

Mass Workforce Issuance

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☐ Policy

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To: Chief Elected Officials
Workforce Development Board Chairs
Workforce Development Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: June 13, 2017

Subject: **Guidance and Resources for Serving Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex (LGBTQI) and Gender Non-Conforming (GNC) Youth**

Purpose: To notify Local Workforce Development Boards, One-Stop Career Center Operators, youth service providers, youth practitioners, and other workforce partners of guidance and resources for serving Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex (LGBTQI) and Gender Non-Conforming (GNC) youth.

Background: The Department of Career Services (DCS) incorporates the requirement to comply with [Executive Order No. 526](#), *Order Regarding Non-Discrimination, Diversity, Equal Opportunity, and Affirmative Action*, into its agreements with One-Stop Career Centers and sub recipients operating programs under WIOA Title I.

DCS is committed to ensuring that all youth who participate in programs and activities through the One-Stop Career Centers and sub recipients operating programs under Title I of the Workforce Innovation and Opportunity Act (WIOA) receive services in a safe and welcoming environment regardless of gender identity, gender expression, sexual orientation and intersex traits.

The attached guidance for serving Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, and Gender Non-Conforming Youth is intended to help

One-Stop Career Center staff and sub recipients of WIOA Title I to take steps to create a climate in which LGBTQ and GNC youth feel safe, supported, and fully included in available programs and activities.

Attachments: A. Guidance for Serving Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Gender Non-Conforming Youth Guide
B. Resource listing for LGBTQI and GNC Youth

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