



ILLINOIS CENTER FOR
ADOPTION & PERMANENCY

Staff Advocate for LGBTQ Clients

Role

I. How does this role affect iCAP, and why is it important to our agency?

Staff advocates are especially important for LGBTQ clients who can face barriers and challenges due to their sexual orientation and/or gender identity and expression.

Responsibilities

I. Requisite Knowledge

1. Awareness of how personal bias can impact our work LGBTQ clients' experience in the child welfare system
2. Apprehension of accurate information about LGBTQ people and the ability to distinguish myths and stereotypes from facts
3. Familiarity with laws relating to LGBTQ adoption and foster placements in relevant jurisdictions
4. Understanding of the strengths of LGBTQ parents, the challenges they face, and the value of LGBTQ families in serving children and youth in the foster care system
5. Comprehension and demonstration of how to interact with LGBTQ individuals in an affirming, welcoming manner

II. Expectations

1. Lead efforts to ensure nondiscrimination compliance within our organization
2. Regularly communicate with the human resources department to reflect on the state of LGBTQ inclusion amongst clients and employees
3. If you notice relevant and persuasive newspaper, magazine, or online articles about LGBTQ workplace issues, send copies to management and other staff. Offer to answer additional questions and position yourself as a resource in the process.

III. Goals

1. Develop comfort and competency in assessing LGBTQ prospective parents utilizing criteria that are warranted, appropriate, and grounded in a solid understanding of the realities and experiences affecting LGBTQ families
2. Increase organizational capacity to present LGBTQ parents to children in a strengths-based and age-appropriate manner and to help children manage any questions and challenges that arise from being a part of an LGBTQ family