

# Affirming Resource Family Personae

Personae are not real people. They are based on a mixture of characteristics drawn from real people. Use these personae to guide broad resource family recruitment and to explore what supports resource families might need.

# Affirming resource family personae



**Beverly**

she/her

Cisgender  
Heterosexual or straight

## Ally of faith

*"The way we express our love is itself holy. So however you do that, that's the path of holiness."*

### Motivation

Called through faith and traditional family values

### Background

Used to think queerness was immoral, saw tragic outcomes for a queer youth who was rejected and changed her attitudes, found pro-queer Christian community

### Strengths

Strong community to draw on for support and respite, strong advocate in school context

### Needs

Pro-queer Christian community, information about affirming medical care, advice on how to guide youth to authenticity, connections for youth to queer community



**Arlene**

She/her

Cisgender  
Heterosexual or straight

## Accidental Ally

*"As our society progresses, things are becoming more mainstream and more accepted, which is great. The more exposure, the more it's not going to be so shocking."*

### Motivation

Long-time foster parent

### Background

Had many foster youth, never considered volunteering for queer youth, then cared for youth who came out and already loved them so she overcame her hesitations

### Strengths

Familiar with child welfare system, already able to build rapport with diverse children and youth

### Needs

Ongoing queer education, transportation for services and community connections

# Affirming Resource Family Personae



**Jessica**  
she/her

Cisgender  
Heterosexual or straight

## Intentional Ally

*"Reflecting on my childhood in my own therapy... remembering the vulnerability of that... It's something I have a lot of emotional connection to and empathy for."*

### Motivation

Had a difficult childhood and recognizes the need

### Background

Doesn't personally identify as queer, has queer friends, has biological children and enjoys parenting

### Strengths

Eager and willing to put in the work, able to empathize with some aspects of system involvement

### Needs

Confidence boost and coaching, scripts and role playing practice, transport, referrals and peer community



**Mandy**  
she/her

Cisgender  
Heterosexual or straight

## Youth Skill Coach

*"They are experiencing a lot of hurt and pain and I have learned very quickly that I need to have better things in place for myself, mental health wise."*

### Motivation

Met youth in after school program and came in as kin based on experience working with youth in work

### Background

Brother was gay, has some connection to queer community and has worked with youth as skills coach

### Strengths

A nonviolent communication expert, comfortable navigating awkwardness, has creative ideas for support

### Needs

Support navigating child welfare, preventing burnout and retention

# Affirming resource family personae



**Alex**  
he/him

Cisgender  
Gay

## Gay Sage

*"My strength is more emotional stability and feeling comfortable. There's no taboo talking about queerness or gender here."*

### Motivation

Initially wanted to adopt, then shifted to foster

### Background

Grew up as gay in a different time, well connected in gay community and attends pride parades, involved with nonprofits

### Strengths

Comfortable talking about queerness, able to support emotional regulation and support authenticity

### Needs

Support if discriminated against, help empathizing with different kinds of queerness, eg. trans experiences



**Eden**  
they/them

Nonbinary  
Asexual

## Nonbinary Unicorn

*"Queerness is just part of who they are, and it's never been a problem. People sometimes treat them poorly for it but their behavior is typical of children who have had trauma and who were in the foster care system."*

### Motivation

Always wanted to foster and to be the kind of parent they could have benefited from but never had

### Background

Encountered queer unhoused youth and acutely aware of how queer youth are overrepresented

### Strengths

Uniquely equipped to provide love and empathy, excel at helping youth feel seen, deep understanding

### Needs

Support if discriminated against, may require stipend or online options if services are inaccessible