Welcome to the 2016-2017 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.

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 OurTrueColors.org.

True Colors’ mission is to create a world where youth of all sexual orientations and gender identities are valued and affirmed. We challenge all forms of oppression through education, training, advocacy, youth leadership development, mentoring and direct services to youth and those responsible for their wellbeing. True Colors works with schools; families; communities of faith; municipal, state and federal agencies; legislators and policy makers across the state of Connecticut. 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!

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 LGBT 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 3000 youth, educators, social workers, clinicians, family members and clergy participate in 250+ workshops, films, activities and events over the course of the two-day program.

• **Youth Leadership Development**
  When we began working with schools in 1994, there were only four Gay/Straight Alliances in Connecticut. Now, there are nearly 200. True Colors played a role, directly or indirectly, in the development of most of them. We’ve conducted dozens of GSA Summits, forums and trainings for youth, empowering them to launch, grow 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 of all genders and orientations.

• **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 2500 youth-serving professionals, who in turn touch the lives of countless youth and families.

• **Spiritual Institute**
  The Spiritual Institute focuses on the spiritual needs of LGBTQ youth. Launched in 2009, its primary mission is to help identify and create safe, affirming spaces and communities in which our youth may tend to their spiritual work.

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!

Robin P. McHaelen, MSW, Executive Director

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
# Table of Contents

## RESOURCES

- **School Based Gay/Straight Alliances** page 1-3
- **Community Based LGBT Youth Groups** page 4-5
- **Safe Zones Stickers, True Colors Activist Institute, GSA Network, Stonewall Speakers** page 7
- **Getting a GSA Started, Activities** page 9
- **Tools and Tips for GSA Leaders** page 10
- **GLSEN Resources, Youth and Family Service Bureaus, Job Resources** page 12
- **College and University Groups (CT)** page 13
- **LGBT and Ally Youth Scholarships** page 14
- **Internet Resources** page 16
- **Some Internet Safety Tips** page 17
- **Online Intersex Resources** page 19
- **Asexuality Resources** page 19
- **Resources for Transgender & Gender Variant Youth** page 20
- **How to Be an Ally to Transgender Youth** page 21
- **Inclusive Spiritual/Faith Communities** page 22
- **General Resources (Hotlines, Sexual Assault, Magazines, etc.)** page 23

## Regional Resources

- **Community and Health Centers** page 25
- **Adult Support Groups, Youth Job Support, LGBT Athletes, Transgender Adults** page 26
- **General Family, OB/GYN, Pediatricians, Endocrinology & Other Medical** page 28-29
- **Parents, Families and Friends of LGBT Folks** page 31
- **LGBT Parents and Their Children** page 32

## FOUNDATIONAL INFORMATION/ RESOURCES

- **Definitions (English)** page 41
- **Homeless Youth: Risk Factors and Concerns** page 42
- **Sexual Minority Youth Risk and Protective Factors** page 44
- **Genderbread Person** page 45
- **Impact of Family Response** page 47
- **FAQ's about Orientation** page 48
- **FAQ's about Gender** page 49
- **Coming Out Questions and Worksheet** page 50-51
- **Reconsidering Linear Models of Coming Out** page 52
- **Summary of LGBT Legal Rights in Schools** page 53
- **Steps for Filing a Discrimination Complaint** page 54
- **Making a Difference: Immediate Individual, Environmental & Agency-Level Action Steps** page 55-56
- **Talking to Your Kids About Orientation and Gender** page 57-58
- **Respuestas a Sus Preguntas Acerca de la Orientacion Sexual y la Homosexualidad** page 59-61
- **Definiciones (Español)** page 62
- **Saliendo del Closet** page 63-64
- **Recursos en Español** page 64-65

## BIBLIOGRAPHY (Organized by Audience)

- **Affirming Gender Non-Conforming** page 67-68
- **Bisexuality** page 69
- **Children of LGBT Parents** page 69
- **Child Welfare, Mental Health** page 70
- **Educators** page 72
- **General Interest** page 73
- **Journals** page 74
- **LGBT History** page 74
- **LGBT Parents/Families** page 75
- **Youth Non-Fiction** page 76-77
- **Youth Fiction** page 77-78
- **Parents of LGBT Youth** page 78
- **LGBT People of Color** page 79-80
- **People with Disabilities** page 80
- **Public Health** page 80
- **Religion and Spirituality** page 81
- **Substance Abuse** page 82
- **Transgender (Youth/Adult)** page 82-84
# School Based Gay/Straight Alliances

<table>
<thead>
<tr>
<th>SCHOOL GAY/STRAIGHT ALLIANCES</th>
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<td>Southington High School (Southington)</td>
<td>Mary Tess Driver, Mike Gagnon</td>
<td>(860) 628-3229</td>
</tr>
<tr>
<td>St. Luke's School (New Canaan)</td>
<td>Leonora Mahler</td>
<td>(203) 966-5612</td>
</tr>
<tr>
<td>Stafford High School (Stafford Springs)</td>
<td>Mike Morhardt, Linda Davenport</td>
<td>(860) 684-4233</td>
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<tr>
<td>Stamford High School (Stamford)</td>
<td>Emily Segal</td>
<td>(203) 977-4227</td>
</tr>
<tr>
<td>Staples High School (Westport)</td>
<td>Chris Fray</td>
<td>(203) 341-1200</td>
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<tr>
<td>Stonington High School (Pawcatuck)</td>
<td>Nori Lembree, Jen Stef</td>
<td>(860) 599-5781</td>
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<tr>
<td>Stratford High School (Stratford)</td>
<td>Michael Fiorello</td>
<td>(203) 385-4230</td>
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<tr>
<td>Suffield High School (West Suffield)</td>
<td>Christina DeAngelis</td>
<td>(860) 668-3810</td>
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<tr>
<td>Taft School (Watertown)</td>
<td>Dana Bertuglia, Jamella Lee</td>
<td>(860) 945-7777</td>
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<tr>
<td>Terryville High School (Terryville)</td>
<td>Robert Nave</td>
<td>(860) 314-2777</td>
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<tr>
<td>Thames Academy (New London)</td>
<td>Kim Kretzer, Mike Guthrie</td>
<td>(860) 701-5000</td>
</tr>
<tr>
<td>The Big Picture (Bloomfield)</td>
<td>Christine Chamberlain</td>
<td>(860) 769-2000</td>
</tr>
<tr>
<td>The Bridge Academy (Bridgeport)</td>
<td>Suzanne O'Brien</td>
<td>(203) 336-9999</td>
</tr>
<tr>
<td>The Depot Teen Center (Darien)</td>
<td>Susan Mason, Doug Paulson</td>
<td>(203) 655-0812</td>
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<tr>
<td>The Gilbert School (Winsted)</td>
<td>Peggy Steinway</td>
<td>(860) 379-8521</td>
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<tr>
<td>Thomaston High School (Thomaston)</td>
<td>Susan Santovasi</td>
<td>(860) 283-3030</td>
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<td>Tolland High School (Tolland)</td>
<td>Todd Blais</td>
<td>(860) 870-6818</td>
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<tr>
<td>Torrington High School (Torrington)</td>
<td>Brittany Rondeau</td>
<td>(860) 489-2294</td>
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<tr>
<td>Torrington High School (N. Grosvenordale)</td>
<td>Lymne O'Brien</td>
<td>(860) 923-9303</td>
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<tr>
<td>Traillblazers Academy (Stamford)</td>
<td>Angela Matera</td>
<td>(203) 977-5690</td>
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<tr>
<td>Trumbull High School (Trumbull)</td>
<td>John Evans</td>
<td>(203) 452-4532</td>
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<tr>
<td>Two Rivers Magnet High School (Hartford)</td>
<td>Shiri Dauch</td>
<td>(860) 422-7095</td>
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<tr>
<td>Valley Regional High School (Deep River)</td>
<td>Kristie Schmidt</td>
<td>(860) 526-5238</td>
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<tr>
<td>Vinal V-T School (Middletown)</td>
<td>Jessica Ossen, Lynn Caliendo</td>
<td>(860) 344-7100</td>
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<tr>
<td>W. F. Kaynor V-T School (Waterbury)</td>
<td>Ines Rodriguez</td>
<td>(203) 596-4302</td>
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<tr>
<td>Wamogo Regional High School (Litchfield)</td>
<td>Mackenzie Macleod</td>
<td>(860) 567-7410</td>
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<tr>
<td>Waterbury Arts Magnet School (Waterbury)</td>
<td>Bruce Post</td>
<td>(203) 573-6300</td>
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<tr>
<td>Waterford High School (Waterford)</td>
<td>Jill Wile</td>
<td>(860) 437-6956</td>
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<tr>
<td>Watkinson School (Hartford)</td>
<td>Tom Gromak</td>
<td>(860) 236-5618</td>
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<td>Weaver High School (Hartford)</td>
<td>Michele Wiggins</td>
<td>(860) 695-1640</td>
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<td>West Haven High School (West Haven)</td>
<td>Andrea Antonucci</td>
<td>(203) 937-4360</td>
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<td>Westbrook High School (Westbrook)</td>
<td>Lyn Connery</td>
<td>(860) 399-6214</td>
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<td>Westhill High School (Stamford)</td>
<td>Kate Tobin, Cathy Manning</td>
<td>(203) 977-4477</td>
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<td>Weston High School (Weston)</td>
<td>Megan Skelton</td>
<td>(203) 291-1600</td>
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<tr>
<td>Wethersfield High School (Wethersfield)</td>
<td>Matthew Mangino</td>
<td>(860) 571-8200</td>
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<tr>
<td>Wheeler High School (North Stonington)</td>
<td>Trish Albamonti</td>
<td>(860) 535-0377</td>
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<tr>
<td>Wilbur Cross High School (New Haven)</td>
<td>Nancy Minck</td>
<td>(203) 497-7400</td>
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<tr>
<td>William H. Hall High School (West Hartford)</td>
<td>Elise Dumpe</td>
<td>(860) 232-4561</td>
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<tr>
<td>Williams School (New London)</td>
<td>Meghan LaCour</td>
<td>(860) 443-5333</td>
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<tr>
<td>Windham High School (Willimantic)</td>
<td>Emily Phillips</td>
<td>(860) 465-2460</td>
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<tr>
<td>Windham V-T High School (Willimantic)</td>
<td>Elizabeth Sheff</td>
<td>(860) 456-3879</td>
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<tr>
<td>Windsor High School (Windsor)</td>
<td>Jennifer Anderson</td>
<td>(860) 687-2020</td>
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<tr>
<td>Windsor Locks High School (Windsor Locks)</td>
<td>Ellen Kloehn</td>
<td>(860) 292-5032</td>
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<tr>
<td>Woodland Regional High School (Beacon Falls)</td>
<td>Jess Block</td>
<td>(860) 881-5551</td>
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<tr>
<td>Woodstock Academy (Woodstock)</td>
<td>Mark Chukoe</td>
<td>(860) 928-6575</td>
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<tr>
<td>Wooster School (Danbury)</td>
<td>Suzanne Westerberg</td>
<td>(203) 830-3900</td>
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Community Based Youth Groups

Note: communities are constantly changing. Before attending a group listed below, please contact the group’s leadership directly via the included phone number or email to verify meeting times and locations!

Center Youth  New Haven  (203) 387-2252
A social support group intended for LGBTQ+ youth and their straight allies. Meets at the New Haven LGBT Community Center, 14 Gilbert Street, West Haven. For information about meeting times call Tom Murphy, LCSW or email nhglcc@gmail.com.

Collors of Love  Bridgeport  (203) 218-2550
Meets Tuesdays from 6:30 - 8 PM at the Bridgeport Innovation Center, 955 Connecticut Ave, Suite 5008B, Bridgeport. For information: email: collorsoflove@aol.com or call Pastor Shirley at the number above.

Guilford LGBT Youth Group  Guilford  nucholsp@ci.guilford.ct.us
This group is run by Guilford Youth and Family Services. All youth grades 8—12 are welcome (you don’t have to go to Guilford schools), AND there is a simultaneous PFLAG meeting for parents. Meetings are the 2nd Tuesday of each month, 7:00 – 8:00 PM, at the Guilford Youth and Family Services Center.

Institute of Living/Hartford Hospital Support Group: The Right Track  (860) 545.7665
A support group led by licensed clinicians for LGBT or Questioning youth between 16 – 23 who identify LGBTQ issues as being prominent in their lives. This group is tailored to meet the unique developmental, educational, and social needs of the LGBTQ population. Meets 2nd and 4th Wednesday of each month, 5:00 – 6:15 PM, Call for more information.

LGBTQ+ Youth Kickback  New Haven  (646) 409-6631
A youth-led, inclusive space for queer youth and advocates in Greater New Haven, supported by community volunteers at Yale and the People's Arts Collective. Mondays 3:30-6:00 PM at The Institute Library, 847 Chapel St. New Haven. For more information, email lgbtqyouthkickbacknhv@gmail.com.

LGBTIQQA Regular Gathering Group  Meriden  Find us on Facebook!
This all-ages discussion group meets on the 1st Sunday of the month at the UU Church in Meriden, AND the 3rd Sunday of the month at Center Congregational Church in Meriden. Most meetings begin at 12:30 PM. This group also holds several events during the year, including open mics and picnics. Find us on Facebook for more information!

Life Gets Better Together (L.G.B.T.)  New Haven  (203) 627-8734
You can feel safe discussing your gender identity and/or sexual orientation, behavior, and history with us. Together we can create a world that accepts not neglects. Ages 15 – 19, meets every Wednesday 6:00 PM – 8:00 PM and the Caring Family Solutions, Inc. office on Grand Avenue in New Haven.

LINES  Waterbury  linesofct@gmail.com
LINES is a safe place for sexual and gender minority young adults (focus on ages 21 – 30) of color to discuss issues and feelings attributed to our unique intersectional experiences and how we navigate them, cope, and survive. Group meets every other Tuesday, 7:00 – 9:00 PM. Location varies; please find us on Facebook or email linesofct@gmail.com for more information.

Open Doors  Essex  (860) 510-6130
All students in grades 8 – 12 are welcome to participate in the discussion group which will meet on the 2nd Wednesday of the month from 6:30 PM – 8:00 PM. Participation is FREE; attendees are asked to bring a non-perishable food item to donate to the Shoreline Soup Kitchen. For more information contact: middlesexwellness@gmail.com or annepetersonlpc@gmail.com.

OutCT Youth Program  New London  (860) 339-4060 ext. 5
Gay, lesbian, bisexual, transgender, queer, questioning and allied youth in southeastern Connecticut will soon have a place to gather! For more information, visit www.outct.org or contact director Curtis Goodwin at youth@outct.org.

Out Now  Springfield  (413) 736-4610
Springfield’s only LGBTQ youth organization. They offer a group meeting for people 22 and under on Wednesday evenings from 5:00 – 7:00 PM at 1695 Main Street (2nd Floor), Springfield, MA. outnow@comcast.net
OutSpoken     Norwalk     (203) 227-1755
OutSpoken meets every Sunday from 4:00 – 5:30 PM at the Triangle Community Center, 618 West Avenue, Norwalk. The group is designed to provide a safe place for LGBT and questioning youth to meet for support and social activities.

Rainbow Cafe     Glastonbury     (860) 633-5057
Rainbow Cafe is a gathering for LGBTQ high school teens, their friends, and allies, held at St. Luke’s Church in Glastonbury. The goal of Rainbow Cafe is to provide a safe and welcoming place for teens to gather, socialize, and have fun. For more information, contact Patti Cole at patticole@spectralvoices.com

Rainbow Cafe     Stamford     (203) 569-7106
https://www.facebook.com/RainbowCafeStamford/

Rainbow Room     Hartford     (860) 278-4163
This group meets at varying times at the Hartford Gay and Lesbian Health Collective, 1841 Broad Street, Hartford. During social/activity time, LGBTQ teens and young adults (13-21) can network with others, participate in activities, use arts and crafts, play board games, read a book or a magazine, listen to music, dance, watch a movie or just hang out with friends. Contact HGLHC at the number above for info, or visit www.facebook.com/HGLHCRainbowRoom

The Loft     Fairfield     203-259-8396
Meets most Fridays at 4:00 PM at First Church Congregational Parsonage, 127 Rowland Road, Fairfield, CT. This non-religious group is for LGBT youth and their allies/friends. Icebreakers, open discussion, occasional workshops and speakers.

Transgender/Gender Q Youth Forum     Hartford     Micaelascully@gmail.com
For Trans* & Gender Q Youth up to age 24. Meets 2nd & Final Sundays of the month at 3:00 PM at True Colors, 30 Arbor Street, Suite 201A, Hartford CT 06106.

Transitioning and Loving Life (T.a.L.L.)     Norwich     (860) 576-8255
An all-ages biweekly support meeting open to all trans people regardless of their stage in transition, as well as their friends, families, spouses, significant others, allies, and supportive guests. Meets every other Tuesday, 3:00 PM – 6:00 PM.

Translation (14-17)     New Haven     (203) 376-8089
Strictly for trans youth only! Based in New Haven. Contact Tony by phone or email snart_art@yahoo.com for meeting details. A parent group (TransPACT), and an art group for trans and gender non-conforming children between the ages of 8 and 13 (Create Yourself Art Group) are also running. See Tony’s website at www.tonyferraiolo.com for more information.

True Colors     Hartford     (860) 232-0050 x 306
True Colors offers WEEKLY social activities and groups for LGBT+ identified youth in various locations across Connecticut. Some events are monthly (such as game nights and Wii tournaments), some are six week sessions (such as Graffiti as Art, cooking on a budget, self-defense, spoken word, etc.) and others are periodic. Feel free to call Melissa to find out what is happening in your area or email them at Melissa@ourtruecolors.org.

Out There     Mansfield     outtherelgbt@yahoo.com
Out There is a safe space for LGBT+ and ally teenagers (ages 13-18) to meet. We discuss whatever the teenagers feel the need to talk about and provide support for each other. Refreshments provided. There is a space provided for parents to wait during the meeting. Meets at First Congregational Church in Mansfield.

Safe Space Corner     Norwich     (860) 822-4390
Safe and confidential environment for LGBTQ Youth ages 14-17 to discuss and explore relationships, sexuality, gender identity, health, and coping with stress and anxiety. Meets Fridays at 3 PM at United Community & Family Services, 47 Town Street, Norwich CT 06360. Contact DaJavon Davis at (860) 822-4390.

Your Safe Space     Meriden     (203) 427-5778
This group is for gay, lesbian, bisexual, transgender, intersex and questioning youth ages 12 – 21. It meets on the last Thursday of the month at 5:30 to 7:00PM at the Women and Families Center, 183 Colony Street, Meriden. Find us on Facebook at www.facebook.com/MeridenLGBTYouth

TO UPDATE, ADD OR REMOVE GSA/YOUTH GROUP INFORMATION:
PLEASE CALL (860) 232-0050 OR EMAIL GSA@OURTRUECOLORS.ORG
The Rainbow Center welcomes you to True Colors 23 and to UConn!

Serving UConn’s diverse community of gender identities, gender expressions, and sexualities since 1998

One of five cultural centers at the Storrs campus of the University of Connecticut

Over 3800 sq. ft. of space that includes lounge & event spaces; library & computer lab; gender-free bathroom; and kitchen

Works to ensure that everyone has the opportunity to learn, work, and grow in a supportive and safe environment

Rainbow Center Resources
- Cultural & social programming
- Out to Lunch Lecture series
- Gender & Sexuality classes
- Educational workshops
- Internships
- Lending library
- Hang-out space to socialize
- Electronic newsletter & magazine
- Annual awareness T-shirt campaign
- LGBTQ+ Alternative Spring Break Trip (Gender & Sexual Identity/Political Activism)
- Sports & Diversity Conference

Gender & Sexuality Groups @ UConn
- Aces & Aros (asexual/aromantic discussion group)
- Among Men (group for men who like men)
- Between Women (group for women who like women)
- Beyond Assignment (group for agender folks or those whose gender varies from gender assigned at birth)
- Diverse Approaches to Relationship Types and Sexualities (DARTS)
- F.A.M.I.L.E.E. Mentoring Program
- My Pride My Soul (ethnic minority LGBTQ group)
- Out in Science, Technology, Engineering & Mathematics (oSTEM)
- Out of the Box (gender identities discussion group)
- Rainbow Center Alumni Group
- Rainbow Center Speakers Bureau
- Rainbow Grads & Young Professionals
- Shades of Grey (bisexual/pansexual discussion group)
- Transparency (transgender discussion group)
- UConn LGBT Faculty/Staff Group
- Summer Pride Group (Pride events representatives)

Awarded 4.5 out of 5 stars at the LGBT-Friendly Campus Climate Index National Assessment Tool
www.campuscimateindex.org

Ranked Top 100 Best LGBT-Friendly Colleges & Universities

Rainbow Center
University of Connecticut
2110 Hillside Road; Unit 3096
Student Union, Room 403
Storrs, CT 06269-3096

Phone: 860/486-5821  Fax: 860/486-6674
E-mail: rainbowcenter@uconn.edu
Web: www.rainbowcenter.uconn.edu
Fleurette King, Director
William Malave, Administrative Assistant
LGBT “Safe Zone” or Other Stickers:

Donnelly-Colt( Buttons, Bumper Stickers, Safe Zone Sticker, etc.)
http://donnellycolt.com/catalog

Queer Gear (stickers, diversity posters, T-Shirts, etc.)
www.queergearlogo.com

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 Melissa at GSA@ourtruecolors.org or call her 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 runs 4 days a week from 10 AM to 3:00 PM and includes field trips, self-exploration, leadership training and a week at UCONN in Storrs. Applications for Queer Academy are available on-line at www.ourtruecolors.org or by calling True Colors at 860.232.0050

GSANetwork.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 (Gay, Lesbian & Straight Education Network) www.glsen.org/connecticut
• Safe Zone Program www.safezoneforall.com
• Safe Schools Coalition www.safeschoolscoalition.org
• Ally Action www.allyaction.org

Stonewall Speakers Association:

www.stonewallspeakers.org 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.
**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

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**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...

**Mentor** middle school students

**Meet** with your local, state and/or federal representatives

**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

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**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)

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

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

**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

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

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

### Fundraising Ideas:

- Art Exhibition and Sale
- Party/Dance
- Car Wash
- Concert
- Dog Walking
- Movie Premiere
- Super Rummage Sale
- Gift Wrapping
- Flower Sale
- Bake Sale
- Walkathon (skate-athon, etc.)
- Polar bear winter swim
- Drag show
- Can or Bottle Drive
- Dress Down Day
- Dance-offs
- Be creative and have fun!!!
- 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 - Stonewall Riots Anniversary

**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
Congratulations on your Conference from

Bristol Lettering LLC
1718 Park Street
Hartford, CT 06106
(860) 233-2138
www.bristolletteringllc.com

Marcia E. Brubeck, LLC
Counseling, Coaching & Consulting
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Be yourself.
Everyone else is taken.
—Oscar Wilde

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STORRS / HARTFORD / STAMFORD / WATERBURY
GLSEN Resources

- **Ally Week** ([www.allyweek.org](http://www.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.
- **Day of Silence** ([www.dayofsilence.org](http://www.dayofsilence.org))
- **GLSEN Policy Reports** ([www.glsen.org/policy](http://www.glsen.org/policy))
- **GLSEN Research Reports** ([glsen.org/research](http://glsen.org/research))
- **No Name Calling Week** ([www.glsen.org/nonamecallingweek](http://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](http://www.glsen.org/safespace)) and **Jump-Start Guide for GSAs** ([www.glsen.org/jumpstart](http://www.glsen.org/jumpstart)) are designed to help educators and students create a safe space for LGBT youth in schools.
- **Tackling LGBT Issues in School** ([www.glsen.org/connecticut](http://www.glsen.org/connecticut)) is a comprehensive resource module with curricular and extra-curricular activities and resources
- **ThinkB4YouSpeak.com** provides tips on how to support LGBT issues and the opportunity for visitors to take a stand against anti-LGBT language through an interactive pledge form that will allow teens to "say something original" by sharing alternatives to "that’s so gay."

Youth and Family Service Bureau Services

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](http://www.ctyouthservices.org).

Youth Sexuality Resources

- **National Campaign to Prevent Teen Pregnancy**  
  (202) 478-8518  
  [www.teenpregnancy.org](http://www.teenpregnancy.org)

- **Sexuality Information & Education Council of the United States (SIECUS)**  
  90 John Street, Suite 402, New York, NY 10038  
  (212) 819-9770  
  [www.siecus.org](http://www.siecus.org)

- **Unitarian Universalist Assoc. & United Church Of Christ/ Our Whole Lives**  
  25 Beacon Street, Boston, MA 02108  
  (617) 742-2100  x301  
  [www.uua.org](http://www.uua.org)
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<th>College and University Groups</th>
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<td><strong>Norwalk CC</strong></td>
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<td><strong>Northwestern Community College (The REAL Club)</strong></td>
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<td><strong>Quinnipiac University</strong></td>
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<td><strong>Sacred Heart University</strong></td>
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<td><strong>Southern Connecticut State University (PRISM)</strong></td>
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<th>Other College Resources</th>
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<td><strong>Queer Students Campus Diversity Project</strong></td>
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<td><strong>Consortium of Higher Education LGBT Resource Professionals</strong></td>
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<td>Provides a full directory of colleges and universities with LGBT resource centers.</td>
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<td><strong>Campus Pride</strong></td>
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LGBT and Ally Youth Scholarships

**Astraea Lesbian Foundation For Justice**- Individual writers and visual artists are funded through the **Lesbian Writers Fund** and the **Astraea Visual Arts Fund**. Margot Karle Scholarship Fund provides grants to women enrolled in the City University of New York who work for social, racial, economic, political, and/or environmental justice. www.astraeafoundation.org

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


**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

**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 $1500 scholarships and several special $2500 scholarships in honor of Matthew Shepherd and Laurel Hester. www.leaguefoundation.org/

**Live Out Loud (New York, CT, NJ)**: Gives five $5,000 scholarships for LGBT students who have shown exceptional leadership, courage and achievement. www.liveoutloud.info/wp/programs/scholarship

**Maylon-Smith Scholarship**- For graduate students studying psychology, the Maylon-Smith scholarship annually awards up to $1000 to graduate students in the field of psychology to advance research in the psychology of sexual orientation and gender identity. www.apadivision44.org/honors/malyon-smith.php

**Milton Fisher Scholarships**- Offers multiple awards of up to $20,000 (up to $5000 per year for four years) for exceptionally innovative and creative high school juniors, seniors, and college freshmen. Due date: April 30, 2012. www.rbffoundation.org

**Pride Center (New Haven, CT)** $500 for LGBTQ or Ally CT residents or non-residents attending school in CT. http://www.newhavenpridecenter.org/bm/helpus/scholarship/index.shtml

**Queer Foundation**: A yearly essay contest for queer youth could yield you $1000 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, and queer issues. www.queerfoundation.org/html/scholarship.html

**Whitman-Brooks**: This fund provides financial assistance to gay, lesbian, and bisexual students involved in the community. The scholarship amount varies and depends on financial need. The deadline is mid-September for the current school year.” www.washburn.edu/sobu/broach/flags.txt

**Scholarship Websites:**

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

**Live Out Loud**: www.liveoutloud.info/wp/programs/scholarship/ Live Out Loud will award five hardworking LGBTQ students in the Tri-State area for their leadership, courage and achievement. To be eligible for this award, you must be a LGBTQ high school senior in New York, New Jersey or Connecticut who is planning to attend college in the fall.

**Fastweb**: scholarships.fastweb.com/u-gay-or-lesbian-students This website lists 20 scholarships that are available for LGB students. Scholarships range from $50 to $15,000.

**Pride Foundation**: www.pridefoundation.org/what-we-do/scholarships/scholarship-funds/ This website has 50 scholarships LGBTQ students can apply for with only one application.
The Right Track/LGBTQ Specialty Track
Young Adult Services*

LGBTQ Support Group
2nd and 4th Wednesday of each month
5pm to 6:15pm
Center Building – IOL campus

Clinical Coordinator of LGBTQ programs:
Laura M. I. Saunders, Psy.D. ABPP
860-545-7009

* Intensive Outpatient clinical program tailored to meet the unique developmental, educational, and social needs of the LGBTQ population.
Internet Resources

Please note that some websites may contain links to other sites with adult content. Youth should always be supervised when surfing the net. It is estimated that 41% of young adults have been targeted by one of their peers online, and of these 25% have experienced repeated bullying.

**Acronym Help for the technologically impaired:**
www.safesurfingkids.com/chat_room_internet_acronyms.htm

**PLEASE SEE NEXT PAGE FOR INTERNET SAFETY TIPS.**

World Wide Web: On-Line Internet Addresses (For Transgender Specific Resources, See Page 29)
- www.youthresource.org (Includes Trans, Bi, African American, Latina(a) youth communities)
- www.ambientejoven.org (website for Latino/Latina YMSM and GLBTQ youth)
- www.MySistahs.org (created by and for young women of color to provide holistic sexual health information)
- www.gsanetwork.org (see page 7 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.gmad.org (Gay Men of African Decent)
- www.freedomtomarry.org (the gay and non-gay partnership working to win marriage equality nationwide)

Connecticut Based Pages:
- www.OurTrueColors.org (True Colors)
- www.ctgay.org (Triangle Community Center)
- www.hglhc.org (Hartford Gay & Lesbian Health Collective)
- www.gayfriendlysource.com (LGBT friendly referral source)
- www.newhavenpridecenter.org (New Haven Pride Center)
- www.glsen.org/connecticut (Connecticut Chapter of GLSEN)

National Organizations (provide a variety of services and resources)
www.advocatesforyouth.org  www.nclrights.org  www.pflag.org  www.glsen.org
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.

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.

Privacy matters! Treat everything you write on the internet as if everyone – and their mother – can see it -- chances are, they can.

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.

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.

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.

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.
GENDER JOURNEY OF YOUTH
from Chase Brexton Health Care & the LGBT Health Resource Center

Despite every spilled bowl of cereal, every sleepless night, and every last minute homework assignment our children are a JOY.

And for some children, the journey through life comes with questions and concerns about gender and identity. When you need guidance, support, and care, Chase Brexton Health Care can help to bring more JOY to your family’s journey.

The good news is that for decades, Chase Brexton Health Care has been a leader at providing affirming health care services for transgender and gender non-conforming adults. We are very pleased to be expanding those services to children, adolescents, and their families.

At Chase Brexton, we provide trans-specific health care services for transgender and gender diverse children, and other individuals who have health care needs that are often overlooked by conventional health care organizations. Our specialized, high-quality care for gender diverse children and adolescents includes:

- Pediatric care
- Gynecological care
- Puberty blockers
- Cross sex hormones
- Counseling regarding fertility preservation
- Individual, group, and family therapy
- Case management
- Pharmacy
- On-site laboratory

Additionally, through The LGBT Health Resource Center of Chase Brexton, we will connect you to services, programs, and resources to support the full spectrum of your family’s health.

Whether your child is early in their development, or consistent, insistent, and persistent about who they are, we are here to support their Gender Journey Of Youth, because every child is a JOY.

410-837-2050 · chasebrexton.org or resourcecenter.lgbt
Online Intersex/DSD Resources

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 web sites.

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.

Advocates for Informed Choice  www.aiclegal.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).

Bodies Like Ours  www.bodieslikeours.org
On-line Forum - Information and Peer support

GUPPE Clinic  Jill Bernstein, MD, FAAP; Priya Phulwani, MD  (860) 545-9520 (Hartford)
The GUPPE clinic is located at the Department of Urology 2G, Connecticut Children’s Medical Center, 282 Washington St., 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 web-site still has good information

The Survivor Project  www.survivorproject.org
Survivor Project is a non-profit organization dedicated to addressing the needs of intersex and trans survivors of domestic and sexual violence through caring action, education and expanding access to resources and to opportunities for action.

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

Asexuality Resources

The Asexuality Visibility & Education Network  www.asexuality.org
The Asexual Archive  www.asexualityarchive.com
Asexuality Top Ten  www.swankivy.com/writing/essays/philosophy/asexuality
Asexual Awareness Week  www.asexualawarenessweek.com/asexuality-101/

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

Edgardo Menvielle, MD; Children’s National Medical Center for Clinical and Community Research (CCCR) 111 Michigan Avenue, NW, Washington, DC 20310 (202) 476-5000; www.menviel@cnmc.org; www.childrensnational.org/gendervariance

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

Gender Spectrum is 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/

Mazzoni Center located in Philadelphia 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 for gender non-conforming and transgender youth and their parents/families http://www.safeschoolscoalition.org/RG-gender_nonconforming_trans_youth.html

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

TransAdvocacy: www.transadvocacy.org/ CTAC is a coalition and grassroots oriented organization comprising of individuals and organizations dedicated to the advancement and attainment of full Human Rights for all trans and gender non-conforming people in every aspect of society and actively oppose discriminatory acts

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

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

Trans Youth Family Allies www.imatya.org 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.

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/

- www.imatya.org Trans Youth Family Allies
- www.susans.org Susan’s Transgender Resources
- www.ftmguid.org Articles and resources site specifically for FTM
- www.lauras-playground.com A transsexual, transgender, and crossdressers support site
- www.transactiveonline.org Information and referral site
- www.compassftm.org New England FTM support, information and social site
- www.transgendercare.com Information and referral site
- www.tsrroadmap.com Articles and resources site
- www.transquality.org National Center for TransEquality
- www.masstpc.org MA Transgender Political Coalition
- www.tg-nh.org Transgender New Hampshire Site
- www.transgenderlaw.org Articles and resource site
- www.thetaskforce.org National LGBTQ Task Force
- www.tgynnsplace.com Articles and resources site
- www.genderspectrum.org Articles and resource site
- www.lambdalegal.org Articles and resources site
- www.transkidspurplerainbow.org Articles and resources site
- www.transadvocacynetwork.org Information and referral site
- www.tcne.org Tiffany Club of New England site
- www.childrenshospital.org Disorders of Sexual Development & Gender Management Services-program
- www.openmindedhealth.com Gender & Sexual Minority Health Articles and resources
- www.transactiveonline.org Information and referral site
- www.transhealth.ucsf.edu

See also page 28-29 for transgender affirming pediatricians and other health care providers, and page 34-35 for therapists with transgender issues expertise.
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 all transgender people are heterosexual – or that we are not.

**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 we are sex workers because we have no other choice.

**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.

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

**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.

**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.

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

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.

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

**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.

**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.

**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.

**Many thanks to:**
Aidan Dunn, Brooklynne Michelle, & Simon Knaphus
from the Youth Gender Project
for creating these tips for allies.
©2004 Youth Gender Project.
For More Information:
www.youthgenderproject.org;
Youth Gender Project Office:
(415) 864-5625

**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.
Inclusive Spiritual/Faith Communities

**A Common Bond** - International online support network for current/former LGBTQA Jehovah’s Witnesses; www.gayxjw.org

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

**Association of Welcoming & Affirming Baptists** - Resource for LGBTQA Baptists; meet at four CT locations: 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 and Transgender Interests** - (612) 343-2060; Email: bmc@bmclgbt.org; www.bmclgbt.org

**Christian Gays** - An online support network for Christian gays; Canada: mary@christiangays.com; www.christiangays.com

**Dignity, USA** - A support network for LGBTQ Catholics; (202) 861-0017; www.dignityusa.org

**Fellowship of Reconciling Pentecostals International** - A network of and for Pentecostals that promotes inclusivity of people of all (including sexually diverse) backgrounds; www.rpmfellowship.com

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

**Friends for LGBT&Q Concerns** - An open and affirming North American Quaker community; www.quaker.org/lgbtqc

**The World Congress of Gay, Lesbian, Bisexual and Transgender Jews** - A site focused on Orthodox LGBTQ issues, with links to Jewish LGBTQ resources; www.glbtjews.org

**GALA** - An association of persons of all sexual orientations and gender identities associated with the Community of Christ; www.galaweb.org

**Gay And Lesbian Acceptance (GALA)** - An association of persons of all sexual orientations and gender identities associated with the Community of Christ; www.galaweb.org

**Gay, Lesbian, & Affirming Disciples (GLAD) Alliance** - Affiliated with the Christian Church/ Disciples of Christ; (317) 721-5230; Email: glad@gladdalliance.org; www.gladalliance.org

**HUC Institute for Judaism & Sexual Orientation** - Resource for LGBTQA Jews; www.huc.edu/ijso

**Institute for Welcoming Resources (IWR)** - An ecumenical coalition dedicated to bringing about a paradigm shift in which all churches accept all people- regardless of sexual or gender orientation; www.welcomingresources.org

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

**LGBT Muslim Retreat** - Project of the Muslim Alliance for Sexual and Gender Diversity to build acceptance for LGBTQ Muslims through a yearly retreat and online resources; http://www.lgbtmuslimretreat.com

**LGBT Religious Archives Network** - Details the history of LGBTQ religious movements; lgbtran.org

**Reconciling Works: Lutherans for Full Participation** - Advocates for full inclusion of LGBT Lutherans in the church and in individual congregations; (615) 665-0861; www.reconcilingworks.org

**Metropolitan Community Churches** - Dedicated to addressing important human rights issues including homophobia; various locations throughout the country; www.mccchurch.org

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

**Muslims for Progressive Values** - Variety of recommended books, videos, organizations, and resources through the MPV website for LGBTQ Muslims; http://mpusa.org/lgbtqi-resources/

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

**Presbyterian Promise** - Coalition of CT and RI Presbyterian churches dedicated to building inclusive and inquiring churches; http://presbyterianpromise.org

**Rainbow Christian Youth Ministry** - Dedicated to providing youth with information on Bible passages oftentimes misused to condemn LGBTQ people; www.rcym.org

**Reconciling Ministries Network** - A network of United Methodists seeking an inclusive Church; www.rmnetwork.org

**SOJOURN: Southern Jewish Resource Network for Gender and Sexual Diversity** - Promotes understanding, acceptance, and inclusion of individuals across the spectrum of gender and sexual orientation, as inspired by Jewish and universal ethics and ideals; http://www.sojournsgd.org

**Soulforce, Inc.** - A nonviolent movement against the religious and political oppression of LGBTQ people; www.soulforce.org

**TransFaith** - An online network dedicated to increasing awareness, education, and acceptance of trans* people in communities of faith; www.transfaithonline.org

**Unitarian Universalist Statement on LGBTQ Welcome and Equality** - (617) 742-2100; www.uua.org/lgbtq/
General Resources

Hotline Numbers:

- **InfoLine (CT)** - Suicide/crisis intervention: 211 (24 hr referrals)
- **Project Reach** (emergency housing/shelter for youth 13-17 in Middlesex area): (203) 213-8667 (call/text)
- **National Help Center** - Peer counseling, M- F evenings, Saturday afternoon: (888) 843-4564
- **Youth Talk Line** - M- F, 5- 9pm: (800) 246-7743
- **Fenway Peer Listening Line** - M-F, 5- 10 PM: (800) 399-PEER
- **Fenway Helpline** - M-F, 6-11 PM: (888) 340-4528
- **The Safe Network** - Ending abuse in LGBT communities: (617) 742-4911
- **Safe Passage (Northampton, MA)** - www.safepass.org: (888) 345-5282

Sexual Assault or Intimate Partner Violence Resources

- **Connecticut Sexual Assault Crisis Services**
  96 Pitkin Street, East Hartford, CT 06108
  www.endsexualviolence.org
  (860) 282-9881

  **24-hour Toll-Free Sexual Assault Crisis Hotline**
  (888) 999-5545 (English)/(888) 568-8332 (Español)

- **Connecticut Coalition Against Domestic Violence (CCADV)**
  90 Pitkin Street, East Hartford, CT 06108
  www.ctccadv.org
  (860) 282-7899

  **24-hour, Toll-Free Domestic Violence Hotline**
  (888) 774-2900

- **Gay Men's Domestic Violence Project** - (617) 354-6056 (Business), (800) 832-1901 (Crisis), www.gmdvp.org

News Magazines: (Note: Many of these magazines target an adult audience and may contain adult material)

- **Young Gay America (YGA)** - mail@ygamag.com
- **Metroline (CT)** - (860) 233-8334 www.metroline-online.com
- **Bay Windows** - (617) 266-6670 www.baywindows.com
- **The Advocate** - www.advocate.com
- **Curve Lesbian Magazine** - (800) 705-0070 www.curtvemag.com
- **Hot Spots Magazine** - www.hotspotsmagazine.com
- **United Lesbians of African Heritage (ULOAH)** - Provides an online monthly national newsletter with kid's corner, community events, articles, arts and entertainment www.uloah.com
- **POZ Magazine** - News and information for people living with HIV/AIDS www.poz.com
- **Echelon Magazine** - For LGBT business professionals www.echelonmagazine.com
- **Out Magazine** - www.out.com
- **Instinct** - www.instinctmagazine.com

Miscellaneous Resources:

- **Bloodroot Bookstore & Café**, 85 Ferris Street, Bridgeport - (203) 576-9168 www.bloodroot.com
- **www.gayfriendlysource.com** - (News, editorials, events, extensive gay-friendly business & organization directory)
- **GLBT National Help Center** - (888) 843-4564 www.glbtnationalhelpcenter.org
- **Hartford Gay & Lesbian Health Collective** - (860) 278-4163 (Referrals); www.hglhc.org
- **LGBT 12- Step Programs** - (Alcoholics Anonymous, Narcotics Anonymous, etc) www.ct-aa.org
- **National Lesbian & Gay Journalists Association** - www.nlgja.org
- **OUT in Comics (queer comics with bios and contact info)** - www.prismcomics.org
- **Straight Spouse Network** - (201) 825-7763 www.straightspouse.org
- **Out & Equal Workplace Advocates** - (415) 694-6500 www.outandequal.org
- **Unid@s National Latina/o LGBT Human Rights Organization** - www.unidoslgbt.com/
PrEP NAV is Greater New Haven's Ultimate Resource to Learn About PrEP and How to Access It

PrEP Nav

PrEPNav@APNH.org

PrEPNav.org

(475) 441-7031

PrEP: A New Tool for HIV Prevention
Regional Resources

Community & Health Centers

Please call True Colors at 860-232-0050 to add or edit resources

Community and Health Centers in CT*:

Diverse Connections
4 Bishop Street, New Haven, CT 06511. A safe place to make connections to people, resources and supports.

Hartford Gay and Lesbian Health Collective
1841 Broad Street, Hartford, CT 06114

New Haven Pride Center
14 Gilbert Street, West Haven, CT 06516-1639

Rainbow Center at UCONN
Student Union, 2110 Hillside Road, U-3008, Storrs, CT 06269

Triangle Community Center
16 River Street, Norwalk, CT 06855

Safe Futures (Norwich)
16 Jay Street, New London, CT 06320

Women’s Center of Greater Danbury (offers a Lesbian support group)
2 West Street, Danbury 06810

New England Community and Health Centers

Center Lane (NY) - center for LGBT questioning adolescents
Jewish Community Center, 252 Bryant Ave, White Plains, NY, 10603

Fenway Community Health Center (MA)
1340 Boylston Street, Boston, MA 02215

Callen/ Lourde Community Health Center (NY)
256 W 18th Street, New York, NY 10011

Community Services Center (NY)
208 W. 13th Street, New York, NY 10011

Hetrick-Martin Institute (NY)
2 Astor Place, New York, NY 10003

Sidney Borum, Jr. Health Center (health care for youth, 12-29)
75 Kneeland Street, Boston, MA 02111

Stonewall Center (MA)
256 Sunset Ave. Office, Crampton House/ SW, UMASS, Amherst 01003.

The Loft (NY)
252 Bryant Avenue, White Plains, NY 10605

Stamford Health Department HIV Prevention Program:
Free Rapid HIV Testing (oral swab, no needles) call 203-977-4387 or visit our website www.stamfordct.gov for more information. Walk-ins welcome. FREE condoms. 8th floor government Center 888 Washington Blvd, Stamford, CT 06904. Ask the receptionist for “an envelope.” Other safe sex materials available as well from our office or on our Mobile Van. ALL CALLS CONFIDENTIAL.
Adult Support Groups

Rainbow Support Group - For LGBT people with developmental disabilities  (203) 387-2252
Meets on the second Sunday of the month, New Haven Gay and Lesbian Community Center, 14 Gilbert Street, West Haven, at 1:00 PM. Friends & caregivers welcome. John Allen; nhglcc@gmail.com www.sites.google.com/site/rainbowdisability/home

My Pride, My Soul - Social and discussion group designed specifically for Lesbian Women of Color. Meets once a month  www.mypridemysoul@yahoo.com

Massachusetts Area South Asian Lambda Association (MASALA) - Boston-based social group that provides support for LGBTQ South Asians  bostonmasala1@gmail.com

LGBT Youth Job Support

- Job Corps - Residential academic and vocation education  (203) 397-3775 (New Haven)
- Alternative to foster care or shelters when appropriate space is not available  (800) 733-JOBS (Hartford)

www.ctdol.state.ct.us/jobcorps/index.html

LGBT Athletes

It Takes A Team! Women's Sports Foundation  (516) 542-4700
An educational program designed to end homophobia in sports  (800) 227-3988
1899 Hempstead Turnpike, Suite 400, East Meadow, NY 11554  www.ittakesateam.blogspot.com

Federation of Gay Games  www.gaygames.org

Gay and Lesbian Sports Association  info@glisa.org
18 Eglinton Square, PO Box 51017, Scarbough, ON M1L4T2, Canada  www.glisa.org

Gay and Lesbian Athletic Foundation  (617) 588-0600
PO Box 425034, Cambridge, MA 02142  www.glaf.org

Transgender Adults (18+)

See page 20 for youth-specific resources

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


XX Club 125 Parklawn Drive, Waterbury, CT 06708  twentyclub@gmail.com www.twentyclub.net peer support

East Coast Female to Male Support Group betpower@aol.com; P.O. Box 60585, Florence Station, Northampton, MA

International Foundation for Gender Education  www.ifge.org Waltham, MA 02454

Gateway Program Westchester Medical Center  Vahalla, NY (914) 493-7000 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)

Tiffany Club of New England (www.tcne.org), social activities, online information, calendar of events
Partner abuse is a systematic pattern of behaviors where one person tries to control the thoughts, beliefs, and/or actions of their partner, someone they are dating, married to, or had an intimate relationship with.

1 in 4 LGBTQI people are abused by their partner

WE ARE HERE TO TALK ABOUT IT!
ALL SERVICES ARE FREE & CONFIDENTIAL

For more information please contact:
Office: (203) 731-5200
2  West Street
Danbury, CT 06810
WCOGD. org

24 Hour Domestic Violence Hotline (203) 731-5206
24 Hour Sexual Assault Hotline
(203) 731-5206 (English)
(888) 568-8332 (Spanish)

If you’ve ever considered being a Foster Parent... NOW is the time to do it.

Connecticut's children need you more than ever.

Our Children's Services Division provides comprehensive support to our foster families. Together we can make a difference in the lives of Connecticut's at risk children

Connecticut residents only.

Please call us today (888) 968-4489 x134
Foster Care, Adoption and Home Study Resources (LGBT-Affirming):
Jewish Family Services   www.jfshartford.org   (860) 236-1927 (West Hartford)
The Village   www.thevillage.org   (860) 236-4511 (Hartford)
The Institute of Professional Practice, Inc.   www.IPPI.org   (203) 317-2700 (HRC Accredited)
Klingberg Family Center/ Foster Care/Adoption   www.klingberg.org   (860) 224-9113 (New Britain)
DCF Office of Foster Care & Adoption Services   www.ctfosteradopt.com/   (860) 550-6307 (Statewide)

Birth Centers: Since the passage of supportive legislation in CT, most birth centers support or allow same sex partners to participate fully in the birth experience. Some are explicitly LGBT 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 that your family will be welcome there.

Chiropractors:
Colburn Chiropractic, LLC   (860) 730-2996 (Vernon)

Day Care:
Rainbow Center for Children & Families   (860) 529-5229 (Wethersfield)

Fertility/Surrogacy:
UConn Center for Reproductive Services   (860) 679-4580 (Farmington)
CT Fertility Associates   (203) 373-1200 (Bridgeport)
www.connecticutfertility.com   (203) 855-1200 (Norwalk)
(203) 799-1200 (Orange)
American Fertility Association   (888) 917-3777
www.path2parenthood.org
Growing Generations & Fertility Futures   (323) 965-7500 (Los Angeles, CA)
www.growinggenerations.com
Surrogate Agency/Gestational Carriers   (201) 505-0078 (New Jersey)
info@reproductivepossibilities.com; www.reproductivepossibilities.com

Gateway Program, Westchester Medical Center, Valhalla, NY   (914) 493-7000 (New York)
(Provides LGBT youth, group, family and couple therapy, LGBT specific substance abuse counseling, with an expertise in transgender experience)

gateway@wcmc.com

Healing Energy/Meditation:
Jocelyne Lebowitz   (860) 830-1115 (Manchester)
Marlow Shami, Natural Sense   (860) 491-2067 (Goshen)

Health Care:
Hartford Health Collective   (860) 278-4163 www.HGLHC.org
Planned Parenthood (PPCT):   (800) 230-PLAN
PPCT provides affordable reproductive health care services to all genders

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)

Legal Resources:
CWEALF (information & referral)   (800) 247-6090 (Hartford) www.cwealf.org
Greater Hartford Legal Assistance   (860) 541-5000 (Hartford) www.ghla.org
Murphy, Murphy, Ferrara & Nugent   (203) 787-6711 (New Haven)
Victoria T. Ferrara   (203) 255-9877 (Fairfield)
Vincent A. Liberti, Jr.   (860) 241-4048 (Orange)
Joseph P. Rigoglioso   (203) 922-8100 (Shelton)
Jan Carol Rosenthal, JD   (860) 666-1300 (West Hartford)
GLBTQ Advocate   www.glad.org
Lambda Legal   (212) 809-8585 (New York, NY)
### OB/GYNS

<table>
<thead>
<tr>
<th>OB-GYNS</th>
<th>Dr. Ljiljana Plisic</th>
<th>(203) 488-8306 (Branford)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(* = Transgender Expertise)</td>
<td>*Dr. Howard Simon</td>
<td>(203) 488-8306 (Branford)</td>
</tr>
<tr>
<td></td>
<td>Dr. Victoria Biondi</td>
<td>(860) 583-1800 (Bristol)</td>
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<tr>
<td></td>
<td>CCOG Women’s Health Group</td>
<td>(860) 276-6800 (Bristol)</td>
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<tr>
<td></td>
<td>Dr. Amy Breakstone</td>
<td>(860) 276-6800 (Bristol)</td>
</tr>
<tr>
<td></td>
<td>Dr. Frederick Rau</td>
<td>(860) 246-8568 (Hartford)</td>
</tr>
<tr>
<td></td>
<td>Hartford Gynecological Center</td>
<td>(860) 525-1900 (Hartford)</td>
</tr>
<tr>
<td></td>
<td>S.H.E. Medical</td>
<td>(860) 236-5431 (Hartford, Enfield)</td>
</tr>
<tr>
<td></td>
<td>Birth and Beyond, Nurse Midwives</td>
<td>(203) 318-8884 (Madison)</td>
</tr>
<tr>
<td></td>
<td>Dr. Julie Flags</td>
<td>(860) 344-9993 (Middletown)</td>
</tr>
<tr>
<td></td>
<td>*Vanessa Pomarico-Denino, APRN</td>
<td>(203) 234-1891 (North Haven)</td>
</tr>
</tbody>
</table>

### Pediatricians

<table>
<thead>
<tr>
<th>Pediatricians/Family Practice:</th>
<th>Patrick Alvino, MD</th>
<th>(860) 664-1818 (Branford/Clinton)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(* = Transgender Expertise)</td>
<td>*Robert Nolfo, MD</td>
<td>(203) 453-5235 (Guilford)</td>
</tr>
<tr>
<td></td>
<td>Asylum Hill Family Practice</td>
<td>(860) 714-4212 (Hartford)</td>
</tr>
<tr>
<td></td>
<td>*Aric Schichor, MD</td>
<td>(860) 714-4440 (Hartford)</td>
</tr>
<tr>
<td></td>
<td>Susan Wiskowski, MD</td>
<td>(860) 714-2750 (Hartford)</td>
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<tr>
<td></td>
<td>*Minh Han, MD, Family Practice</td>
<td>(860) 533-4176 (Manchester)</td>
</tr>
<tr>
<td></td>
<td>*Katy Tierney, APRN</td>
<td>(860) 224-5672 (New Britain)</td>
</tr>
<tr>
<td></td>
<td>*Kate Litwin, MD</td>
<td>(860) 721-7561 (Rocky Hill)</td>
</tr>
<tr>
<td></td>
<td>*Sarah Mullane, APRN</td>
<td>(203) 378-3696 (Stratford)</td>
</tr>
<tr>
<td></td>
<td>Jerome Lahman, MD</td>
<td>(860) 871-2102 (Vernon)</td>
</tr>
<tr>
<td></td>
<td>Nima Patel, MD</td>
<td>(860) 521-4044 (West Hartford)</td>
</tr>
<tr>
<td></td>
<td>*Sydney Spiesel, MD</td>
<td>(203) 397-5211 (Woodbridge)</td>
</tr>
<tr>
<td></td>
<td>Henry Todd, M.D.</td>
<td>(860) 828-3361 (Kensington)</td>
</tr>
<tr>
<td></td>
<td>Susan Levine, M.D.</td>
<td>(860) 673-1869 (Unionville)</td>
</tr>
<tr>
<td></td>
<td>*Peter Davis Smith, M.D.</td>
<td>(860) 673-1869 (Unionville)</td>
</tr>
<tr>
<td></td>
<td>Kendra Lawrence, M.D.</td>
<td>(860) 673-1869 (Unionville)</td>
</tr>
<tr>
<td></td>
<td>*Aleah Nesteby, APRN</td>
<td>(413) 794-2511 (Springfield)</td>
</tr>
</tbody>
</table>

*GUPPE Clinic*

<table>
<thead>
<tr>
<th>Jill Bernstein, MD, FAAP</th>
<th>(860) 545-9520 (Hartford)</th>
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<tbody>
<tr>
<td>Priya Phulwani, MD</td>
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</table>

The GUPPE clinic is located at the Department of Urology 2G, Connecticut Children’s Medical Center, 282 Washington St, Hartford CT 06106. The GUPPE clinic is dedicated to providing care and support to children and adolescents with gender dysphoria. Please specify that you wish to have a GUPPE appointment.

### Endocrinologists & Other Medical Practitioners

(* = Transgender Expertise)

<table>
<thead>
<tr>
<th>Endocrinologists</th>
<th>*Ilja Hulinsky, MD</th>
<th>(203) 374-4490 (West Haven)</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>*Cem Demirici, MD</td>
<td>(860) 545-9370 (Farmington)</td>
</tr>
<tr>
<td></td>
<td>*Katy Tierney, Nurse Practitioner</td>
<td>(860) 358-6875 (Middletown)</td>
</tr>
</tbody>
</table>

| Speech Therapist | *Alida Enegl | (203) 397-3224 (New Haven) |

| Surgeons (Top Surgery, MtF) | *Charles L. Constiglione, MD | (860) 548-7338 |
Being yourself is just being human.

Everywhere. Every day. We’re with you.

We Bank Human™ and celebrate the LGBT community.
Parents, Families & Friends of LGBT Folks

For more information regarding programs or resources in your region, or to add your group to our existing resources database, please call us at 1-860-232-0050 or visit us on the web at: www.OurTrueColors.org

PFLAG/National (Parents, Families and Friends of Lesbians and Gays): www.pflag.org

PFLAG/Hartford pflaghartford@gmail.com www.pflaghartford.org
General Inquiries: (860) 305-2743
Transgender Helpline: (860) 505-7346
General Helpline: (860) 922-3868
Educators Helpline (860) 305-2743

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/Greater New Haven/ Shoreline davidwinthropknapp@yahoo.com (203) 453-1395

PFLAG/Southeastern CT pflagsect@snet.net or bjalthen@sbcglobal (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.

Support Group for Parents of trans/gender creative children of all ages PFLAG.SPOT@gmail.com
Meets the second Sunday of the month, 3:00 – 5:00 PM at the Triangle Community Center, 618 West Avenue, Norwalk, CT 06850.

TransPACT (Parents of CT’s Transgender Youth) Don: imdonny@yahoo.com or Tony: (203)376-8089
A support group dedicated to helping parents navigate the journey they and their children are on.

WEST HARTFORD THERAPY CENTER LLC

Our mission is to provide people with integrated mind, body and spirit healing, wellness and vitality.

• Counseling & psychotherapy for individuals, couples & families
• Body-oriented psychotherapy
• Internal Family Systems therapy
• Women’s Wellness groups & Wisdom Circles
• Retreats for men and women

IT FELT LOVE
HOW DID THE ROSE EVER OPEN ITS HEART
AND GIVE TO THIS WORLD ALL ITS BEAUTY?
IT FELT THE ENCOURAGEMENT OF LIGHT
AGAINST ITS BEING, OTHERWISE,
WE ALL REMAIN TOO FRIGHTENED.
-HAFIZ

West Hartford Therapy Center LLC 10 North Main Street Suite 214 West Hartford, CT 06107 860-231-8459 WestHartfordTherapyCenter.com

Elliott Strick, NA, LMFT Robert Szczepanski, LMFT Deanna G. Chvosta, LMFT
Tristan Avery, CEP Core Energetic Therapist 860-896-9735
LIST SERVES & ONLINE SUPPORT

Monthly E-newsletters for LGBT Parents & Their Children:
www.familieslikemine.com  •  www.familyequality.org  •  www.lesbianlife.about.com

Children of Lesbians and Gays Everywhere (COLAGE):
1550 Bryant St, Suite 830, San Francisco, CA 94103
www.COLAGE.org  (415) 861-5437
colage@colage.org

SUMMER CAMPS

• For Children of LGBT Parents
  Mountain Meadow (NJ)  inquiries@mountainmeadow.org  (215) 717-8311
  Room for All Christian Camp (NJ)  rchighlandpark.org (for LGBT youth)  (732) 249-7349
  Shire Village Camp (MA)  (718) 622-8204
  The Camp Lady (advisory service)  www.campadvice.com  (888) 983-8885

• For LGBT Youth
  Camp Aruna’tiq (Transgender & Gender Variant Youth, New England & CA)  www.camparanutiq.org
  Camp Light Bulb (Provincetown, MA)  www.camplightbulb.org
  Camp Outright (Starksboro, VT)  www.outrightvt.org/camp-outright
  Get Free (Youth of Color, CA)  www.blackgirldangerous.org/get-free-summer-program-queer-trans-youth-color/

LGBT FOSTER PARENT SUPPORT GROUPS:

Klingberg Family Centers: Christine Keyes, MSW  (860) 832-5532
Norwich DCF: CT Association of Foster and Adoptive Parents liaison  (860) 885-2418

MAGAZINES

Gay Parent Magazine  (718) 380-1780  www.gayparentmag.com
Proud Parenting  www.proudparenting.com
Rainbow Rumpus (for youth with LGBT parents)  www.rainbowrumpus.org

BOOKS:

Two Lives Publishing  www.TwoLives.com
Family Equality Coalition  www.familyequality.org

NATIONAL RESOURCES:

Center for Lesbian Rights  www.nclrights.org  (415) 392-6257
COLAGE  www.colage.org  (415) 861-5437
Families like Ours  www.familieslikeours.org  (877) 230-3055
Family Equality Council  www.familyequality.org  (202) 331-5015
GLBTQ Advocates  www.glad.org  (617) 426-1350
Lambda Legal (LAMBDA)  www.lambdalegal.org  (212) 809-8585
Straight Spouse Network  www.straightspouse.org  (201) 825-7763
The Rainbow Babies  www.therainbowbabies.com

Ever thought about mentoring? There’s an LGBT youth in your area who needs you! For more information about how you can make a difference for a kid in your community, call True Colors at (888) 565-5551, x 313
Substance Abuse Treatment 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 LGBT 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 drop out; 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 identity 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:

Wheeler Clinic: (CT state-wide LGBT specific services) www.wheelerc clinic.org (800) 793-3588
Gateway Program, Westchester Medical Center, Valhalla, NY (914) 493-1753
Brattleboro Retreat: (Brattleboro VT) www.brattlebororetreat.org (802) 257-7785
Pride Institute www.pride-institute.com (800) 54-PRIDE
The Lambda Center (Washington, DC) (877) 2-LAMBDA (877) 2-LAMBDA
Montrose Counseling Center, (Houston) www.montrosecounselingcenter.org (713) 529-0037
National Assoc. of Lesbian & Gay Addiction Professionals (NALGAP) www.nalgap.org (973) 972-9537
Gay and Lesbian Medical Association www.glma.org (202) 600-8037
<table>
<thead>
<tr>
<th>Location</th>
<th>Therapist Name</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avon</td>
<td>Laura Ann Kramer, APRN</td>
<td>(860) 404-0463 (accepts state insurance)</td>
</tr>
<tr>
<td></td>
<td>Steven Polesel, LCSW, ACSW, BCD</td>
<td>(860) 404-0463</td>
</tr>
<tr>
<td>Ansonia</td>
<td>Jason Kiss, MA</td>
<td>(203) 736-2601; (203) 736-2905</td>
</tr>
<tr>
<td>Branford</td>
<td>Kathleen Capan, LCSW</td>
<td>(60) 518-5284</td>
</tr>
<tr>
<td>Bridgeport</td>
<td>Phil Guzman, Ph.D.</td>
<td>(203) 394-6529 (accepts state insurance)</td>
</tr>
<tr>
<td></td>
<td>Alejandra Hochstedler-Stipo, MS, LPC</td>
<td>(203) 660-0869 (Transgender Expertise)</td>
</tr>
<tr>
<td></td>
<td>John David Lieberman</td>
<td>(203) 665-8949 (Transgender Expertise)</td>
</tr>
<tr>
<td></td>
<td>Ingrid Rojas</td>
<td>(203) 449-5922 (Bilingual: Spanish/English)</td>
</tr>
<tr>
<td>Cheshire</td>
<td>Sandra Tyrell, ATR-BC, LPC</td>
<td>(203) 271-0133</td>
</tr>
<tr>
<td>Chester</td>
<td>Sue Ellen Sonosky, LCSW</td>
<td>(860) 526-9662</td>
</tr>
<tr>
<td>Danbury</td>
<td>Carolyn Cunningham, LPC</td>
<td>(203) 794-1044</td>
</tr>
<tr>
<td>Enfield</td>
<td>Rebecca Curry, LCSW</td>
<td>(860) 253-5020 x169; (203)454-6722</td>
</tr>
<tr>
<td>Fairfield</td>
<td>Diana Kral, LADC</td>
<td>203-913-3560</td>
</tr>
<tr>
<td>Glastonbury</td>
<td>Connie Cohen, LCSW</td>
<td>(203) 454-6722</td>
</tr>
<tr>
<td>Guilford</td>
<td>Aslie Befus, LMFT</td>
<td>(203) 941-1739</td>
</tr>
<tr>
<td></td>
<td>James Pollowitz, LMFT</td>
<td>(203)-307-2790</td>
</tr>
<tr>
<td></td>
<td>Loren Sterman, LCSW</td>
<td>(203) 640-1236</td>
</tr>
<tr>
<td>Hartford</td>
<td>Counseling Center of Greater Hartford</td>
<td>(860) 521-9299</td>
</tr>
<tr>
<td></td>
<td>Jayne Dean, Ph.D</td>
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Interested in being added to our guide as a culturally competent and affirming provider?
Please complete and submit the form below. Email to director@ourtruecolors.org or fax to 860.232.0049

Your Name (Title/Degree) ____________________________________________ Email: ______________________________
Work Address: ___________________________ Work Phone number: ___________________________

Please respond to the following questions:

1) LGB youth and families have some unique needs and concerns when it comes to therapy and negotiating a world which might not fully accept them. What evidence can you offer that would support your designation as a “culturally competent provider”?

2) The risk factors for Gender Creative/Expansive and Transgender children and youth are higher than those for LGB youth. What additional training and expertise in working with these children/youth and their families. Please explain.

3) Does your practice serve:
   - Children (under 13) __yes  __No
   - Adolescents (13-20) __yes  __No
   - Young Adults (21+) __yes  __No

4) Do you: Accept Private Insurance? _____yes  _____No
   Accept State Insurance?  _____yes  _____No
In-service training for middle and high school educators in CT

- Gain an understanding of gender identity development in adolescence
- Learn best practices for meeting educational guidelines that protect the rights of transgender students

Irwin Krieger is the author of
Helping Your Transgender Teen: A Guide for Parents
www.HelpingYourTransgenderTeen.com

EVERY CHILD DESERVES A FAMILY...
COULD THAT FAMILY BE YOURS?
LEARN MORE ABOUT
FOSTERING AND FOSTERING TO ADOPT

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fosterandadoption@klingberg.org

Our Mission
The Connecticut Stonewall Foundation, Inc. and Stonewall Speakers strives to increase understanding, acceptance and respect for lesbian, gay, bisexual and transgender people through educational outreach.

Who We Speak To
Our volunteer speakers regularly address high schools, middle schools, colleges and universities, teacher's groups, police departments, mental health facilities, religious groups, medical students and professionals, peer counselors, gay-straight alliance groups, military members, community organizations and conferences.

We are always interested in presenting to new audiences and at new venues, so if you are interested in booking a speaking engagement, please email:
Coordinator@StonewallSpeakers.org.

P.O. Box 650, Guilford, CT 06437, (860) 341 - 2909
Fact Sheets, Tool Kits, Pamphlets & Posters


Advocates for Youth: Rights, Respect, Responsibility.  A general youth information site that includes articles, resources, information targeting LGBT youth as well as LGBT youth of color.  www.advocatesforyouth.org

The Ali Forney Center: Housing for Homeless LGBT Youth (not specific to CT)  www.aliforneycenter.org

American Civil Liberties Union: Lesbian and Gay Rights, information for GSAs, etc.  www.aclu.org

American Medical Student Association:  www.amsa.org/AMSA/Homepage/About/Committees/GenderandSexuality.aspx


Bending the Mold: An Action Kit for Transgender Youth:  Is a Lambda Legal and NYAC Publication. It is available for download at www.lambdalegal.org/publications/bending-the-mold

Center for Aids Prevention Studies (CAPS) Technology and Information Exchange (TIE) Core:  www.caps.ucsf.edu/resources/fact-sheets/

The Center for HIV Law and Policy (CHLP) released the first legal report and guide on the rights of youth in detention and foster care facilities to comprehensive sexual health care, including sexual medical care, sexuality education, and staff training on sexual orientation and the needs and rights of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth. A full version of the report is available for download at: www.hivlawandpolicy.org/resources/view/565


CT Clearinghouse has a number of very inexpensive pamphlets and brochures targeting LGBT youth and families.  www.ctclearinghouse.org  or 1-800-232-4424


CT Women's Education and Legal Fund (CWEALF):  offers a number of publications including Legal Rights of Lesbians, Gay Men, and Bisexuals in CT.  (860) 247-6090  www.cwealf.org

Gay and Lesbian Medical Association:  Great population specific (Gay, Lesbian, Bisexual, Transgender, Intersex) health care information  www.GLMA.org

GLSEN (Gay, Lesbian, Straight Education Network) see resources on Page 15

Groundspark: Respect for All Project: Challenge stereotypes, promote respect and equality and create inclusive community environments through film and professional training.  www.groundspark.org/respect-for-all

GSA Networks:  Great resources on how to set up and maintain GSAs, legal resources, building an anti-racist GSA  www.gsanetwork.org  www.gaystraightalliance.org/


Lambda Legal Defense and Education Fund: Downloadable pamphlets, tool kits & fact sheets.  www.lambdalegal.org

The Leadership Conference: The nation’s premier civil and human rights coalition. Information sites on different LGBT Youth needs  http://www.civilrights.org/lgbt/youth
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

National Center for Lesbian Rights (NCLR) they offer toolkits including talking points for schools boards, transgender specific inclusion, organizing and policies and more. www.nclrights.org “Toolkit on LGBTQ youth in Foster Care and Juvenile Justice” http://www.nclrights.org/wp-content/uploads/2013/07/Table_of_Contents_Equity_Project_Resource_CD.pdf


Safe Schools Coalition: offers a variety of resources in one place: www.safeschoolscoalition.org

Safe Schools Coalition: Resource for Parents, Guardians and Family members of LGBT Youth. (Ethnic/religiouly sensitive chat groups) www.safeschoolscoalition.org/RG-glbt_youth_of_color.html


Unity Coalition: Leading Latino LGBT Civil-Rights Resource www.coalicionunida.org or www.unitycoalition.org


Did you know that True Colors offers nationally recognized cultural competency training for professional groups including clinical and direct service staff, educators, health care providers, social service and child welfare providers?

For more information or to schedule a training for your team, call us at (888) 565-5551, x 302.
**Videos**

**Video Producers/Distributers:**
www.groundspark.org • www.newday.com • www.wmm.com • www.frameline.org • www.outofthebluefilms.com


**A Question of Equality** is a public television series which documents the LGBT struggle for civil rights from the Stonewall riots of 1969 to the mid 1990's. There are 4 tapes, 55 minutes each. The set is available from www.amazon.com

**All God's Children** (25 min). Documentary by and about gay and lesbian African Americans and the church. Film targets High School + www.womanvision.org.

**Before Stonewall: The Making of a Gay and Lesbian Community.** (87 min). This is a documentary about gay life before 1969. Available at www.amazon.com High School +

**Both My Moms’ Names are Judy: Children of Lesbians and Gays Speak Out** (10 Min) Children 7-11 describe their experiences growing up in same sex headed households (415) 522-8773 www.glsen.org/cgi-bin/iowa/all/booklink/record/1498.html

**Daddy and Papa** (2002) (68 minutes). Persistent Films: (510) 205-6606; info@persistent-visions.com; daddyandpapa.com

**Different and the Same** (Video Series) Short discussion starters targeting elementary students. (800) 228-4630

**Expanding Gender: Youth Out Front:** (2016) Frameline Distribution: A primer for students, teachers, and anyone looking to learn more about gender expression. Explores the varied identities of trans and gender expansive youth and young adults. Includes a 40 page curriculum to help facilitate conversations in classrooms and beyond. Distribution@frameline.org; (415) 703-8650 x305

**Gay Youth:** (2006) (30 minutes) This video for high schools and colleges, with 16 page study guide, focuses on the difference that support makes through the lives of two teens with very different experiences. www.newday.com/films/gay_youth.html

**I Am Jazz** (2011) (60 Minutes) A documentary that follows the life of an extraordinary family and their transgender daughter (available on youtube.com)

**In My Shoes: Stories of Youth with LGBT Parents** (2005) 5 young people give you a chance to walk in their shoes and to hear their views on marriage, making change and what it means to be a family. colage.org/inmyshoes/

“**That’s a Family!**”, “**Let’s Get Real;**” “**Straightlaced;**” “**It’s Elementary- Talking about Gay Issues in School**”; “**Straightlaced: How Gender Has Us Tied up in Knots**” These videos teach elementary/middle/high school children and parents, teachers and others about diverse families and seek to reduce homophobia. Website: www.groundspark.org or 415-641-4616. Many are available with Spanish Subtitles.

**Laverne Cox Presents: The T Word** (2014) (41 Minutes) Documentary that takes viewers inside the challenging and inspiring lives of seven transgender youths from across the country. (available on mtv.com)


**One Wedding and a REVOLUTION** (2004) (19 minutes) explores the day San Francisco City Hall Said “I Do”. www.newday.com/films/OneWedding.html

**Our House:** Sugar Pictures, 259 W. 30th Street, 14th Floor, NY, NY 10001 (212) 279-1461 This video documentary looks at the experiences of youth growing up in an LGBT family) www.sugarpictures.com/Films/OurHouse.html

**Out of My Parent’s Closet:** (1994) This play was written and performed by the adolescent and adult children of LGBT parents. (ages 18+) COLAGE and Piper Dreams Productions. (415) 861-5437

**Out of the Past.** (1998) (64 Minutes) Sundance Audience award winning film featuring historic photos, clips, celebrity voice-overs that details the hurdles that determined teenager Kelli Peterson had to confront when she decided to organize a Gay-Straight Alliance at her Utah high school in 1996.
Scouts Honor: Told mainly through the eyes of a 13 year old boy and a 70 year old man both of whom are seeking to change the course of scouting history and end the oppression of gay men and boys. www.newday.com/films/Scouts_Honor.html

Straight From the Heart: Stories of Parent’s Journeys to a New Understanding of Their Gay and Lesbian Children (24 min) www.womanvision.org/straight-from-the-heart.html

Trevor: An Academy award winning short film, which became the basis of the Trevor Project, an national organization to prevent LGBT youth suicide. Set in 1981, TREVOR is a timeless coming-of-age story about love, loss, and learning to be yourself. Available through www.TrevorProject.org

Teaching Respect for All: A curriculum based teaching guide for teachers, administrators and parents (51 min) Call GLSEN: (212) 727-0135 www.glsen.org/cgi-bin/iowa/all/booklink/record/1510.html

Trans: (2013) (93 Minutes) Documentary that provides an up-close and very personal vision into the lives, loves, and challenges of a remarkable cast of characters of all ages and from all walks of life. www.transthemovie.com

The National Association of Social Workers, Connecticut Chapter, proudly supports True Colors Inc. and their 23rd Annual Conference!

2139 Silas Deane Highway, Suite 205, Rocky Hill, CT 06067
860 257-8066 www.naswct.org and on FACEBOOK.COM
Asexual — A person without sexual feelings or associations. An asexual person 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 Identity — One’s inner sense of gender as male, female, transgender, genderqueer, androgynous, etc.

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: 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: the 1920s 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.

Heteroflexible (straight-ish, homo-flexible, straight so far, straight with options, etc): Individuals who are mostly attracted to another gender, but have had or are open to having same sex relationships or behavior

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 “hermaphrodite”)

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

Non-labeling — Individuals who do not identify within a particular category

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

Same Gender Loving (SGL) — A term that 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)

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.

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

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

Transsexual — An individual who presents him/her/theirself 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)

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.

Language continues to evolve both around gender and orientation. Feedback and discussion regarding the definitions above are welcome.

Please call True Colors at (860) 232-0050

41
Risk Factors:

- 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
- Transitioning Our Shelters: thetaskforce.org/Transitioning-Shelters
- The National Alliance to End Homelessness, National Advisory Council on LGBT Homeless Youth: http://www.endhomelessness.org/pages/lgbtq-youth
- LGBTI2-S Homeless Youth: http://homeless.samhsa.gov/
  - Who are LGBTI2-S Homeless Youth?: Lesbian, Gay, Bi-sexual, Transgender, Questioning, Intersex, Two-Spirited…as a service provider, what do you need to know?
  - Quick Tips: Working with LGBTI2-S Youth who are Homeless: What can you and your agencies do to help LGBTI2-S youth feel welcome and safe? Check out these tips and resources.
  - Research Notes: Sexual Health Risks Among Youth who are Homeless: Youth who are on the streets have different histories, risks and needs. This research study takes a look at youth who are gay and lesbian, bisexual and heterosexual and offers some insight for providers.
- 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 study 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. http://www.urban.org/publications/2000119.html
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- Reproductive health care and referral services for our LGBTQ patients, including teens.
- A sliding scale based on your income; and we participate with many insurance plans.

For youth-serving professionals, Planned Parenthood proudly provides culturally competent education, professional development training and resources to support young people in their quest to make well-informed, positive decisions about their sexuality and sexual health.

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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 youth continue to experience a lack of support across critical areas of their lives.

Lack of Family Support

“Higher rates of family rejection were significantly associated with poorer health outcomes. Latino men reported the highest number of negative family reactions to their sexual orientation in adolescence.” (Ryan, et al, 2009)

Negative School Experiences

2013 GLSEN Survey found that many LGBT youth feel unsafe, harassed and victimized at school leading to higher rates of truancy; lower self-esteem; lower GPAs and less feeling of connectedness. More than half did not report their harassment or assault and more than a third who did report, said that school staff did nothing in response. In addition, the report confirms that school safety affects school success. Youth who felt unsafe or were harassed were more than twice as likely to report that they did not plan to pursue any post-college education.

Few Opportunities for Social Interactions with LGBT peers

In a 2007 study on LGBT youth in Philadelphia “Youth … express a need for social connections to other LGBT youth like themselves. Even youth who are well-supported by friends, families, and other structures need this type of community interaction. Youth with fewer supports and greater challenges need these connections all the more.” “…social well-being, as a measure of positive mental health, is an important yet neglected aspect of LGB mental health” (Kertsner, Meyer, Frost and Srittatt, 2009). Specifically, these researchers found that connectedness to the LGB community may be a particularly important coping resource.

Sexual Minority Youth: Protective Factors

None of the ‘parade of horribles’ listed above are either set in stone or experienced by all LGBT youth. In fact, many of these risks factors can be ameliorated when youth receive support in one or more areas of their lives. Remove the social isolation and stigma, and much of the emotional distress is relieved. Specific protective factors include:

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

School based protective factors include:

The presence of supportive staff: The 2011 GLSEN Study noted that supportive staff contributed to a range of positive indicators including fewer reports of missing school, 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 study on suicide ideation and 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 they tested that was associated with lower odds of suicidality. (Walls, Freedenthal, Winseki, Social Work, A journal of the National Association of Social Workers, January, 2008, Vol. 53, Number 1).

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.
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 (e.g. you don’t need to be less masculine to be more feminine).
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Impact of Family Response

Outcomes for Affirmed Youth 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.

“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

“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 care-givers, kids whose care-givers are at least ambivalent experience significantly lowers 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

Some FAQ’s About Sexual Orientation

There are some common questions we hear about sexual orientation in general. Here are some of the most frequently asked questions and our responses.

What is Sexual Orientation?
Sexual Orientation refers to an enduring pattern of emotional, romantic, and/or sexual attractions to men, women, both or other sexes. Sexual orientation also refers to a person’s sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions. Research over several decades has demonstrated that sexual orientation ranges along a continuum of exclusive attraction to another sex to an exclusive attraction to the same sex. However, sexual orientation is usually discussed in terms of three categories: heterosexual, gay/lesbian, and bisexual. However, some people may use different labels or none at all.*

How long have there been LGBT people? Where did they come from?
A range of sexual behaviors, attractions and orientations have been described in various cultures throughout time. Ancient and early Greece, Egypt, and Native or First Peoples all have written texts and oral histories that describe individuals who are attracted to the same sex, both sexes, multiple sexes, and as who identify as genders different than the sex they were assigned as birth (known today as transgender).

How do people know if they’re lesbian, gay or bisexual?
The core attractions that form someone’s sexual orientation and identity typically emerge during middle childhood to early adolescence. These patterns of attraction may arise without any prior sexual experience. People can be celibate and still know their sexual orientation.

Experiences may differ from person to person. Some people know that they are lesbian, gay or bisexual for a long time before they actually pursue relationships with others. Some people engage in sexual activity before assigning a clear label to their orientation. Prejudice and discrimination make it difficult for many people to come to terms with their sexual orientation and identities, so claiming an LGB identity may be a slow process.*

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?
There is no consensus among scientists about the exact “cause” of sexual orientation. Although there is a lot of research that examines what may influence sexual orientation (genetics, hormones, developmental, social and cultural influences), no findings have been conclusive. Many think that both nature AND nurture play complex roles. But thing is for sure: most people experience little or no sense of choice when it comes to sexual orientation.

Is homosexuality a mental disorder?
No! In technical terms, research has found no inherent association between any of these sexual orientations and psychopathology. Or, more clearly, both heterosexual and homosexual behavior are normal aspects of human sexuality. The American Psychological Association, American Psychiatric Association, Mental Health America (formerly the National Mental Health Association) and the American Academy of Pediatrics have all released statements to that end.*

Some FAQ’s About Gender

There are some common questions we hear about sex and gender in general. Here are some of the most frequently asked questions and our responses.

What is the difference between Sex and Gender Identity?
Sex refers to one’s body – internal and external reproductive organs and 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 more, less or different than 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 and for some they don’t. However, 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, hair styles, mannerisms, voice, expectations about behavior, etc. Again, for some people, their gender expression matches their sex and/or their gender identity and for others it may not. Some people use different labels 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 is Transgender?
Transgender is most often defined as a global 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 are not the same as the sex the individual was assigned at birth.

How does someone know they are transgender?
The traditional wisdom here is to ask yourself “How do you know that you are not?” Think about it. What can you point to or name that tells you what you what your gender identity is? And remember, gender identity is not the same as your body parts. It’s kind of a tough answer to nail down and often, the answer is “I just do!”

What causes a person to be transgender?
There is no consensus among scientists about the exact “cause” of gender identity development. Many think that both nature AND nurture play complex roles in the development of our identity. But thing is for sure: most people experience little or no sense of choice when it comes to their internal gender identity.

Is Transgender a mental disorder?
No! In technical terms, research has found no inherent association between gender non-conformity and psychopathology. The most recent edition of the Diagnosis and Statistical Manual (DSMS) removed Gender Identity Disorder entirely. It has been replaced with the concept of Gender Dysphoria. 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…
Coming Out

Coming out is a personal decision and there’s plenty to consider before-hand. Remember that only an individual can decide when it’s right for them to come out because only they can truly know their situation and circumstances completely.

If you are considering coming out, here are a few things that you should think about.

1.) 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.

2.) 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 gotta hang on.

3.) 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.

4.) 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.

5.) 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 helping professional may be able to help you develop a safety net.

5.) 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.
True Colors Coming Out Worksheet

How long have you known that you were LGB or T?

What were your thoughts/beliefs of LGB or T people before you realized that you belonged to that group?

What were your first thought when you realized you were different?

(How) Have those thoughts/beliefs changed?

Why do you want to come out now?

What will change (for you) if you come out? What will stay the same?

Who is the most important person for you to come out to? Why?

What do you think that person’s reaction will be? Why?

What do you think that person’s concerns will be? Why?

Can you/how will you address those concerns?

How will you react if that person is not accepting?

How will you react if that person is accepting?

What do you see as the best case and worst case scenarios when coming out? (With this person and in general?)

What is your plan if you are not accepted for who you are?

What is your plan if you are accepted for who you are?

Who can you turn to if things don’t go exactly how you hope they will?
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.

**Reconsidering Linear Models of Coming Out***

- 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 colors, youth, women’s, bisexual, or transgender peoples’ 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. An person’s gender, ethnicity, race, religion, and resources may have a profound impact on how he, she or ze experiences his, her or zir own identity, orientation, and self-definition.

- Most identity development models assume single social identities (e.g. race, gender, orientation) which overlooks tow 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 in 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 or transgender identity development even exist.

Summary of LGBT Legal Rights in Schools

On the Federal Level

**Title VII (protection on the basis of gender):** In the 1989 case of *Price-Waterhouse v. Hopkins*, 490 U.S. 228 (1989), the United States 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*, 204 F.3d 1187 (9th Cir. 2000), 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 that indicated that Title IX (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 1972 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. See, e.g., *Montgomery v. Independent Sch. Dist. No. 709*, 2000 WL 1233063 (D. Minn. 2000); *Miles v. New York Univ.*, 979 F. Supp. 248 (S.D.N.Y. 1997). In 2011, The Connecticut Commission on Human Rights and Opportunities (CHRO) has just sent a letter 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). Both our state civil rights agency and the federal OCR have dramatically stepped up their efforts to protect students being bullied and harassed. [www.sde.ct.gov/sde/bullyingandharassment](http://www.sde.ct.gov/sde/bullyingandharassment)

**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.

**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 not 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.

On the State Level

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

**“Gay Rights Law”** PA 91-58u (CGS 46a-81a / CGS 46a-60): CT is one of about 20 states that has an anti-discrimination law which makes it illegal to discriminate on the basis of sexual orientation. Although this law is specific to housing and employment, many believe that schools are covered under the public accommodation clause.

**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

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

**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).

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

**Individual School District Policies:** Many state school districts (for example, Coventry, Hartford, New Haven, Stratford, Westport and others) followed the example of the National Association of State Boards of Education, the National Association of Local Boards of Education, NEA, and others by adding sexual orientation to their policies.
Steps for Filing a School Discrimination Complaint

Discrimination in schools based on sexual orientation is a violation of federal law (Title IX) and CT 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:

- File a complaint with the school system under Title IX. To find out who your District Title IX Coordinator is, go to the CT State Department of Education website’s Title IX page: http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=320472
- File a complaint with the principal under 10-15c (see legal rights on previous page)
- Call DCF (Dept of Children & Families) if child abuse is suspected - (800) 842-2288
- File with the Office for Civil Rights in Boston by calling 1-617-223-9662
- File with the CT Commission on Human Rights and Opportunities (800) 477-5737/(860) 541-3400
  - Check out CHRO’s Guidelines regarding the support of transgender students at CHRO.org!

Did you know? Title IX requires that the District Title IX Coordinator’s name, title, address and phone number must be published and posted. The school districts harassment policy, complaint process, 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.

Obtain a lawyer for legal action.
You can get free initial legal consultation from:
- CWEALF: www.cwealf.org
- GLBTQ Advocates www.glad.org
- LAMBDA Legal www.lambdalegal.org

Also see:
- www.aclu.org/lgbt-rights/lgbt-youth-schools
- www.stopbullying.gov/at-risk/groups/lgbt/
- www.hrc.org/youth#.Uuq3yxBdVnY
- www.glad.org/youth/
- Office for Civil Rights, US Dept. of Education at: www.ed.gov/about/offices/list/ocr/complaintprocess.html
- Know your rights: www.ed.gov/about/offices/list/ocr/known.html
- www.nwlc.org/sites/default/files/pdfs/cyberbullyingfactsheet_2.10.12.pdf
- www.nwlc.org/sites/default/files/pdfs/titleixfrequentlyaskedquestions_2.pdf
- www.nwlc.org/sites/default/files/pdfs/titleixpregnancyharassmentfactsheet.pdf

Remember that anyone can file for the revocation of a teacher’s certification - call Connecticut State Department of Education

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.28 (From … PERSONAL LIABILITY OF SCHOOL OFFICIALS UNDER § 1983 WHO IGNORE PEER HARASSMENT OF GAY STUDENTS by JEFFREY I. BEDELL* UNIVERSITY OF ILLINOIS LAW REVIEW [Vol. 2003] 9/9/2003)

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

When you hear MEAN, INTERVENE!
Every time & every where

Speak up, 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 works 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 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 heterosexuality of the individual and his/her parents or family? Never ‘out’ a student, client or family.

Educate others by sponsoring events, panels or workshops; intervene by providing accurate information upon hearing slurs or myths; interrupt anti-LGBT jokes, assumptions; write letters to the editor; etc.

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

Understand that questioning, exploration, and fluidity is normal for adolescents.

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 youth’s 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.

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;
✔ 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;
✔ Providing 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.
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 now has Civil Marriage which is a legal relationship between people and impacts next of kin, medical decision making, etc. In addition, 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 very important 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 is a gentle, respectful way.

- If you need to perform a physical exam, remember that some transgender people are uncomfortable in their current bodies

- When talking about sexual or relationship partners, use gender-neutral language such as ‘partner(s)’ or significant other(s). 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 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. If the forms are not neutral, practice asking the question in a way that is.

- Ask violence screening questions in a gender-neutral way, e.g. “Have you been physically or sexually 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; www.cwealf.org) or the CT chapter of the American Civil Liberties Union (860-523-9146; www.acluct.org) for information on the difference between “free speech” and “hate language”.

**Create and enforce clear policies.** For sample policies, contact The American Academy of Pediatrics; The American Medical Association; The American Psychiatric Association; the National Association of Social Workers; Child Welfare League of America; the National Education Association; The American Federation of Teachers; The American Bar Association; The American School Counselor Association; the American School Health Association; and others with inclusive policies (or see Gay Lesbian Straight Education Network (GLSEN/CT’s) “Tackling Gay Issues in School” for samples of some of the above.)

Talking to Your Kids About Sexual 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 tackle others.

**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 look 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 you’re 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, hating, or damaging a person.

**But what if I mess up?**

You don’t have to fully understand or even accept homosexuality 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.

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.

**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 very 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?

<table>
<thead>
<tr>
<th>Ages 3-5</th>
<th>Ages 6-12</th>
<th>Ages 13-18</th>
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<tbody>
<tr>
<td>Give concrete explanations and answers and don’t use the word, ‘all’, (‘all girls/all boys)</td>
<td>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</td>
<td>Actively listening ensures adolescents feel safe talking with you about their feelings.</td>
</tr>
<tr>
<td>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 girls like long hair and some like short hair. Same with boys.”</td>
<td>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.”</td>
<td>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.</td>
</tr>
</tbody>
</table>

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.
Respuestas a sus preguntas acerca de la orientación sexual y la homosexualidad


- ¿Qué es la orientación sexual?
  - La orientación sexual es una duradera atracción emocional, romántica, sexual o afectiva hacia otra persona. Es fácilmente distinguible de otros componentes de la sexualidad, incluyendo el sexo biológico; la identidad de género (la sensación sicológica de ser hombre o mujer) y el rol social de género (la adherencia a las normas culturales del comportamiento masculino y femenino).
  - La orientación sexual existe en un continuo que abarca desde la homosexualidad exclusiva hasta la heterosexualidad exclusiva, e incluye varias formas de bisexualidad. Las personas bisexuales pueden experimentar atracción sexual, emocional y afectiva tanto hacia gente de su propio sexo como a la del sexo opuesto. A las personas con una orientación homosexual a veces se les refiere como gays (a hombres y también a hombres y mujeres) o como lesbianas (sólo a las mujeres).
  - La orientación sexual es diferente del comportamiento sexual, porque se refiere a sentimientos y al concepto de sí mismo. Las personas pueden expresar, o no, su orientación sexual en su comportamiento.

- ¿Cuál es la causa para que una persona tenga una orientación sexual en particular?
  - Hay numerosas teorías acerca de los orígenes de la orientación sexual de una persona. Hoy en día la mayoría de los científicos está de acuerdo en que lo más probable es que resulta de una compleja interacción de factores ambientales, cognitivos y biológicos. En la mayor parte de la gente la orientación sexual se establece a una edad temprana. También hay considerable evidencia reciente que sugiere que la biología, incluyendo factores genéticos u hormonales innatos, juega un papel significativo en la sexualidad de una persona.
  - En resumen, es importante reconocer que probablemente existen muchas razones para la orientación sexual de una persona, y que las razones pueden ser diferentes para diferentes personas.

- ¿Se elige la orientación sexual?
  - No, los seres humanos no pueden elegir ser gays o híteros. La orientación sexual emerge para la mayor parte de la gente en la adolescencia temprana, sin ninguna experiencia sexual previa. Aunque podemos elegir si actuamos conforme a nuestros sentimientos, los sicólogos no consideran que la orientación sexual sea una elección consciente que pueda ser cambiada voluntariamente.
• ¿Puede cambiarse la orientación sexual mediante terapia?
No. A pesar de que la mayoría de los homosexuales viven vidas exitosas y felices, alguna gente homosexual o bisexual puede buscar cambiar su orientación sexual mediante terapia, a veces presionados a intentarlo por influencia de miembros de la familia o de grupos religiosos. La realidad es que la homosexualidad no es una enfermedad. No requiere tratamiento y no es cambiable. Sin embargo no toda la gente gay, lesbiana y bisexual que busca asistencia de un profesional de la salud mental quiere cambiar su orientación sexual. La gente gay, lesbiana y bisexual puede buscar ayuda psicológica para el proceso de salir del closet o para lidiar con los prejuicios; pero la mayor parte va a terapia por las mismas razones y circunstancias de la vida que traen a la gente hetero hacia los profesionales de la salud mental.

• ¿Y qué hay de las llamadas "Terapias de Conversión"?
Algunos terapeutas que realizan las llamadas terapias de conversión informan que han sido capaces de cambiar la orientación sexual de sus clientes, de homosexual a heterosexual. El escrutinio cuidadoso, sin embargo, muestra varios factores que ponen en duda sus afirmaciones. Por ejemplo, muchos de los informes provienen de organizaciones con una perspectiva ideológica que condena la homosexualidad. Además, sus alegatos están pobremente documentados. Por ejemplo, al concluir el tratamiento no hay un seguimiento ni se informa qué sucede durante un periodo largo, como sería lo estándar en cualquier intervención de salud mental. A la Asociación Americana de Psicología le preocupa tales terapias y el daño potencial a los pacientes. En 1997, el Consejo de Representantes de la Asociación aprobó una resolución reafirmando la oposición al tratamiento homofóbico, y expresando el derecho del cliente a un tratamiento imparcial y a la autodeterminación. Cualquier persona que entra a terapia para tratar cuestiones de orientación sexual tiene el derecho de esperar que tal terapia tenga lugar en un ambiente profesional neutral, en ausencia de cualquier prejuicio social.

• ¿Es la homosexualidad una enfermedad mental o un problema emocional?
No. Los psicólogos, psiquiatras y otros profesionales de la salud mental están de acuerdo con que la homosexualidad no es una enfermedad, un desorden mental, ni un problema emocional. Más de 35 años de investigación científica objetiva, bien diseñada, ha demostrado que la homosexualidad, en sí misma, no está asociada con desórdenes mentales ni con problemas emocionales o sociales. Alguna vez se pensó que la homosexualidad era una enfermedad mental porque la sociedad y los profesionales de la salud mental tenían información prejuiciada.
En el pasado, los estudios sobre gente gay, lesbiana y bisexual incluía a pacientes en terapia, con lo cual se distorsiona el resultado. Cuando los investigadores examinaron los datos de personas que no estaban en terapia, rápidamente se dieron cuenta de que era falsa la idea que la homosexualidad era una enfermedad mental.
En 1973 la Asociación Americana de Psiquiatría confirmó la importancia de nuevas investigaciones mejor diseñadas y eliminó a la homosexualidad del manual que enumera los desórdenes mentales y emocionales. Dos años después, la Asociación Americana de Psicología aprobó una resolución que respaldaba esa remoción.
Por más de 25 años, ambas asociaciones han exhortado a todos los profesionales de la salud mental a que ayuden a disipar el estigma de enfermedad mental que alguna gente todavía asocia con la orientación homosexual.

• ¿Pueden ser buenos padres los hombres gays, las lesbianas y los bisexuales?
Sí. Los estudios que comparan grupos de niños educados por padres homosexuales y por padres heterosexuales no han hallado diferencia en el desarrollo entre los dos grupos de niños en cuatro áreas críticas: su inteligencia, ajuste psicológico, ajuste social y popularidad con sus amigos. También es importante darse cuenta que la orientación sexual del padre no indica la de sus hijos. Otro mito acerca de la homosexualidad es la creencia equivocada que los hombres gay tienen mayor tendencia a abusar sexualmente a los niños que los hombres heterosexuales. No hay evidencia que sugiera que hay más homosexuales que heterosexuales que abusen a los niños.

• ¿Por qué los gays, las lesbianas y los bisexuales revelan su orientación sexual?
Porque el compartir con otros ese aspecto de sí mismos es importante para su salud mental. En efecto, se ha descubierto que el proceso del desarrollo de la identidad para las lesbianas, los gays y los bisexuales, lamado "salir del closet", está fuertemente relacionado con el ajuste psicológico mientras más positiva sea la identidad gay, lesbiana o bisexual, mejor será su salud mental y más alta será su autoestima.
¿Por qué es difícil el proceso de “salir del closet” para alguna gente gay, lesbiana y bisexual?
Para alguna gente gay y bisexual el proceso de salir del closet es difícil, para otros no lo es. Frecuentemente la gente lesbiana, gay y bisexual siente temor, se siente diferente y sola cuando por primera vez se da cuenta que su orientación sexual es diferente a la norma de la comunidad. Esto es particularmente cierto para la gente que se da cuenta de su orientación gay, lesbiana o bisexual siendo niño o adolescente, lo cual no es poco común. Dependiendo de sus familias y de dónde vivan, pueden tener que luchar contra prejuicios y desinformación acerca de la homosexsualidad.

Niños y adolescentes pueden ser particularmente vulnerables a los efectos nocivos de prejuicios y estereotipos. También pueden temer el ser rechazados por su familia, amigos, compañeros de trabajo e instituciones religiosas. Alguna gente gay tiene que preocuparse de no perder su trabajo, o ser hostigado en la escuela, si se conoce su orientación sexual.

Lamentablemente la gente gay, lesbiana y bisexual tienen un mayor riesgo que los heterosexuales de sufrir asaltos físicos y violencia. Estudios realizados en California a mediados de los años noventa mostraron que casi la quinta parte de las lesbianas que participaron en el estudio, y más de la cuarta parte de los hombres gays que participaron, habían sido víctimas de algún crimen por odio, basado en su orientación sexual. En otro estudio realizado en California con aproximadamente 500 adultos jóvenes, la mitad de todos los hombres jóvenes participantes admitieron haber sido víctimas de alguna forma de agresión anti-gay, desde insultos hasta violencia física.

¿Qué se puede hacer para ayudar a gays y lesbianas en la lucha contra los prejuicios y la discriminación hacia ellos?
La investigación ha encontrado que la gente que tiene las actitudes más positivas hacia los gays, las lesbianas y los bisexuales, es aquella que dice conocer bien a una o más personas gays -- frecuentemente como amigos/as o compañeros/as de trabajo. Por esta razón, los sicólogos creen que las actitudes negativas hacia la gente gay, como grupo, no tienen su fundamento en experiencias reales, sino que se basan en estereotipos y prejuicios. Además, la protección contra la discriminación y la violencia es muy importante, tal como lo es para cualquier otro grupo minoritario. Algunos estados incluyen la violencia contra un individuo por su orientación sexual como un “crimen por odio”, y diez estados de EE.UU. tienen leyes contra la discriminación basada en la orientación sexual.

¿Por qué motivo es importante que la sociedad esté mejor educada acerca de la homosexualidad?
El educar a toda la gente acerca de la orientación sexual y la homosexualidad es probable que disminuya el prejuicio anti-gay. La información precisa acerca de la homosexualidad es especialmente importante para la gente joven que está descubriendo y buscando entender por primera vez su sexualidad -- ya sea ésta homosexual, bisexual o heterosexual. No tienen validez los temores de que tal información hará gay a más gente -- la información acerca de la homosexualidad no hace a nadie gay o hétero.

¿Están infectados de VIH todos los hombres gays y bisexuales?
No. Este es un mito frecuente. En realidad, el riesgo de quedar expuesto al VIH está relacionado con el comportamiento de la persona, no con su orientación sexual. Lo que es importante recordar acerca del VIH/SIDA es que es una enfermedad evitable mediante el uso de prácticas de sexo seguro y no utilizando drogas.

¿Dónde puedo encontrar más información acerca de la homosexualidad?
[El original (ver dirección electrónica más abajo) hace referencia a organizaciones y recursos de Estados Unidos. Aquí ponemos el CENTRO DE RECURSOS en español.] http://llego.org/recursos.htm

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DEFINICIONES

(Texto derivado de ABORDANDO LA TEMÁTICA GAY EN LA ESCUELA, GLSEN CT, GLAAD, ISNA, & LESBIAN WORLD, adaptado por Robin McHaelen y traducido por Nila Marrone):

Bisexual – (hombre o mujer) Una persona que siente atracción afectiva y sexual tanto hacia hombres como hacia mujeres.

Bisexual no asumido – (The Down Low or DL) Se refiere a hombres bisexuales no asumidos que tienen sexo con hombres sin el conocimiento de su pareja mujer.

Comportamiento sexual - Actos sexuales que los individuos eligen para realizarlos solos o con otros (masturbación, sexo oral, sexo vaginal o anal; entre personas del mismo sexo o el opuesto).

Crosdreser - Hombre y mujer que disfruta usando ropas del otro sexo, o aparentando ser del sexo opuesto. Tanto heterosexuales como homosexuales pueden ser crosdreseres, aunque la mayoría son hombres heterosexuales (Antes se usaba “travesti”).

Enamorados del mismo género – Un término utilizado desde principios de los años 90 para denotar a mujeres de color que aman a mujeres y hombres de color que aman a hombres como una forma de identificar este tipo de vida en la cultura afroamericana. Si bien muchos hombres gays y mujeres lesbianas de color prefieren ser identificados simplemente como gays y lesbianas, muchos otros prefieren la denominación de Afrocentrícos SGL o Enamorados del mismo Género (del inglés Same Gender Loving). Al respecto, antes de referirse a ellos lo mejor es no asumir y preguntar la preferencia de cada persona.

Gay - Un hombre que siente atracción afectiva y sexual hacia otros hombres. “Gay” a veces se usa también para mujeres.

Género “Queer” o Raro – (genderqueer) Término usado para crear palabras que identifiquen a hombres/mujeres de género no tradicional. Se puede incluir otros términos despectivos en un proceso de “recuperación y desafío” (“boy-dykes”, “bio-girlz”, “trannie-boys”, “trykes”, “Riotgirl”, etc.).

Heterosexismo - La creencia institucionalizada que todos son heterosexuales o deberían serlo y que la heterosexualidad es intrínsecamente superior y preferible a la homosexualidad y bisexualidad.

Heterosexual - Hombre o mujer que siente atracción afectiva y sexual hacia personas del sexo opuesto. A veces se los llama “heteros”.

Homofobia - El odio o miedo irracional, la aversión o discriminación contra los homosexuales. Similar al racismo: por ejemplo discriminación que sufren los latinos en Estados Unidos.

Homofobia internalizada - Experimentar vergüenza, aversión u odio contra uno mismo como reacción al sentimiento de sentirse atraído hacia personas de su mismo sexo.

Homosexual - Siente atracción instintiva, afectiva y sexual, hacia personas del mismo sexo. (Gay: hombre hacia hombres, lesbiana: mujeres hacia mujeres).

Identidad de género - Nuestro sentido interior de género de ser hombre o mujer, bisexual, transgénero, transexual, etc.

Intersexual - Una persona intersexual es alguien que ha nacido con los cromosomas que definen el sexo, los genitales externos (ambiguos), o los órganos reproductores internos, considerados no “estándar”, sea para hombre o mujer (reemplaza la palabra fuera de uso “hermafrodita”).

Lesbiana – Mujer que siente atracción instintiva, afectiva y sexual, hacia otras mujeres.

Minorías sexuales - gays, lesbianas, bisexuales, transexuales y transgéneros. (5 al 15% de la población dependiendo del estudio que se prefiera).

“Mujerista” – Un término puesto en uso por la autora Alice Walker para describir a la mujer de color que está comprometida con el tema de la opresión a otras mujeres. Este término se utiliza también para las mujeres de color que se han sentido relegadas por el movimiento “feminista”, por racismo o discriminación institucionalizados.

Orientación sexual - La atracción instintiva, afectiva y sexual, que se siente hacia otras personas. Personas del mismo sexo (lesbianas, gays), del sexo opuesto (heterosexuales) o de ambos sexos (bisexuales). Se hace notar que estas definiciones no son categóricas y pueden ser modificadas con el tiempo, en suma a aquellos que rechazan la dualidad de género se los puede identificar como “pansexuales” o usar otros términos.

Pansexual – Persona que manifiesta su sexualidad en formas variadas, con objetos y expresiones diversos. El/la que manifiesta muchas formas de expresión sexual.

 Roles de género - El comportamiento social y culturalmente creado, y la apariencia impuesta a las mujeres (feminidad) y a los hombres (masculinidad).

Transsexual - Una persona que se presenta a sí misma y vive como si fuera del género “opuesto” al del género genético con que nació. Los transexuales pueden ser heterosexuales, bisexuales u homosexuales en su orientación sexual.

Transgénero - Un término muy amplio, utilizado para describir a una serie de personas cuya identidad y expresión de género, en diferentes grados, no corresponde al de su sexo genético. Nota: El lenguaje sobre género y orientación sexual continúa evolucionando y True Colors agradece comentarios y opiniones de los lectores.
SALIENDO DEL CLOSET

(traducción de True Colors’s “Coming Out Advice” por David Sarshalom e Ivanka Garáfulic)

A pesar que la edad promedio en que la juventud gay sale del closet, ante ellos mismos y ante los demás sigue disminuyendo, un porcentaje significativo de jóvenes sale del closet durante su primer o segundo año de universidad. Muchos están pensando salir de él ante sus familias durante las vacaciones de invierno. Inclusive jóvenes que ya salieron del closet en la secundaria descubren que ahora han salido del mismo de una manera “diferente” – tal vez de una manera más abierta o con una pareja nueva. En cualquier caso, esto puede ser realmente estresante. Así que, de ahora en adelante, nuestra nueva tradición para el invierno será enviar nuestros “tips para salir del closet” como algo sobre lo cual deberían meditar.

**Article I. Preguntas que debes Considerar Antes de Salir del Closet**

1. ¿Te sientes seguro de tu orientación sexual o identidad de género? Si te sientes confundido o inseguro (lo cual es completamente normal, sobre todo al comienzo de la exploración de tu identidad), busca primero personas que sabes que te apoyarán y te reforzarán la confianza en ti mismo y habla con ellas – gente que no te presionará para que te etiquetes, gente que te dará el espacio para pensar, cuestionar, preguntar y explorar – gente que te dará el tiempo para entenderlo. Después, cuando estés listo, empieza a planear salir del closet ante tus familiares y amigos cuyas reacciones te sean menos predecibles. Nunca saques a relucir el tema a menos que estés seguro que vas a poder responder con toda confianza la pregunta “¿estás seguro?” La confusión de parte tuya únicamente aumentará la confusión de tus familiares y amigos y disminuirá su confianza en tu juicio.

2. ¿Te sientes cómodo con tu sexualidad y/o identidad de género? Si estás lidiando con culpa y períodos de depresión, es mejor que retardes la decisión de salir del closet ante tu familia o amigos. Salir del closet requiere de mucha energía por parte tuya; va a requerir de una reserva de sentimientos positivos hacia uno mismo – y de aliados y amigos comprensivos.

3. ¿Cuentas con apoyo? En caso de que la reacción de tus padres, familiares o amigos te deje desconsolado, deberías tener una persona o un grupo de confianza donde puedas acudir en busca de apoyo emocional y de seguridad. Es sumamente importante mantener tu autoestima. A continuación te damos los teléfonos de algunos sitios a los que puedes acudir en caso que llegues a necesitar ayuda: en Connecticut llama a InfoLine al 211 – ellos atienden emergencias 24/7 y la línea de ayuda y de apoyo en caso de crisis recibe llamadas sobre temas LGBT. Otro lugar que también puedes llamar en caso de crisis es al Trevor Project Hotline al 1-800-850-8078 (línea de ayuda telefónica para la prevención del suicidio de jóvenes LGBT). Sin embargo, lo más importante que debes recordar, es que el momento – cualquiera que sea la reacción – pasa. Solamente tienes que conseguir sobrellevar ese momento.

4. ¿Posees conocimientos sobre orientación sexual e identidad de género? Tus familiares o amigos pudieran reaccionar en base a una larga información obtenida de una sociedad homofóbica, bi-fóbica y género-fóbica. Parte de tu trabajo al salir del closet ante ti debería ser educarte – ahora parte de tu trabajo será educarlos. ¿Estás preparado para hacer eso? Si la respuesta es no, ponte en contacto con organizaciones como Parents, Families and Friends of Lesbians and Gays (PFLAG). ¡Ellos cuentan con folletos especialmente diseñados para padres y familiares que realmente pueden ser de gran ayuda!

**Más tips, secretitos y consideraciones para antes de salir del closet:**

5. Nunca asumas que sabes o puedes predecir la reacción de una persona – puede que te lleves una sorpresa agradable por su reacción de apoyo.

6. ¡El momento sí cuenta! Considera que la respuesta de tus familiares si se los dices durante las fiestas de fin de año, podría ser diferente que si se los dices en otra época no tan llena de diferentes quehaceres y menos llenos de stress. ¿Pudiera ser diferente si tocas el tema en otras circunstancias menos importantes? ¿Esta es la época más apropiada para hacerlo? Piensa sobre ello tomando en cuenta a tu familia y amigos y toma una decisión.

7. Recuerda que salir del closet es un proceso constante – es probable que tengas que salir del closet muchas veces y de diferentes maneras.

8. Reconoce que tus familiares y amigos necesitan tiempo para admitir y aceptar que tienen un hijo LGBT. Tú necesitas tiempo para aceptarte como eres. Ahora le toca el turno a tu familia.

9. Deja que la opinión de tus familiares sea algo que ellos resuelvan, no es algo que tu tienes que asumir, mientras que sean amables contigo.
10. Ten planes alternativos en caso que las cosas se pongan difíciles en tu casa. Un trabajador social del colegio o algún otro profesional pudieran ayudarte a establecer un muro de seguridad. También recuerda que si la situación se pone violenta, debes salir inmediatamente de la casa y conseguir ayuda de amigos, la policía o la DCF. El número de la DCF para reportar abusos es 1-800-842-2288.

Si estás yendo a casa de visita o de vacaciones y planeas salir del closet durante tu estadía:

11. Lee nuevamente #6 y #10 arriba.

12. Si estás llevando tu pareja a tu casa, no esperes hasta la noche de fiesta para hacer los arreglos de alojamiento – planea por adelantado. También considera esto: “¿Tus padres te permitirían compartir un cuarto con una persona del sexo opuesto?” Si la respuesta es no, no esperes que las reglas sean diferentes simplemente porque tu compañero sea un...

13. De igual manera discute con tu compañero la manera en que van a hablar de su relación, si se van a hacer demostraciones de afecto en público, etc.

14. Enfócate en intereses comunes, recuérdale y confírmale a tu familia que eres la misma persona de siempre – solamente que ahora saben algo más de ti.

15. Se prudente acerca del deseo de querer escandalizar a tu familia. Ten mucho cuidado – No lo hagas.

16. Recuerda ser firme en cuanto a quererte y respetarte como persona y por quien eres. Recuerda que eres un regalo para el mundo. ¡Recuerda que el mundo sería un lugar menos especial sin la contribución que tú le aportas! Lo más fundamental, recuerda que eres muy querido, que eres cariñoso y que eres digno de ser amado.

**Recursos En Español**

For the most current information and a wide range of resources, see: www.pflagfamiliesofcolor.org

LIBROS, FOLLETOS, VIDEOS, PORTALES (WEBSITES):

En “www.pflag.org, Programs, FOCN, Latino” Ud. encontrará una rica fuente de recursos y enlaces que lo llevaran a información en español de las principales organizaciones LGBT en el país.

**ABORDANDO LA TEMÁTICA GAY EN LA ESCUELA.** (280 páginas). Es un manual de recursos muy amplio que contiene: fundamentos para la inclusión de temas LGBT en la escuela, sugerencias para hacer que la escuela sea un lugar seguro para todos los estudiantes, un currículo fácil de seguir, actividades para el entrenamiento del personal docente y mucho más. La versión en español contiene también cinco anexos entre ellos: 1) Un extenso vocabulario gay en español. 2) Una lista de cientos de grupos hispanos de apoyo, información, educación y activism en Estados Unidos, Hispanoamérica y España, 3) Una lista de más de 100 personas LGBT hispanas de renombre de los Estados Unidos, Hispanoamérica y España. Para conseguirlo: http://www.amazon.com/gp/product/0972283498/002-5823537-7574434?v=glance&n=283155


**DE COLORES** (27 minutos): Una documental sobre familias latinas y sus comunidades que muestra como se puede superar las hondas raíces de la homofobia de las todavía más profundas raíces del amor y el respeto. Pedidos a: Peter Barbosa, EyeBite Productions, 4150 17th Street #1, San Francisco, CA 94114, Tel. 415-431-6411, Fax: 415-551-1723 - http://www.unlearninghomophobia.com/dc.html. (Extensive guide is now available, see below.)

TRES GOTAS DE AGUA is the stories of three Latina immigrant moms who share their experiences with their children’s coming out processes. It can be viewed as one single video (about 14 in) or as three separate pieces (4-5 minutes each). These are in Spanish with English subtitles. This video was developed by Somos Familia (http://somosfamiliaabay.org).


The State of Connecticut
Department of Public Health

is proud to be a sponsor of the
2016 True Colors Conference

The Department of Public Health’s Mission
is to protect and improve the health and safety of the people of Connecticut by:
Assuring the conditions in which people can be healthy;
Preventing disease, injury, and disability; and
Promoting the equal enjoyment of the highest attainable standard of health, which is a human right
and a priority of the state.

DPH provides and funds many services and
resources throughout the State including:
• AIDS/HIV, STD and Hepatitis prevention,
education, testing and counseling
• Connecticut School Health Survey (Youth Risk
Behavior and Tobacco components)
• Office of Multicultural Health
• Pregnancy/Maternal & Child Health
• Sexual Assault Crisis Services
• Smoking/Tobacco Education and Prevention
• Suicide Prevention
• Syringe Service Programs
• Violence Prevention
• Women, Infants & Children (WIC) Nutrition
Program

We Know Condoms and PrEP
PrEP, or Pre-Exposure Prophylaxis is a new
option for staying HIV negative. We are
one of the first State Health Departments
committed to educating community members
and doctors about PrEP and to making PrEP
accessible to those who need it, regardless of
income, insurance or immigration status.

For more information on PrEP visit
www.PrEPNowCT.org

Want to learn more?
Visit our conference table!
Want your voice to be heard?
Be a part of our focus group discussion:
Talking About Talking About Sex

DPH — Keeping Connecticut Healthy!
(860) 509-8000 | www.ct.gov/dph
Bibliography

AFFIRMING BOOKS ABOUT GENDER NON-CONFORMING CHILDREN


Bhatia, Niki. *Pink is Just a Color and So is Blue*. CreateSpace Independent Publishing. 2012.


BISEXUALITY RESOURCES


CHILDREN OF LGBT PARENTS

**NOTE:** The following entries are general websites helpful for children of LGBT parents.

- **Family Pride Coalition.** www.familypride.org
- **Families Joined By Love.** www.familiesjoinedbylove.com
- **Two Lives.** www.twolives.com
- **Newman, Leslea** www.lesleanewman.com
  Ms. Newman has authored 64+ books for children, youth and adults, many featuring LGBT characters and story lines.

**Ages 0-6**


**Ages 6-9**


**Ages 9-12**


**Ages 12-15**


**Ages 15+**


SCHOOLS ARE UNSAFE AND UNWELCOMING FOR THE MAJORITY OF LGBT STUDENTS

65% heard homophobic remarks like “fag” or “dyke” frequently or often

The Gay, Lesbian & Straight Education Network strives to assure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression.

85% were verbally harassed in the past year

Visit our website to learn how you can get involved and help end bullying in K-12 schools.

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


Kacere, Laura. “‘Homonormativity 101: What it is and how it’s hurting our movement’”. www.everydayfeminism.com/2015/01/homonormativity-101/.


JOURNALS:

International Journal of Transgenderism. Ed. Walter Bockting, PhD.
Journal of Bisexuality. Ed. James Weinrich, Ph.D.
Journal of LGBT Youth. Ed. James T. Sears, Ph.D.
Journal of Gay & Lesbian Mental Health. Co-Ed. In Chief: Mary E. Barber, M.D.; Alan Schwartz, MD
Journal of GLBT Family Studies
Journal of Homosexuality. Ed. In Chief: John P. Elia, Ph.D.
Journal of Lesbian Studies. Ed. Esther D. Rothblum, Ph.D.

LGBT HISTORY

NOTE: The following two entries are general websites helpful for LGBT parents/families.


NOTE: The following entry is a general website helpful for finding LGBT Youth: Non-Fiction.

- Families Joined By Love. [www.familiesjoinedbylove.com](http://www.familiesjoinedbylove.com)


Hinrichs, Donald. *A Lesbigay Guide to Selecting the Best-Fit College or University and Enjoying the College Years*. iUniverse, Inc., 2007. Print.


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**PARENTS OF LGBT YOUTH**


NOTE: The following three entries are general websites helpful for LGBTQI people of color.

- LGBT Racial Equality  www.lgbtracialequality.com
- National Black Justice Coalition  www.nbjc.org
- Redbone Press  www.redbonepress.org


LGBTQI PEOPLE of COLOR, CONT’D


LGBTQI PEOPLE with DISABILITIES


PUBLIC HEALTH

NOTE: The following entry is a general website helpful for finding resources related to public health.


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<tr>
<th>Title</th>
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**SUBSTANCE ABUSE RESOURCES**


**TRANSGENDER RESOURCES**

**CHILDREN'S PICTURE BOOKS**


**YOUNG ADULT FICTION**


TRANSGENDER RESOURCES, CONT’D

NON-FICTION, INFORMATIONAL


MISSION

Working to ensure that youth of all orientations and gender identities are valued and affirmed through education, training, advocacy, youth leadership development, mentoring and direct services to youth and those responsible for their well-being.

WHAT’S INSIDE:

- Community and School-Based Youth and Parent Groups
- Statewide and National Resources
- Tool Kits
- Fact Sheets
- GSA Development
- LGBT and Ally Youth Scholarship Listings
- Comprehensive Bibliography
- And so much more!

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by phone: 888-565-5551

www.ourtruecolors.org