The Adoption Exchange -- LGBTQ Staff Advocates

Requirements

- Experienced working with LGBTQ (lesbian, gay, bisexual, transgender, queer) populations
- Completed training related to working with LGBTQ children, youth, and families
- Committed to ongoing learning about the diverse needs of LGBTQ children, youth, and families, current issues impacting LGBTQ populations, and available relevant resources, information, and services
- Demonstrated proactive commitment to the goals of The Adoption Exchange’s LGBTQ Task Force and to ensuring that the services of The Adoption Exchange are inclusive and affirming to people of all sexual orientations and gender identities and expressions

Role description

- Serve as The Adoption Exchange’s “go to” people for LGBTQ-related questions, challenges, resources, ideas, and opportunities.
- Collect resources and information that can be disseminated to staff, children, youth, and families, and colleagues at partner organizations.
- Provide advocacy, support, and intervention on behalf of LGBTQ children, youth, families and LGBTQ employees of The Adoption Exchange.
- Engage The Adoption Exchange (leadership, staff, consultants, and trainers) team in efforts to provide LGBTQ-affirming and -inclusive services.
- Provide support around training and on-boarding of new staff related to their role and available resources for ensuring LGBTQ-affirming and -inclusive services.
- Participate in the LGBTQ Task Force. The LGBTQ Task Force is responsible for proactively working toward creating an agency environment that is affirming and inclusive of staff and clients of all sexual orientations and gender identities and expressions.
  o Convene, facilitate, and/or participate in regular meetings of TAE’s LGBTQ Task Force.
  o Coordinate with LGBTQ Task Force members to move forward with our on-going work related to all areas of the All Children-All Families Benchmarks of LGBTQ Cultural Competency.
  o Support the LGBTQ Task Force in identifying shared goals and developing plans to achieve them together.
- Monitor and track The Adoption Exchange’s LGBTQ-related work.

Current LGBTQ Staff Advocates

Lindsay Kaeding, Utah Development Director
lkaeding@adoptex.org

Chelsea Taylor, Recruitment Director
ctaylor@adoptex.org

Lyndsey Womack, WWK Recruiter
lwomack@adoptex.org