**RATIONALE**

Lesbian, gay, bisexual and transgender people are disproportionately represented among the population in need of social services and mental health counseling. To be ethically effective, social workers must understand LGBTQ identities, be aware of the unique needs of and systemic barriers this population faces and apply best practices to their work with LGBTQ persons.

**PRESENTER**

Julia McGinley, LMSW is a graduate of The University of Iowa School of Social Work. As a graduate student she dedicated much of her research and energy to identifying and developing best practices in work with LGBTQ clients. Julia has served as the LGBTQ Consultant for Youth & Shelter Services for two years. She has over 10 years of experience working to create safe and sensitive communities for LGBTQ persons through training and direct consultation with individuals and agencies in Central Iowa. She currently serves as the Executive Director of The Lavender Umbrella Project whose mission is to assist all people in developing healthy and positive concepts of gender identity and sexual orientation through education of service providers and direct service to youth.

**LEARNING OBJECTIVES**

After completion of the workshop, participants should be able to:

**Morning Session 9 am-12 pm**
- Explain the differences between sex, gender identity, gender expression and sexual orientation
- Communicate with other professionals in an ethical and competent manner about LGBTQ identities and social work practices with LGBTQ individuals
- Apply the principles/stages of identity development in a social work practice situation
- Identify the unique needs of LGBTQ persons
- Understand the systemic barriers of heteronormativity, heterosexism and homophobia within the larger sociocultural context
- Apply the concepts of the systemic barriers faced by LGBTQ persons in a social work practice situation

12:00-1:00 pm  Lunch provided

**Afternoon Session 1 pm-4 pm**
- Analyze their own biases toward LGBTQ persons
- Develop strategies to overcome personal biases toward LGBTQ persons
- Consider the ethical implications of managing and recording information about the sexual orientation and gender identity of LGBTQ clients in a social work practice situation
- Select and support an ethical course of action for resolving complex ethical dilemmas in work with LGBTQ persons in a direct practice situation
- Select and implement ethical strategies to better meet the needs of LGBTQ clients at the agency level in an indirect practice situation

**FEES AND CREDIT**

The cost of the workshop is $65 by Feb. 28, 2014 and $75 after that date. Six contact hours of social work continuing education credit is provided for those completing the entire workshop. Three hours of Ethics training is included. Enrollment is limited to 70 participants.

Briar Cliff University and University of Iowa School of Social Work students, fieldwork supervisors/instructors, mentors and adjunct instructors attend free of charge. Registrations that do not require payment should be faxed to 319-335-1711 by Feb. 28. Please no phone or email registrations.

Checks should be made out to The UI School of Social Work and be paid by Feb. 28th. No refunds are available after that date. Checks should mailed to:

**Attn: Jefri Palermo**
The University of Iowa School of Social Work  
308 North Hall  
Iowa City, IA 52242

We cannot accept credit card payments. You will receive confirmation of your registration by email. If you have questions, please email jefri-palermo@uiowa.edu or call 319-335-3750 during business hours.

Every effort has been made to assure that the workshop meets the criteria for the Iowa Board social work ethics re-licensure requirement. Participants should retain all workshop materials for 5 years in case of an audit.
Culturally Competent & Ethical Social Work Practice with LGBTQ* Individuals

Friday, March 7, 2014
9 am - 4 pm

St. Francis Center
Briar Cliff University
3303 Rebecca St.
Sioux City, IA

* Lesbian, gay, bisexual, transgender, queer/questioning

**WORKSHOP DESCRIPTION**

This workshop has been designed to address the Iowa Rules of Conduct for Social Workers as well as the NASW Code of Ethics.

- The **Language** used to describe the identities of sexual and gender minority persons including a deconstruction of sex, gender identity, gender expression, and sexual orientation.
- The **Unique Needs** of LGBTQ persons in terms of social/human service provision within a biopsychosocial framework
- The **Barriers** faced by LGBTQ persons from an ecological systems perspective
- An in-depth deconstruction of **Power & Privilege** and the intersections of multiple marginalized identities.
- Recommended **Best Practices** in social work with LGBTQ clients through the framework of the NASW Code of Ethics

Individuals with disabilities are encouraged to attend all University of Iowa and Briar Cliff University sponsored events. If you are a person with a disability who requires an accommodation in order to participate in this program, please contact Jefri Palermo in advance at 319-335-3750.