

## San Diego County Probation

### Juvenile Institutions Core Training

#### Unit 1: Agency Specific Training

#### Module(s): LGBT (Lesbian, Gay, Bisexual, Transgender)

Instructional Time: 3.5 hours

1. Welcome and Introductions
2. Objectives
  - a. Be aware of experiences of the LGBT population.
  - b. Identify appropriate terminology used by the LGBT population.
  - c. Identify ethical/legal provisions of the LGBT community.
  - d. Explain Best Practices of the LGBT community.
  - e. Create awareness regarding personal attitude and beliefs related to a sexual orientation and gender expression/identity.
  - f. Explain an employee's duty to respond to this population and provide resources when appropriate.
3. Pair Scenario: "Getting to Know You" and "About Our Relationships"
4. Exercise Society Perspective: Two men holding hands / two men holding guns
5. CBS Documentary Video: Then and Now
6. Terms exercise
7. Video: What It's Like to be Intersex
8. LGBTIQA: Explaining the Letters (Lesbian, Gay Bisexual, Transgender, Intersex, Questioning, Androgynous)
9. Discussion: Do you have control over your feelings?
10. Ted Talks Video: Geena Rocero Transgender Pageant Queen
11. Did you know: Various LGBT Facts / Stats
12. LGBT Experiences/Our Duties
13. Statistics in the United States
14. Video: Ryland's Story and discussion
15. Bias/Prejudice-Military facts and statistics
16. Creating a LGBT affirming environment, logos and hate free zones
17. Best Practices
18. Video: Coming Out and discussion
19. Understanding LGBT Population
20. LGBTQI youth representations in the Criminal Justice System
21. Discussion: Putting it into practice
22. Laws and Policies
23. Culture, support, detecting and intervening
24. Resources
25. Video: It Gets Better
26. Review / Closing / Evaluations