

Policy Transmittal Office of Child Welfare Programs



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Authorized Signature

Number: CW-PT-20-003

Issue date: 01/22/2020

Topic: Health and Wellness's New SOGIE Procedure

Transmitting (check the box that best applies):

- New policy
- Policy change
- Policy clarification
- Executive letter
- Administrative Rule
- Child Welfare Procedure Manual Update (New Section)

Applies to (check all that apply):

- All DHS employees
- Area Agencies on Aging: {Select type}
- Aging and People with Disabilities
- Self Sufficiency Programs
- County DD program managers
- Support Service Brokerage Directors
- ODDS Children's Residential Services
- Child Welfare Programs
- County Mental Health Directors
- Health Services
- Office of Developmental Disabilities Services (ODDS)
- ODDS Children's Intensive In Home Services
- Stabilization and Crisis Unit (SACU)
- Other (please specify):

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|-----------------------------------|---|
| Procedure Manual Title: | Sexual Orientation, Gender Identity and Expression (SOGIE) |
| Procedure Chapter/Section: | Chapter 5 Section 41 |
| Effective Date: | January 1, 2020 |
| Web Address: | http://www.dhs.state.or.us/caf/safety_model/procedure_manual/Oregon-DHS-Child-Welfare-Procedure-Manual.pdf |

Discussion/Interpretation:

Every person has a sexual orientation, gender identity and expression (SOGIE) and they may be congruent or completely different. It is important to support all children and young adults in the healthy development of these dimensions of themselves. Some children and young adults with diverse SOGIE may identify as lesbian, gay, bisexual or transgender, and some may be questioning their sexual orientation or gender identity (LGBTQ). Other youth may not identify with these terms and may use other words to describe themselves including but not limited to non-binary,

genderqueer, gender fluid, gender expansive, agender, gender diverse, two-spirit, queer, asexual, pansexual, etc. For this reason, there are various permutations of acronyms utilized in conversation and written materials to reflect diversity of SOGIE. The acronyms SOGIE or LGBTQ+ will be used throughout this section of procedure. The language a person uses to describe oneself and their unique identity may change over time or might be terms that are shared with some people and not shared with others. As people come to understand more about diversity within the realm of SOGIE, the language and terminology to reflect people's identities is also evolving. To create a sense of safety and to signal that you honor and celebrate diversity, it is important to become familiar with respectful language, keep current with rapid changes in terminology in the arena of SOGIE, and listen to and use the words people use to describe themselves (name, pronouns, and language regarding how they identify). Child Welfare employees must treat all children and young adults with respect and dignity. They should work to create and foster an affirming, supportive, and understanding environment in which all youth realize their maximum potential, regardless of their SOGIE, while upholding and promoting the Oregon Foster Child's Bill of Rights.

Training/Communication Plan:

Managers to review with staff for knowledge in subject content. Staff should refer to procedure when working with any child or young adult with whom this subject matter applies.

Field/Stakeholder Review: Yes No

**If Yes, Reviewed
By:**

Worked with multiple parties and experts in this subject field over last two years to create this procedure for Child Welfare.

If you have any questions about this policy, contact:

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