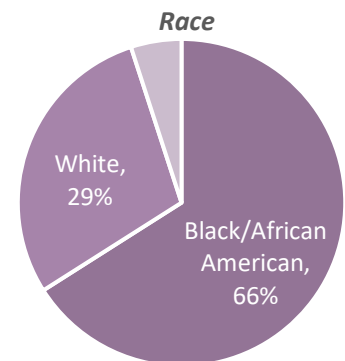
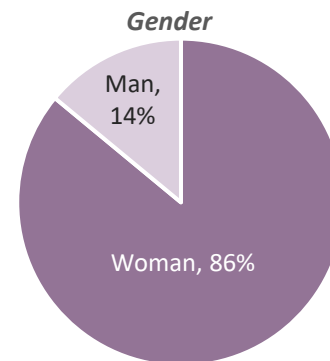
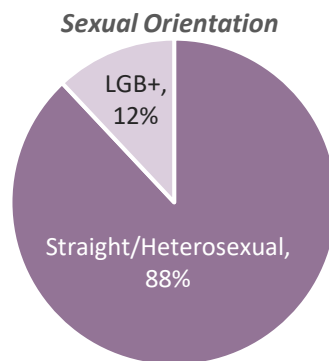
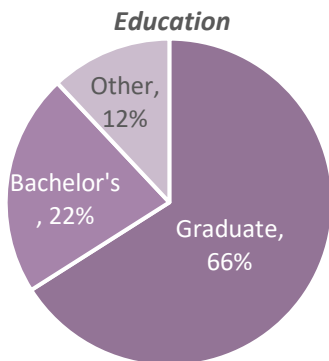
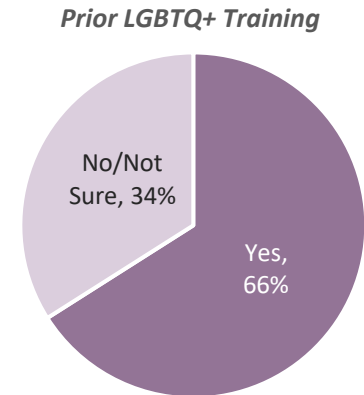
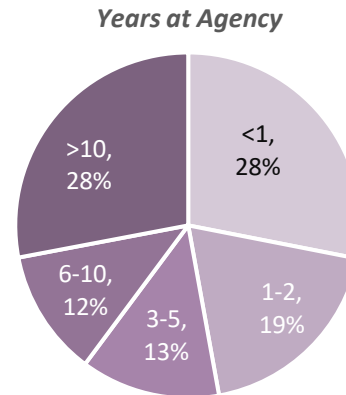
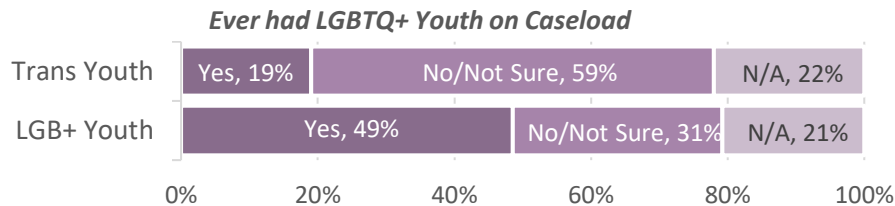


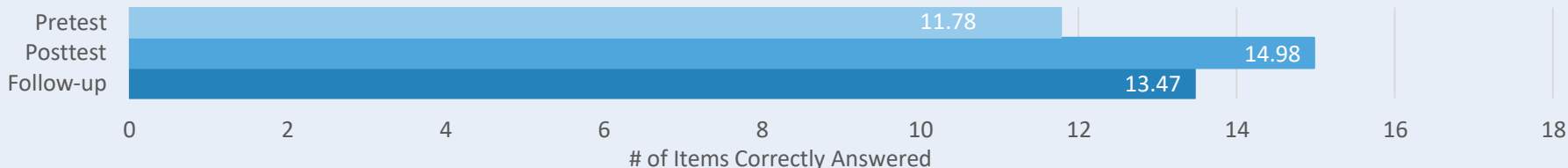
ACAF Staff Training Prince George's County, MD 2018 to 2020

Overview: The Human Rights Campaign's (HRC) All Children All Families (ACAF) training for staff was implemented in Prince George's County, Maryland by Prince George's County DSS, HRC, and the QIC-LGBTQ2S. The one-day training was designed to improve knowledge, attitudes, and skills related to serving LGBTQ+ youth and caregivers. Both DSS staff and staff from community partner agencies participated, including social workers, case managers, and supervisors among other workers. Between 2018 and 2020, 322 DSS and community partner staff attended an ACAF training. Of these trainees, 192 completed a pretest and posttest survey about their knowledge, attitudes, and behaviors related to LGBTQ+ youth and caregivers. A subset of trainees (n=68) also completed a follow-up survey three months after their training.

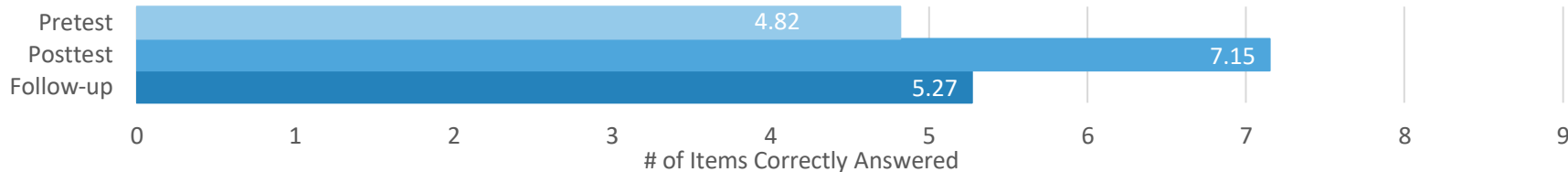
Demographics & Job Characteristics: Among those who completed all three surveys, the majority of trainees identified as women (86%), straight/heterosexual (88%), and Black/African American (66%). Trainees varied in level of education; however, the majority (66%) reported having a graduate degree. The majority of trainees worked directly with children, youth, and families in their role (56%), however a sizeable minority did not (44%). About half of trainees previously had an LGB+ youth on their caseload (49%). A minority (19%) had previously had a transgender youth on their caseload. Most had completed prior LGBTQ+ training (66%). Staff had been employed at their agency for varying lengths of time.



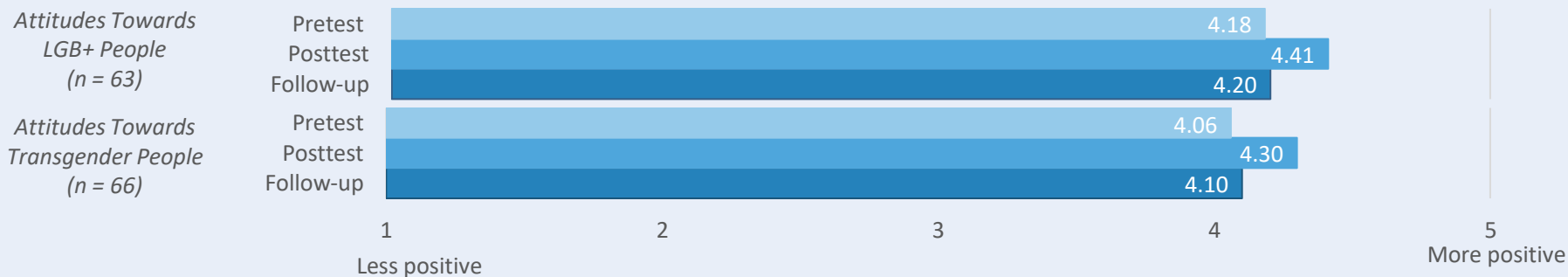
Knowledge: Trainees were asked 18 questions about knowledge of LGBTQ+ people and their experiences. Knowledge of the experiences of LGBTQ+ people increased after the training (n=51). Gains partially deteriorated three months later.



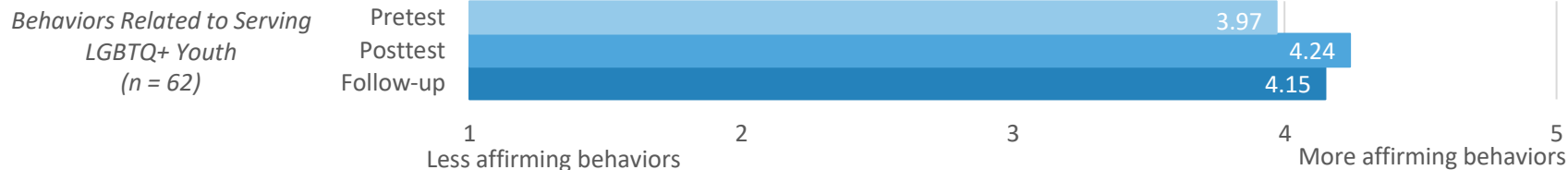
Knowledge of Terminology: Trainees were asked 9 questions about knowledge of LGBTQ+ terminology. Knowledge of LGBTQ+ terminology improved after the training but increases largely deteriorated within three months of the training (n=60).



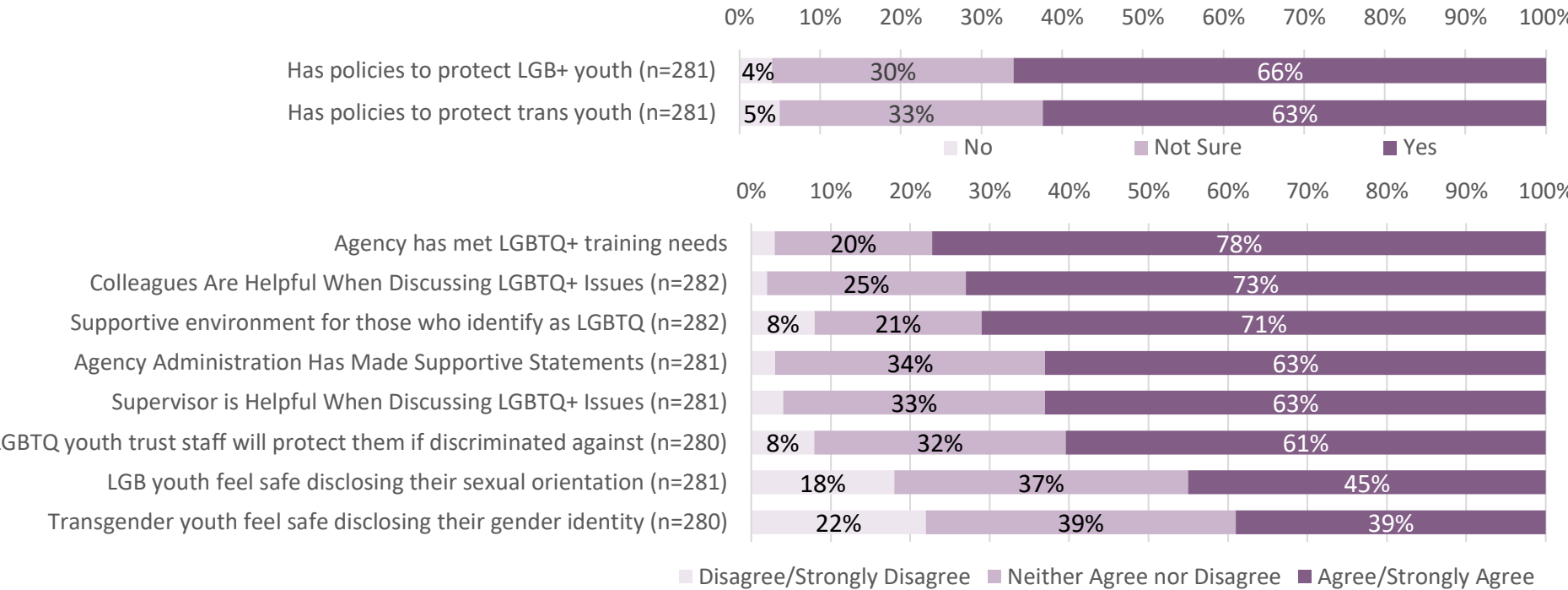
Attitudes: Trainees were asked 7 questions about attitudes towards LGB+ people and 7 question about attitudes towards transgender people. Trainees had slightly more positive attitudes towards LGB+ and transgender people after the training. Changes dissipated within three months of the training.



Behaviors: Trainees were asked 13 questions about behaviors related to serving LGBTQ+ youth. After ACAF, staff reported greater willingness to engage in affirming behaviors. These gains partially maintained three months later.



Organizational Climate: All participants were asked about the environment within their agency. Among all those who completed a posttest survey (n=285), participants reported believing that there was a generally supportive environment for LGBTQ+ people in their agency. There was less agreement that youth felt safe disclosing LGBTQ+ identities. While most agencies were reported to have policies to protect LGBTQ+ youth from discrimination, a substantial minority of respondents were unsure if their agency had such policies in place.



Participant Feedback: Trainees (n=285) generally reported positive experiences in the training and with the ACAF facilitators. 88% of trainees reported acquiring information that was new to them and 90% reported they will be able to use the knowledge and skills gained in the training in their work. 92% reported the quality of trainer’s instruction was excellent.

Summary: Prince George’s County trained DSS and community partner staff in the All Children All Families training. After the training, trainees reported more knowledge of LGBTQ+ identities and experiences, more knowledge of terminology, more positive attitudes, and more affirming perceived behaviors related to serving LGBTQ+ youth. Gains in knowledge and behaviors partially maintained three months after the training while gains in attitudes and terminology had largely deteriorated.

Staff reported mixed perceptions of the agency environment for LGBTQ+ youth. Most respondents reported there was a supportive environment for LGBTQ+ youth and that youth trusted staff would protect them if they were discriminated against due to being LGBTQ+. However, there was less confidence that youth felt safe disclosing LGBTQ+ identities to agency staff. A sizeable minority of staff were unsure whether their agency had policies to protect LGBTQ+ youth from discrimination.

History of the QIC-LGBTQ2S

The National Quality Improvement Center on Tailored Services, Placement Stability, and Permanency for LGBTQ2S Children and Youth in Foster Care (QIC-LGBTQ2S) was a program lead by The Institute for Innovation and Implementation, at the University of Maryland School of Social Work (The Institute). The project was funded by The U.S. Department of Health and Human Services, Administration for Children and Families, Children's Bureau to improve permanency, stability, and wellbeing for youth in foster care who identified as LGBTQ+.

Over the course of 5 years, the QIC-LGBTQ2S partnered with four child welfare agencies as Local Implementation Sites in: Allegheny County, PA; Michigan Tri-County, Cuyahoga County, OH; and Prince George's County, MD. Together, the sites, program purveyors, and the Institute developed, implemented, and evaluated several best practices and programs for LGBTQ+ youth and their families. The result of the five-year effort was the development and refinement of 9 manualized and evidence-informed interventions that can now be replicated in similar settings. In addition to developing these programs, sites also engaged in several initiatives to create affirming child welfare policies and SOGIE data collection projects.

Funding Statement

This project was funded by the National Quality Improvement Center on Tailored Services, Placement Stability and Permanency for Lesbian, Gay, Bisexual, Transgender, Questioning, and Two-Spirit Children and Youth in Foster Care (QIC-LGBTQ2S) at the Institute for Innovation and Implementation, University of Maryland Baltimore School of Social Work. The QIC-LGBTQ2S is funded by the U.S. Department of Health and Human Services, Administration for Children, Youth and Families, Children's Bureau under grant #90CW1145. The contents of this document do not necessarily reflect the views or policies of the funders, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Department of Health and Human Services.

