

Santa Clara County 30th Annual

Domestic Violence Conference



Queer'ing Prevention

**Modernizing LGBTQ+
Inclusion in IPV Work**



Justin Ortiz,
H.E.A.R.T.



Megan Schnabel,
Next Door Solutions



Supplemental Workbook

Community Norms

01

Come as you are. Speak to what you are comfortable with in your safe zone, but don't be afraid to enter your **brave zone!**

03

Ask questions as they arise. We might challenge ideas that you are used to, and **it is okay to take the time to process.**

02

Take care of your needs and responsibilities as we discuss potentially triggering content.

04

This is a **safe space** for conversation and learning!

Why Does it Matter?

The LGBTQ+ community faces an **increased risk** of experiencing intimate partner violence, yet research on prevention methods for this population is virtually nonexistent, non-specific, or often misunderstood. With an intersectional lens and community-engaged approach, the purpose of this workshop is to **inform violence and abuse prevention efforts among the LGBTQ+ community and their allies in advocacy, medical, and legal roles.**

Today, we will address **modern prevention methods which uplift, support, and include the LGBTQ+ community.** This course will address the past and current LGBTQ+ experiences in IPV prevention and care services, existing barriers to seeking preventative resources and support, and suggested methods to address such barriers which prevent LGBTQ+ survivors from seeking help. **We have the power to create a more inclusive environment which reduces overall societal stigma and protects our LGBTQ+ peers!**

Learning Objectives

01

Identify **8 IPV terms** that can be used in practice to be inclusive of LGBTQ+ clientele.

02

Identify **6 major barriers** to prevention services for LGBTQ+ folk and 6 matching methods to affirm inclusivity.

03

Apply **6 practical methods** to make IPV services more inclusive for LGBTQ+ clients.

Understanding Identity

If you're not familiar with terms and definitions, you can reference the next couple of pages. Feel free to take notes here!

Acknowledging Intersectionality

You can take notes here too!





Scenario

You are facilitating a workshop on healthy relationships for a group of high schoolers. You share a scenario about a teenage girl and her boyfriend, and some of the “red flags” and “green flags” of their relationship. The students engage in a discussion about consent and “how boys are”. You notice that when referring to abusive partners, the students always say “he” or “boyfriend”.

A few different students are particularly quiet during the discussion, so you decide to gently ask them for their opinion. One student shares that they “don’t see the point in participating when it doesn’t relate” to them. Another adds that “girls can be abusive too, and what about nonbinary people?”. A different student asks “if it’s two guys dating, how do you know which one is abusive?”

Questions to consider...

What are your initial reactions and responses?

How would you support them? What might you say or offer them?

What are the messages that students might be receiving from this workshop?

Basic Terms & Definitions

Test your knowledge by reviewing a few foundational terms and definitions.
You can check your answers on the next page.

SEX ASSIGNED AT BIRTH:

PRONOUNS:

MISGENDER (verb):

SOGIE

EVERYONE has a SOGIE! Not just LGBTQ+ folks

SEXUAL ORIENTATION:

GENDER IDENTITY:

GENDER EXPRESSION:

LGBTQ+

LESBIAN:

GAY:

BISEXUAL:

TRANSGENDER:

QUEER:

For more identity labels and definitions, turn to the back of this workbook and explore the Gender and Sexuality Galaxies created by Action Canada

Basic Terms & Definitions

Answer Key

SEX ASSIGNED AT BIRTH: Determined by a doctor based on physical anatomy and physiological traits on the infant (male, female, intersex)

PRONOUNS: How we refer to someone aside from their name. Every person has pronouns. (He, him, his, she, her, hers, they, them, theirs)

MISGENDER (verb): To refer to someone using the incorrect pronouns, intentionally or unintentionally. This can potentially damage rapport, hurt feelings, and put someone's safety at risk.

SOGIE

EVERYONE has a SOGIE! Not just LGBTQ+ folks

SEXUAL ORIENTATION: The emotional, romantic, and physical feelings of attraction. Different from sexual behavior. (gay, lesbian, bisexual, etc.)

GENDER IDENTITY: Internal and personal sense of gender, different than sex, awareness and understanding of gender identity can start at 2-3 years. (Woman/girl, man/boy, nonbinary, transgender, genderfluid, etc.)

GENDER EXPRESSION: How one conveys their gender to others through clothing, style, mannerism, etc.

LGBTQ+

Pro Tip: Ask the person what their identity/label means to them, definitions may vary.

LESBIAN: A woman who is sexually/romantically attracted to other women.

GAY: A man who is sexually/romantically attracted to other men.

BISEXUAL: A person who is attracted to multiple genders, often those of the same and those of a different gender.

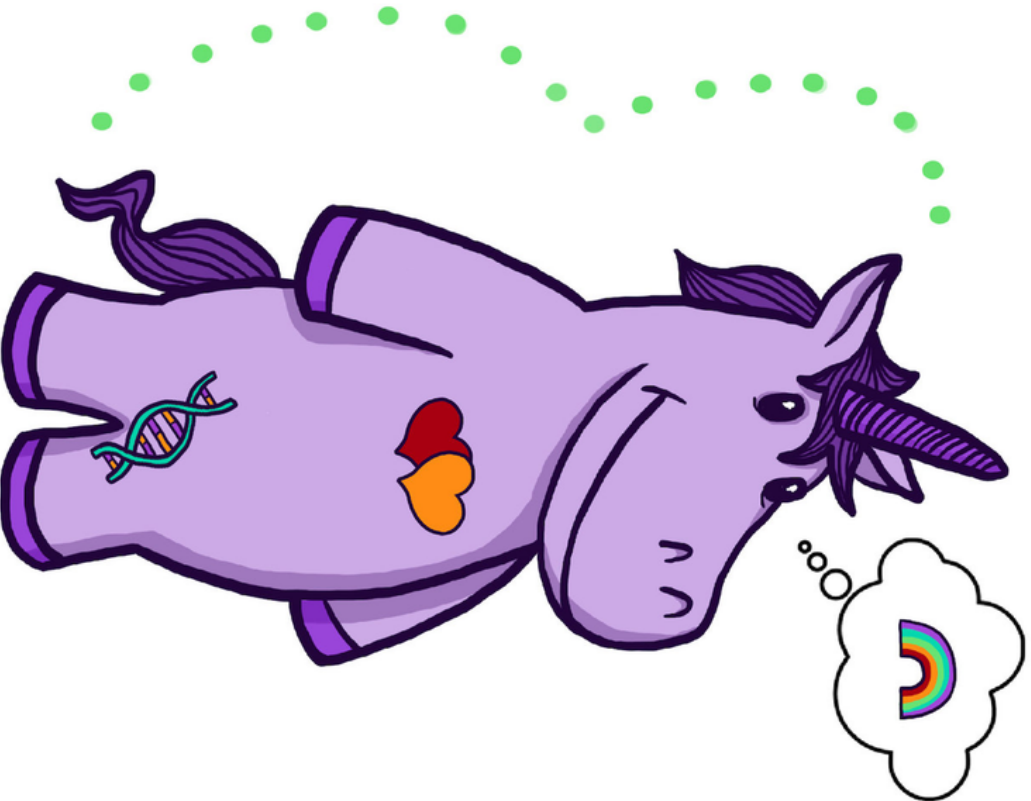
TRANSGENDER: A person whose gender identity is different than their sex assigned at birth. Sometimes also referred to as "trans".

QUEER: Often used as an umbrella term for LGBT+ folks, someone who does not identify as cisgender and/or heterosexuality.

For more identity labels and definitions, turn to the back of this workbook and explore the Gender and Sexuality Galaxies created by Action Canada

The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



Gender Identity



Gender Expression



Sex Assigned at Birth



Physically Attracted to



Emotionally Attracted to



To learn more, go to:

www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Barriers to Seeking Support



01

Low awareness, knowledge, access, or availability of affirming services, which may lead folk to delay or avoid reporting, out of a feeling they have nowhere to go

02

Difficulty accessing LGBTQ+ specific or inclusive/affirming agencies and services



03

Hesitation to report out of fear of encountering anti-LGBTQ+ stigma, Homophobia, etc.

Barriers to Seeking Support



04

Historical systemic biases against LGBTQ+ people/same-sex relationships

05

Fear that seeking help will force them to out themselves before they feel safe or ready, or might put them in danger



06

Stereotypes about typical gendered IPV scenarios



Methods to Practice Inclusivity

01

IPV research, educational materials, and clinical intakes should use inclusive language that does not assume cisgender or heterosexual identities in IPV situations.

02

Young People need trusted adults.

03

Professionals should educate themselves on the unique issues faced by LGBTQ+ IPV survivors when treating and assessing them.

Methods to Practice Inclusivity

04

Shelters and community IPV programs should commit to LGBTQ+ inclusivity to create a welcoming and safe spaces for all survivors.

05

Requiring SOGIE trainings and better understanding for all staff and participants to better support underserved populations including transgender and bisexual people.

06

Build All-Inclusive & Gender Expansive Policies.

Using Gender Neutral Language



He/Him, She/Her	They/Them, Ze/Zir
Ladies & Gentleman	Folks, People
Girlfriend, Boyfriend	Partner
Sexual Preference	Sexual Orientation
Sexual Identity	Gender Identity/Expression
Ms., Mr., Mrs.	First Names
Asking for Sex Assigned at Birth (if necessary)	Also Ask for Gender Identity
"What are your preferred pronouns?"	"What pronouns do you use?"

Do's & Don'ts Activity

Circle the correct answer for each statement, identify of an alternative for each "Don't" -- and share your responses with us!

Do or Don't

Assume the gender of a patient or their partner.

Do or Don't

Use gender-inclusive language to refer to people and their partners until you learn otherwise or ask them (ex. "your partner" or "they/them").

Do or Don't

Collect demographic information on sexual orientation and gender identity for all patients at registration, and continue to follow-up with them, as appropriate.

Do or Don't

Assume an LGBTQ+ person is "out" to everyone.

Do or Don't

Assume someone's LGBTQ+ identity was the reason for an assault.

Do or Don't

Mirror the terms someone uses to describe their partner, identity, anatomy, etc. If you are unsure of the meaning of a term, ask them for a definition.

Do or Don't

Tell survivors they must leave their partner.

Do's & Don'ts Activity

Circle the correct answer for each statement, identify of an alternative for each "Don't" -- and share your responses with us!

Do or Don't

Ensure your environment is a safe LGBTQ+ affirming and inclusive space.

Do or Don't

Ask someone what they did to provoke the abuse.

Do or Don't

Respond to a survivor's story with doubts or let them know when you you're not so sure if you believe it.

Do or Don't

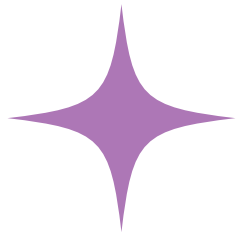
Be aware of your own areas of discomfort and implicit biases.

Do or Don't

Access and require more information and training on IPV, LGBTQ+ culturally affirming communication and clinical environments, and LGBTQ+ competent clinical care.

Do or Don't

Encourage your colleagues to expand their knowledge and support for the safety of LGBTQ+ folk.



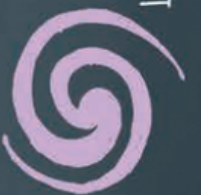
Resources



County of Santa Clara Office of LGBTQ Affairs	The Bill Wilson Center	The Q Corner
The LGBTQ+ Youth Space	PFLAG	LGBTQ Wellness
Somos Familia	HEART	Transgender Law Center
Outlet	The Gender Health Center	Gaylesta- Therapist Network
The Trevor Project	Gender Spectrum	RISE
GLSEN	Williams Institute	

Gender Galaxy

TWO SPIRIT
GALAXY



SEXUALITY
GALAXY



GENDER EXPRESSION = INFINITE POSSIBILITIES

FEMININE

MASCULINE



ADD YOUR OWN PLANET (COMET OR MOON)!
MAKE YOUR OWN SOLAR SYSTEM OR GALAXY!



Action Canada
for Sexual Health & Rights

Gender Galaxy Definitions

AGENDER: people who identify as not having a gender or being genderless. They can exist outside of the gender binary, be gender non-conforming, and/or identify as trans.

ANDROGYNIOUS OR ANDROGYNE: people whose gender expression and/or identity is between, across (both), or outside of the binary and/or does not conform to gender norms.

ASSIGNED SEX: the word assigned is used because doctors will usually determine a baby to be either male or female at birth. Doctors assign sex based on characteristics such as chromosomes, hormonal profiles, and genitals. The ways that these sex characteristics can manifest in individuals' bodies is diverse and not as definite or binary as the categories of male and female suggest. Therefore, sex is not only assigned but the binary sex categories of male and female are socially constructed.

CISGENDER: people whose gender identity and assigned sex are the same (e.g., someone who was assigned male at birth and identifies as a man).

CIS MAN: someone who identifies as cisgender and as a man.

CISSEXISM: systemic or individual behaviours, assumptions, and rules that grant preferential treatment to cisgender people.

CIS WOMAN: someone who identifies as cisgender and as a woman.

CLOSETED: a figure of speech used to describe a person who is keeping their sexual orientation and/or gender identity a secret from others. It is often used in a derogatory or disempowering way (someone who believes they know others' sexual orientations better than the person themselves).

COMING OUT: a figure of speech that refers to communicating your sexual orientation and/or gender identity to yourself and others.

FEMALE: one of the categories that babies are assigned at birth based on sex characteristics such as hormones, chromosomes, and genitalia.

FEMMEPHOBIA: the fear, aversion, hatred, and de-valuing of anything and anyone that is considered feminine, regardless of gender identity.

FENDER: refers to the ways that masculinity and femininity have been socially constructed and re-enforced by the dominant culture through norms, scripts, and stereotypes. Gender is socially constructed as a binary (usually through classifications of woman or man), even though this is not the reality of how gender is experienced internally (gender identity) and expressed externally (gender expression).

GENDER BINARITY: describes the system in which a society classifies all people into one of two categories (men and women), each with associated stereotypes and norms.

GENDER CREATIVE AND GENDER INDEPENDENT: terms often used to describe children who do not conform to binary constructions of gender. Children who are gender creative or gender independent may or may not grow up to identify as transgender.

GENDER EXPRESSION: how a person publicly presents their gender. This can include behaviour and outward appearance such as how someone dresses, wears their hair, if they use make-up, their body language, and their voice.

GENDER FLUID: a term to describe someone who moves between binary constructions of gender and whose gender identity and expressions vary over time.

GENDER IDENTITY: refers to an internal sense or awareness that all people have. For most, it can be described as a kind of "man-ness" or "woman-ness." But gender is not limited to two; it is not binary.

GENDER NON-BINARY AND GENDER QUEER: umbrella terms used to describe someone whose gender identity and/or expression does not conform to the socially constructed gender binary.

INTERSEX: is an umbrella term used to describe people who have chromosomes, hormonal profiles, or genitals that do not typically fit into binary medical and social constructions of male and female. Biological sex, like gender, is not binary. Between 0.05% and 1.7% of people are born with intersex traits, although not everyone with intersex traits identifies as intersex (Free & Equal, 2015).

LGBTQ+: the LGBTQ+ acronym includes gender identities as well as identities related to sexual orientation. Fully spelled out the acronym contains lesbian, gay, bisexual, transgender, and queer, with the plus indicating more identities such as asexual, intersex, pansexual, two spirit, and questioning.

MALE: one of the categories that babies are assigned at birth based on sex characteristics such as hormones, chromosomes, and genitalia.

NEUTROTIS: people who identify as gender neutral. They may see themselves as fitting under the gender non-binary and/or trans umbrellas.

OUTING (SOMEONE): when someone reveals another person's sexual orientation or gender identity to an individual or group, often without the person's consent or approval. Not to be confused with "coming out."

THIRD /3RD GENDER: an umbrella term used to describe people who exist outside of the gender binary. For some people it means the construction of a new gender.

TRANS: an umbrella term to describe people whose gender identity and assigned sex are different. It can be used for a range of identities and experiences; every community and individual may define trans differently. Trans is a term that someone chooses to describe their own identity. It is not something you can tell or determine in others.

TRANS-FEMININE: someone who identifies as transgender and feminine.

TRANSGENDER: people whose gender identity and assigned sex are different. Transgender like all gender identities is internal and not something you can tell or determine in others.

TRANS MAN: someone who identifies as transgender and as a man.

TRANS-MASCULINE: someone who identifies as transgender and masculine.

TRANSMISOGYNY: the intersection of transphobia and misogyny. It is misogyny directed at trans women, trans people, and gender non-conforming feminine people. This includes a range of negative attitudes and feelings such as prejudice, fear, discrimination, harassment, and bias towards trans and gender non-conforming people who either identify as women and/or identify as femme/feminine. Transmisogyny comes from outside and within the LGBTQ+ community.

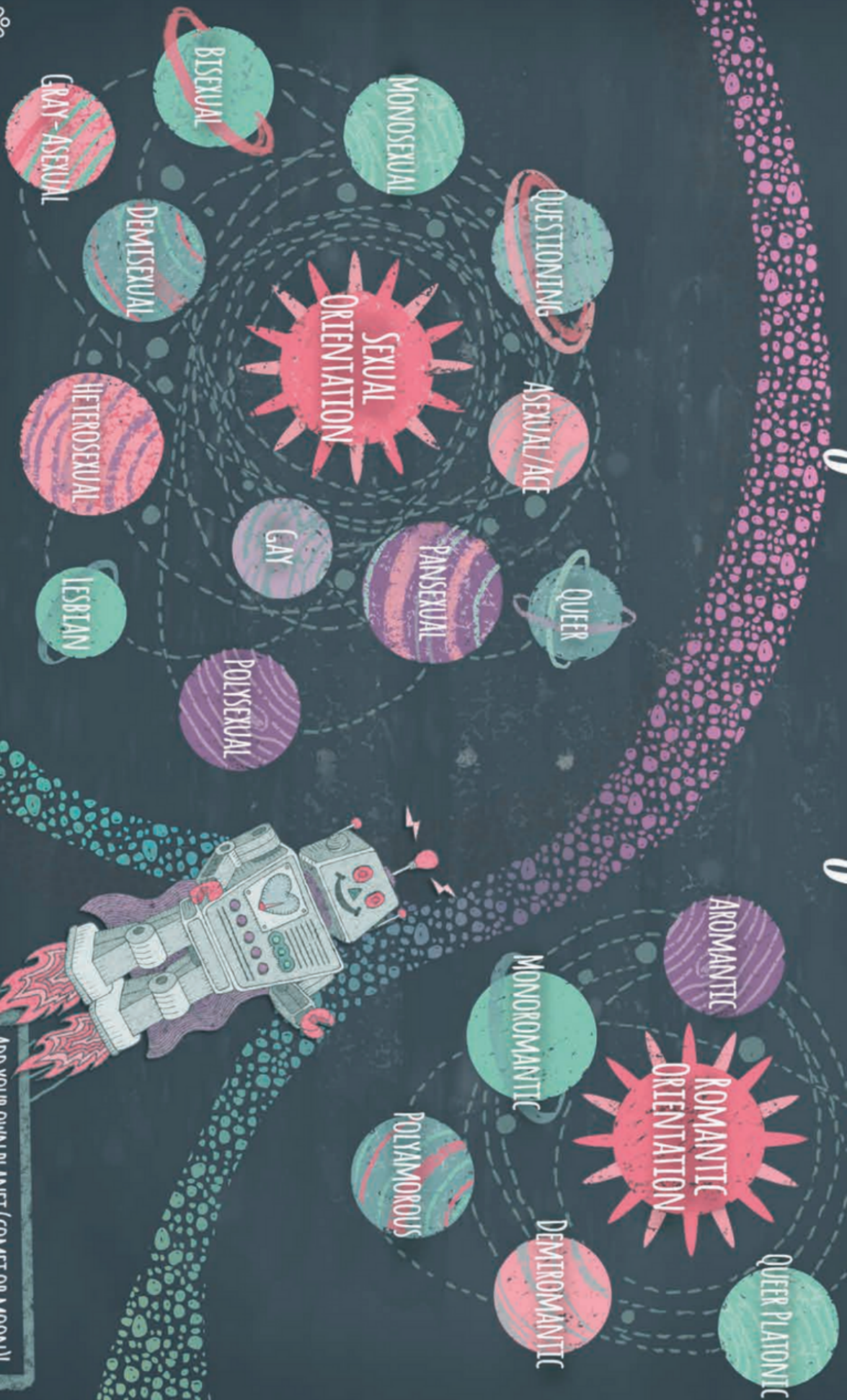
TRANSPHOBIA: the systemic and individual oppression of people whose gender identity and gender expression do not conform to cisgender identities. This includes a range of negative attitudes and feelings such as prejudice, fear, discrimination, harassment, and bias towards transgender people and gender non-binary, gender creative, and gender non-conforming people.

TWO SPIRIT (OR 2 SPIRIT): is a term used by some Indigenous people to self-identify. It is an Indigenous specific term that can only be used by Indigenous people to identify themselves. While the term itself is Anishinaabe based, it has been taken up by different Indigenous nations to describe complex experiences and identities as well as cultural roles and responsibilities. Two spirit can sometimes refer to sexual orientation and at other times to gender identity, depending on the individual and/or their particular nation. It can also describe roles and responsibilities specific to different Indigenous nations that may or may not be tied to sexual orientation and/or gender identity. Like any other term that people use to self-identify, do not assume that just because someone is Indigenous and identifies as LGBTQ+, that they will use the term two spirit to identify themselves. (For more information about the term two spirit and two spirit identities, visit www.nativeoutsexualhealth.com/supportcircle.html)

TRANSWOMAN: someone who identifies as transgender and as a woman.



Sexuality Galaxy



TWO SPIRIT
GALAXY

GENDER
GALAXY



ADD YOUR OWN PLANET (COMET OR MOON)!
MAKE YOUR OWN SOLAR SYSTEM OR GALAXY!



Action Canada
for Sexual Health & Rights

Sexuality Galaxy Definitions

AROMANTIC: a person who generally does not feel romantic attraction or desire to any group of people, either within or outside of a relationship.

ASEXUAL OR AFE: a person who generally does not feel sexual attraction or desire to any group of people, either within or outside of a relationship.

BISEXUAL OR BI: a person who is attracted to more than one gender.

BICURIOUS: a person who may not identify as bisexual or bi but is open to or curious about having sexual and/or romantic relationships with someone whose gender differs from their usual attraction.

BIPHOBIA: a range of negative attitudes, feelings, and fears towards bisexual people or bisexuality, which may include negative stereotyping or denial of the existence of bisexuality.

COMING OUT: a figure of speech that refers to communicating your sexual orientation and/or gender identity to yourself and others.

DEMOROMANTIC: a person who only feels romantic attraction to people with whom a close emotional bond has been formed.

DEMITSEXUAL: a person who only feels sexual attraction to people with whom a close emotional bond has been formed.

GAM: a person who is primarily attracted to people of the same gender. Although it can be used for any gender, it is most often used for men who are attracted to men.

GAY -ASEXUAL: a person who experiences sexual attraction but either not very often or only to a minimal extent.

GAY - ROMANTIC: a person who experiences romantic attraction but either not very often or only to a minimal extent.

HETEROSEXISM: behaviors, assumptions, and rules that grant preferential treatment to heterosexual people. Heterosexism reinforces the idea that heterosexuality is somehow better or more "right" than homosexuality or queerness and/or ignores the existence of homosexuality or queerness.

HETEROSEXUAL: a clinical term for people who are attracted to people of a different gender, often referred to as "straight."

HOMOPHOBIA: the systemic and individual oppression of people whose sexual orientation does not conform to heterosexuality (and/or of people perceived to be LGBTQ+). This includes a range of negative attitudes and feelings such as prejudice, fear, discrimination, harassment, and bias towards people whose sexual orientation does not conform to (or is not perceived to conform to) heterosexuality.

HOMOSEXUAL: a clinical term for people who are attracted to the same gender. Some people find this term offensive because it was historically used to describe queerness as a disease that could be cured.

LESBIAN: a person who is primarily attracted to people of the same gender. It is most often used for women who are attracted to other women.

LGBTQ+: the LGBTQ+ acronym includes gender identities as well as identities related to sexual orientation. Fully spelled out the acronym contains lesbian, gay, bisexual, transgender, and queer, with the plus indicating more identities such as asexual, intersex, pansexual, two spirit, and questioning.

MONOROMANTIC: a person who has romantic feelings for one gender.

MONOSEXISM: behaviors, assumptions, or rules that grant preferential treatment to monosexual people. Monosexism reinforces the idea that monosexuality is somehow better or more "right" than bisexuality or pansexuality and/or ignores the existence of bisexuality and pansexuality.

MONOSEXUAL: refers to people who are sexually attracted to one gender.

OUTING (SOMEONE): when someone reveals another person's sexual orientation or gender identity to an individual or group, often without the person's consent or approval. Not to be confused with "coming out."

PANSEXUAL: a person who desires intimate partnerships with more than one person. This identity can take many different forms and can include people who identify across various sexual orientations.

POLYROMANTIC: a person who is romantically attracted to multiple genders.

POLYSEXUAL: a person who is sexually attracted to multiple genders. This term can have different meanings to different people and often positions itself as different from bisexuality, pansexuality, and polyamory.

QUEER: an umbrella term to describe many different kinds of sexual orientations. Queer was historically used as a derogatory term for people who either were or were perceived to be LGBTQ+. In recent years, it has been reclaimed by some people within the LGBTQ+ community as a way of self-identifying and as a political statement against the oppression to which they have been subjected.

QUEER PLATONIC OR QP: refers to a very intimate friendship. It describes a kind of partnership that does not fit the traditional romantic coupling but can nonetheless be intense, emotionally intimate, and even romantically intimate.


QUESTIONING: for some, the process of exploring and discovering their sexual orientation.

ROMANTIC ORIENTATION: refers to the ways that people can experience romantic and emotional attractions. These may be separate from or connected to sexual and/or physical attraction. Sexual orientation and romantic orientation are not necessarily distinct identities; they are interrelated.

SEXUALITY: is an integral part of being human. It is a complex set of personal, social, and spiritual experiences that go beyond sexual activity. In other words, sexuality is not just about what our body does and what we do with our bodies, it is how thoughts, fantasies, desires, beliefs, attitudes, values, behaviours, practices, roles, and relationships are experienced and expressed (WHO, 2006a).

SEXUAL EXPRESSION: refers to the variety of ways a person expresses their sexuality, including the kinds of sexual activities they like to participate in. It is not the same as sexual orientation: someone may identify as heterosexual and express their sexuality in ways interpreted by others as queer.

SEXUAL ORIENTATION: refers to a person's emotional, romantic, and/or physical, and/or sexual attraction to others. Sexuality is complex and attraction can manifest very differently for different people. Categories are commonly used to understand our attractions, though are by no means inclusive of the vast variety of expressions that make up human sexuality.

 **TWO SPIRIT (OR 2 SPIRIT)**: is a term used by some Indigenous people to self-identify. It is an Indigenous specific term that can only be used by Indigenous people to identify themselves. While the term itself is Anishinaabe based, it has been taken up by different Indigenous nations to describe complex experiences and identities as well as cultural roles and responsibilities. Two spirit can sometimes refer to sexual orientation and at other times to gender identity, depending on the individual and/or their particular nation. It can also describe roles and responsibilities specific to different Indigenous nations that may or may not be tied to sexual orientation and/or gender identity. Like any other term that people use to self-identify, do not assume that just because someone is Indigenous and identifies as LGBTQ+, that they will use the term two spirit to identify themselves. (For more information about the term two spirit and two spirit identities, visit www.nativeyouthsexualhealth.com/supportcircle.html)

