

Supporting & Mentoring LGBTQ+ Youth in 2025



MENTOR
MARYLAND | DC



All About MENTOR MD|DC

MENTOR MD|DC is a non-partisan organization that galvanizes the Maryland & DC mentoring movement. We serve as community-based experts and create statewide infrastructure to expand quality relationships for young people.

MENTOR MD|DC provides training, research, public awareness, mentor recruitment, advocacy for its stakeholders and the critical link between MENTOR's National Efforts and local mentoring organizations.



MENTOR MD|DC Offerings

- Connection to National Mentoring Partnership; resources, best practices, trainings, etc. (including National Mentoring Summit) – www.mentoring.org
- NO COST Program Consulting/Technical Assistance via NMRC (National Mentoring Resource Center) – www.nationalmentoringresourcecenter.org
- Access to Mentoring Connector – <https://mentormddc.org/mentoringconnector/>
- Local, customized trainings, roundtables, communities of practice – <https://mentormddc.org/events/>
- Promotion of mentoring best practices: [**The Elements of Effective Practice for Mentoring**](#)
- Access to NQMS ([**National Quality Mentoring System**](#))
- Connection to funding opportunities – www.grants.maryland.gov
- Access to <https://www.mentoring.org/resource/start-a-program/>

MENTOR MD|DC Community Standards

- Our community is open to ALL - but we also acknowledge the deep-seated racism, sexism, homo and transphobia, misogyny, and ableism that is pervasive in our country. We stand against these isms and actively work to this aim, especially with our youth. This means we must acknowledge that we also approach our work differently and beautifully.
- Share openly. Listen more openly. But be open when your sharing might hurt.
- Be generous with positive assumptions but don't be afraid to ask genuine questions.
- No matter your role here today, be a host.
- We don't endeavor to create safe or comfortable spaces, but rather brave spaces where discomfort can be explored, and beliefs and practices challenged.
- We want this community and experience to be supportive and educational, but also fun! Please bring your full (present) self - it is welcome!
- No fixing, saving, advising or correcting each other.

Virtual Logistics

Mute Stop video Share

Apps Participants Chat

Ready, set, chat
Start with a message, a link, or even a fun GIF.

Joining as a participant? # Enter code here

www.slido.com
Slido Participant Code #YouthPride
Passcode: **mentor**

MENTOR MARYLAND | DC
Welcome to
Supporting & Mentoring LGBTQ+ Youth
Jun 11 - 17, 2025
Passcode*
Join slido
Back to search

Write a message to Everyone



Supporting & Mentoring LGBTQ+ Youth in 2025

Who Am I?

- Master Trainer of Mentoring Practices
- Society of Human Resources Certified Professional
- Society of Human Resources People Manager Qualified
- Returned Peace Corps Volunteer, AmeriCorps Alum
- 18+ years in youth development & nonprofits
- 12 years working in Baltimore City youth mentoring
- Agender (they/them), queer, married to cis man
- 3rd generation Italian American
- Neurodivergent, dynamic physical disabilities



Today's Agenda

- Facts, Terms & Trends
- Data & Current State of Affairs
- Pride Month Reflection, Dr. Christian Rummel
- Relationship Building Strategies
- Mentoring LGBTQ+ Youth Today & Call to Action, Jake Sullivan



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The logo features a central graphic of a cluster of interconnected cubes or hexagons in shades of white and grey, with some faces appearing to be open or hollow. This graphic is surrounded by several large, overlapping triangles in various shades of blue and teal, some with white outlines, creating a dynamic, geometric background.

LGBTQ+ Population

~2,000,000 LGBTQ+ youth

~9.5% of total youth population

~8.3% of adult population

13.5 years is average age of sexual orientation disclosure to family member

13.9 years is average age of gender identity disclosure to family member

About 6.7% of all LGBTQ+ youth are out to all teachers & other adults

TABLE 11. ACTIVITY AND EXTRACURRICULAR PARTICIPATION

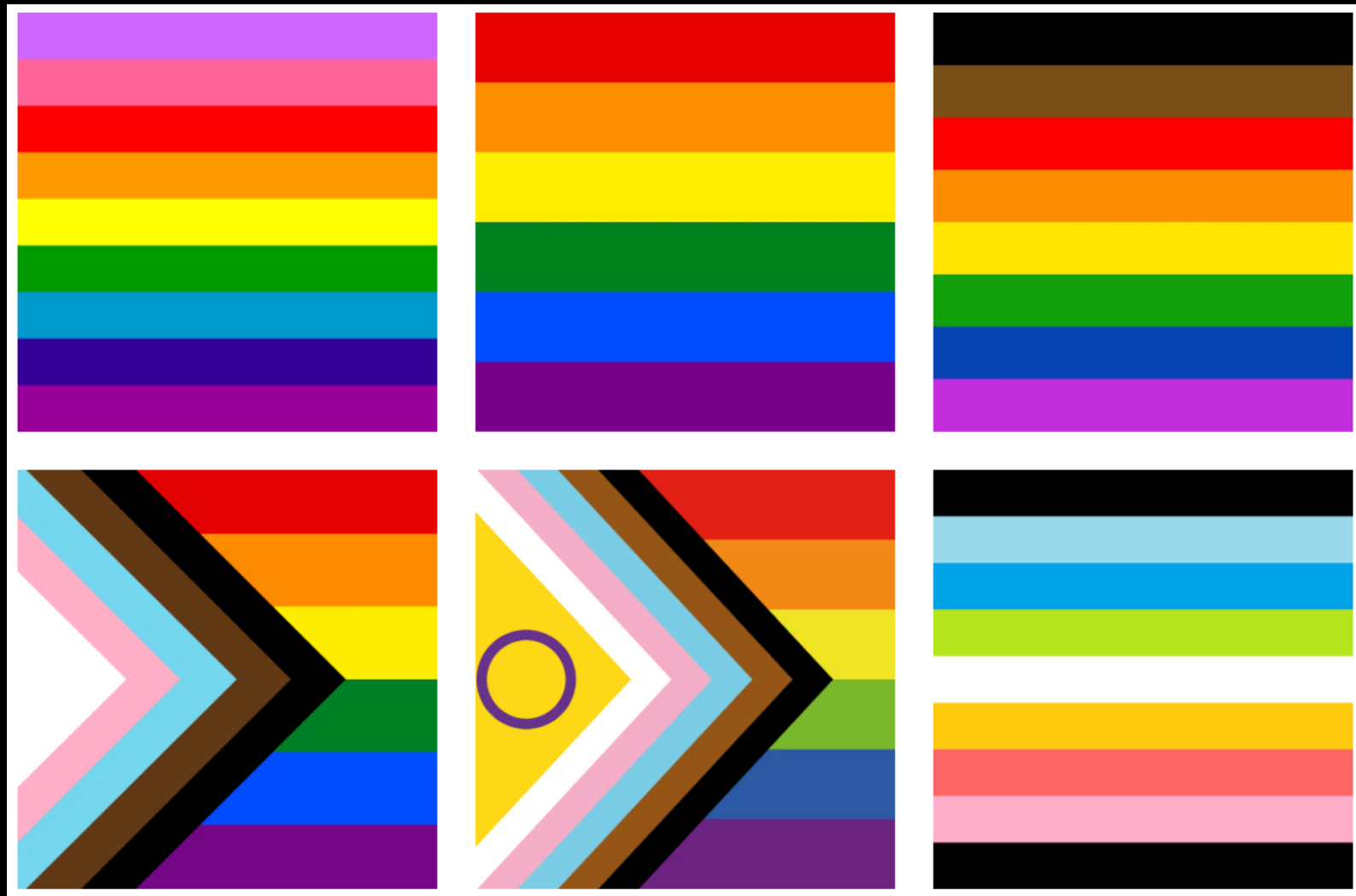
	All LGBTQ+ Youth		LGBQ+ Youth		Transgender and gender-expansive Youth	
	%		%		%	
Currently plays sports	22.5%		22.4%		19.0%	
In school	17.6%		17.5%		14.3%	
Out of school	10.3%		10.2%		8.7%	
Currently does extracurriculars	64.8%		65.0%		64.1%	
In school	59.1%		59.2%		58.3%	
Out of school	31.4%		31.5%		30.1%	

The Acronym: History & Use

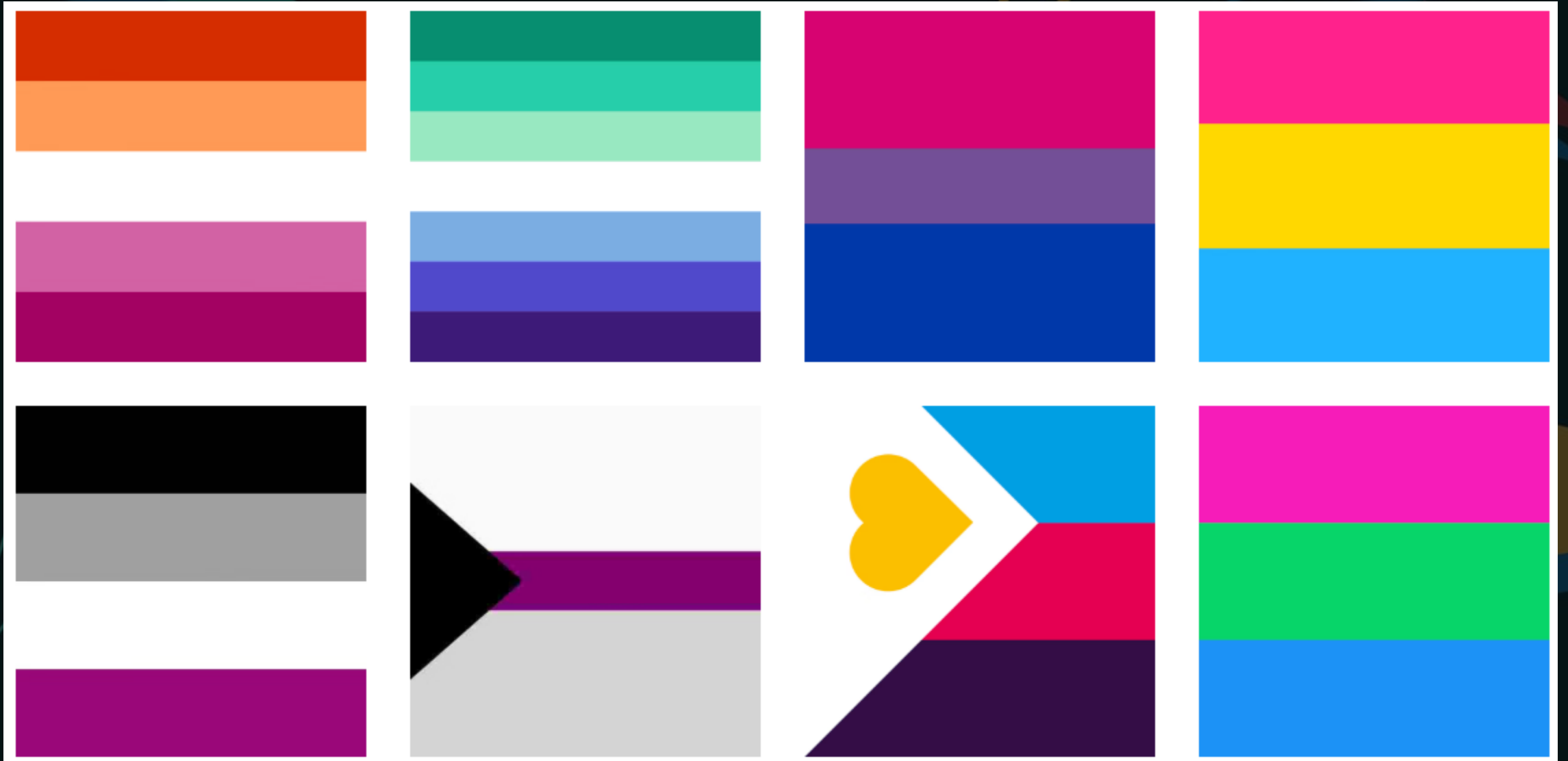
- **L**esbian
- **G**ay
- **B**isexual
- **T**ransgender
- **Q**ueer
- **I**ntersex
- **A**sexual
- **2S**- Two Spirit
- + beyond the acronym



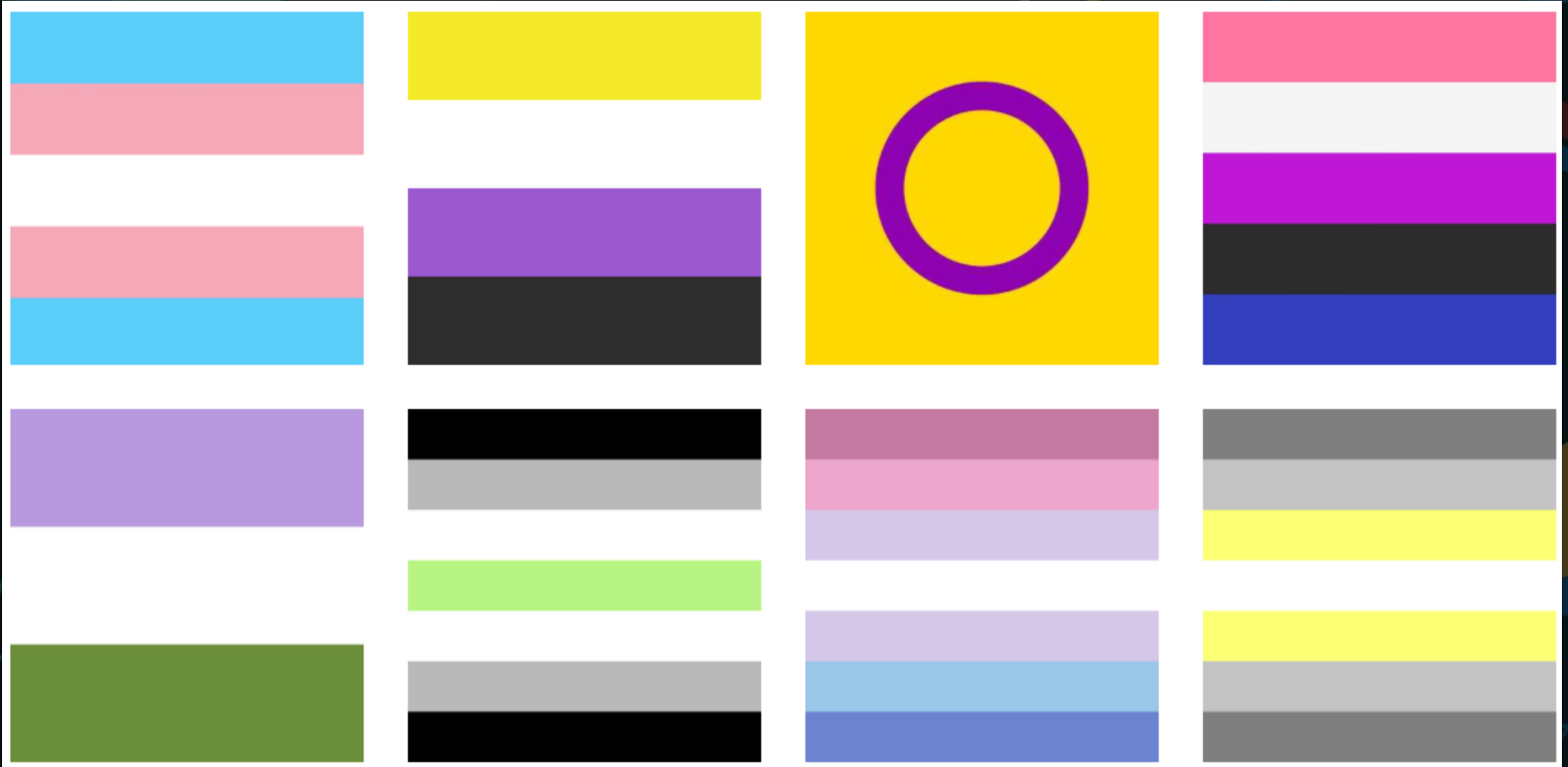
Umbrella Flags



Sexual Orientation Flags



Gender Identity & Gender Expression Flags



Intersectionality Pride Flags



Genders	Orientations	Pronouns
Gender is a complex aspect of one's identity that may refer to identity , presentation , alignment , and modality .	Orientation is an individual's pattern of various attraction to others, including sexual orientation , romantic orientation , and more .	Pronouns are a group of words to substitute an individual's name , with the most common sets being he/him, she/her, it/its, and they/them.

Xenogenders	GLG and GxG	Aspec
Xenogenders are used to describe one's gender through the use of metaphors, and commonly relates to animals , plants , or inanimate objects .	Gender-Loving-Gender is used to describe attraction from one gender to another. GxG has the same purpose though with stricter formatting.	Aspec is a spectrum that describes an individual's lack of attraction , namely asexual , aromantic , aplatic , and more.

Sexual Orientation	Sex Assigned at Birth	Biological Sex	Gender Identity	Gender Expression	Pronouns
Internal	External	Internal	Internal	External	Internal
Who you're attracted to physically, sexually, romantically, etc.	Male, female, unknown, or X assigned at birth based on genital expression and chromosomes if known	Based on four physiological factors: chromosomes, hormones, genitals, & secondary sex characteristics	Personal construction of gender. The internal feeling of masculinity, femininity, androgyny, xeninity, etc.	How you communicate your gender to others with clothing, hair, behavior, social connections, etc.	The words other people use to describe you aside from your name

Executive Orders

- Placing restrictions on federal gender markers, such as passports, that require a person to use their sex assigned at birth
- Reinstating and expanding the military ban on transgender servicemembers (largest employer of transgender individuals)
- Reinstating the Global Gag Rule, which would block funding for reproductive health care organizations worldwide, disproportionately affecting LGBTQ+ people, women, and girls

Executive Orders

- Directing agencies to take action to prevent gender-affirming care from being provided to people under the age of 19
- Attempting to dictate to students, their parents, and educators what they can read, learn, say, and who they can be
- Prohibiting transgender girls from participating in school sports teams

Trevor Project Survey on Mental Health of LGBTQ+ Young People

- Suicide Risk
 - 40% of LGBTQ+ young people in Maryland seriously considered suicide in the past year, 10% of LGBTQ+ youth in DC
 - 10% of LGBTQ+ young people in Maryland attempted suicide in Maryland in the past year
 - All rates were higher for transgender youth
- Anxiety & Depression
 - 57% of Maryland and 41% of DC LGBTQ+ youth reported symptoms of anxiety
 - 48% of Maryland and 62% of DC LGBTQ+ youth reported experiencing symptoms of depression

Access to Mental Health Care

39% Wanted but did not receive care

61% Wanted and received care

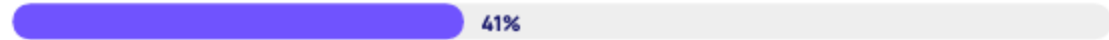


LGBTQ+ young people who wanted mental health care but were unable to get it cited the following top 5 reasons:

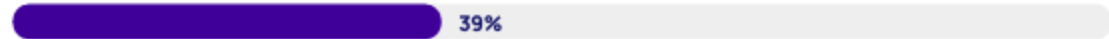
I was afraid to talk about my mental health concerns with someone else



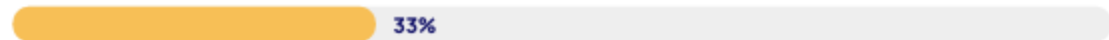
I did not want to have to get my parent's/caregiver's permission



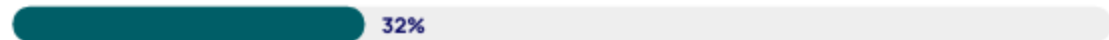
I was afraid I wouldn't be taken seriously



I could not afford it



I was afraid it wouldn't work



Maryland

Access to Mental Health Care

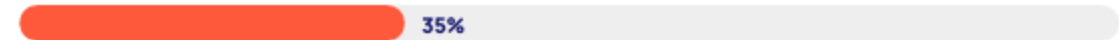
45% Wanted but did not receive care

55% Wanted and received care

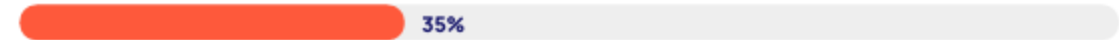


LGBTQ+ young people who wanted mental health care but were unable to get it cited the following top 7 reasons:

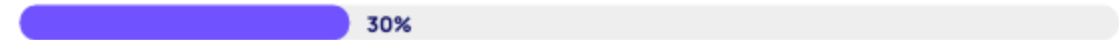
I could not afford it



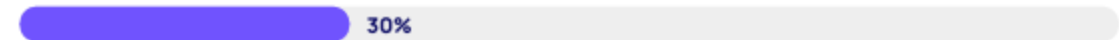
I had a previous negative experience and did not want to have another one



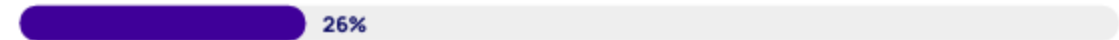
I did not want to have to get my parent's/caregiver's permission



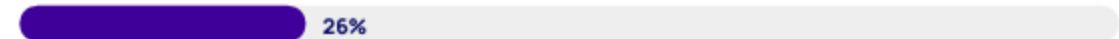
I was afraid it wouldn't work



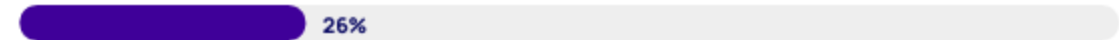
I was not out about my LGBTQ+ identity and was afraid of being outed



I was afraid I wouldn't be taken seriously



I didn't want to get mental health care virtually at my home



DC

18%

of LGBTQ+ young people in Maryland were physically threatened or harmed based on their sexual orientation or gender identity in the past year.

56%

of LGBTQ+ young people in Maryland experienced discrimination based on their sexual orientation or gender identity in the past year.

LGBTQ+ young people who reported being threatened with or subjected to conversion therapy:

- 93% Not threatened with or subjected to conversion therapy
- 6% Threatened with conversion therapy
- 2% Subjected to conversion therapy



7%

of LGBTQ+ young people in Washington D.C. were physically threatened or harmed based on their sexual orientation or gender identity in the past year.

41%

of LGBTQ+ young people in Washington D.C. experienced discrimination based on their sexual orientation or gender identity in the past year.

LGBTQ+ young people who reported being threatened with or subjected to conversion therapy:

- 88% Not threatened with or subjected to conversion therapy
- 9% Threatened with conversion therapy
- 3% Subjected to conversion therapy

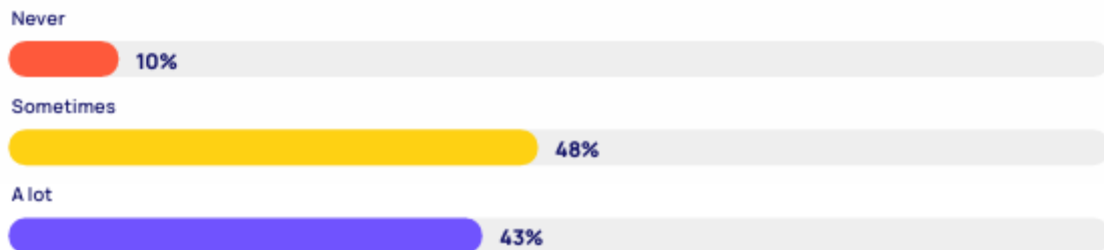


Maryland

DC

Maryland

LGBTQ+ young people who reported that recent politics negatively impacted their well-being:



Rates of bullying among LGBTQ+ young people in the past year:

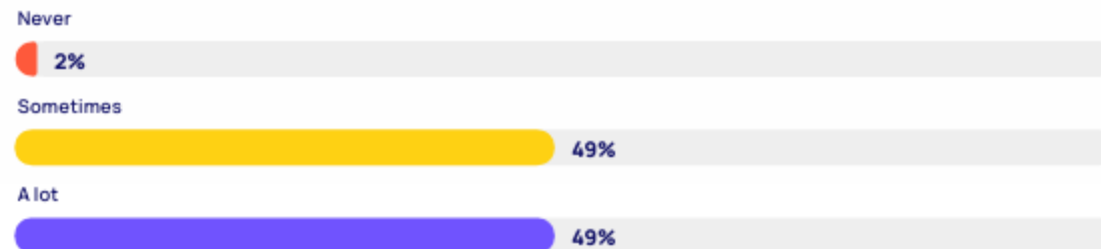


20%

of LGBTQ+ young people reported that they or their family have considered leaving Maryland for another state because of LGBTQ+-related politics and laws, including 24% of transgender and nonbinary young people.

DC

LGBTQ+ young people who reported that recent politics negatively impacted their well-being:



Rates of bullying among LGBTQ+ young people in the past year:

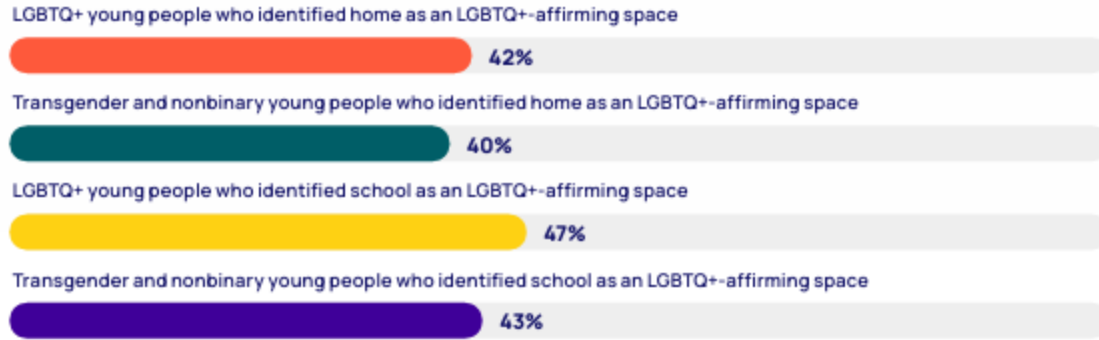


32%

of LGBTQ+ young people reported that they or their family have considered leaving Washington D.C. for another state because of LGBTQ+-related politics and laws, including 54% of transgender and nonbinary young people.

Maryland

Affirming spaces among LGBTQ+ young people:



Rates of LGBTQ+ young people who have felt support in the past year from family:

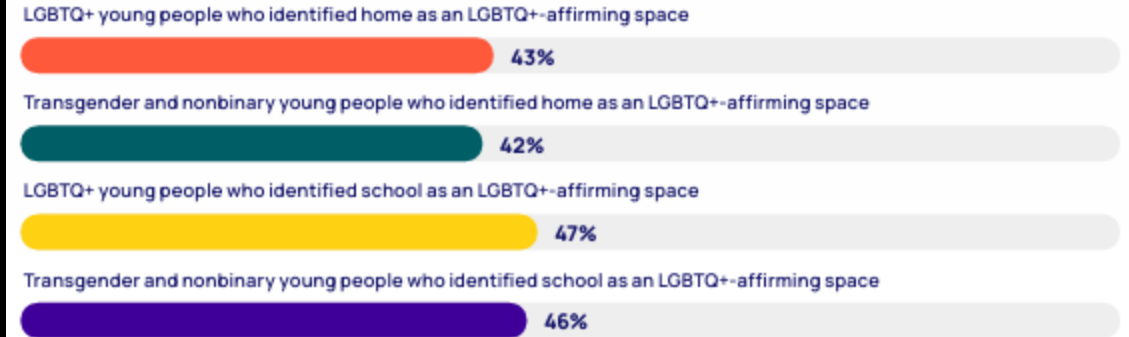


Rates of LGBTQ+ young people who have felt support in the past year from friends:



DC

Affirming spaces among LGBTQ+ young people:



Rates of LGBTQ+ young people who have felt support in the past year from family:



Rates of LGBTQ+ young people who have felt support in the past year from friends:



Confirmed: White House Officially Proposes Cutting National Suicide Lifeline for LGBTQ+ Youth

The Trump administration's proposed budget for **Fiscal Year 2026** calls to **eliminate funding** for the 988 Lifeline's **LGBTQ+ youth services**, confirming leaked reports.

#Save988



“We do not have to agree on every policy issue to agree that **every young American’s life is worth saving**. It is deeply upsetting to see the administration reverse course on an **evidence-backed, bipartisan program** that has successfully provided life-saving crisis care to **1.3 million LGBTQ+ young people**, and counting,”

said **Jaymes Black**, CEO of The Trevor Project.

#Save988





A Pride Month Reflection by Dr. Christian Rummell

Relationships are a Form of Resistance

"The only thing they have to look forward to is hope. And you have to give them hope. Hope for a better world, hope for a better tomorrow, hope for a better place to come to if the pressures at home are too great. Hope that all will be all right."

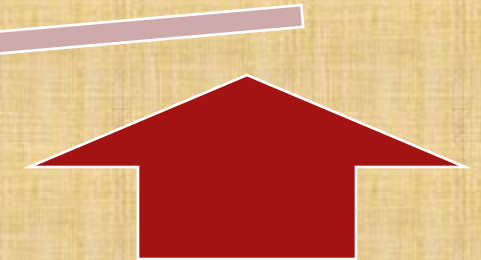
-Harvey Milk

1970s



Anita Bryant "Save our Children" Campaign

APA declassifies homosexuality as a mental illness (1973)
Early Pride Marches
Harvey Milk





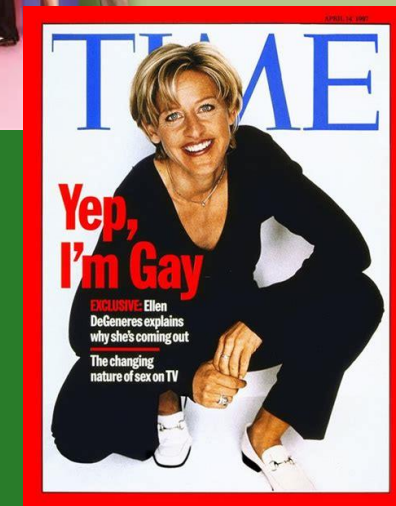
GAY CANCER



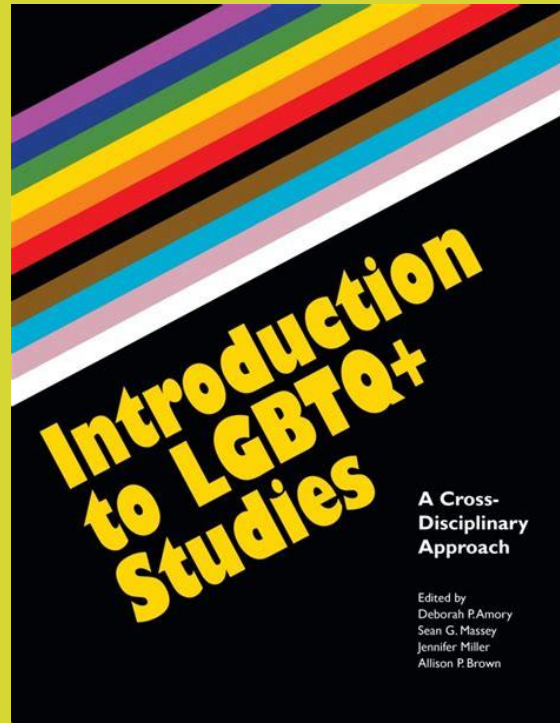
1980s



1990s



2000s



2010s



2020s

- More than 1500 anti-LGBTQ bills sponsored
- Federal Executive Orders
- Cruelty and Codification of Shame



What does this mean for LGBTQ+ Youth today

History shows that Queer People have existed and survived.

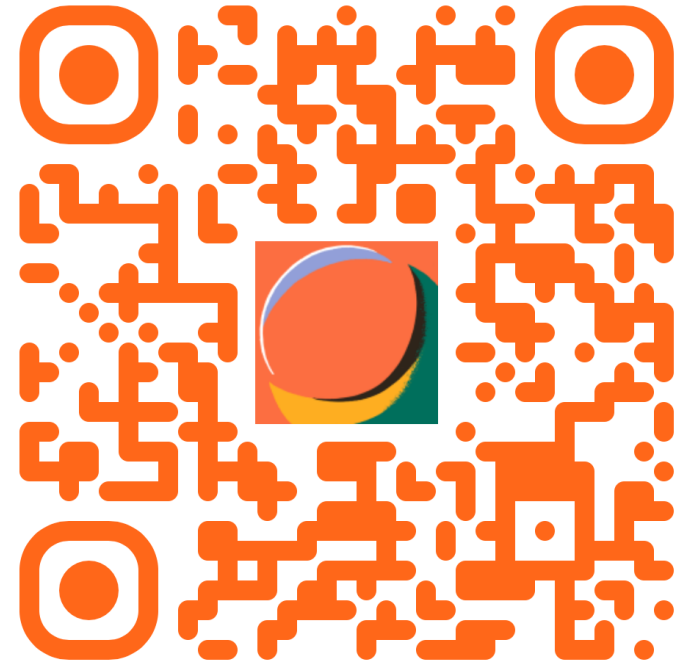
Mentoring—and the relationships we hold— are one of our most powerful forms of resistance:

- **Possibilities and ability to see beyond this moment**
- **Promote resilience, provides refuge**
- **Strengthen and affirm one of the gifts of being LGBTQ+- our identity**
- **Create opportunities for positive development**
- **Support feelings of belonging**

Thank you

Ally:Verb in Action Newsletter


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Christian@Mentorist.org

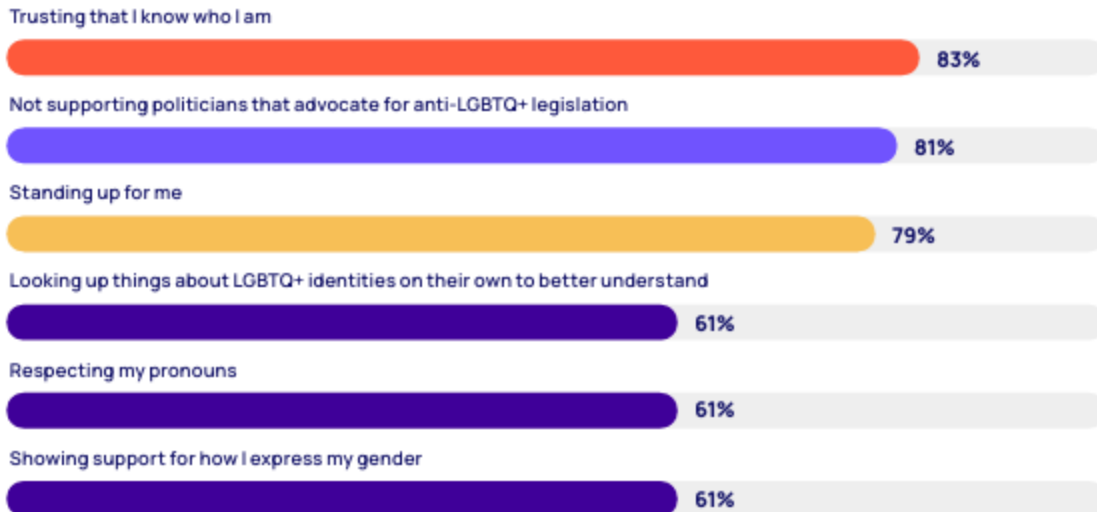


Maryland

81%

of LGBTQ+ young people in Maryland say the community where they live is accepting of LGBTQ+ people, including 80% of transgender and nonbinary young people.

LGBTQ+ young people reported the following top 6 actions as ways people in their life can best show their support and acceptance:

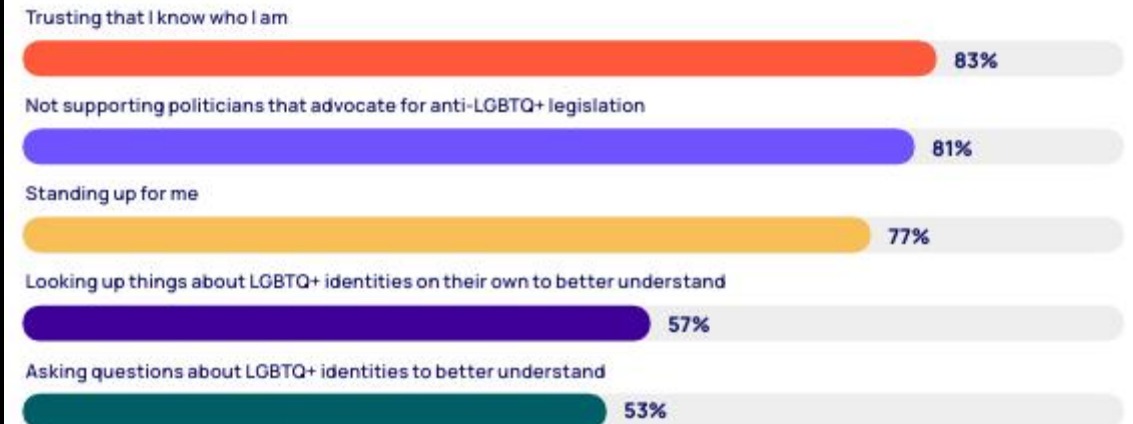


DC

97%

of LGBTQ+ young people in Washington D.C. say the community where they live is accepting of LGBTQ+ people, including 96% of transgender and nonbinary young people.

LGBTQ+ young people reported the following top 5 actions as ways people in their life can best show their support and acceptance:



Building Empathy

- **Empathy** is being open to imagining another person's experiences from their point of view and striving to find points of connection
 - Empathy Loop: perceiving what others are feeling, processing the information, and being responsive to the other person's experiences
- The capacity of empathy is a *skill that can grow* through learning and practice
- **Perspective Taking**: The ability to step outside of your own experiences and take your mentee's
- **ABC Model**: **A**cknowledge, **B**reathe, and be **C**urious

Cultural Humility

- **Cultural Humility** is an ongoing, lifelong process of self-reflection and learning about how social identity and experiences are shaped by systems of oppression, power, and privilege
- There is always an age-based power differential between you and your youth, but there may also be a power differential based in one or more of your social identities
 - *How might these impact your relationship?*

Practicing Cultural Humility

- Practitioners with cultural humility continuously reflect on their own social identity and make efforts to learn about their youth's social identity, experiences, and background
- Cultural humility further entails reflection about the differences and similarities between adults and youth that are shaped by inequalities in society
- Self Reflection- Asking questions about and exploring the many ways you define yourself and what those identities mean in the context of the power structures in the United States

Being Curious & Cultural Humility

- Actively seek opportunities to learn about your youth's culture, and when warranted and invited, to participate in that culture
- Engage in a process of asking questions and learning about your youth's social identities
 - and how systems of oppression and privilege shape your youth's experiences
- Remain open to the idea that your youth's life experiences are different from yours, even if you share one or more social identity
- Learn about your youth's families

Be an Askable Adult

- An askable adult is approachable, easy to talk to about any topic
 - They are patient, consistent, respectful, honest, kind, attentive, trustworthy, lighthearted, open-minded, non-judgmental, knowledgeable
- The Skills of an Askable Adult:
 - Building trust, affirming relationships
 - Commit to consistent connections
 - Commit to caring communication
 - Be a curious co-pilot



Reaching Teens

The 7 C's of Re

With Dr. Ken Ginsburg

Linked Mentoring: Our Approach

Our Mission: We strive to create transformative mentorship opportunities where LGBTQ+ young people are invited to explore their passions, agency, and personhood alongside an intergenerational community.

Our Program: We match LGBTQ+ youth with LGBTQ+ adults to form affirming, trusting, and engaging mentoring relationships, all virtually.



Why LGBTQ+ Mentoring

“I like that I can talk about what it is like growing up LGBTQ+ with someone who understands.”

“Linked Mentoring helped me feel like I wasn’t the ‘rainbow sheep’ of everywhere I was at.”

- history of mentoring in LGBTQ+ community
- lived experience mentoring
- power of grassroots organizations & queering this work

Challenges & Opportunities

- youth:
 - are paying attention and are fearful
 - have a desire to get involved
 - know themselves best
- community connections
- privacy, safety and confidentiality
- safety/care planning & mandated supporting

Recommendations

- explore community-based alternatives
- training and resources on resource mapping, safety, knowing your rights, etc.
 - <https://www.aclu.org/know-your-rights/lgbtq-rights>
- remember that LGBTQ+ youth are youth
 - learn about LGBTQ+ youth development
- normalize
 - ex. ask all young people what name they'd like to be called, pronouns, etc.

Connect with Us!

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www.linkedmentoring.org

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Thank you!

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Happy Pride!
www.baltimorepride.org

