (18+): PrestoE@chc1.com
Meets the 3rd Wednesday of the month from 5:30 – 6:30 at CHC, New London, 1 Shaws Cove, New London, Community Room.

Tiffany Club of New England: (www.tcne.org), social activities, online information, calendar of events.

IRWIN KRIEGER, LCSW, clinician and author



For Clinical Supervision or
WPATH GEI Mentorship,
call 203-988-7018

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among the nation's public universities according to U.S. News & World Report

Huskymania

Visit admissions.uconn.edu • Sign up for more information and schedule a visit

RESOURCES FOR TRANSGENDER AND NON-BINARY YOUTH

American Psychological Association: Q&A about Gender Identity. www.apa.org/topics/transgender.html

Camp Aranu'tiq of Harbor Camps: A weeklong overnight camp for transgender and gender variant youth, ages 8 – 15. PO Box 620141, Newton Lower Falls, MA 02462; (617) 467-5830; www.camparanutiq.org

Anchor Health Initiative: LGBTQ and HIV Specific Health services, New Haven, CT; (203) 903-8308.

AJ Eckert, DO: Inclusive Hands on Medicine; LGBTQ+ Health Specialist; call/text: (860)365-2446; office@DR.AJEckert

GeMS Clinic: (Gender Management Services, Boston Children's Hospital) 300 Longwood Avenue, Boston, MA; (617) 355-4367

Gender Journeys of Youth: ChaseBrexton.org, 410.837.2050 (Central Maryland)

Gender Spectrum: An organization dedicated to the education and support of families raising gender variant, gender non-conforming, gender-fluid, crossgender, and transgender children and adolescents. www.genderspectrum.org/

Guppe Clinic: Jill Leferson Bernstein, MD, FAAP; Priya Phulwani, MD

The GUPPE clinic is located at the Department of Urology 2G, Connecticut Children's Medical Center, 282 Washington Street, Hartford, CT 06106. Please specify that you wish to have a GUPPE appointment. (860) 545-9520.

John Hopkins Center for Transgender Health (Washington, DC)

https://www.hopkinsmedicine.org/center_transgender_health/

Mazzoni Center: Located in Philadelphia, location provides comprehensive transgender care and hosts an annual conference focused on transgender and gender non-conforming teens and adults. www.mazzonicenter.org

Safe Schools Coalition: An international on-line support program for LGBT youth with a full range of resources. http://www.safeschoolscoalition.org/RG-gender_nonconforming_trans_youth.html

Surgery for Transmen on Husky: 210 Wethersfield Avenue, Hartford, CT 06114; (860) 296-0094.

TransKids Purple Rainbow Foundation: TransKids Purple Rainbow Foundation is dedicated to funding research and education about transgender issues to build a brighter future for all TransKids. www.transkidspurplerainbow.org

Translation Youth Group: (Youth 13 – 18) A support group for transgender youth between 13-18. Meets in New Haven weekly, email Tony at tony@tonyferraiolo.com. Tony also runs an art group for gender non-conforming children under 10.

Trans Youth Family Allies: TYFA empowers children and families by partnering with educators, service providers and communities, to develop supportive environments in which gender may be expressed and respected. We envision a society free of suicide and violence in which ALL children are respected and celebrated. www.imatyfa.org

WPATH: The World Professional Association for Transgender Health (WPATH) is a professional organization devoted to the understanding and treatment of gender identity disorders. www.wpath.org/

Yale New Haven Children's Hospital Adolescent Services: Now offers a gender clinic in New Haven; (203) 785-4081; <https://www.yalemedicine.org/departments/pediatric-gender-program/>

The Espavo Project: A photographic and narrative project designed to increase personal healing and empowerment for trans and non-binary individuals and loved ones who have experienced sexual violence. Forge.zenolio.com; forge-forward.org

www.glbthotline.org/transteens.html

www.imatyfa.org

www.ftmguide.org

www.transactiveonline.org

www.compassftm.org

www.tsroadmap.com

www.transequality.org

www.transgenderlaw.org

www.thetaskforce.org

www.tglynnplace.com

www.genderspectrum.org

www.lambdalegal.org

www.transkidspurplerainbow.org

www.glsen.org/students/tsr

www.transadvocacynetwork.org

www.openmindedhealth.com

Moderated chat line for trans teens

Trans Youth Family Allies

Articles and resources site specifically for FTM

Information and referral site

New England FTM support, information and social site

Articles and resources site

National Center for TransEquality

Articles and resource site

National LGBTQ Task Force

Articles and resources site

Articles and resources site

Articles and resources site

Transgender Student Rights

Information and referral site

Information and referral site

Gender & Sexual Minority Health Articles and resources

RESOURCES FOR INTERSEX PEOPLE

All website descriptions are taken directly from the website as direct quotes. Note: the term DSD (differences of sex development) is controversial and we only use it where the resources use on their websites.

Accord Alliance

www.accordalliance.org/

Accord Alliance's mission is to promote comprehensive and integrated approaches to care that enhance the health and well-being of people and families affected by DSD by fostering collaboration among all stakeholders.

InterAct: Advocates for Intersex Youth

www.interactadvocates.org

AIC is the first organization in the U.S. to undertake a coordinated strategy of legal advocacy for the rights of children with intersex conditions or DSDs (differences of sex development).

GUPPE Clinic

(860) 545-9520 (Hartford)

Jill Bernstein, MD, FAAP; Priya Phulwani, MD. The GUPPE clinic is located at the Department of Urology 2G, Connecticut Children's Medical Center, 282 Washington Street, Hartford, CT 06106. The GUPPE clinic is dedicated to providing care and support to infants, children and adolescents with gender identity disorder (GID) or disorders of sexual differentiation (DSDs) such as ambiguous genitalia, congenital adrenal hyperplasia, gonadal dysgenesis and androgen insensitivity. Please specify that you want a GUPPE appointment.

Intersex Initiative

www.intersexinitiative.org

(IPDX) is a Portland, Oregon based national activist organization working to end the medical abuse of children born with intersex conditions. We also challenge the medical and social erasure of intersex existence through raising the awareness of issues faced by intersex people. In addition to Portland, Oregon area, we have bases in the San Francisco Bay Area and in Japan, and work with various national organizations.

Intersex Society of North American

www.isna.org/

Has now closed, but their website still has good information.

Some additional support groups:

Androgen Insensitivity Syndrome Support Group (AISSG)

www.AISSG.org

Klinefelter Syndrome and Associates

www.genetic.org

Hypospadias & Epispadias Association

www.heainfo.org

The Turner Syndrome Society of the United States

www.turnersyndrome.org

RESOURCES FOR ASEXUAL & AROMANTIC PEOPLE

The Asexuality Visibility & Education Network

www.asexuality.org

The Asexual Archive

www.asexualityarchive.com

Asexuality Top Ten

www.swankivy.com/

Asexual Awareness Week

asexualawarenessweek.com/101.html

Asexual Outreach

www.asexualoutreach.org

New England Asexuals

www.neaces.org

Asexual Story Project

asexualstories.wordpress.com

RESOURCES SPECIFIC TO LGBTQ PEOPLE OF COLOR

GENERAL RESOURCES

www.familiasporladiversidad.org: This group has resources by country of origin. They also have chat lines and staff you can contact to be able to call someone from your home country for support. The goal is not just a common language but a common culture.

ColorQ World

A space where people of color and friends share perspectives and exchange experiences.

<http://www.colorq.org/>

FIERCE! (LGBTQ youth of color)

a membership-based organization building the leadership and power of lesbian, gay, bisexual, transgender, and queer (LGBTQ) youth of color in New York City.

<http://www.fierceny.org/>

QUIP via United We Dream

(organize and empower undocumented LGBT youth) <https://unitedwedream.org/about/projects/quip/>

info@unitedwedream.org

PFLAG NYC: Families of Color

www.pflagnyc.org/links

Support Your Brothers

(intended to bring individuals within the transmasculine community together to connect with one another, support each other, submit fundraisers, etc.)

www.support-your-brothers.tumblr.com

ways2raise, LLC

(trans and non-binary business and information center dedicated to providing relief, support, and representation)

www.w2radvice.tumblr.com

MAP (Movement Advancement Project) color IDENTITY SPECIFIC RESOURCES

[www.lgbtmap.org/LGBT-people-of-](http://www.lgbtmap.org/LGBT-people-of-color)

Black Girl Dangerous

On line community, resources and blog for queer and trans people of color.

www.blackgirldangerous.org/

QAPA

Social, political, educational environment for LGBTQ people of Asian and Pacific Islander heritage (Boston/New England).

www.qapa.org

National Black Justice Coalition (NBJC)

provides leadership at the intersection of mainstream civil rights groups and mainstream lesbian, gay, bisexual, and transgender (LGBT) organizations, advocating for the unique challenges and needs of the African-American LGBT community.

www.nbjc.org

NQAPIA

The National Queer Pacific Islander and Asian Alliance.

www.nqapia.org

Asian and Pacific Islander Family PRIDE

The mission of Asian and Pacific Islander family pride is to end the isolation of Asian and Pacific Islander families with lesbian, gay, bisexual and transgender members through support, education, and dialogue.

www.apifamilypride.org

DeQH (desi helpline for LGBTQ South Asians)

(908) 367-3374

Latino GLBT History Project

Based in Washington DC, the Latino GLBT History Project (LHP) is a 501(c)(3) non-profit volunteer-led organization founded in April 2000 and incorporated in May 2007 to respond to the critical need to preserve and educate about our history.

<http://www.latinoglbthistory.org>

Native Out

Native American LGBT/Two-Spirit educational resources, multimedia, and news.

FB Page Only

QPOC Affinity

www.campuspress.yale.edu/qpoc/

GLAAD on Native American

glaad.org/tags/native-american

Black Women Owned online Queer Culture and conversation

www.kitschmix.com/

www.fitforafemme.com/hullo/

www.Elixher.com

<http://www.blacklesbianlovelab.com/>

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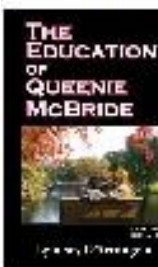
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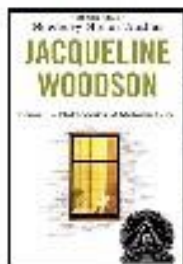
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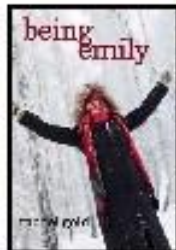
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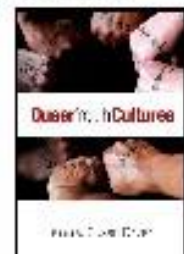


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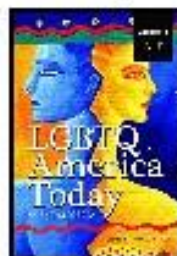
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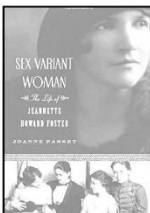


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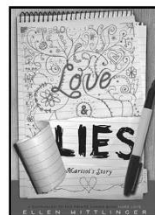
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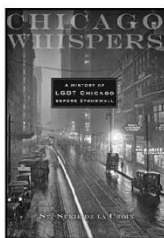
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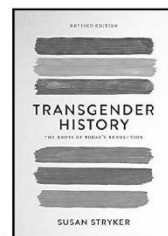
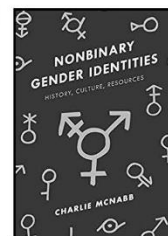
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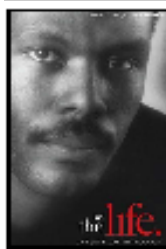
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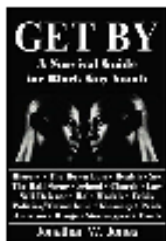


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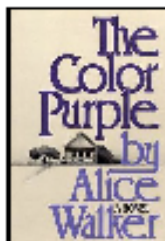
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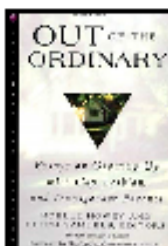
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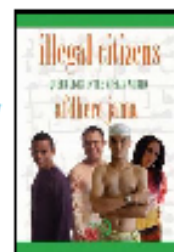
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Glossary

Afab: a person of any age and irrespective of current gender whose sex assignment at birth resulted in a declaration of "female". For example, when an attending midwife or physician announces, "It's a girl!"

Agender: is a term which can be literally translated as 'without gender'. It can be seen either as a non-binary gender identity or as a statement of not having a gender identity. People who identify as agender may describe themselves as one or more of the following: Genderless or lacking gender.

Amab: a person of any age and irrespective of current gender whose sex assignment at birth resulted in a declaration of "male". For example, when an attending midwife or physician announces, "It's a boy!"

Asexual: A person who does not experience sexual attraction (via AVEN, asexuality.org).

Bisexual: A person who is (or can be) attracted, emotionally, romantically and/or sexually, to people of more than one sex/gender, not necessarily at the same time, not necessarily in the same way, and not necessarily to the same degree.

Cisgender (Cis): Someone who conforms with the gender assigned to them at birth or their biological sex.

Crossdresser: Men and women who enjoy wearing the clothes of, or appearing as, other than the sex assigned to them at birth. People of all sexual orientations may crossdress (Replaces the outdated term 'transvestite').

Gay Male: A man who is attracted emotionally, romantically and sexually to other men.

Gender dysphoria: is the distress a person may experience when the sex they were assigned at birth isn't congruent with their gender identity.

Gender expression: a person's behavior, mannerisms, interests, and appearance that are associated with gender in a particular cultural context, specifically with the categories of femininity or masculinity.

Gender Identity: One's inner sense of gender as male, female, transgender, genderqueer, androgynous, etc. This is who one knows themselves to be which may or may not be congruent with the sex they were assigned at birth

Gender fluid: denoting or relating to a person who does not identify themselves as having a fixed gender.

Genderqueer: A term used to create expressions of gender and identity that transcend binary male/female constructs. Other terms might include but not be limited to: non-binary, boy-dykes, bio-girlz, trannie-boys, trykes, Riotgirl, etc.

Gender Roles: The socially constructed and culturally specific behavior and appearance expectations imposed on females (femininity) and males (masculinity).

Heterosexism: The institutionalized assumption that everyone is heterosexual and that heterosexuality is inherently superior to and preferable to homosexuality or bisexuality.

Heterosexuals: Males and females who are attracted emotionally, romantically and sexually to members of a different gender (Note that until the 1920s this term was used pejoratively to mean over sexed).

Homophobia: The irrational fear or hatred of or discrimination against, homosexuals or homosexual behavior.

Homosexuals: Males and females who are attracted emotionally, romantically and sexually to members of the same sex. Most people prefer the terms gay or lesbian.

Hormone Replacement Therapy: a form of [hormone replacement therapy](#) (HRT) in which [sex hormones](#) and other [hormonal medications](#) are administered to [transgender](#) or [gender nonconforming](#) individuals for the purpose of more closely aligning their [secondary sexual characteristics](#) with their [gender identity](#).

Hormones: a regulatory substance produced in an organism and transported in tissue fluids such as blood or sap to stimulate specific cells or tissues into action.

Glossary, Cont.

Internalized Homophobia: The experience of shame, aversion or self-hatred in reaction to one's own attractions to a person of the same sex.

Intersex: A person with an intersex condition is born with sex chromosomes, external genitalia, or an internal reproductive system that is not considered 'standard' for either male or female (Replaces the outdated term "hermaphrodites")

Lesbian: A woman who is attracted emotionally, romantically and sexually to other women.

Non-Binary (NB): Individuals who identify as outside of the male/female/man/woman gender binary

Non-labeling: Individuals who find the existing labels too constrictive and do not identify within a particular category.

Pansexual: One who exhibits or suggests a sexuality that has many different forms, objects and outlets. One who exhibits many forms of sexual expression. (from www.lesbianworlds.com/) (also omni-sexual, flexual, multi-sexual, heteroflexible)

Pronouns: a word that can function by itself as a noun phrase and that refers either to the participants in the discourse (e.g., *I, you*) or to someone or something mentioned elsewhere in the discourse (e.g., *she, they, he, ze*).

Queer Theory: a field of [critical theory](#) that emerged in the early 1990s out of the fields of [queer studies](#) and [women's studies](#). Queer theory includes both [queer](#) readings of texts and the theorization of 'queerness' itself.

Questioning: The questioning of one's gender, sexual identity, sexual orientation, or all three is a process of exploration by people who may be unsure, still exploring, and concerned about applying a social label to themselves for various reasons.

Romantic Orientation: an individual's pattern of romantic attraction based on a person's gender. This is considered distinct from sexual orientation, which refers specifically to a person's patterns of sexual attraction, which is distinct from romantic attraction.

Same Gender Loving (SGL): A term coined for African American use by activist Cleo Manago. The term emerged in the early 1990's with the intention of offering black women who love women and black men who love men (and other groups of color) a voice, a way of identifying and being that resonated with the uniqueness of black culture in life. While many black lesbians and gay men do prefer to identify as lesbian and gay, many prefer the more Afrocentric SGL or Same Gendered Loving. It is best to ask the individual for their preference and not to assume. (www.GLAAD.org)

Same-Gender Attraction: romantic attraction, sexual attraction or sexual behavior between members of the same sex or gender.

Sexual Behavior: Sexual acts individuals of any orientation may choose to participate in with a partner or alone.

Sexual Minority: Gay, lesbian, bisexual and transgender people (5 to 15% of the population depending upon the study).

Sexual Orientation: Defined by who you are ATTRACTED to emotionally, romantically and sexually. People of the same gender (lesbian, gay), a different gender (heterosexual), either gender (bisexual) or multiple genders (pansexual, multi-sexual). Note that these dimensions are not absolutes and can be fluid over time.

Sexuality: a person's sexual orientation or preference.

Transgender Man: a man who was assigned female at birth.

Transgender Woman: a woman who was assigned male at birth.

Transfeminine: a gender identity used to describe those who were assigned male at birth (AMAB) but identify as a gender closer to the feminine end of the gender spectrum.

Transgender: A broad term used to describe the continuum of individuals whose gender identity and expression, to varying degrees, does not correspond with the sex assigned to them at birth.

Glossary, cont.

Transsexual: An individual who presents him/her/hirself and/or lives as a gender different than his/her/ze the sex assigned at birth. Transsexuals may identify as heterosexual, bisexual or homosexual (Note: "hir" and "ze" are gender neutral pronouns). Some individuals prefer this term to the term transgender; some do not. It is best not to make assumptions about the language individuals prefer.

Transition: the process of changing one's gender presentation and/or sex characteristics to accord with one's internal sense of gender identity – the idea of what it means to be a man or a woman, or to be genderqueer.

Transmasculine: a term used to describe transgender people who were assigned female at birth, but identify with masculinity to a greater extent than with femininity.

Transphobia: dislike of or prejudice against transsexual or transgender people.

Two Spirit: A term for both same gender loving and transgender people that emerged from various Native American traditions. The Diné (Navaho) word is *nàdleehé* one who is 'transformed', the Lakota (Sioux) as *winkte*, the Mohave as *alyha*, the Zuni as *Ihamana*, the Omaha as *mexoga*, the Aleut and Kodiak as *achnucek*, the Zapotec as *ira' muxe*, the Cheyenne as *he man eh*.

Womanist: A term introduced by author Alice Walker to describe women of color who are concerned about the oppression of other women. This term was introduced to embrace women of color who have felt left out of the "feminist" movement due to institutionalized racism.

**For additions, corrections,
suggestions, etc. Email:
admin@ourtruecolors.org**



**Jewish?
Queer?
You Belong
Here.**

**Find local & national resources at
www.jewishhartford.org/lgbtqia**

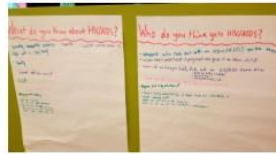


**Jewish
Federation**
OF GREATER HARTFORD



TC Friday Night Activities

1st Friday: Current Events Discussion



Discussions are brave space opportunities for youth to talk about what's going on in the world. Opinions may differ drastically, but all attendees agree to respect one another!

2nd Friday: Movie Night

Movie Night is when we pull out the popcorn and the bean bag chairs! Movie selections have included documentaries and cartoons, new releases and classics, and much in between — and we take requests!



3rd Friday: Drag Night

Drag Night is chance to explore a variety of drag-related topics with the help of local drag performers. We've discussed persona, masculinity, messaging, history, cosplay, and more!



4th Friday: Craft Night

Craft Night is a chance to try new crafts, express themselves, and meet new people. We've made jewelry, ornaments, notebook covers, pencil toppers, and more!



5th Friday: Could be Anything...



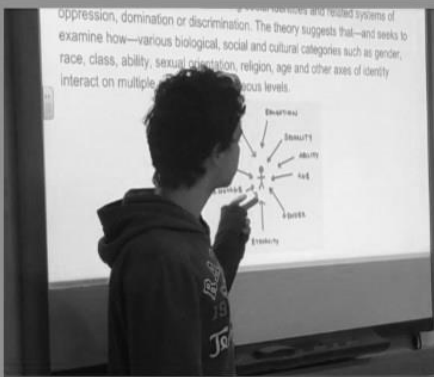
5th Fridays are special intergenerational events that bring youth and adults together for a lively discussion or activity

Free activities at 30 Arbor Street (Suite 201a) in Hartford 6:00 — 8:30 PM each Friday during the school year! Snacks provided!

For more information, contact gsa@ourtruecolors.org or (860) 232-0050

(Parents and caregivers are welcome to hang out in our reception area where coffee, tea and water are available.)

True Colors Youth Programs



GSA AMBASSADORS are a statewide network of queer and ally student leaders who connect their communities.



YOUTH LEADERSHIP TEAM members are event peer facilitators, creating brave spaces that connect and empower youth.



GSA SUMMITS bring youth from surrounding schools together to network, share ideas, learn, grow, and teach workshops.



MUSE UPRISING is a youth-led open mic program dedicated to uplifting and celebrating youth voices and identities.



FRIDAY NIGHTS connect queer youth to their peers and communities through a range of social activities.



MENTORING PROGRAM activities are available to DCF youth in out-of-home care throughout the calendar year.



GSA NEWSLETTERS are a monthly way to share ideas, support one another, and keep everyone updated on current events.



QUEER ACADEMY is a seven-week summer leadership program that includes research, performance, networking, and more!



GSA VISITS bring True Colors to your school for anything from practicing workshops to playing games to advocacy and more!

Youth Leadership Team



*Create Brave spaces in which
queer youth and allies can connect
with and empower each other to
create change within
their own schools and communities*

Join the True
Colors team
Volunteer
Mentor

Join the board

Make a donation

Make a difference

(860) 232-0050

Ourtruecolors.org





True Colors

Sexual Minority Youth and Family Services

Our Vision/Mission:

True Colors' Vision: True Colors works to create a world where LGBTQ+ youth thrive. Mission: True Colors works to ensure LGBTQ+ youth — of all backgrounds — are safe, valued, and able to be their authentic selves. We do this by providing education, advocacy, and support to LGBTQ+ youth, their families, communities, and those who work with them. www.ourtruecolors.org

On-on-One Mentoring Program

True Colors provides one of only two in the nation, and Connecticut's only, lesbian, gay, bisexual, transgender, queer, questioning, non Binary (LGBTQ+) youth mentoring program, bringing the benefits of mentoring directly to youth across the State of Connecticut. In addition to one-on-one mentoring with trained and screened adults, this program provides weekly group activities such as game nights, movie nights, dances, etc. These activities provide participating youth the opportunity for healthy peer interactions and social development - key components of adolescent development that are often missing for LGBT youth.

Annual Conference

Our oldest and most well-known program, the True Colors annual conference began as a field work project for our founder and current Executive Director in 1994 and is now the largest and most comprehensive LGBT youth issues conference in the nation. More than 3,000 youth, educators, social workers, clinicians, family members and clergy participate in more than 250 workshops, films, activities and events over the course of the 2 or 3-day event. School groups participate from more than half of the communities in CT, from across the Northeast and nationally.

Youth Leadership Development

Over the last 25+ years, we have conducted dozens of summits, forums and trainings for youth, helping them launch and maintain programs in their school. We have created various leadership development curricula for use with our organizers and volunteers. In 2011, we launched Queer Academy, our annual six-week leadership development summer program for youth 15 – 19. Applications become available on-line in April each year.

Safe Harbors Task Force/Foster Parent Recruitment

Supported through a Personal Service Agreement with the State Department of Children and Families, this program includes policy, programming and advocacy work. True Colors manages a state-wide task force focused on the needs of LGBT youth in out of home care (foster care, congregate care, juvenile justice). In addition, we recruit foster parents for teens of all orientations and genders and have helped find homes for many young people who needed a family

Cultural Competency Training

Our values clarification and cultural competency training curriculum has been nationally recognized and is in fact, the only curriculum the Child Welfare League of America has ever published (June, 2006). We train more than 5,000 youth-serving professionals a year.
