For Educators:

1. Implement pre-service training in regional colleges of education to build competencies among future educators in working with and supporting LGBTQ youth.

2. Ensure that emergency-certified educators receive training in working and supporting LGBTQ youth early in their employment.

3. Hold staff training on understanding the basics of working with and supporting LGBTQ youth.
   
   **TRAINING RESOURCES:** Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country

4. Implement visible LGBTQ-affirming signs and messaging in school buildings and identify staff in each building who are willing to be visible allies of LGBTQ students.

5. Adopt and implement LGBTQ-affirming, evidence-based social-emotional learning, bullying prevention, and medically accurate sex education programming in schools.

6. Connect families to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.

7. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff, teachers, and students.

8. Embed Hope-building practices into all touch-points with youth and families.
   
   **TRAINING RESOURCES:** Hope Research Center at OU-Tulsa

9. Provide students and families with a general resource guide listing LGBTQ youth-supporting agencies and services.

For Youth-Serving Agencies:

1. Adopt goals, accountability measures, and action plans regarding program services provided to LGBTQ youth.

2. Hold staff training on understanding the basics of working with and supporting LGBTQ youth and families.
   
   **TRAINING RESOURCES:** Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country

3. Implement visible LGBTQ-affirming signs and messaging in facilities.

4. Connect parents to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.

5. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff and clients.

6. Embed Hope-building practices into all touch-points with youth and families.
   
   **TRAINING RESOURCES:** Hope Research Center at OU-Tulsa

7. Provide youth and families with a general resource guide listing LGBTQ-supporting agencies and services.
For Funders:
1. Require that grantees adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression.
2. Request that grantees set goals, identify outcome measures, and collect data through application and reporting processes regarding program services provided to LGBTQ individuals.
3. Fund the development and delivery of training for agencies and professionals working with and supporting LGBTQ youth and families.
   TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, and Oklahoma Center for Community & Justice
4. Fund community programs and initiatives that explicitly seek to improve the experiences and outcomes of LGBTQ individuals, as described in the Prism Project Report.

For Employers:
1. Hold training for all managerial positions on understanding the basics of building an LGBTQ-affirming workplace culture.
   TRAINING RESOURCES: Oklahomans for Equality, Youth Services of Tulsa, and Oklahoma Center for Community & Justice
2. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all employees.
3. Implement visible LGBTQ-affirming signs and messaging in the workplace.
4. Connect employees to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
5. Provide employees with a general resource guide listing LGBTQ-supporting agencies and services (available through Oklahomans for Equality).

For Healthcare and Mental Health Professionals:
1. Participate in the ongoing efforts of Oklahomans for Equality to establish a directory of culturally responsive mental health and medical professionals
2. Implement pre-service training in regional schools of medicine, social work, counseling, and other healthcare and mental health preparation programs to build competencies among future practitioners in working with and supporting LGBTQ youth and adults.
3. Provide culturally competent and affirming care to LGBTQ youth and adults.
4. Hold staff training on understanding the basics of working with LGBTQ youth and adults.
   TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country, Amplify, Take Control Initiative, and Tulsa CARES
5. Implement visible LGBTQ-affirming signs and messaging in hospitals and healthcare facilities.
6. Connect parents to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
7. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff and patients.
8. Provide patients with a general resource guide listing LGBTQ-supporting agencies and services.
For Faith-based Institutions:

1. Establish a definition and process in line with accepted standards for determining the institution’s commitment as an open and affirming community.
2. Assist Oklahomans for Equality in maintaining a directory of open and affirming faith-based institutions.
3. Hold training for staff on understanding the basics of working with and supporting LGBTQ youth and families.
   **TRAINING RESOURCES:** Oklahomans for Equality, Oklahoma Center for Community & Justice, and Youth Services of Tulsa
4. Implement visible LGBTQ-affirming signs and messaging in facilities.
5. Connect parents to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
6. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.
7. Provide constituents with a general resource guide listing LGBTQ-supporting agencies and services.

For Law Enforcement:

1. Implement pre-service officer training to build competencies among future practitioners in working with LGBTQ youth and adults.
2. Hold training for officers on understanding the basics of working with LGBTQ individuals.
   **TRAINING RESOURCES:** Oklahomans for Equality
3. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.

For Policymakers & Policy Implementers:

1. Require the creation of a plan to recruit more LGBTQ-friendly foster homes.
2. Require the inclusion of an SGM identifying question on existing statewide survey instruments such as the State Department of Mental Health’s Oklahoma Prevention Needs Assessment.
3. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.
4. Adopt policies supporting the implementation of trauma-informed and Hope-building practices across all government agencies.
   **TRAINING RESOURCES:** Hope Research Center at OU-Tulsa
5. Fund the development and delivery of training for agencies and professionals working with and supporting LGBTQ youth and families.
   **TRAINING RESOURCES:** Youth Services of Tulsa, Oklahomans for Equality, and Oklahoma Center for Community & Justice
6. Conduct an audit of current practices and needs across all state agencies that affirm or deter identifying as an LGBTQ person.
7. State Licensing Boards should require culturally competent and affirming curricula in all professional training programs.

We hope readers will consider committing their resources, influence, and networks to come up with creative solutions to the persistent challenges faced by sexual and gender minorities so that we can continue making progress together as one community.
Training Resources

**Amplify Tulsa** provides support for sex education implementation and expansion, educator training, professional development opportunities, and data collection on teen birth rates.

**CONTACT:** Preston Shatwell, PR Director, pshatwell@tulsacampaign.org

**Camp Fire of Green Country** provides young people the opportunity to find their spark, lift their voice, and discover who they are. Camp Fire supports several LGBTQ youth programs, including school-based GSA Clubs (Gender & Sexuality Alliances), CampOUT youth retreats, and LGBTQ Summer Camp.

**CONTACT:** Logan Hutson, Program Manager, lhutson@tulsacampfire.org

**GLSEN** works to ensure that every student has the right to a safe, supportive, and LGBTQ-inclusive K-12 education by developing supportive educators, implementing comprehensive policies, advocating for inclusive & affirming curriculum, and supporting student GSAs.

**CONTACT:** Taylor Raye, LGBTQ+/GSA Program Coordinator, Youth Services of Tulsa, mraye@yst.org

**GSA Network** works with youth-led GSAs, empowering them to educate their schools and communities, advocate for just policies that protect LGBTQ youth from harassment and violence, and organize in coalition with other youth groups across identity lines to address broader issues of oppression.

**CONTACT:** Taylor Raye, LGBTQ+/GSA Program Coordinator, Youth Services of Tulsa, mraye@yst.org

**Hope Research Center at OU-Tulsa** considers hope as the theory of change required for individuals, families, organizations and whole communities. The HRC designs hope-centered program evaluations and leads training for organizational leadership and staff on the science and application of hope in programs and services.

**CONTACT:** Dr. Chan Hellman, Executive Director, chellman@ou.edu

**Oklahoma Center for Community & Justice** seeks to facilitate understanding and empower individuals to create inclusive communities through dynamic diversity and inclusion programming for all ages, including school-based programs, diversity & leadership development, and educator professional development.

**CONTACT:** Avery Marshall, Director of Programs, amarshall@occjok.org

**Oklahomans for Equality** seeks equal rights for LGBTQ+ individuals and families through intersectional advocacy, education, programs, alliances, and the operation of the Dennis R. Neill Equality Center.

**CONTACT:** Toby Jenkins, Executive Director, toby.jenkins@okeq.org

**Take Control Initiative** empowers women with the choice of when to have children through education, outreach, free clinical services, and workshops to health care providers and social service workers.

**CONTACT:** Laura Bellis, Executive Director, laura@takecontrolok.org

**Tulsa CARES** delivers social services to people affected by HIV/AIDS through empowerment, inclusion, and the creation of hope by offering tailored, integrated resources and advocating for the end of HIV stigma.

**CONTACT:** Kate Neary, Chief Executive Officer, katen@tulsacares.org

**Youth Services of Tulsa (YST)** values and accepts all youth, supporting and challenging them to embrace their potential. YST works with youth and educators to build youth capacity as leaders in their schools and communities, foster youth connection to the community, affect change at school through GSA Clubs, and improve LGBTQ youth outcomes.

**CONTACT:** Taylor Raye, LGBTQ+/GSA Program Coordinator, mraye@yst.org

Sample Anti-Discrimination Statement

**ABC Organization** is an Equal Opportunity Employer. **ABC** promotes diversity and provides equal employment opportunities without regard to race, color, national origin, ancestry, sex, gender, gender identity, gender expression, religious creed, disability, genetic information, age, marital status, sexual orientation, or military and veteran status. We encourage individuals of all backgrounds to apply.