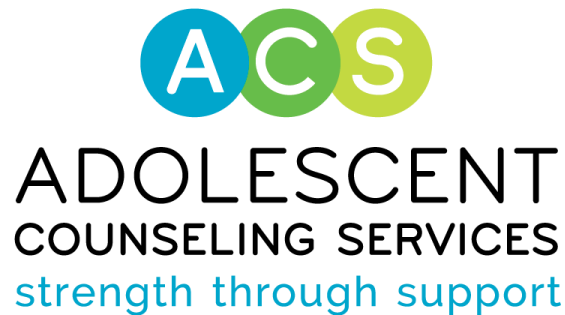


Sarah Burdge, PhD, Clinical Director



Adolescent Counseling Services
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OUTLET Services

Drop-In Groups – Topic Driven, Mountain View, Palo Alto, Redwood City and San Mateo locations

Educational Services and Trainings – Youth, teachers, staff

Outreach – Supporting healthy communities

Clinical Services – Mental Health Counseling

Consultation – Helping families in need of direction

What an Ally to an LGBTQ+ Individual IS:

- Someone who listens and inquires
- Be ok with making mistakes and apologizing
- Someone who takes risks - examples
- Someone who takes action - examples
- Be aware of your privilege (most of us have some) in all settings
- Educate yourself on the issues
- Stay aware! Step up!

Coming Out

- Listen
- Be honest – ask questions if you need to
- Be gentle
- Have courage
- Be reassuring
- Ask if others know and clarify confidentiality issues
- Remember that LGBTQ+ come in all shapes, sizes, colors, etc so don't be surprised at a non-stereotype person

NOT's in trying to be an Ally

- Assume one supportive act makes you a permanent ally
- Make the conversation focus about you
- Pretend discrimination and ism's don't exist
- Forget about systematic changes needed
- Talking over person
- Expect the LGBTQ person to educate you

What do I do now?

- Do your own web research on recent political events that impact LGBTQ+ individuals
- Do your own research on issues relevant to the community
- Look for opportunities to make sure LGBTQ+ voices are 'at the table' in our workplace, schools, etc.
- Practice speaking up when you hear hate speech
- Imagine a day exercise
- Don't buy the "But this is the bay area" speech
- Work on being ok with different!

Voices of the Youth

- Tell people that it is actually an act of trust to have anger expressed in words towards you if you make a mistake. Let it be ok
- Remember to ask about who knows about the person's identity if they are just coming out to you so you maintain safety for the person were needed
- If someone comes out to you, tell them thank you for trusting them
- Take the effort to understand issues of intersectionality

Remember....

The full spectrum of gender and sexuality identities have existed throughout time in all cultures. This is all normal and awesome!

Resources and Continued Learning

Local Resources:

- Adolescent Counseling Services (ACS) Outlet Program for youth, RWC
- Pride Initiative of San Mateo County
- San Mateo County LGBTQ Commission
- Family Acceptance Project, SF
- Somos Familia, Bay Area (for parents)
- Trans Thrive, API Wellness Center, SF
- Parents of Trans kids/teens/adults, Bay Area

Continued learning and self – reflection

Authors and activists

- Andy Marra
- Janet Mock
- Jamison Green
- Miss Major
- Willy Wilkinson

Bloggers and orgs

- Neutrois.com
- Queerability
- Brown Boi Project
- Religious Institute
- El/La Para Trans
Latinas
- APIQWTC

Thank you!!

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ADOLESCENT
COUNSELING SERVICES
strength through support

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