



Minutes ~ SEPTEMBER 5, 2018

Community Support Network Partner Meeting

3:30 to 5:00 pm ~ Gene Albaugh Community Room at the Madelyn Helling Library

Attending CSN Partners – 28 attended (19 filled out evaluation forms) including: Beth Kemplin, VCSS; Carol Viola, Grass Valley School District; Char Andrews, LivingWell Medical Clinic; Cheryl Morris, CASA; Craig Terry, CBV; Danny Estin, CASA; Dena Malakian, The Friendship Club; Joette Collier, Foothills Truckee Healthy Babies; Jolene Hardin, Young Parents Program & CSN-CAPC Board; Julianne Henry, NJUHS; Kim Collier, Parent; Kristen McGrew, CSN-CAPC Board; Laura Harter, PARTNERS; Liz Smith, NUHS; Lourdes Vose, SNCS & CSN-CAPC Board; Marge Biddle, WarmLine FRC; Meg Luce, PARTNERS/NCSOS; Michelle Bancroft, CBV; Milada Belohlavek, CBV; Monica Lopez, FTHB; Morgan Welty, NCSOS; Ned Russell, Got 40?, CSN-CAPC Board; Nikki Robertson, Child Advocates of Nevada County; Priya Kannall, NCBH; Serenity Madison, CoRR & Coalition for Nevada County Youth; Shera Banbury, Nevada County Mental Health and Substance Use Advisory Board; Susan Sanford, CSN Coordinator.

Welcome & Introductions – Kristen McGrew, CSN-CAPC Board Member

Meeting Minutes & CSN Announcements – Accepted minutes from June meeting. Announcement of retirement of Kristen and Laurie from board and a huge THANK YOU!

40 Developmental Assets – Ned Russell of Got 40? Developmental Asset #38 – Self-Esteem – see detail on last page of minutes.

Meeting Focus – *SOGIE 101: Building an Understanding of Diversity of Sexual Orientation, Gender Identity & Expression*. Presenter Kale LaMont Perry is a trainer and speaker specializing in fostering gender understanding. He is a biological parent, a step-parent, an adoptive parent, and formerly a foster parent (he and his wife adopted their foster kids). Kale says he is passionate about making a positive difference for LGBTQIA+ kids and all kids in the foster care system.

Here are highlights of Kale's presentation...

- Kale and his wife were foster parents in Placer county. They were approached to put together a curriculum for educating people about SOGIE.
- Labels - Gay, straight, queer/questioning, intersex, asexual, other
- LGBTQIA+ is a subset of all people.

L = Lesbian

G = Gay

B = Bisexual

T = Transgender

Q = Queer/Questioning

I = Intersex

A = Asexual

CSN Partner Meeting Minutes ~ September 5, 2018 ~ Page 1 of 4

CSN Vision Statement

All families in Nevada County have ready access to a well-integrated and coordinated support network that is easily available and well funded.
Community Support Network of Nevada County ~ www.csnn.org ~ csnnorg@gmail.com ~ 530-913-0270 (messages)

+ = anything else

(some definitions here: <https://lgbtqiainfo.weebly.com/acronym-letters-explained.html>)

1.7% of the population is intersex (same % as redheads). Intersex = when your biological anatomy cannot be easily categorized as male or female. 1 out of 243 babies born has something other than XX or XY.

- SOGIE came about to include everyone, including straight, cisgender people.

S = Sex - your anatomy

O = orientation (can be sexual and/or romantic). We all have an orientation.

G, I, and E = Gender Identity and Expression

Find a label that speaks to your heart that you want to be known by in the world. An infinite # of possibilities with SOGIE.

- Gender Identity - Gender is a social construct. It's different in every culture. It changes over time. E.g. Katherine Hepburn wearing trousers. Society saying, "You should dress and feel this way." What society thinks we should do. Gender Identity is: do I see myself as a man, a woman, something else?

- Gender Expression is how I present myself to the world.

- When we're dealing with kids, we need to be aware of these infinite possibilities, and allow kids to be okay wherever they are with things.

- If we tell a child, overtly or covertly, you shouldn't wear pink or play with dolls if you're a boy we can do real damage.

- Rather than asking a teen boy "Do you have a girlfriend?" ask, "Is there someone special in your life? Are you dating someone?"

- Gender Reveal parties are not a good idea. It's really a sex reveal party anyway.

- Suicide rate among LGBTQIA+ teens is much higher than cisgender kids.

- Family acceptance is the most important thing for a LGBTQIA+ kids.

- Every time a LGBTQIA+ kid is harassed, the likelihood of self-harm goes up 2.5 times.

- As a society we've become more aware, but there are more kids coming out at a younger age, so if parents are not accepting and loving, lots of damage can be done.

Q: how do you support a parent/s with kids who are questioning , transitioning , etc

A: PFLAG is a wonderful organization. In Sacramento: The Gender Health Center. SOFA - significant others, friends, and allies. A great start is a willingness to accept.

- If your kid comes out to you, tell them you love them for their heart and spirit, for who they are. Bad reaction of some parents may have to do with their concern for their child's social well-being - their projection.

Q: How do you help parents with their loss of a "daughter" etc?

A: There is a real sense of loss, but you have to work through it. Parent built up the expectations. Your job is to be a parent.

Q: How can we have the most welcoming office?

A: A rainbow flag on the wall, a poster, ask what preferred pronoun is

An attendee added: Back up the flag and poster with actions, language, and knowledge. It's our work to understand what it's like to be a member of a marginalized group. Be open to learning.

Q: It's been hard to balance things because some parents are not accepting (often because of strong religious beliefs). Our organization is open and accepting and creates a safe space for exploring, but we need to be different I how we interact when parents are there because we don't want parents to pull kids out. Is there a gentle way to educate?

A: No easy way. Important thing is to support the kid and honor confidentiality. Let the kid know you're an ally. If it comes up, offer parent resources - PFLAG, etc.

- Seen on a T-shirt: **GENDER**

CSN Partner Meeting Minutes ~ September 5, 2018 ~ Page 2 of 4

CSN Vision Statement

All families in Nevada County have ready access to a well-integrated and coordinated support network that is easily available and well funded.
Community Support Network of Nevada County ~ www.csnn.org ~ csnncorg@gmail.com ~ 530-913-0270 (messages)

- One in four kids who come out to their parents are kicked out when they come out.

Attendee: Talk with people about SOGIE before they have kids - let them think about it

- It's a learning curve for individuals and societies. Education is the key. Get the knowledge out there.

Q: What about forms that just say M or F?

A: If you're filling out a form with a kid, just let them know it's a failing of our society and we're working on it.

- Kale generously shared stories about his personal experiences.

Network Announcements & Meeting Evaluations – Attendees made the following announcements and filled out evaluation forms.

- Marge Biddle - WarmLine - works with families up to age 26 - info on the back table with newsletter sign-up sheet
- Serenity Madison - Sept. is National Recovery Month. CoRR is having a Recovery Fest on 9/21. Would welcome organizations coming with resources/tables. Impaired driving carts will be there. Goggles that mimic different levels of intoxication.
- Ned Russell - CSN is seeking volunteer sign-ups for the Read To Your Child Halloween Book Giveaway.

Adjournment – Next meeting October 3, 2018, Gene Albaugh Community Room, at the Madelyn Helling Library.

2018 CSN Partner Meeting Dates ~ January 3, February 7, March 7, April 4, May 2, June 6, July & August-hiatus, September 5, October 3, November 7, December-hiatus

2019 CSN Partner Meeting Dates ~ January 2, February 6, March 6, April 3, May 1, June 5, July & August-hiatus, September 4, October 2, November 6, December-hiatus

Community Support Network of Nevada County Meeting Agreements

- Make decisions by consensus.
- Create an atmosphere of mutual respect that includes active listening and listening without judging.
- Start and end on time.
- Maintain a sense of humor and a positive attitude.
- Bring concerns to the whole group. Don't take them to the parking lot after the meeting.
- Set up the room in an inclusive way.
- Take responsibility for a task only if you have the time to accomplish it.
- Everyone is empowered to be a process observer and take ownership for the health of the meeting and is responsible for the health of the whole meeting.
- Be sensitive to others' need for more information. Make sure everyone understands.
- Be careful of injecting your self-interest and label it as such. Be able to layout your agency's interest and be open to other's interests.
- Meetings are meaningful and have a shared purpose.
- This is a living document and can be changed as needed.

~~~~~

### Developmental Asset #38 – Self-Esteem – September 5, 2018

Young person likes and is proud to be the person that ey is.  
("Ey" is part of a a set of gender-neutral pronouns)

- Appreciate each child's uniqueness in temperament, abilities, interests, and view of self.
- Tell children frequently that you love them, are proud of them, and are glad they are yours and that you know them. Show them with hugs and by enjoying their company.
- Look for, compliment, and praise children's strengths and values. Avoid comments on beauty, size, other physical attributes, or characteristics that are determined by DNA - it's better to compliment a behavior they can control.
- Let them know about normal body changes and challenges before they occur and help them with solutions to the challenges.
- Avoid negative comments about any person who is what you consider atypical - your children may turn out to be atypical to you or others.
- Kids who voice their different likes, interests, or ideas may lose acceptance by their cliques, but suppressing the differences can make them believe there is something wrong with themselves. Make sure they know it is okay to be different and to separate the superficial from the important.  
(Oscar Wilde: "Be yourself; everyone else is already taken.")

To learn more about the 40 Developmental Assets (Got40?), call: 271-5617 or email: [info@Got40.org](mailto:info@Got40.org) or [NedRussell@pacbell.net](mailto:NedRussell@pacbell.net).