

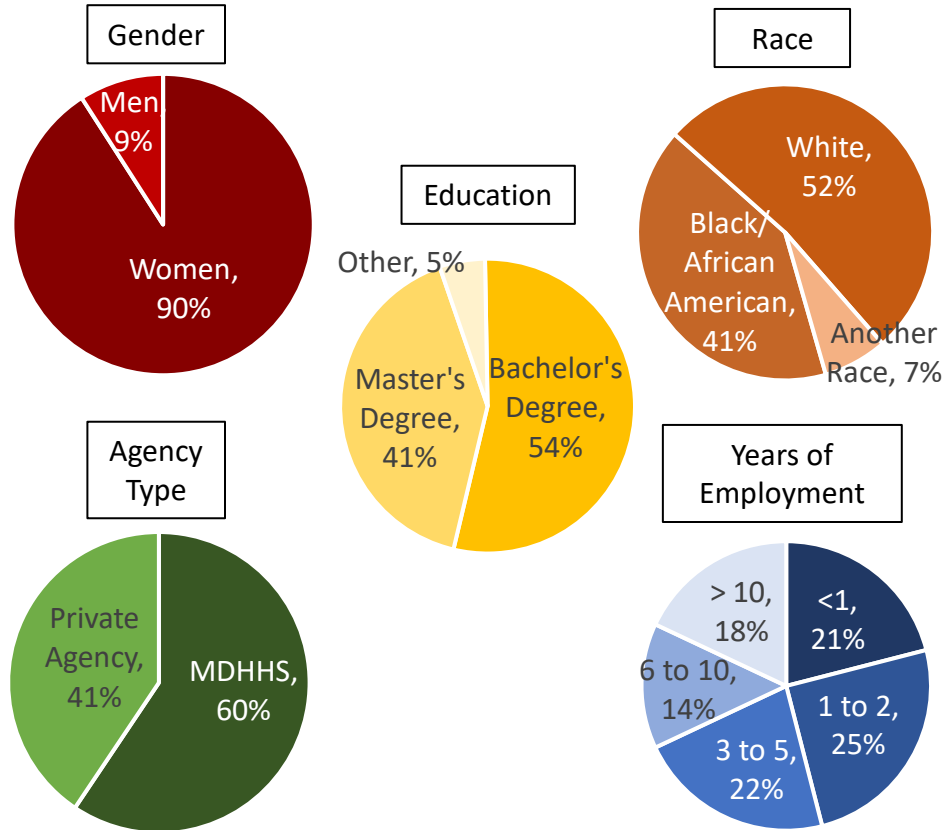
# Building Safety for Youth and Families

## Training Evaluation<sup>1</sup>

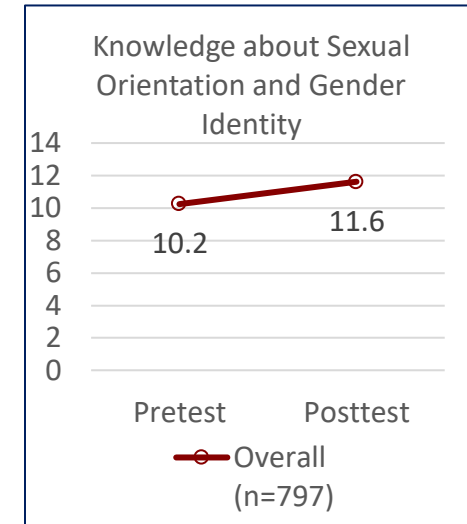
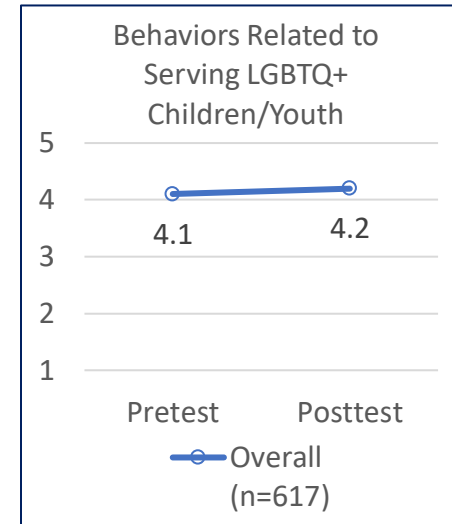
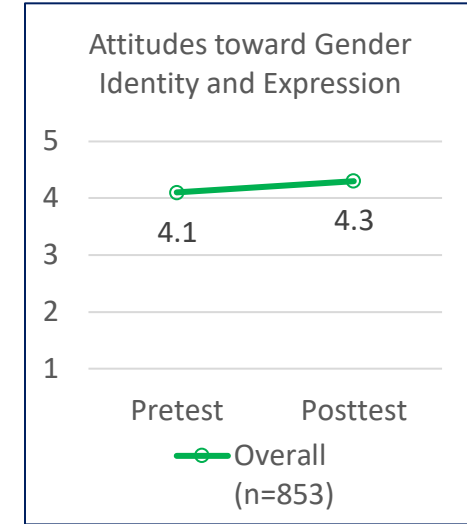
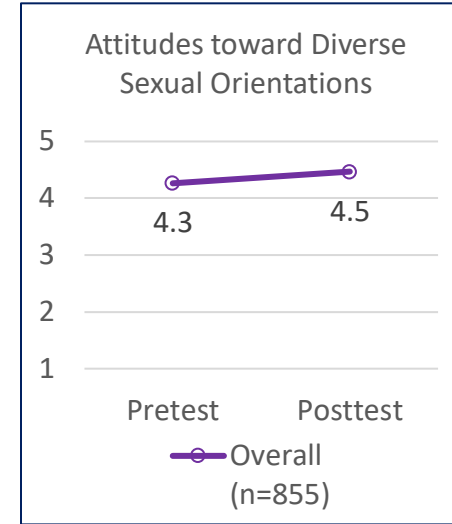
*Building Safety for Youth and Families (Building Safety)* is a training designed to increase the knowledge and skills of child welfare staff in recognizing and affirming young people's sexual orientation, gender identity, and expression (SOGIE) and to educate staff on making referrals to local SOGIE-specific programs. In partnership with the Ruth Ellis Center (REC) and the National Quality Improvement Center on Tailored Services, Placement Stability, and Permanency for Lesbian, Gay, Bisexual, Transgender, Questioning, and Two-Spirit (QIC-LGBTQ2S) Children and Youth in Foster Care, *Building Safety* was delivered to relevant Michigan Department of Health and Human Services (MDHHS) personnel, and later to private agency personnel, between June 2018 and May 2021.

### Methodology and Sample

- As a result of the pandemic, *Building Safety* transitioned from an in-person format to a virtual format in June 2020. In both training formats, participants were asked to complete surveys immediately prior to, following, and three months after the training.
- Surveys were completed by 1,200 unique participants between June 2018 and May 2021.<sup>2</sup> Of these, 73% completed both a pretest and a posttest survey, and only 16% completed pretest, posttest, and 3 month follow-up surveys.
- Trainees in both virtual and in-person settings generally reported similar demographics and work-related characteristics. Any differences are described in the full report.

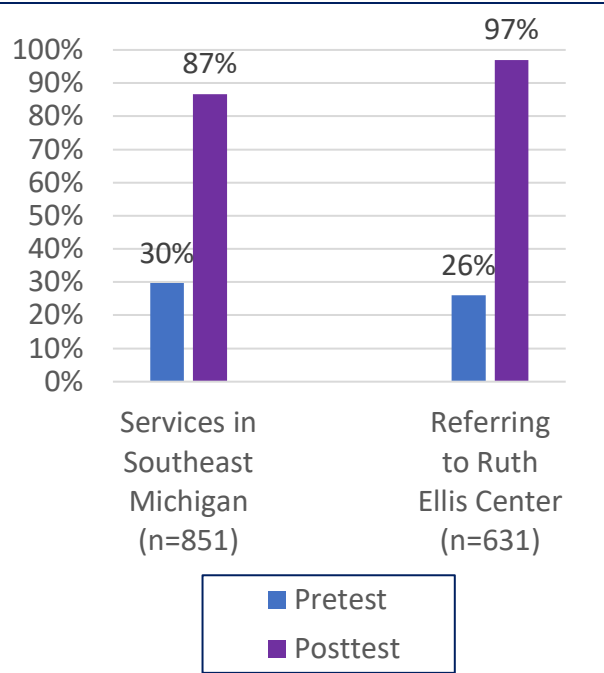


### Attitudes, Behaviors, and Knowledge



- After completing the training, attendees made statistically significant improvements in attitudes, behaviors, and knowledge.
- In general, differences between in-person and virtual formats were small; trainees made similar gains regardless of training format.

## Awareness of Local LGBTQ Services

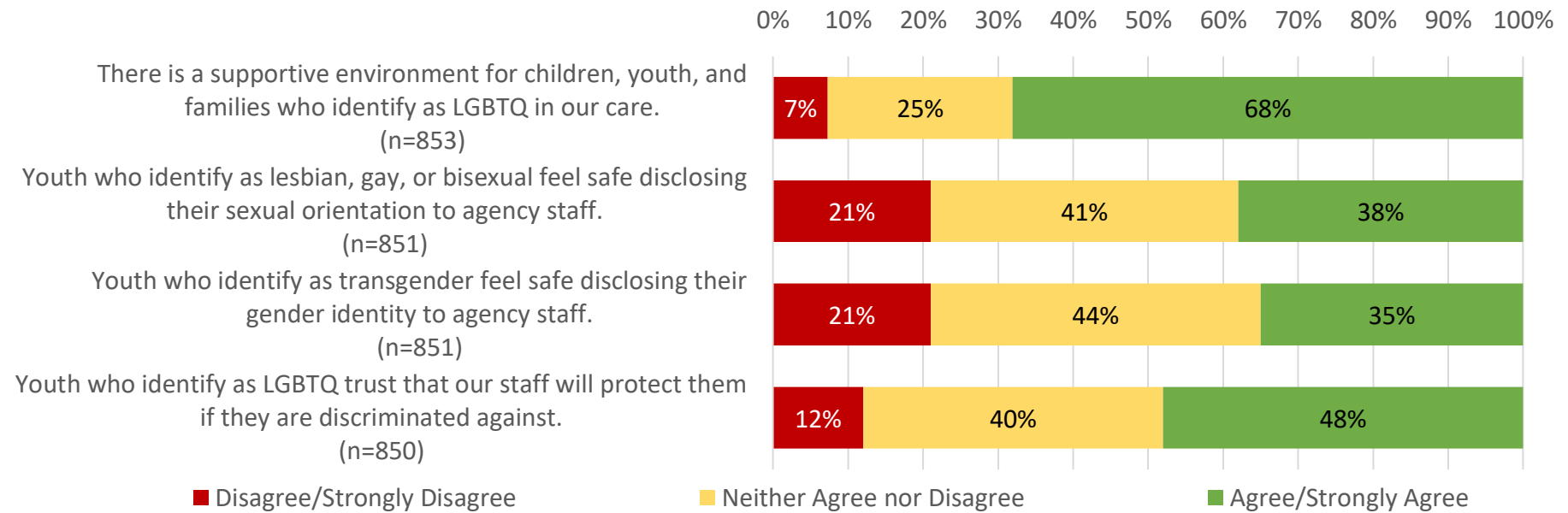


Following the training, a significantly larger portion of training participants were aware of LGBTQ services available in Southeast Michigan as well as how to refer youth to services available at the Ruth Ellis Center. These increases were evident regardless of the training format.

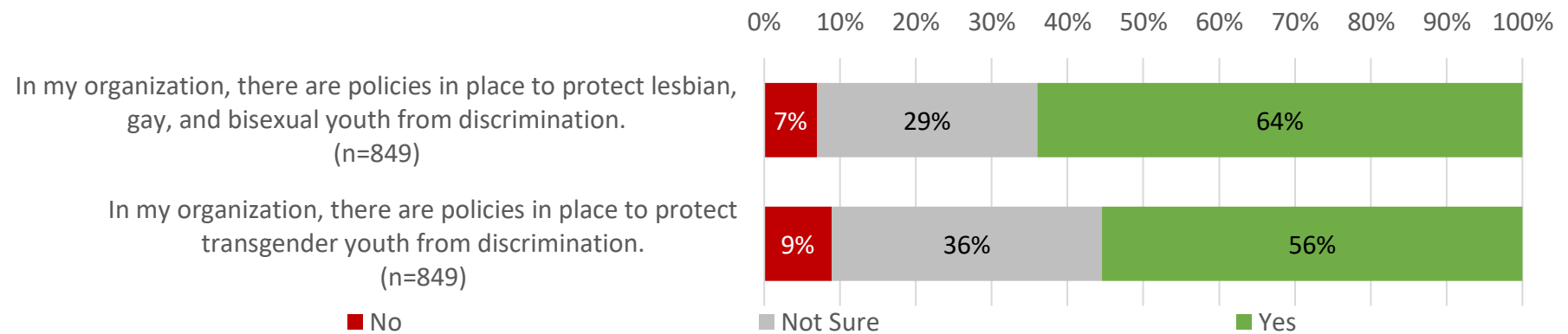
<sup>1</sup>For more information, please find the full report, *Building Safety for Youth and Families: Evaluation Final Report, 2018-2021* on the [National SOGIE Center](#) website.

<sup>2</sup>Some workers participated in multiple training sessions; survey data from these participants is reported only for the first session.

## Perceptions of Organizational Support (Posttest Only)



## Organizational Climate – Policies (Posttest Only)



- Substantial proportions of respondents to questions regarding organizational climate were uncertain about whether their agency had policies in place to protect youth who identified as lesbian, gay, or bisexual (29%) or youth who identified as transgender (36%).

## 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.

