ASSESSING THE EFFECTIVENESS OF INCLUSIVE ENVIRONMENT TRAININGS FOR PROFESSIONALS INTERACTING WITH LGBTQ+ YOUTH
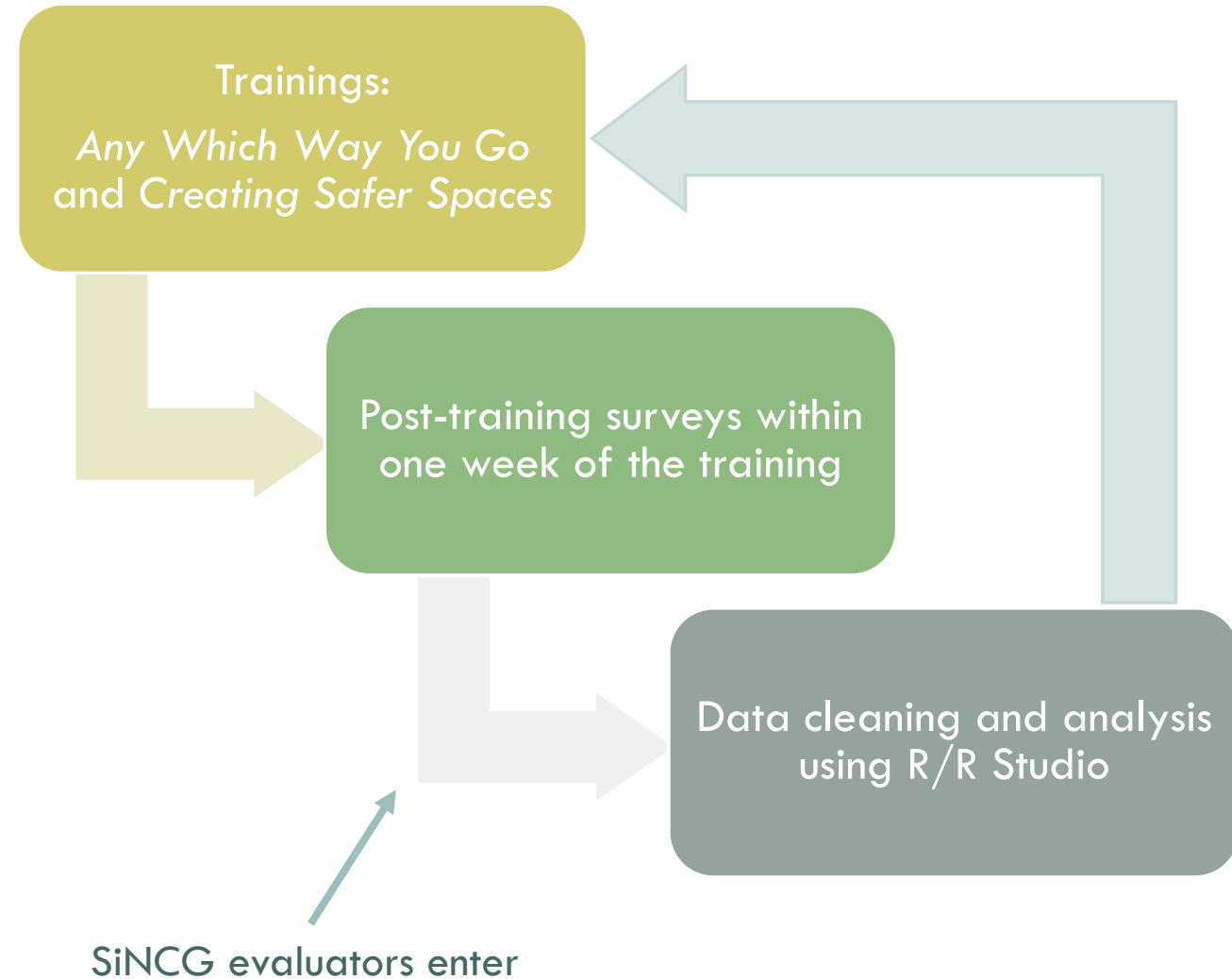
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STRENGTH IN NUMBERS
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INTRODUCTION & METHODS

Context: Lack of inclusive spaces contributes to experiences of discrimination for LGBTQ+ youth

Key Players:

- Client: **A large non-profit organization serving LGBTQ+ youth**

  - Offers **advocacy and capacity building training**

    - Professional development workshops on inclusion and safety for LGBTQ+ youth

- Evaluator: **Strength in Numbers Consulting Group** (SiNCG)

Trainings:
Any Which Way You Go and *Creating Safer Spaces*

Post-training surveys within one week of the training

Data cleaning and analysis using R/R Studio

SiNCG evaluators enter

Evaluation Question: Was training effective in engaging and educating professionals on inclusive theoretical frameworks and tools that could be incorporated into their personal practice or adapted into their organizations policies?
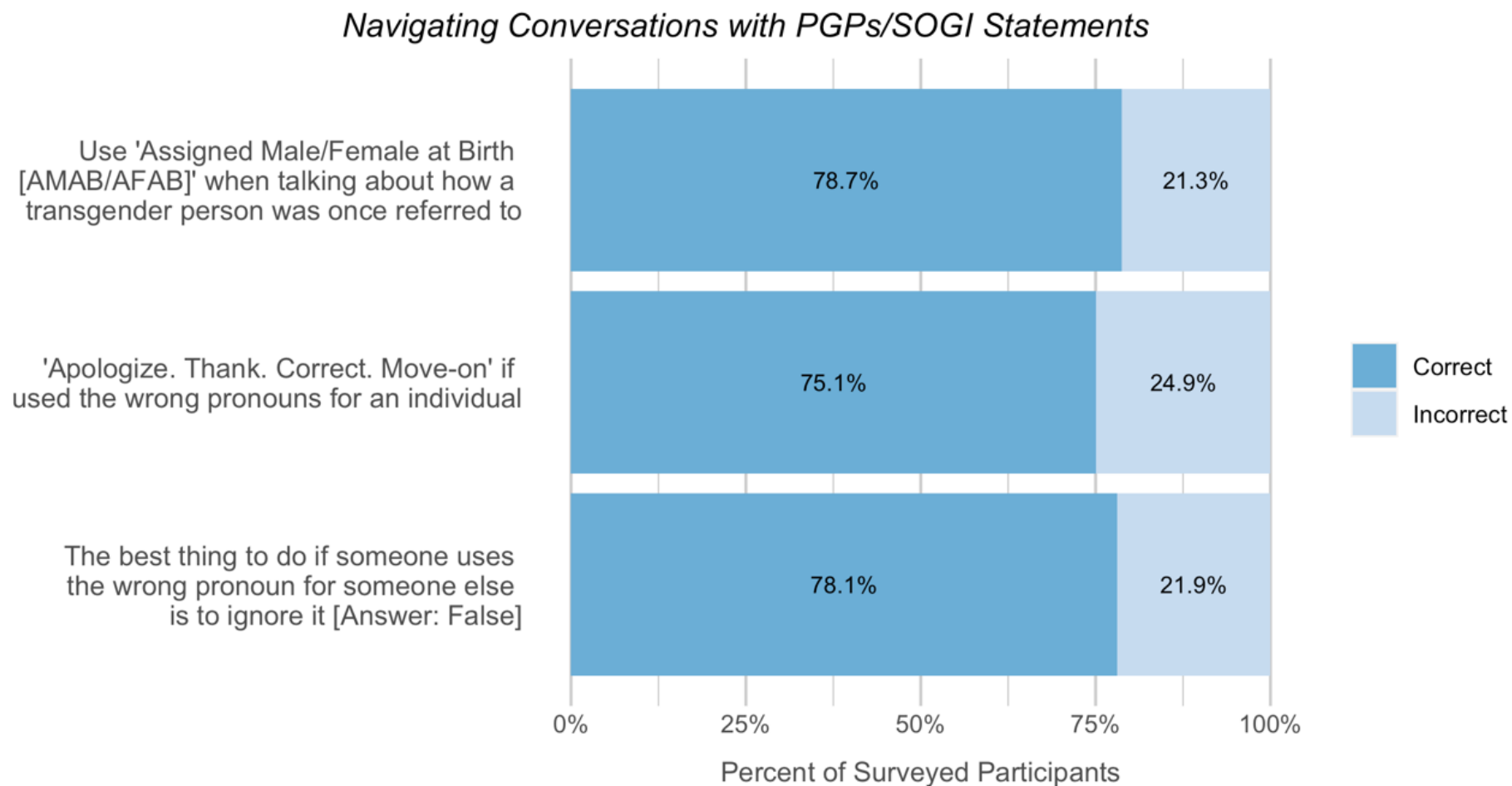
RESULTS

Overview:

1. Successful engagement

2. Successful understanding of theoretical concepts (e.g., personal gender pronouns)

3. Difficulty relaying important aspects/tools to create a safer space and translating concepts into practice

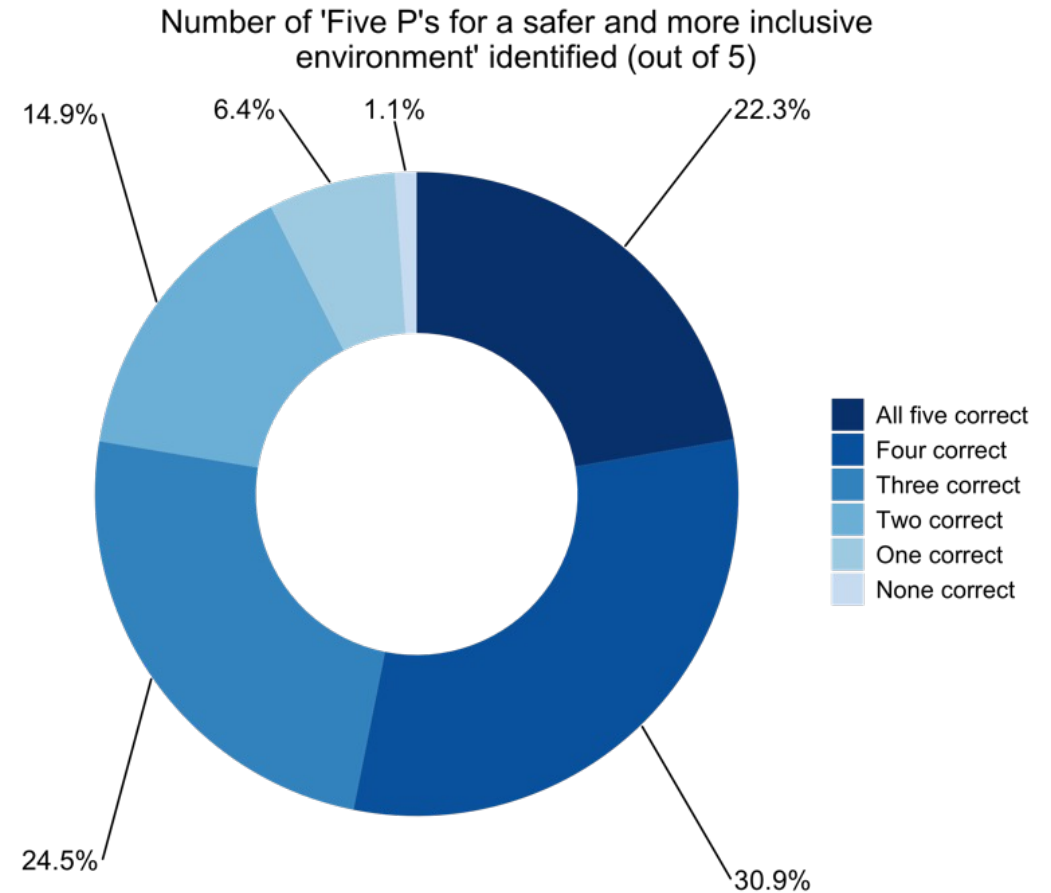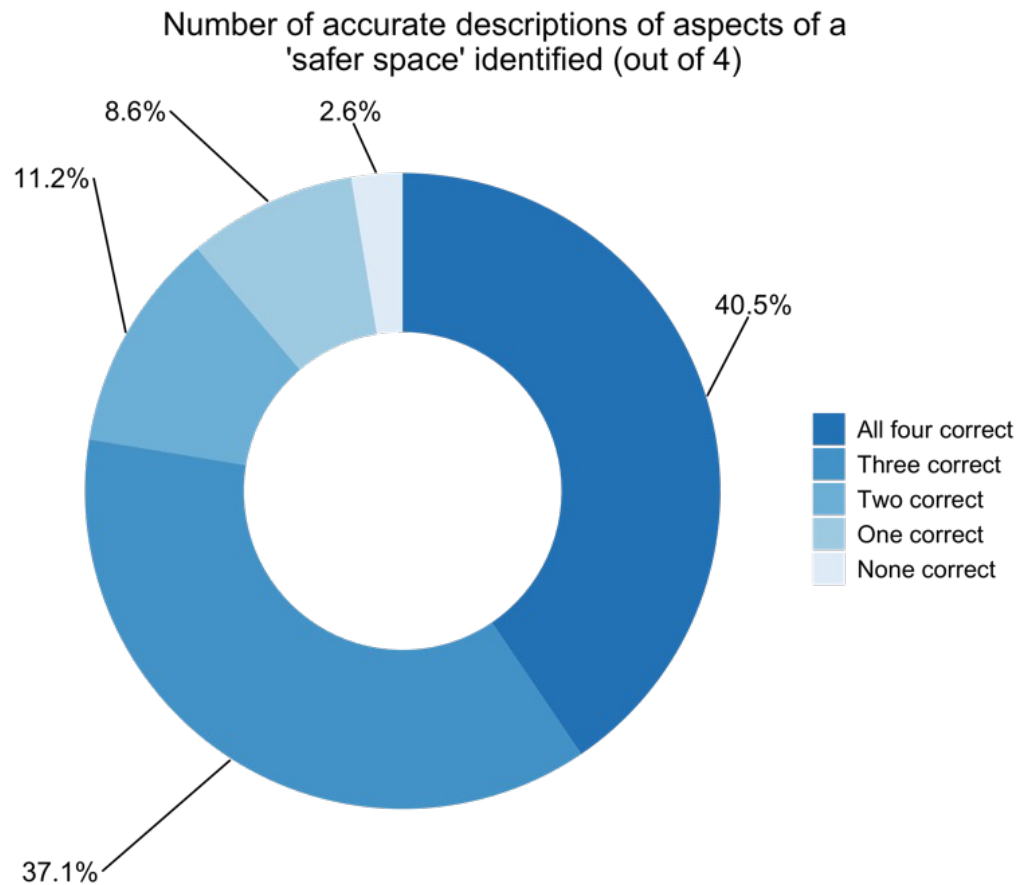| **Table 1.** Number of Training Sessions, Attendees, and Surveys (FY22)				
	Number of Training Sessions	Number of Attendees	Number of Sessions Surveyed	Number of Attendees Surveyed	Percentage who received at least 75% on post-training survey
Any Which Way You Go	28	553	26	333	84.1%
Creating Safer Spaces	12	229	12	117	40.2%
Total	40	782	38	450	--

ANY WHICH WAY YOU GO

Overview: Equip attendees with inclusive frameworks and tools to be incorporated into **personal professional practices** involving LGBTQ+ youth.

Navigating Conversations with PGPs/SOGI Statements

Statement	Correct	Incorrect
Use 'Assigned Male/Female at Birth [AMAB/AFAB]' when talking about how a transgender person was once referred to	78.7%	21.3%
'Apologize. Thank. Correct. Move-on' if used the wrong pronouns for an individual	75.1%	24.9%
The best thing to do if someone uses the wrong pronoun for someone else is to ignore it [Answer: False]	78.1%	21.9%

Percent of Surveyed Participants

*PGP = personal gender pronouns; SOGI = sexual orientation and gender identity

CREATING SAFER SPACES

Overview: Educating professionals on frameworks and practices to be used to create and support safer environments for LGBTQIA+ youth **at the organizational policy level**.

Number of accurate descriptions of aspects of a 'safer space' identified (out of 4)

- 40.5%
- 37.1%
- 11.2%
- 8.6%
- 2.6%

Legend:
- All four correct
- Three correct
- Two correct
- One correct
- None correct

Number of 'Five P's for a safer and more inclusive environment' identified (out of 5)

- 22.3%
- 30.9%
- 24.5%
- 14.9%
- 6.4%
- 1.1%

Legend:
- All five correct
- Four correct
- Three correct
- Two correct
- One correct
- None correct

KEY FINDINGS & FUTURE DIRECTIONS

Any Which Way You Go

- Incorporate more **practice navigating situations** related to using the wrong pronouns (role playing)

Creating Safer Spaces

- Engage in **brainstorming exercises/group discussion** so participants within the same organization can interact more with the concepts and identify aspects of a safer space and best practices for creating a safer space

Overall

- **Re-evaluate** questions in post-training surveys
- Implement **pre-training survey**

APPENDIX

Creating Safer Spaces Post-Training Survey Answers

- '5 P's' for creating a safer and more inclusive environment:
  - Policy, Practice, Programs, Professional Development, & Physical Environment

- Accurate descriptions of aspects of a 'safer space'
  - A supportive, non-threatening environment for youth
  - A set of guidelines that include a clear statement of the importance of physical and mental safety
  - A space that is critical of the power structures that affect our everyday lives
  - Shared responsibility for everyone who enters the space to uphold the values of the space

Strength in Numbers Consulting Group: www.strengthinnumbersconsulting.com