

# Barriers to service for LGBTQIA+ people

Creating more inclusive space for diverse survivors



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## Group Agreements

- > Vegas Rules
- > There is no such thing as a dumb question
- > Assume good intent/honor impact
- > Respectful, active listening
- > Others?



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## Spirit of Training

- > Pride Parade
- > Willingness to be awkward
- > Intersectionality
- > Commitment to continuing education not competency



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Objective

Raise awareness of and improve response to the intimate partner violence that impacts lesbian, gay, bisexual, transgender and queer (LGBTQ+) communities throughout the state.



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Introductions

> Name, Organization & Role

> Coffee

Plain  
Cream and Sugar

> Favorite Coffeeshouse order



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LGBTQ+ Population in Nebraska

> Est. 55,192 LGBTQ+ adults\*

> LGBTQ+ people experience IPV at the same or higher rates as compared to heterosexual people



\* Movement Advancement Project

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LGBTQ+ IPV Statistics

> 44% of lesbians and 61% of bisexual women experience rape, physical violence, or stalking by an intimate partner, compared to 35% of heterosexual women



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LGBTQ+ IPV Statistics

> 26% of gay men and 37% of bisexual men experience rape, physical violence, or stalking by an intimate partner, compared to 29% of heterosexual men



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LGB Sexual Assault Statistics

> 46% of bisexual women have been raped, compared to 17% of heterosexual women and 13% of lesbians

> 40% of gay men and 47% of bisexual men have experienced sexual violence other than rape, compared to 21% of heterosexual men



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Transgender Sexual Assault Statistics



> 47% of transgender people are sexually assaulted at some point in their lifetime



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The Problem

> Heteronormative:



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The Problem



> Heteronormative: Systemic belief that heterosexuality and the binary gender system are superior. Also, the overall creation of institutions that benefit heterosexual people exclusively and/or oppress LGBTQ+ people.



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Seeking Shelter Statistics

- > In 2015, 44% of LGBTQ survivors seeking shelter were denied shelter.
- > 71% reported being denied for reasons relating to gender identity.



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Why does heteronormativity create barriers?

- ?
- ?
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Why does heteronormativity create barriers?

- > Puts focus on men's violence toward women
- ?
- ?



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Why does heteronormativity create barriers?

- > Puts focus on men's violence toward women
- > Informs what a survivor looks like

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Why does heteronormativity create barriers?

- > Puts focus on men's violence toward women
- > Informs what a survivor looks like
- > Both systemic and interpersonal



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Barriers

- > Denied service or offered limited services



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Barriers

- > Denied service or offered limited services
- > Experience invisibility or revictimization



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Barriers

- > Denied service or offered limited services
- > Experience invisibility or revictimization
- > Lack of inclusive outreach/educational materials and forms



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Barriers

- > Denied service or offered limited services
- > Experience invisibility or revictimization
- > Lack of inclusive outreach/educational materials and forms
- > Fear of being outed/having to teach staff LGBTQ+ sensitivity while seeking services



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### Activity

- > Think of 3 things that make up the core of your identity
- > Pair up with someone you don't know
- > Introduce yourselves but don't share the 3 things



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### Gender Identity

A term that describes how a person identifies their own gender. A person's gender identity may be different than social norms and/or stereotypes of the sex they were assigned at birth. There are a wide range of gender identities and expressions.

Gender identity is not static and can change over time.



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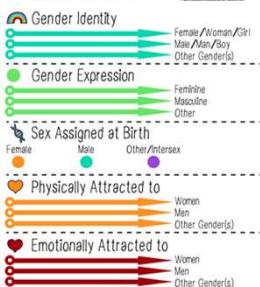
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## The Gender Unicorn

Graphic by TSER



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

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Sexual Orientation

A term that describes a person's physical or emotional attraction to people of a specific gender or multiple genders. It is the culturally defined set of meanings through which people describe their sexual attractions.

Sexual orientation is not static and can change over time.



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According to the American Psychological Association:

Sexual orientation is...

- > not a choice
- > not an illness or emotional problem
- > not able to be changed by therapy
- > determined by many factors, usually at a very early age
- > different from sexual behavior



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What is LGBTQ+

L - Lesbian

Term that describes a person who identifies as a woman who is primarily or exclusively attracted to other people who identify as women.



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What is LGBTQ+

G - Gay

Term that describes a person who identifies as a man who is primarily or exclusively attracted to other people who identify as men. It is also sometimes used as an umbrella term to describe LGBTQ+ communities.



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What is LGBTQ+

B - Bisexual

A term used to indicate attraction or potential for attraction to more than one gender.



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What is LGBTQ+

T - Transgender

Term used broadly that refers primarily to individuals who identify differently from the sex assigned at birth or a term used by people for whom the sex they were assigned at birth is an incomplete or incorrect description of themselves.



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What is LGBTQ+

Q - Queer

A political and sometimes controversial term that some LGBTQ people have reclaimed. Used frequently by younger LGBTQ people, activists, and academics, the term is broadly inclusive, and can refer either to gender identity, sexual orientation or both. It is also sometimes used as an umbrella term to describe LGBTQ communities.



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What are pronouns?

Pronoun:

a word that can function by itself as a noun phrase and that refers either to the participants (e.g., I, you ) or to someone mentioned elsewhere (e.g., she, they)



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What are pronouns?

she/her/hers  
he/him/his  
they/them/their

ze/zir  
em/ehr



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The science of apology

We are human and will make mistakes.

Apology

- Sincere and authentic
- Affirm gender or pronoun
- Concise apology
- Move on




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Individual level changes



Change your LANGUAGE

- Say, "... your partner, they..."
- Mirror the language people use for themselves, their partners
- "What's your name?"




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Individual level changes



SHOW your openness

- Wear a rainbow pin or an LGBTQ sticker
- Identify your pronouns
- Assure confidentiality to make coming out safe
- Have LGBTQ publications in your office




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Individual level changes

LEARN more  
Read more about the LGBTQ community  
Learn about LGBTQ families  
Form an LGBTQ study group



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Individual level changes

RESPECT self-identification & self-determination  
Transgender women are women  
Use correct pronouns  
Apologize and do better



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Trans Women Open Up about their #METOO Sexual Assault Experiences

<https://youtu.be/zGnULTNjvks>



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**SAFE ZONE**

Organizational level actions

- > Create LGBTQ inclusive forms, materials, internal policies and procedures
- > Display LGBTQ-inclusive posters and images in the office or shelter
- > Make LGBTQ books, resources, and pamphlets available to survivors

**Out Nebraska**

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**SAFE ZONE**

Organizational level actions

- > Train ALL levels of staff – especially security, reception, intake – in LGBTQ sensitivity
- > Review employment policies procedures and hire staff reflective of community diversity (LGBTQ diversity, racial diversity, etc.)
- > Create all-gender, non-segregated restrooms

**Out Nebraska**

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**SAFE ZONE**

Organizational level actions

- > Training should be provided on an on-going basis as part of an agency's regular staff development
- > Develop resources – create connections with LGBTQ service providers & organizations in your region
- > Create and implement anti-discrimination policies

**Out Nebraska**

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Organizational level actions



If residents or staff say or do something homophobic or transphobic, address the issue in the same way you would any other biased or discriminatory remarks or behaviors (e.g. just as you would with racist, sexist, or anti-immigrant slurs.)




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Resources

- > New York State LGBTQ Intimate Partner Violence Network
- > Human Rights Campaign
- > OutNebraska  
Abbi Swatsworth  
402.488.1130  
abbi@outlinc.org




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Resources

- > LGBTQueering the Narrative of Sexual Violence | Paige Leigh Baker-Braxton | TEDxChicago:  
<https://www.youtube.com/watch?v=xHGmU4ITXdo>
- > What's it like to be Intersex:  
<https://www.youtube.com/watch?v=cAUDKEI4QKI>
- > Trans Men and Domestic Abuse: Let's Talk About It  
<https://www.advocate.com/health/2018/7/17/trans-men-and-domestic-abuse-lets-talk-about-it>




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