

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

1
00:00:13,866 --> 00:00:24,833
Welcome everybody. Thanks for joining us today for "Understanding and Affirming LGBTQ Survivors."

2
00:00:24,834 --> 00:00:40,366
We are excited to be joined today by Stacey Cicero, from the Department of Children and Families,

3
00:00:40,366 --> 00:01:02,299
along with our presenters, Reiko Ramos,
Nick Ross, Keira Kowal Jett and also Kathy Flores from Diverse & Resilient.

4
00:01:02,300 --> 00:01:11,066
And I'm gonna go ahead and have them introduce themselves and begin.

5
00:01:11,066 --> 00:01:16,366
Hello, I'm Stacey Cicero, Domestic Abuse Program Coordinator for the Department of Children and Families.

6
00:01:16,366 --> 00:01:25,699
Welcome to the newest webinar in the series, on providing welcoming, equitable, and inclusive services for the LGBTQ population.

7
00:01:25,700 --> 00:01:34,000
As many of you are aware, it is a grant requirement for DCF-funded programs to receive annual training on this topic.

8
00:01:34,000 --> 00:01:41,700
DCF partners with End Abuse and Diverse & Resilient each year to create a new webinar-based training that meets this requirement.

9
00:01:41,700 --> 00:01:52,433
The webinar today, "Understanding and Affirming LGBTQ Survivors," is a refresh and compilation of the initial first 3 core webinars.

10
00:01:52,433 --> 00:01:58,933
Moving forward all new staff should watch this core webinar during their initial training period.

11
00:01:58,933 --> 00:02:07,166
This requirement only needs to be completed once and meets the obligation of new staff training for the contract period.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

12
00:02:07,166 --> 00:02:14,199
All staff may watch this year's new webinar or view one of the previous LGBTQ webinars that

13
00:02:14,200 --> 00:02:20,900
are archived on the End Abuse website to fulfill the annual DCF training requirements.

14
00:02:20,900 --> 00:02:27,233
We strive to make all of these webinars as interactive, relevant, and engaging as possible.

15
00:02:27,233 --> 00:02:34,699
I encourage programs to watch together as a staff and discuss afterwards on how you can use some of the key concepts to make your

16
00:02:34,700 --> 00:02:39,433
programs truly responsive to the needs of the LGBTQ population.

17
00:02:39,433 --> 00:02:46,834
Please contact your DCF grant administrator with any specific questions you have about meeting this or other grant requirements.

18
00:02:46,834 --> 00:02:55,566
And finally, it's my hope that these webinar-based trainings are more than just a way to meet a grant requirement.

19
00:02:55,566 --> 00:03:00,966
We believe by bringing the most marginalized to the center of our services and anti-oppression work

20
00:03:00,966 --> 00:03:04,833
we will help ensure we meet the needs of all survivors.

21
00:03:04,834 --> 00:03:12,834
And now I'd like to turn this over to Kathy Flores from Diverse & Resilient to introduce our presenters. Thank you.

22
00:03:12,834 --> 00:03:18,966
Thank you, Stacey. Good morning, it is such a pleasure to be here with you.

23
00:03:18,966 --> 00:03:25,833

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

I am Kathy Flores with Diverse & Resilient. Welcome to today's webinar, "Understanding and Affirming LGBTQ Survivors."

24

00:03:25,834 --> 00:03:34,334

I'm going to be introducing our staff and talking a little bit about Diverse & Resilient. So before we go into that I want to introduce all of our

25

00:03:34,334 --> 00:03:42,834

presenters. Presenting today will be Nick Ross, Keira Kowal Jett, and Reiko Ramos, as was already introduced.

26

00:03:42,834 --> 00:03:48,834

This team of advocates represents Diverse & Resilient in the northeast region of our State.

27

00:03:48,834 --> 00:03:54,499

They are all tireless advocates for the LGBTQ survivors that we serve, and in the past

28

00:03:54,500 --> 00:04:00,066

3 years they've really elevated our anti-violence program to reach more survivors than ever.

29

00:04:00,066 --> 00:04:04,999

Our team not only serves our beloved community. We are our beloved community.

30

00:04:05,000 --> 00:04:10,834

And we also serve survivors statewide on our warm line, which I will address in a little bit.

31

00:04:10,834 --> 00:04:21,834

So just a little bit more about us. We at Diverse & Resilient, also referred to as D&R. Diverse & Resilient was first founded in 1995 as a program

32

00:04:21,834 --> 00:04:30,266

to build capacity of LGBTQ+ people and to provide advocacy, both capacity building and direct work service

33

00:04:30,266 --> 00:04:33,632

to address health disparities experienced by LGBTQ

34

00:04:33,633 --> 00:04:40,833

people in Wisconsin. Today, Diverse & Resilient is thriving, and it's the largest LGBTQ org in Wisconsin.

35

00:04:40,834 --> 00:04:46,699

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

Present day, our staff are all LGBTQ identified and predominantly BIPOC, Black, Indigenous,

36

00:04:46,700 --> 00:04:50,834

or other People of Color, and predominantly Black and Queer.

37

00:04:50,834 --> 00:04:57,834

We have two offices, one in Appleton and one in Milwaukee, serving both southeast and northeast regions of the state.

38

00:04:57,834 --> 00:05:04,866

We serve community through our HIV...HIV prevention, and our HIV care teams, our Trans

39

00:05:04,866 --> 00:05:10,932

advocacy, our community organizing, our youth work, and our anti-violence work, who is represented here today.

40

00:05:10,933 --> 00:05:14,199

Our AVP serves youth and young adult survivors.

41

00:05:14,200 --> 00:05:20,566

The youth and adult survivors of violence, including intimate partner violence, and sexual violence, hate and community violence,

42

00:05:20,566 --> 00:05:30,833

bullying. And we serve those experiencing trauma as a result of rejection from family, religious or other community rejection in

43

00:05:30,834 --> 00:05:41,399

schools, what have you. In 2017, we opened the State's first and only warmline for LGBTQ+ survivors. Survivors across Wisconsin can call

44

00:05:41,400 --> 00:05:52,533

or access our line at 414-856-5428 that's 414-856-5428.

45

00:05:52,533 --> 00:06:00,233

And now it's my pleasure to introduce to you our first presenter, Keira, our Community Education and Outreach Advocate.

46

00:06:00,233 --> 00:06:11,833

Go ahead and take it away. Okay, I am really excited to be here today, and I just, uff uff, this is a great day.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

47

00:06:11,834 --> 00:06:16,966

I'm gonna move us forward a little bit in..., okay.

48

00:06:16,966 --> 00:06:26,833

So here are some photos of our presentation team today. That's me in the middle, and then to the side is Nick and Reiko.

49

00:06:26,834 --> 00:06:32,199

Just so, you know, you have a picture of our faces.

50

00:06:32,200 --> 00:06:36,834

I'm gonna tell you just a little bit about our vision at Diverse & Resilient.

51

00:06:36,834 --> 00:06:44,499

So our vision is a future in which Lesbian, Gay, Bisexual, Trans and Queer people in Wisconsin

52

00:06:44,500 --> 00:06:50,766

can thrive, living healthy, satisfying lives in safe and supportive communities.

53

00:06:50,766 --> 00:07:01,199

And we are very specific about centering our work on those furthest from justice

54

00:07:01,200 --> 00:07:09,517

and those historically excluded by systems that were designed... were not designed with us or for us.

55

00:07:09,517 --> 00:07:18,533

We know that we, as Kathy just mentioned, are a predominantly Black and Queer staffed organization, and so we take it very seriously.

56

00:07:18,533 --> 00:07:24,899

Our work is for the liberation of all Queer, Trans, Black, Indigenous, and other People of Color,

57

00:07:24,900 --> 00:07:31,933

and we stand in solidarity with all movements that fight for liberation, including Black Lives Matter, Indigenous rights,

58

00:07:31,933 --> 00:07:41,333

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

immigrant rights, reproductive rights, and more. And we believe here that we are not free until we're all free, right.

59

00:07:41,333 --> 00:07:47,834

Our fates and our liberation are all bound up together.

60

00:07:47,834 --> 00:07:52,834

Just a little bit of a review from what Kathy just said about what we do.

61

00:07:52,834 --> 00:07:58,999

All of our services here at the Appleton location are free and confidential, right.

62

00:07:59,000 --> 00:08:06,834

We are primarily giving support to LGBTQ+ folks who are experiencing harm or have experienced harm.

63

00:08:06,834 --> 00:08:14,733

We do safety planning. We can connect folks to other resources in the area or in their area.

64

00:08:14,733 --> 00:08:26,333

We love to co-advocate with other programs. And, we do a Trans name change clinic, which is pretty cool because the paperwork

65

00:08:26,333 --> 00:08:32,833

and the fees, and the process of getting a legal name change is involved,

66

00:08:32,833 --> 00:08:34,166

tedious, expensive, inaccessible in a lot of ways.

67

00:08:34,166 --> 00:08:43,599

And so we are here to just walk through that process with folks, you know, kind of clear it up,

68

00:08:43,600 --> 00:08:47,300

make it straightforward, and assist with fees as needed.

69

00:08:47,300 --> 00:08:57,466

And then we also run, currently, two groups a week. We have our youth group on Wednesdays and our adult group on Thursday

70

00:08:57,466 --> 00:09:06,699

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

nights, and we just like to say that our groups aren't...our groups are for LGBTQ folks, right.

71

00:09:06,700 --> 00:09:15,000

You don't need to feel like what you have gone through quote unquote "counts," right.

72

00:09:15,000 --> 00:09:19,533

Because sometimes it's really hard to convince ourselves, especially if we've been told by someone else,

73

00:09:19,533 --> 00:09:26,599

the harm that we've experienced isn't real, or it's not serious enough, right.

74

00:09:26,600 --> 00:09:32,700

So we are not here to gatekeep about that. We just want you to show up to our groups, right.

75

00:09:32,700 --> 00:09:46,466

We just enjoy your presence, and enjoy knowing people. So that's a little bit about what we do. Now, as Reiko mentioned in the chat,

76

00:09:46,466 --> 00:09:56,966

we are going to be using Mentimeter. So if you can, you can do this on a phone, or a tablet, or you can just even do it on your computer.

77

00:09:56,966 --> 00:10:11,432

If you are logged in on, like, a laptop, go ahead and open a browser and go to menti.com. M-E-N-T-I-dot-com, and it's going to ask you for a

78

00:10:11,433 --> 00:10:31,633

code, and that code is 2114 9258. I see several of you are already in. If you're in, there's a heart option that if you click the heart,

79

00:10:31,633 --> 00:10:38,365

it helps me count your numbers, and you can see in the bottom right corner of my screen

80

00:10:38,366 --> 00:10:51,833

that. I can like... all these hearts are coming through, awesome.

81

00:10:51,834 --> 00:11:02,166

All right. I'm gonna give us all just another minute to log in and then we'll move forward.

82

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:11:02,166 --> 00:11:02,999

All right. I'm gonna give us all just another minute to log in and then we'll move forward.

83

00:11:03,000 --> 00:11:03,034

84

00:11:03,034 --> 00:11:15,034

Okay, we'll leave the instructions in the chat to get into Mentimeter, for now we're going to move forward.

85

00:11:15,034 --> 00:11:19,034

Okay so, we have two main objectives for you all today.

86

00:11:19,034 --> 00:11:25,699

First that you'll have a greater understanding of the unique experiences of LGBTQ survivors,

87

00:11:25,700 --> 00:11:33,066

and that you'll have the tools to apply best practices and the knowledge that you'll learn today for affirming

88

00:11:33,066 --> 00:11:45,033

LGBTQ survivors in your own agencies, as well as, you know, respecting LGBTQ staff in your agencies as well.

89

00:11:45,034 --> 00:11:52,034

All right. We are going to break this down into three parts.

90

00:11:52,034 --> 00:11:58,034

Part one is understanding, right, understanding LGBTQ survivors.

91

00:11:58,034 --> 00:12:07,066

We are going to talk about language because we know that in the LGBTQ community the language that we use to describe our

92

00:12:07,066 --> 00:12:15,632

experiences is ever changing and ever shifting, which I love that about our community, it is like, so creative and innovative.

93

00:12:15,633 --> 00:12:23,033

The second part is we're going to talk a little bit more about trauma and barriers, and Nick will take that part.

94

00:12:23,033 --> 00:12:29,233

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

And, the third part is that best practice practical application which Reiko will lead us through.

95

00:12:29,233 --> 00:12:36,034

And, then at the very end, we'll have time for questions. If you are logged in on Menti,

96

00:12:36,034 --> 00:12:47,034

there will be two other spots at the end of part 1, and at the end of part 2, to share comments or ask questions anonymously.

97

00:12:47,034 --> 00:12:53,466

Right, so if you are worried that it that you're gonna use the wrong word,

98

00:12:53,466 --> 00:13:00,499

or that you're gonna sound like you don't know things that you're supposed to know, and you don't want to ask just in the chat

99

00:13:00,500 --> 00:13:11,000

that's a great opportunity. Nothing about you comes up, just the question comes up, and then we'll answer it, time permitted.

100

00:13:11,000 --> 00:13:21,133

Okay, so let's dive into part one. We are going to talk about sexual orientation first.

101

00:13:21,133 --> 00:13:23,899

Then we're going to talk about a couple different aspects of gender.

102

00:13:23,900 --> 00:13:29,800

So, starting with sexual orientation, let's just define it, right.

103

00:13:29,800 --> 00:13:34,034

This is physical, romantic, and or emotional attraction to others.

104

00:13:34,034 --> 00:13:43,034

So put simply, it's how we feel about other people, the ways in which we like and want to spend time with other people.

105

00:13:43,034 --> 00:13:49,034

Here are some common terms to just describe sexual orientation.

106

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:13:49,034 --> 00:13:59,466

Right, the word "Gay." Many of us know the word "Gay." People and historically, "Gay" has [unaudible] has described men.

107

00:13:59,466 --> 00:14:07,033

Though it is used very broadly now, whose primary attraction is to members of the same sex or gender.

108

00:14:07,034 --> 00:14:13,966

The word "Lesbian" describes historically a woman whose primary attraction is to other women.

109

00:14:13,966 --> 00:14:28,033

And, I said we'll talk about gender in a minute.

"Bisexual" is commonly understood to be attraction to both men and women.

110

00:14:28,034 --> 00:14:35,166

Here at Diverse & Resilient, we believe that we are more than the binary. So we're going to define

111

00:14:35,166 --> 00:14:40,432

Bisexual as a person whose attraction is to more than one sex or gender

112

00:14:40,433 --> 00:14:47,566

without prescribing what those genders are. The word "straight" sometimes we use

113

00:14:47,566 --> 00:14:56,532

"heterosexual," right, people whose primary attraction is to members of a different sex or gender rather than their own sex or gender.

114

00:14:56,533 --> 00:15:04,783

And "Queer" is a term that can be used to describe gender. It can be used to describe sexual orientation.

115

00:15:04,783 --> 00:15:13,033

It's often used to claim a unique identity, right. If some of these other labels are not working for you,

116

00:15:13,034 --> 00:15:23,999

many people will use "Queer" because it it's a bit of a catch-all, and it's often used to describe the LGBTQ community.

117

00:15:24,000 --> 00:15:33,034

My recommendation is that if the person you're speaking to is not using the word "Queer" to describe themselves.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

118

00:15:33,034 --> 00:15:39,566

Then, and you're not clear, then I would avoid using it.

119

00:15:39,566 --> 00:15:48,033

Some other terms that are a little bit less common, but we want to make sure that we are aware of them.

First, "Asexual", right.

120

00:15:48,034 --> 00:16:02,299

"Asexuality" is the experience of having little sexual attraction, or no sexual attraction, or a little to no desire to engage in sexual activity,

121

00:16:02,300 --> 00:16:10,300

right. Someone who's "Asexual" or "Ace" may have romantic attraction and relationships.

122

00:16:10,300 --> 00:16:26,533

Someone who is "Aromantic" doesn't feel or feels very little romantic desire but may have sexual attraction and relationships, right.

123

00:16:26,533 --> 00:16:32,733

So they're not mutually exclusive. A person can be both "Aromantic" and "Asexual."

124

00:16:32,733 --> 00:16:38,599

If you've heard the term "Aro Ace" it's Aromantic and Asexual.

125

00:16:38,600 --> 00:16:39,334

126

00:16:39,334 --> 00:16:45,966

The term "Demisexual" is often described as being in the Ace umbrella.

127

00:16:45,966 --> 00:16:57,532

It describes an experience of needing a really strong emotional connection before sexual attraction shows up.

128

00:16:57,533 --> 00:17:03,233

And "Pansexual" is an attraction to others regardless of sex or gender.

129

00:17:03,233 --> 00:17:17,334

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

There are some very strong online arguments about the difference between Pansexual, or "Pan," and Bisexual, or "Bi", right.

130

00:17:17,334 --> 00:17:26,334

And we are here to just allow people to define the words they use for themselves, for themselves, right.

131

00:17:26,334 --> 00:17:33,334

Bisexual might mean something to me that is completely different from what it means to you.

132

00:17:33,334 --> 00:17:38,033

Even if our experiences are similar, I might say Bi you might say Pan.

133

00:17:38,033 --> 00:17:43,699

Someone else might say something else. It's up to each one of us to use words that feel good

134

00:17:43,700 --> 00:17:51,334

for us individually and not prescribe what other people should say about their experience.

135

00:17:51,334 --> 00:17:56,334

Okay. So that was sexual orientation, how we relate to others.

136

00:17:56,334 --> 00:18:02,334

Now we're going to talk about gender. Gender as a concept, right,

137

00:18:02,334 --> 00:18:12,933

is a category of characteristics involving societal expectations of people. And those expectations can be about how people behave,

138

00:18:12,933 --> 00:18:20,433

how they act, how they dress, how they speak, and what roles they play.

139

00:18:20,433 --> 00:18:26,233

And gender, we societally say that gender should come from the sex

140

00:18:26,233 --> 00:18:31,699

we are assigned at birth, right. And we tend to enforce these,

141

00:18:31,700 --> 00:18:39,133

these ideas on people about how they're supposed to dress, and behave, and communicate, right.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

142

00:18:39,133 --> 00:18:46,433

So if you've ever... if you or anyone that you know has ever been told like, you know,

143

00:18:46,433 --> 00:18:52,833

you can't play outside because you'll get your dress dirty, or you can't play with dolls because that's not what boys do, right.

144

00:18:52,833 --> 00:19:02,899

That's gender, the societal category being pushed upon you, even if it wasn't what felt right.

145

00:19:02,900 --> 00:19:11,866

"Gender Identity" is different from gender as a concept because "Gender Identity" lives within each of

146

00:19:11,866 --> 00:19:24,332

us as individuals, right. It's your own internal deeply held sense of your gender, and who you are. So we're going to look at a few terms that

147

00:19:24,333 --> 00:19:33,433

describe gendered experiences. So the first one is "Cisgender." Some of you might have heard it just as "Cis."

148

00:19:33,433 --> 00:19:39,133

Sometimes it's paired with "Cishet" which means Cisgender, Heterosexual.

149

00:19:39,133 --> 00:19:47,866

And Cisgender is a term for people whose gender identity, excuse me, aligns with their assigned sex at birth, right.

150

00:19:47,866 --> 00:19:55,732

So let's say you were born in a hospital. You popped right out, and the doctor said, "It's a boy," and you grew up throughout your life,

151

00:19:55,733 --> 00:20:04,333

and you're like, "I am a boy, that feels right to me. The things that are expected of me feel reasonable. I feel myself reflected."

152

00:20:04,333 --> 00:20:13,334

You grow up, you're like, "I'm a man, this fits. This makes sense to me." It feels right. Then you would have a Cisgender experience, right.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

- 153
00:20:13,334 --> 00:20:20,334
"Transgender" is a word that describes an experience that is not that, right.
- 154
00:20:20,334 --> 00:20:27,334
That's somewhere along the line from that first... It's a "whatever" to where you are now.
- 155
00:20:27,334 --> 00:20:37,599
Something doesn't, it stops making sense, right. We get to a point where it's just like, that term, those expectations on me
- 156
00:20:37,600 --> 00:20:44,466
the way I'm supposed to act and dress, and the way that the world is trying to view me doesn't
- 157
00:20:44,466 --> 00:20:57,366
make sense, right. The term "Nonbinary" describe someone who's gender identity isn't exclusively male or female, right.
- 158
00:20:57,366 --> 00:21:02,499
So if we think of a binary male and female, these little boxes that are, there's the blue box,
- 159
00:21:02,500 --> 00:21:09,133
and there's the pink box. Someone who's Nonbinary might experience some of both of those things.
- 160
00:21:09,133 --> 00:21:16,599
They might feel in between those things. They might feel completely outside of those things, right.
- 161
00:21:16,600 --> 00:21:26,066
They might feel like neither of them work. They might feel like they're moving in between them on a somewhat regular basis, right.
- 162
00:21:26,066 --> 00:21:33,399
Sometimes folks who are Nonbinary will also self-describe as Trans,
- 163
00:21:33,400 --> 00:21:38,933
and sometimes folks who are Nonbinary will not self-describe as Trans.
- 164
00:21:38,933 --> 00:21:46,334
And this is just another opportunity for us to be... to be listening really well to the person we're speaking to

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

165
00:21:46,334 --> 00:21:54,566
and listening for how they describe their own experience, and not putting our assumptions or our knowledge onto them.

166
00:21:54,566 --> 00:22:01,799
Over on the side in the purple circle, we have just a couple more gender identities:

167
00:22:01,800 --> 00:22:09,334
Genderfluid, Agender, Two Spirit, Genderqueer, and Discovering.

168
00:22:09,334 --> 00:22:16,334
In the interest of time, we're not going to go through every single one of those, but I really implore you to look them up.

169
00:22:16,334 --> 00:22:22,834
They're all, they're all unique identities that describe a unique experience and, right,

170
00:22:22,834 --> 00:22:29,334
the more knowledge that we have, the more able to serve survivors we'll be.

171
00:22:29,334 --> 00:22:34,334
Okay, so I have been saying "sex assigned at birth," right?

172
00:22:34,334 --> 00:22:37,334
And I just want to describe that a little bit more. so.

173
00:22:37,334 --> 00:22:47,334
Sex is a categorical assignment, or label, given at birth, based on a few medical factors, so that's, hormones, chromosomes, and genitalia.

174
00:22:47,334 --> 00:22:54,099
Most people are assigned male or female and that's put on your birth certificate.

175
00:22:54,100 --> 00:23:04,166
You get a little M or an F, and again we're fitting people's bodies right into these two little boxes, right.

176
00:23:04,166 --> 00:23:12,333
But we know that for many, many, many people, their bodies don't naturally fit into these two prescribed boxes,

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

177

00:23:12,334 --> 00:23:19,133

and so we use the word "Intersex" to describe that experience. So these are naturally occurring

178

00:23:19,133 --> 00:23:27,334

sex variations, including in sexual and reproductive anatomy, in hormones, and in chromosomes.

179

00:23:27,334 --> 00:23:38,334

There are at least 30 known variations, and Intersex births account for 1 to 2% of the population.

180

00:23:38,334 --> 00:23:48,334

So if you know a natural born redhead then you likely know an Intersex person. Whether they have told you that or not,

181

00:23:48,334 --> 00:23:57,666

and whether they have been told or not. Something that commonly happens is that when folks are born

182

00:23:57,666 --> 00:24:04,333

they're put right into surgery. In order to fit into these little boxes even if they're perfectly

183

00:24:04,334 --> 00:24:14,533

healthy, right, because we societally love our little boxes. So sometimes people grow up not knowing that they have that experience.

184

00:24:14,533 --> 00:24:20,334

And over here the picture is of the Intersex flag.

185

00:24:20,334 --> 00:24:27,133

All right, so we've talked about gender as a concept, gender identity, how we feel internally.

186

00:24:27,133 --> 00:24:33,933

Now, we're going to talk about gender expression, right. This is how we present it externally through our name,

187

00:24:33,933 --> 00:24:42,533

our pronouns, our clothes, how we cut our hair, how we behave, how we speak, and other characteristics, right.

188

00:24:42,533 --> 00:24:52,433

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

We know that sometimes... what we feel on the inside isn't necessarily how we're going to

189

00:24:52,433 --> 00:24:58,666

present on the outside, and there's so many different reasons for that, right.

190

00:24:58,666 --> 00:25:06,632

But if you are logged into Menti right now, which I know many of you are, we're going to do a quick interactive activity.

191

00:25:06,633 --> 00:25:17,833

So there's 2 sliding scales here, so I want you to tell me first of all, as these folks who are already logging in doing it,

192

00:25:17,833 --> 00:25:23,033

awesome, awesome, tell me, scale of 1 to 10, about your gender identity,

193

00:25:23,033 --> 00:25:33,433

how you feel internally, then how you dress and present to the world externally, right.

194

00:25:33,433 --> 00:25:41,433

And we know that this is super simplifying the issue. Gender is so much more than these 2 simple lines.

195

00:25:41,433 --> 00:25:48,334

And we know that we can exist far beyond these two categories of masculinity and femininity.

196

00:25:48,334 --> 00:26:00,666

But it's a helpful activity just to see, to see who we are in this group, and it's completely anonymous.

197

00:26:00,666 --> 00:26:05,632

198

00:26:05,633 --> 00:26:18,633

Okay, All right, a few things that I'm noticing that we're, we're as a group leaning far to the feminine end, right.

199

00:26:18,633 --> 00:26:22,866

We're leaning far to the feminine end, and we can see our numbers here

200

00:26:22,866 --> 00:26:30,200

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

give us an average. But when I put, when I roll my cursor over this, I hope you all can see this

201

00:26:30,201 --> 00:26:37,201

we see kind of just where folks have been. So we see 29 people,

202

00:26:37,201 --> 00:26:50,966

were over here 10 out of 10 of femininity, right. We can see that trend, and in terms of gender presentation, it fall to a very similar trend.

203

00:26:50,966 --> 00:26:59,200

We're really leaning all the way to this, to this feminine end, right.

204

00:26:59,201 --> 00:27:09,033

That's important for us to know, right. It's just important for us to recognize that not only are we leaning toward this end,

205

00:27:09,033 --> 00:27:21,033

but we're looking like trends are similar and these numbers are pretty close, 7.5 compared to 7.9.

206

00:27:21,033 --> 00:27:25,833

So we might be presenting a little bit more feminine than we actually feel inside.

207

00:27:25,833 --> 00:27:39,200

But we're leaning heavily towards that end. I want to show you the same thing that we did in one of our adult groups the other week, right.

208

00:27:39,201 --> 00:27:48,900

So our numbers were 5.4 versus 5.3 are closer actually than y'all's averages.

209

00:27:48,900 --> 00:28:00,201

But if you look at these trending lines, we have representation all over the board in terms of internal senses of gender identity.

210

00:28:00,201 --> 00:28:07,201

And, we're leaning a little bit more masculine. We have a strong trend toward masculine presentation.

211

00:28:07,201 --> 00:28:19,201

As well right, and we see that the trends in gender identity are not the same as the trends in gender expression.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

- 212
00:28:19,201 --> 00:28:26,000
I'm going to click back to the ones that you all just did.
- 213
00:28:26,000 --> 00:28:36,133
This is something important for us to know as advocates, right, as service providers that our teams might look like this, right,
- 214
00:28:36,133 --> 00:28:45,466
leaning far to this feminine end. While the people that we are serving might look like this or feel like this.
- 215
00:28:45,466 --> 00:28:54,999
And, we might never know because our staff space might be really homogeneous, right.
- 216
00:28:55,000 --> 00:29:05,200
So people might not want to tell us. We might assume based on presentation how someone feels internally, right.
- 217
00:29:05,200 --> 00:29:12,201
And they might not want to correct us because they they're just here to get services, right. But it's important for us to know when
- 218
00:29:12,201 --> 00:29:22,600
our team looks very different from the people that we're serving. We want to take that into account and ask some questions about it.
- 219
00:29:22,600 --> 00:29:31,201
Okay, so that is all of our gender stuff. We are going to really quickly, now, talk about pronouns.
- 220
00:29:31,201 --> 00:29:36,201
I know that many of you are aware of this recent kind of push.
- 221
00:29:36,201 --> 00:29:43,201
To have pronouns everywhere on everything. I think Starbucks has pronouns pins.
- 222
00:29:43,201 --> 00:29:49,666
I think Target has pronouns pins for their employees, it's just becoming more and more common to see that.
- 223
00:29:49,666 --> 00:29:52,200
But we want to really explain it, so we're all on the same page.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

224

00:29:52,201 --> 00:30:01,966

So pronouns refer to the person you're talking about, right. So if I'm talking about my mom, I could say she called me yesterday.

225

00:30:01,966 --> 00:30:13,299

And, that "she" is the pronoun that refers to my Mom, and it's part of someone's gender expression, right.

226

00:30:13,300 --> 00:30:21,133

So, we see this a lot with folks who have dogs. If I say, "Oh my gosh, what a good boy!

227

00:30:21,133 --> 00:30:30,200

What's his name?" Someone will say, "Well, actually her name is..." right, that's part of gender pronouns, part of gender expression.

228

00:30:30,201 --> 00:30:35,201

People can have multiple sets of pronouns for themselves.

229

00:30:35,201 --> 00:30:49,266

Someone might use he, him, his and they, them, theirs. And each person who has multiple sets of pronouns will use them differently, right.

230

00:30:49,266 --> 00:30:56,200

So again that's a great opportunity to listen and ask how people like their pronouns to be used.

231

00:30:56,201 --> 00:31:01,300

And, the last point here is that pronouns are not "preferred."

232

00:31:01,300 --> 00:31:07,201

We often hear the term, "My preferred pronouns are..." or, "What are your preferred pronouns?"

233

00:31:07,201 --> 00:31:17,201

But they're actually required, not preferred, right. I personally prefer tea over coffee, and that's a preference.

234

00:31:17,201 --> 00:31:23,133

But my pronouns are what they are. Your pronouns are what they are.

235

00:31:23,133 --> 00:31:33,200

They're not optional for me to use in order to respect you, okay.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

236

00:31:33,201 --> 00:31:36,666

So we are going to do a little bit of pronoun practice.

237

00:31:36,666 --> 00:31:43,332

I want you to read this story in your mind or out loud, and in the blank spaces,

238

00:31:43,333 --> 00:31:54,200

go ahead and use "they, them." That's one that we have a lot of trouble with societally because we, we feel like it's new.

239

00:31:54,201 --> 00:32:03,966

It's not new, but we feel like it's new. So go ahead and read through this story in your head or out loud, and in the blank spaces, use "they"

240

00:32:03,966 --> 00:32:12,766

or some version of "they, them, theirs."

241

00:32:12,766 --> 00:32:17,732

242

00:32:17,733 --> 00:32:22,733

Okay, so now we're just going to check our answers. I'm going to read it out loud with "they, them,

243

00:32:22,733 --> 00:32:32,266

theirs" pronouns. All right. My best friend came over for lunch yesterday, and brought their favorite dessert to share.

244

00:32:32,266 --> 00:32:36,633

They are such a generous person, right, so we always we're going to use

245

00:32:36,634 --> 00:32:46,634

"they are," because the tense and, like, the "they" works together. We wouldn't say "they is," we're gonna say "they are" such a generous person.

246

00:32:46,634 --> 00:32:53,266

They left their coat, so I'll have to return it to them soon. It was great to see them,

247

00:32:53,266 --> 00:33:01,633

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

and hear how they are doing. Or, you could say their [unaudible], and hear how they're doing.

248
00:33:01,634 --> 00:33:09,634
It's good to practice these pronouns because we don't want to be practicing for the first time with someone who uses "they/them" pronouns.

249
00:33:09,634 --> 00:33:18,366
We want to make sure we're practicing outside of that. So why, though, why should we use people's pronouns, why is it important?

250
00:33:18,366 --> 00:33:28,999
So this slide and the next slide are quotes taken directly from the UWM LGBTQ Center website because they say it so clearly, right.

251
00:33:29,000 --> 00:33:41,533
When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated or dysphoric,

252
00:33:41,533 --> 00:33:57,634
and often, all of the above, right. So at a very basic level, we know that many of the people coming through our doors already have a lot of

253
00:33:57,634 --> 00:34:05,599
experience feeling disrespected, invalidated, dismissed, alienated, and possibly dysphoric.

254
00:34:05,600 --> 00:34:12,634
We know they already have experienced that so we don't want to increase that experience,

255
00:34:12,634 --> 00:34:20,499
right. We don't want to further disrespect a person. We don't want to further invalidate a person, who is coming to us for

256
00:34:20,500 --> 00:34:31,466
help and services, right. And further, all major professional American psychological and psychiatric

257
00:34:31,466 --> 00:34:41,066
associations recognize that inclusive language usage for LGBTQ youth and adults, which is everyone, right.

258
00:34:41,066 --> 00:34:51,232
LGBTQ people drastically decreases experiences of depression, social anxiety, suicidal ideation,

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

259

00:34:51,233 --> 00:35:02,634

and other negative mental health factors, right. That's huge, and it's very straightforward for us to do.

260

00:35:02,634 --> 00:35:09,366

As service providers we are able to, with a very simple shift in our language,

261

00:35:09,367 --> 00:35:16,099

really boost someone up and help them to feel seen, and heard, and safe, right.

262

00:35:16,100 --> 00:35:22,600

And if we choose not to do that, right, the inverse of this is true, as well.

263

00:35:22,600 --> 00:35:30,966

That we can increase these experiences of negative, negative mental health factors, right.

264

00:35:30,966 --> 00:35:40,633

So again, it's a super straightforward shift for us to make to honor the person in front of us who are wanting to help.

265

00:35:40,634 --> 00:35:50,199

So this is a photo of Dr. Maya Angelou, who says the famous quote, "When someone shows you who they are, believe them the first time,"

266

00:35:50,200 --> 00:35:58,633

right, which is very wise and is also a great use of the singular "they."

267

00:35:58,633 --> 00:36:06,166

I'm sure many of you have heard the argument that "Well, "they" is for plural."

268

00:36:06,166 --> 00:36:11,866

There's... you can't use singular "they" that's bad grammar, but we know that we've been

269

00:36:11,866 --> 00:36:17,132

using singular "they" as far back as Shakespeare. Shakespeare, himself, used it.

270

00:36:17,133 --> 00:36:24,833

Geoffrey Chaucer used it, and you know one of the absolute greatest writers of our time, Dr. Maya Angelou also has used it.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

271
00:36:24,833 --> 00:36:36,634
So I think until I am as known as a writer or a thinker as they are, I'm gonna let them lead me on the grammar.

272
00:36:36,634 --> 00:36:45,099
I'm just gonna follow their example. Our very last bit about pronouns is, what if I make a pronouns mistake?

273
00:36:45,100 --> 00:36:49,634
First of all, you're human, you definitely will make a pronoun mistake, right.

274
00:36:49,634 --> 00:36:57,433
We can't avoid it. We make mistakes. As soon as you realize it, apologize, right.

275
00:36:57,433 --> 00:37:02,099
So if you're actually just in conversation, and you make a mistake, apologize right then.

276
00:37:02,100 --> 00:37:06,634
If you realize a couple hours later, or if someone maybe corrects you a little bit later,

277
00:37:06,634 --> 00:37:11,133
then you can, you can send a text or an email quick apology, right.

278
00:37:11,133 --> 00:37:17,366
And then you want to correct yourself. So if I was talking, I'm going to use my mom as an example again.

279
00:37:17,366 --> 00:37:23,633
If I'm talking about my mom and I say, "Oh yeah, he sorry, she, called me yesterday, and we talked about blah blah blah."

280
00:37:23,634 --> 00:37:32,966
I'm going to say sorry, and I'm going to correct it, and then I'm going to move forward with my conversation, right.

281
00:37:32,966 --> 00:37:41,166
Because what happens is if I'm talking to you, then I misgender you, I use the wrong pronoun for you,

282
00:37:41,166 --> 00:37:52,766

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

you're already feeling disrespected. You are already feeling like I'm not seeing you, right. And then if I make this huge deal about

283

00:37:52,766 --> 00:37:57,832

"Oh, my gosh! I'm so sorry, I'm such a bad friend. You must be so mad at me."

284

00:37:57,833 --> 00:38:09,634

I can never get this right." Like, and then I... if I spiral like that, then you have to make me feel better when I'm the one who got it wrong, right. And we don't want to,

285

00:38:09,634 --> 00:38:18,266

We don't want...We don't want to put anyone in that position, but especially not folks who are coming through our doors asking for help, right.

286

00:38:18,266 --> 00:38:23,666

Because we know there's a power imbalance there. If I hold the keys to the help that you need,

287

00:38:23,666 --> 00:38:28,032

you are less likely to tell me that I've done something wrong, because I could,

288

00:38:28,033 --> 00:38:32,634

I could just take away what you need, right. And I know none of us are that type of person.

289

00:38:32,634 --> 00:38:37,699

But when we need help, we want to make sure that we're getting the help, right.

290

00:38:37,700 --> 00:38:46,066

So we're not going to make a huge deal about it if we make a pronoun mistake, and then we're going to be proactive about it next time, right.

291

00:38:46,066 --> 00:38:59,532

So if I'm getting your pronouns wrong every single time I speak to you, right, then apologizing begins to lose its power, right.

292

00:38:59,533 --> 00:39:05,099

And we all know this. If we think about our personal lives if someone treats us a certain way,

293

00:39:05,100 --> 00:39:14,200

and they apologize, and then just continue to treat us a certain way, we start to wonder, "like are you actually sorry?"

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

294

00:39:14,200 --> 00:39:19,133

Or are you just saying it because you're supposed to, right. So when it comes to pronouns,

295

00:39:19,133 --> 00:39:26,634

we want to make sure that we are practicing outside of a conversation with a person, whose pronouns we struggle with

296

00:39:26,634 --> 00:39:34,634

so that we're not making that mistake every time, and leaving them feeling disrespected every single time.

297

00:39:34,634 --> 00:39:46,533

Okay now, we have just a couple moments for questions. Again if you put questions in here, they will be completely anonymous,

298

00:39:46,533 --> 00:40:04,650

and I think we have time for maybe 2 or 3. So I'll give you a minute to write anything in Menti that you have on your mind.

299

00:40:04,650 --> 00:40:04,666

300

00:40:04,666 --> 00:40:04,767

301

00:40:04,767 --> 00:40:12,132

Okay when checking a client in, what would be the proper way to ask about their pronouns?

302

00:40:12,133 --> 00:40:21,766

This is a great question. We can include it on forms and depending..., and we're going to talk about this more in part 3,

303

00:40:21,766 --> 00:40:31,132

depending on what services you offer, and what kind of headspace they're in, you could ask, right.

304

00:40:31,133 --> 00:40:37,799

Sometimes people come in in capital "C" Crisis, and it's just like not time to have a long

305

00:40:37,800 --> 00:40:43,333

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

conversation about gender, or to put them in a position where they have to explain their gender to you.

306

00:40:43,333 --> 00:40:46,767

So, including it optionally on forms is a great way.

307

00:40:46,767 --> 00:40:56,767

Alright, we have just a couple more. Yes, they will be.

308

00:40:56,767 --> 00:41:02,767

Okay, resources.

309

00:41:02,767 --> 00:41:12,499

I love this question. Can you speak more about folks who identify as Demigirl or Demiboy, or Transmasc and Transfem folks, right.

310

00:41:12,500 --> 00:41:19,133

So this is also about the binary, right. And, this is the last question that we'll do.

311

00:41:19,133 --> 00:41:23,866

And then we'll read them all and get you some answers at a later, later time after we move forward.

312

00:41:23,866 --> 00:41:28,266

But this is about our binary right. So many of us fit into 1 or 2 of these boxes.

313

00:41:28,266 --> 00:41:38,632

The blue box or the pink box. Sometimes, folks feel like, "Okay, I'm like 70% fitting into that box." or,

314

00:41:38,633 --> 00:41:43,966

"It's that's mostly feels right, but it's not all the way."

315

00:41:43,966 --> 00:41:50,599

So they might use the term "Demi" to describe that experience.

316

00:41:50,600 --> 00:41:57,933

Demi meaning kind of partially. For Transmasculine and Transfeminine folks,

317

00:41:57,933 --> 00:42:10,133

we again are saying, "Okay, I feel masculinity but my version of masculinity doesn't necessarily fit into this perfect little blue box."

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

318

00:42:10,133 --> 00:42:19,933

But I know that I'm living in the world masculine, right. So, transmasculine can mean that "I'm like in this area."

319

00:42:19,933 --> 00:42:22,799

This is how I feel. This is how I present. This is how I dress.

320

00:42:22,800 --> 00:42:32,767

Same for Transfeminine, for some people that might mean "I partially fit that box", for some people that might mean

321

00:42:32,767 --> 00:42:40,332

"These words make sense, but the box still doesn't make sense and that is just like not how I'm trying to live my life."

322

00:42:40,333 --> 00:42:52,899

So, I would say that for someone who identifies and... with words that you don't know or don't quite understand, first Google it, right.

323

00:42:52,900 --> 00:42:57,533

And they are not your walking human Google especially if you want to have an ongoing,

324

00:42:57,533 --> 00:43:00,767

trusting relationship, Google as much as you possibly can.

325

00:43:00,767 --> 00:43:09,732

And then when you have that trust built or if they're continuing to talk to you about their gender, that might be an opportunity to say,

326

00:43:09,733 --> 00:43:15,767

"Okay, this is what I've learned, how do you personally... Like what does that mean for you personally?"

327

00:43:15,767 --> 00:43:24,699

Okay, thanks for these awesome, awesome questions. We are going to save these and move forward. If we have time

328

00:43:24,700 --> 00:43:33,767

at the end we might be able to come back. But we're going to move forward into part 2, which I'm going to hand over to Nick to do.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

329

00:43:33,767 --> 00:43:39,699

Alright, thank you, Kiera, for grounding us in that, that understanding.

330

00:43:39,700 --> 00:43:48,767

And, so now we're going to move into Trauma and Barriers that are experienced by members of the LGBTQ community.

331

00:43:48,767 --> 00:43:58,767

And we can just go ahead and dive right into it. So we're gonna cover a crash, very crash course, in recent LGBTQ history.

332

00:43:58,767 --> 00:44:08,499

We... and we will touch on workplace discrimination, health disparities, hate violence, oppression within the IPV movement,

333

00:44:08,500 --> 00:44:17,233

and the internalized responses to oppression that LGBTQ people can sometimes have.

334

00:44:17,233 --> 00:44:24,767

So starting off with some history. You know this is really important to put things into context.

335

00:44:24,767 --> 00:44:34,599

Any LGBTQ person, who walks through your doors to receive services, is carrying some form of this historical trauma with them.

336

00:44:34,600 --> 00:44:41,200

And honestly, we are all being... Everyone has been affected by this history,

337

00:44:41,200 --> 00:44:52,766

and whether it informs our ability to seek out services as LGBTQ people, or if it has... helps to create biases in our minds as service

338

00:44:52,766 --> 00:44:57,032

providers or just people in the world. This is history has impacted all of us.

339

00:44:57,033 --> 00:45:03,767

So LGBTQ people have existed since, you know, the very beginning of time.

340

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:45:03,767 --> 00:45:12,332

But we're going to focus on modern LGBTQ history. So ahh you know, basically in the United States,

341

00:45:12,333 --> 00:45:18,099

there were many, many laws throughout the States that criminalized queer and trans identities.

342

00:45:18,100 --> 00:45:26,500

One specific way that this was done was to have what is called... what was often called a three-piece rule.

343

00:45:26,500 --> 00:45:39,600

So these were local, or you know, state statutes that indicated that you had to be wearing at least 3 items of clothing that were associated

344

00:45:39,600 --> 00:45:45,500

with your sex assigned at birth. And if you were not, you could be arrested.

345

00:45:45,500 --> 00:45:51,966

So you know even the fact that these laws exist prove that LGBTQ people have been around,

346

00:45:51,966 --> 00:45:57,767

you know, for a long time. And, this is actually what led to the Stonewall Uprising.

347

00:45:57,767 --> 00:46:05,767

Many people, especially during Pride month, have heard the story of Stonewall, which was a local LGBTQ bar in New York City, where

348

00:46:05,767 --> 00:46:15,399

you know, especially trans people and gender non-conforming people, and especially queer and trans people of color

349

00:46:15,400 --> 00:46:22,700

would frequent this bar. And, the police would often do raids, and arrest people, and just throw

350

00:46:22,700 --> 00:46:30,100

them into the back of their cars based on these laws that were criminalizing queer and trans identifies.

351

00:46:30,100 --> 00:46:37,233

So it's important to know that the people like Marsha P. Johnson and Sylvia Rivera,

352

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:46:37,233 --> 00:46:42,133

who lead the Stonewall riots were, or excuse me, the Stonewall uprising.

353

00:46:42,133 --> 00:46:47,599

Were fighting against actual laws that were on the books. It wasn't just that, you know.

354

00:46:47,600 --> 00:46:54,767

They were saying "Our treatment is unacceptable." They were saying "These laws that are criminalizing us are unacceptable."

355

00:46:54,767 --> 00:47:03,132

You know, actually, we see this continue even into the to our contemporary time.

356

00:47:03,133 --> 00:47:08,966

So in the early 2000s, sodomy laws were deemed unconstitutional by the US

357

00:47:08,966 --> 00:47:15,332

Supreme Court. However, 16 states still have sodomy laws on their books.

358

00:47:15,333 --> 00:47:24,767

So sodomy laws basically prohibits specific sex acts, that you know, generally that aren't going to lead to procreation,

359

00:47:24,767 --> 00:47:32,266

but through time, they've called to specifically target queer people. And, these laws are often

360

00:47:32,266 --> 00:47:37,666

used to prevent queer people from having custody of their children.

361

00:47:37,666 --> 00:47:46,767

So, and stuff like this still continues to this day. So moving on, we also had the AIDS crisis, you know.

362

00:47:46,767 --> 00:47:56,767

And so when we hear from some folks that "Oh, this is trendy. Like all these young folks are LGBTQ because it's trendy."

363

00:47:56,767 --> 00:48:07,767

Take a moment to think about the fact that a whole generation essentially of our elders was decimated by the AIDS crisis.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

364

00:48:07,767 --> 00:48:12,767

So we're missing out on thousands and thousands of lives and lived experiences,

365

00:48:12,767 --> 00:48:20,266

and you know, we say that this was genocide by deliberate negligence.

366

00:48:20,266 --> 00:48:24,832

Ronald Reagan basically refused to acknowledge the AIDS crisis at its height.

367

00:48:24,833 --> 00:48:33,767

And the first person, you know, the first federally funded program to help people with HIV and AIDS was created by George Bush,

368

00:48:33,767 --> 00:48:46,666

H, George HW Bush. And the poster person for that was Ryan White, who was a young boy who got the virus from a blood transfusion.

369

00:48:46,666 --> 00:48:55,232

So, you know, it... in order to get help for our community, who has been crying and screaming for help all through the 80s

370

00:48:55,233 --> 00:49:11,666

and early 90s, there had to be a white quote "Innocent boy, child," to get, to have contracted the virus in order for there to be any attention

371

00:49:11,666 --> 00:49:18,632

provided to, you know, find a cure, or provide treatment. So you know that's important to think about, as well.

372

00:49:18,633 --> 00:49:23,633

And now we are currently in the middle of what I would call a pushback.

373

00:49:23,633 --> 00:49:28,433

So we are, we've experienced a lot of progress for the LGBTQ community.

374

00:49:28,433 --> 00:49:36,999

But we're seeing laws come up like the Florida "Don't Say Gay" bill, laws in Southern States criminalizing TransYouth health care.

375

00:49:37,000 --> 00:49:45,300

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

You know, many of you may have heard about the Texas Department of Children and Families pursuing parents

376

00:49:45,300 --> 00:49:51,600

for child abuse if they are providing gender-affirming medical care to their children.

377

00:49:51,600 --> 00:49:58,400

So parents are literally being pursued for child abuse for providing life-affirming care to their children in some states.

378

00:49:58,400 --> 00:50:09,033

That's pretty serious. Also you know, our own legislature passed a few bills through the legislature that were similar to the Don't Say

379

00:50:09,033 --> 00:50:13,533

Gay bill that criminalized TransYouth from, or excuse me maybe not criminalized,

380

00:50:13,533 --> 00:50:16,767

but prevented TransYouth from participating in sports.

381

00:50:16,767 --> 00:50:23,666

But thankfully, those ah, those pieces of legislation were vetoed by the Governor,

382

00:50:23,666 --> 00:50:27,632

or they stalled because they knew they would be vetoed by the Governor.

383

00:50:27,633 --> 00:50:36,767

So that's just some of the history that is coming with us as we now navigate the world as LGBTQ people.

384

00:50:36,767 --> 00:50:44,499

It's important to touch on this Workplace Discrimination. 46% of LGBTQ people in the US,

385

00:50:44,500 --> 00:50:48,966

are closeted in the workplace. That's almost half of LGBTQ people.

386

00:50:48,966 --> 00:50:53,466

So, maybe they're out in their social lives, but they're not out at work, right.

387

00:50:53,466 --> 00:51:00,332

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

And we know, working in this movement that work can often be really important,

388

00:51:00,333 --> 00:51:05,666

like third space or second space, I forget which number space, but basically it's a space

389

00:51:05,666 --> 00:51:14,799

where people can get away. Where people have access to support. Where people, you know, can even just go for a break, right.

390

00:51:14,800 --> 00:51:21,533

So umm you know, if you're not out at work that no longer becomes a place for you

391

00:51:21,533 --> 00:51:31,767

if you're an LGBTQ person experiencing violence to, like, get emotional support or get connected to resources.

392

00:51:31,767 --> 00:51:41,232

And then, you know, as Kathy stated and Kiera in the beginning, the main, you know, work of D&R from the beginning

393

00:51:41,233 --> 00:51:46,233

has been addressing the health, health disparities that LGBTQ people experience.

394

00:51:46,233 --> 00:51:53,767

And this starts all the way from the very beginning when we are young with insufficient and incomplete sexual education.

395

00:51:53,767 --> 00:52:03,066

One, it's important to know that Wisconsin prioritizes abstinence, and it's public sexual education curriculum

396

00:52:03,066 --> 00:52:11,299

which in and of itself, is problematic because it leads to a lack of full education on sexual health.

397

00:52:11,300 --> 00:52:21,666

And when sexual health is actually discussed, it's very specific type of sexual health that only applies to straight cis people, right.

398

00:52:21,666 --> 00:52:31,699

So queer people and trans people in our schools are missing out on the sexual health education that applies to them.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

- 399
00:52:31,700 --> 00:52:41,666
And also you know, the bottom line is everyone benefits from as much sexual age appropriate sexual education that we can get.
- 400
00:52:41,666 --> 00:52:49,499
So you know there's no reason why we can't have, we can't have a more thorough sexual education curriculum.
- 401
00:52:49,500 --> 00:52:57,666
Housing insecurity, medical discrimination, and yeah, to take it back to our history, you know
- 402
00:52:57,666 --> 00:53:08,466
the fight for marriage equality really grew out of the resistance to the treatment during the AIDS crisis. Because, as you may remember,
- 403
00:53:08,466 --> 00:53:17,199
partners were unable to be with their partner during their final moments because they were not like a blood family or they were not
- 404
00:53:17,200 --> 00:53:23,600
legally married so this is part of what really drove the push for marriage equality.
- 405
00:53:23,600 --> 00:53:29,066
And that medical discrimination still continues every time especially if we are Trans,
- 406
00:53:29,066 --> 00:53:35,032
we have to explain ourselves to our medical health care providers, especially in this day,
- 407
00:53:35,033 --> 00:53:42,466
especially if we are in rural communities where primary care physicians don't have as much experience working with LGBTQ people.
- 408
00:53:42,466 --> 00:53:50,199
And then also just social exclusion and isolation in general leads to poorer health outcomes, right.
- 409
00:53:50,200 --> 00:53:59,633
And many folks in our community are isolated because, maybe because they are in an IPV scenario, or because they're in a rural part
- 410

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:53:59,633 --> 00:54:03,699

of the state. Or if they're just, you know, based on what's going on in their life,

411

00:54:03,700 --> 00:54:14,866

they're not able to be fully out, and so therefore, they are basically socially excluded and isolated.

412

00:54:14,866 --> 00:54:19,767

And then also we have a history of Hate Violence. So this is something that [unaudible]

413

00:54:19,767 --> 00:54:25,066

most queer people think about every single day. When they get ready for work or get ready to

414

00:54:25,066 --> 00:54:29,767

leave the house is "Am I putting myself in danger just by going outside today?"

415

00:54:29,767 --> 00:54:33,432

"Do I wear this shirt, or should I wear that shirt?"

416

00:54:33,433 --> 00:54:39,966

You know we weigh questions of safety every single day when we navigate just our normal lives.

417

00:54:39,966 --> 00:54:48,632

So the definition of Hate Violence is a criminal offense committed against a person, property, or society that is motivated in whole or in part

418

00:54:48,633 --> 00:54:55,099

by the offenders bias against a race, religion, disability, sexual orientation, or ethnicity.

419

00:54:55,100 --> 00:55:07,833

Some of the most well-known examples include the Pulse Nightclub shooting of 2016, which, like, sixth anniversary just passed recently,

420

00:55:07,833 --> 00:55:12,299

and the other, mur..., and you know, murders of Brandon Teena and Matthew Shepherd.

421

00:55:12,300 --> 00:55:21,233

The Pulse Nightclub shooting is definitely an exception to this, but you'll notice that most of

422

00:55:21,233 --> 00:55:30,849

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

the examples of Hate Violence that gain the most traction that people are most aware of are, you know, people who are white, right.

423
00:55:30,850 --> 00:55:40,933
And, you know the Pulse Nightclub because it was so horrific. It's sort of that there was no option to ignore it, right.

424
00:55:40,933 --> 00:55:47,433
So the main folks who were at the nightclub that was a Latinx party night.

425
00:55:47,433 --> 00:55:58,233
And so not only were the victims LGBTQ, they were also, vastly, a vast majority of them were Latinx as well. And you know, we work

426
00:55:58,233 --> 00:56:02,733
with people who are victims of Hate Violence. And, just a reminder that any program that

427
00:56:02,733 --> 00:56:08,999
receives VOCA funding, you are able to provide services to people who have experienced

428
00:56:09,000 --> 00:56:16,767
Hate Violence as well. So that is in your wheelhouse or within you... can be within your scope of services.

429
00:56:16,767 --> 00:56:22,432
And this is a really important one, right, ongoing harm and DV agencies.

430
00:56:22,433 --> 00:56:30,099
So this is based on what we have seen working with survivors. And, you know, just to kind

431
00:56:30,100 --> 00:56:38,966
to show that there is a lot more work to do in order to ensure we're providing the same, like, equitable services to LGBTQ folks.

432
00:56:38,966 --> 00:56:46,266
And, I will preface this by saying that I myself am a survivor, and I myself worked with a mainstream DV agency.

433
00:56:46,266 --> 00:56:53,767
And my experience was a good one, but my experience does not stand for every person's experience.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

- 434
00:56:53,767 --> 00:57:02,466
So it's really important to take note of these things. And I'll... I will also say from my experience as an advocate,
- 435
00:57:02,466 --> 00:57:09,332
I've encountered more bumps than... I have more experiences that were bumpy for my
- 436
00:57:09,333 --> 00:57:16,733
the LGBTQ survivors that I've worked with than experiences that were smooth. So that's important to note as well.
- 437
00:57:16,733 --> 00:57:26,366
So some things we see are resistance for... to providing services to LGBTQ people. That could be for a number of reasons,
- 438
00:57:26,366 --> 00:57:37,466
often if the person is identified as a man, or if they are a transwoman, or if, you know, even if they are a transman.
- 439
00:57:37,466 --> 00:57:42,699
So, there's a resistance to providing the full spectrum of services that would be provided
- 440
00:57:42,700 --> 00:57:51,900
to other individuals who are not LGBTQ. There is... there are examples of continued misgendering and deadnaming.
- 441
00:57:51,900 --> 00:58:01,933
So, you know oh, Reika will touch on this a little bit later, but for some reason agencies feel compelled to collect legal name,
- 442
00:58:01,933 --> 00:58:09,333
and if this is necessary for any reason, you can collect the the legal name. But you can also use,
- 443
00:58:09,333 --> 00:58:14,566
and we recommend that you do this, use a person's chosen name, or correct name
- 444
00:58:14,566 --> 00:58:19,632
that may not be their legal name. So you know "Oh, we have to collect your legal name."
- 445

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:58:19,633 --> 00:58:27,333

is not then an excuse to refer to that person by their legal name or use their own pronouns.

446

00:58:27,333 --> 00:58:32,767

We see downplaying bias and risk in homeless shelters.

447

00:58:32,767 --> 00:58:38,799

So, and this is especially for LGBTQ youth and young adults.

448

00:58:38,800 --> 00:58:41,767

They will often, when reaching out to shelters,

449

00:58:41,767 --> 00:58:47,767

they will often be directed to go to a homeless shelter instead.

450

00:58:47,767 --> 00:58:54,632

That really, da... misunderstands two important factors. One, is that family violence,

451

00:58:54,633 --> 00:59:01,199

for example, if a person is leaving because they are being targeted by their family members due to their identity

452

00:59:01,200 --> 00:59:07,866

another way we say it is family rejection that is domestic violence.

453

00:59:07,866 --> 00:59:16,032

And again, family violence is domestic violence. So a service provider that is providing services

454

00:59:16,033 --> 00:59:23,599

to victims of domestic violence should also provide those services to victims of family violence.

455

00:59:23,600 --> 00:59:31,200

We know this when we work with children that are in families where one of their parents is abusive, right. We know that those

456

00:59:31,200 --> 00:59:39,767

children are also victims, and the same goes on that abuse is just straight from the parent to the child because of their identity.

457

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

00:59:39,767 --> 00:59:45,132

That is domestic violence, and people who have experienced that should be

458

00:59:45,133 --> 00:59:50,666

provided services and not be pointed to a homeless shelter.

459

00:59:50,666 --> 01:00:01,366

Because we see that, you know, across almost all categories, being out on the street or experiencing homelessness,

460

01:00:01,366 --> 01:00:13,366

severely increases the chance for a LGBTQ young person to experience sexual assault to experience sex trafficking. You know we've

461

01:00:13,366 --> 01:00:23,699

seen a rise in attention to sex trafficking, and that is great. What we haven't seen rise along with it is the attention to the fact that LGBTQ

462

01:00:23,700 --> 01:00:29,767

people are at a severely greater risk of being sex trafficked than their peers.

463

01:00:29,767 --> 01:00:39,032

And so you know when we try to shuffle an LGBTQ person to a homeless shelter, we're doing that, you know,

464

01:00:39,033 --> 01:00:48,033

we're not recognizing the severe risk of sex trafficking, sex assaults, and homicide.

465

01:00:48,033 --> 01:00:54,199

You know that is the reality, and this arbitrary push out kind of points to that as well.

466

01:00:54,200 --> 01:01:03,300

So you know we have heard things like "We need to make room for actual survivors of domestic violence."

467

01:01:03,300 --> 01:01:09,767

or "We need to make sure we have space for people who are fleeing domestic violence."

468

01:01:09,767 --> 01:01:16,266

when talking about why they have to move someone from shelter to a homeless shelter.

469

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

01:01:16,266 --> 01:01:22,866

You know, even if the survivor was originally promised a longer term to stay there,

470

01:01:22,866 --> 01:01:31,266

we'll see this arbitrary push out, and we'll see the direction to homeless shelters. Again, family violence is domestic violence.

471

01:01:31,266 --> 01:01:41,932

So by providing shelter to an LGBTQ person whose experience family rejection, you are serving a survivor of domestic violence.

472

01:01:41,933 --> 01:01:46,850

I'm going to try... I think we only have a couple more slides left.

473

01:01:46,850 --> 01:01:51,767

Yes, Internalized Response to Oppression for my section, I should say, before we go to Reiko.

474

01:01:51,767 --> 01:01:58,532

This is a... Some of you may have read, or encountered, or heard of Audrey Lorde's

475

01:01:58,533 --> 01:02:02,767

famous essay "The masters tools will never dismantle the master's house."

476

01:02:02,767 --> 01:02:09,266

That essay has in a lot of ways been the groundwork for much of our work in this

477

01:02:09,266 --> 01:02:13,266

movement especially dealing with anti-oppression.

478

01:02:13,266 --> 01:02:19,799

So the term "Internalized Response to Oppression" which was coined by the Wisconsin Women of Color Network

479

01:02:19,800 --> 01:02:30,800

really speaks to how we, as LGBTQ individuals, can internalize the negative messages we've gotten from society, from our families, from our

480

01:02:30,800 --> 01:02:38,500

churches, from the world. And so, that we then feel like we deserve the negative treatment we receive

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

481
01:02:38,500 --> 01:02:48,200
that we deserve the harm that comes to us. So to give a quick personal story, again as a survivor of intimate partner violence,

482
01:02:48,200 --> 01:02:58,100
I never would have thought on my own that I could get services from a domestic violence service provider when this happened to me

483
01:02:58,100 --> 01:03:07,366
because I had just assumed that these agencies were for women. And I don't even know if I would have been able to put the

484
01:03:07,366 --> 01:03:14,699
term domestic violence onto my experience on my own because, you know, I've internalized

485
01:03:14,700 --> 01:03:24,566
these messages about "Well it's two men." So we... "What really happened was that I was just weak. I was not able to defend myself."

486
01:03:24,566 --> 01:03:32,032
There was something wrong with me, because I wasn't strong enough to defend myself from this harm, right.

487
01:03:32,033 --> 01:03:39,666
So that's a brief example of how this internalized response prevents us from reaching out for services.

488
01:03:39,666 --> 01:03:45,566
So we have that. And then we... when we also have out there in the culture, this idea that

489
01:03:45,566 --> 01:03:50,266
domestic violence shelters are only for cisgender women, you know.

490
01:03:50,266 --> 01:04:01,767
How is that gonna... How are we gonna make that connection? How are we gonna connect LGBTQ people to the services they need, right.

491
01:04:01,767 --> 01:04:10,699
And okay so, IPV is different for the following reasons: the myth prevails that relationship violence is mutual,

492
01:04:10,700 --> 01:04:14,767

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

so "boys will be boys," or, you know, "this is just a cat fight."

493
01:04:14,767 --> 01:04:22,766
Living in a homophobic and heterosexist society creates a different context for violence, I kind of touched on that in my

494
01:04:22,766 --> 01:04:30,532
personal example. As well, we often have so much internalized response to oppression that sometimes we either feel like we deserve

495
01:04:30,533 --> 01:04:41,866
the harm that we get, or that, you know, this isn't as bad as the other stuff I have to deal with living in a homophobic or heterosexist society.

496
01:04:41,866 --> 01:04:46,666
So we then, like quote, "Put up with it," because things are worse outside of the home.

497
01:04:46,666 --> 01:04:57,399
And then within the LGBTQ community support may not exist. Our communities are small, right.

498
01:04:57,400 --> 01:05:05,200
And again utilizing existing services is deciding to come out and is a major life decision.

499
01:05:05,200 --> 01:05:16,600
Also being, you know, this kind of butch fem dichotomy is, first off, it's like not as black and white as that,

500
01:05:16,600 --> 01:05:23,666
and second, that doesn't... isn't gonna tell you who is the abuser in the relationship, like ahh

501
01:05:23,666 --> 01:05:31,099
so yeah, that's important to know. We often see the victim not be identified as the victim,

502
01:05:31,100 --> 01:05:38,366
because they may have a personality that is outside of what law enforcement might see as, like, the victim.

503
01:05:38,366 --> 01:05:49,732
So also, leaving the abuse of situation could mean total isolation especially if there's no other LGBTQ community.

504

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

01:05:49,733 --> 01:05:58,566

And, you know again, small communities which can needs further isolation, blackmail, or threats to out the victim whether it be at work.

505

01:05:58,566 --> 01:06:03,032

So, then we think back to the fact that almost half of LGBTQ people are not out at work,

506

01:06:03,033 --> 01:06:08,066

so this is a very powerful threat or family members, you know.

507

01:06:08,066 --> 01:06:14,066

The sources of our income might be at risk if we come out. There's no clear language to

508

01:06:14,066 --> 01:06:21,966

talk about rape and LGBTQ relationships, and that goes back to the incomplete sex education we receive as young people.

509

01:06:21,966 --> 01:06:28,466

And then again, support systems were predominantly designed for straight cisgender woman, women,

510

01:06:28,466 --> 01:06:35,299

and the perception remains that they are only for straight cisgender women.

511

01:06:35,300 --> 01:06:41,233

And for QTBIPOC, these things are even more compounded, right.

512

01:06:41,233 --> 01:06:46,766

So again, QTBIPOC stands for Queer, Trans, Black, Indigenous, and other People of Color.

513

01:06:46,766 --> 01:06:51,466

So some additional things that are affecting QTBIPOC folks are minority stress.

514

01:06:51,466 --> 01:07:02,166

Minority Stress is the idea that there's sort of like a daily onslaught of discrimination that a person of color experiences every time

515

01:07:02,166 --> 01:07:09,132

they leave the house, and that these, and I say mundane, meaning like they happen consistently over and over again

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

516

01:07:09,133 --> 01:07:18,767

every single day, multiple times a day. So that kind of mundane versus mundane is in, like, you know, boring, or something like that.

517

01:07:18,767 --> 01:07:25,832

So these mundane experiences of discrimination sort of way down so much

518

01:07:25,833 --> 01:07:31,766

that it can be hard to recognize specific harm and be like "This specific harm

519

01:07:31,766 --> 01:07:40,299

I need help to deal with that" because there's already these layers and layers, right. There's a stereotype threat. So, an example,

520

01:07:40,300 --> 01:07:52,266

I can think of is: if a partner... if the victim is black and the abusive partner is white, we would often see the black person

521

01:07:52,266 --> 01:07:59,767

in this relationship be identified as the abuser, even though, they are the victim. So relying on those types of stereotypes.

522

01:07:59,767 --> 01:08:11,767

And yeah, so all of these things, combat... compound to create an even more intense experience of barriers and discrimination.

523

01:08:11,767 --> 01:08:17,166

And we're... we will for time move right along into Reiko's section.

524

01:08:17,166 --> 01:08:23,299

But please feel free to leave a note on something you learn from the section.

525

01:08:23,300 --> 01:08:29,966

And, you know, just think about how this impacts your daily work with LGBTQ survivors?

526

01:08:29,966 --> 01:08:34,866

And now I'll pass it on to Reiko.

Thank you, Nick. Hi, Everyone.

527

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

01:08:34,866 --> 01:08:41,299

Alright so this final section we're gonna breeze through on practical applications.

528

01:08:41,300 --> 01:08:51,333

But I just wanna remind everyone this is an ongoing practice, right. So there is no breezing through, like, doing the actual work

529

01:08:51,333 --> 01:09:01,199

of making our organizations safer places for LGBTQ people. These are just gonna be a few quick tips.

530

01:09:01,200 --> 01:09:13,700

So, after all of that, that Nick has talked to us already about barriers and unique dynamics of violence within the LGBTQ community.

531

01:09:13,700 --> 01:09:20,700

Remember that any time someone comes to us, there's this risk of, you know,

532

01:09:20,700 --> 01:09:29,766

what information do they disclose? So we've given you sort of like a blueprint of what violence looks like,

533

01:09:29,766 --> 01:09:35,232

and when a survivor comes to seek services from you, you know, you can't expect

534

01:09:35,233 --> 01:09:44,933

them to just like divulge all of this information. The decision to, you know,

535

01:09:44,933 --> 01:09:57,899

reach out for help comes at a huge cost. And we have to weigh all of these things like safety, comfort, relevance.

536

01:09:57,900 --> 01:10:07,767

So a LGBTQ person might not find their identity to be, you know, need to know information in order to receive services.

537

01:10:07,767 --> 01:10:18,999

And LGBTQ survivors may have experiences of discrimination or violence, estrangement from family, friends,

538

01:10:19,000 --> 01:10:25,500

and trouble or fear accessing social supports, all based on disclosure or discovery, right.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

539

01:10:25,500 --> 01:10:32,233

Any time we interact with someone that gives us a lot of information about, again

540

01:10:32,233 --> 01:10:42,767

how safe it will be and what might happen if information about our identity, or violence, or any aspect of our lived

541

01:10:42,767 --> 01:10:50,767

experience may be used to dismiss us or invalidate our experience.

542

01:10:50,767 --> 01:10:58,166

So on the next slide, we're just gonna again touch on micro-aggressions.

543

01:10:58,166 --> 01:11:03,699

Again, big scary quotes around "micro" all of these barriers.

544

01:11:03,700 --> 01:11:09,966

We already talked about there's nothing micro about them. It's painful.

545

01:11:09,966 --> 01:11:18,767

It is constant and cumulative, and remember, how much power we have in our roles as advocates.

546

01:11:18,767 --> 01:11:27,366

And it is never our job to, and we should recognize it as a privilege,

547

01:11:27,366 --> 01:11:34,699

to be in a position to decide whether someone's experience of violence is micro or not, right.

548

01:11:34,700 --> 01:11:46,733

We don't know what that lived experience is like. So, remember that LGBTQ staff see how you treat LGBTQ survivors,

549

01:11:46,733 --> 01:11:52,499

and we'll act accordingly to keep themselves safe. I would say this is true of all LGBTQ folks.

550

01:11:52,500 --> 01:12:05,266

We get a lot of information about how others may treat us based on how we treat... how we see other LGBTQ being treated, right.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

551
01:12:05,266 --> 01:12:18,432
So if you are on a team and of folks that... and you don't think that there's any LGBTQ staff, you know,

552
01:12:18,433 --> 01:12:23,399
I would also encourage you to think about why that it might it be?

553
01:12:23,400 --> 01:12:31,333
And, remember that there are LGBTQ folks everywhere whether or not you know that.

554
01:12:31,333 --> 01:12:39,767
So few reminders about language. Language really, really matters.

555
01:12:39,767 --> 01:12:46,566
And there are ways that we can build relationships with those that we work with

556
01:12:46,566 --> 01:12:53,466
without asking invasive questions, like "Who are you?," or "What are you?,"

557
01:12:53,466 --> 01:12:59,767
or that make assumptions about who their partners might be, right.

558
01:12:59,767 --> 01:13:07,799
So some questions someone might ask are, you know, "Who are the important people in your life?"

559
01:13:07,800 --> 01:13:14,366
"Do you have a significant other or significant others?" right. "Are you in a relationship?"

560
01:13:14,366 --> 01:13:20,032
"Do you live with anyone?," and "Tell me more about yourself?" to leave it kind of open ended

561
01:13:20,033 --> 01:13:27,366
to allow survivors we're working with to decide what information they want to share with us and how?

562
01:13:27,366 --> 01:13:36,666
And remember that as you were having these conversations, you may need to read between the lines, right.

563
01:13:36,666 --> 01:13:46,699
So it is very common for us to here words like best friend or roommate.

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

564

01:13:46,700 --> 01:13:53,100

And there are times where that can be kind of coded language, right.

565

01:13:53,100 --> 01:14:03,266

Not always, of course. But for folks who are in a relationship in a context that it's not safe for

566

01:14:03,266 --> 01:14:13,099

them to be LGBTQ, realize that they might be using other language to describe their relationships they have with others.

567

01:14:13,100 --> 01:14:21,766

Here is just a few examples, and it was earlier mentioned that forms are one way that you can

568

01:14:21,766 --> 01:14:27,466

also learn some of this information about LGBTQ folks.

569

01:14:27,466 --> 01:14:37,799

So our intake forms, for example, allow people to tell us what name they want us to use.

570

01:14:37,800 --> 01:14:46,966

There's a question on there, and I always tell our survivors I personally don't need your legal name.

571

01:14:46,966 --> 01:14:53,716

You can share whatever names feel right for you and know that I'll always use the most

572

01:14:53,716 --> 01:15:05,399

affirming name and most affirming language when it is safe for me to. So, there's also an opportunity for them to tell us if there's a

573

01:15:05,400 --> 01:15:10,066

another name they would like us to use. And that's when I also have a conversation about

574

01:15:10,066 --> 01:15:21,767

what contexts... what contexts it is okay to use that particular name or pronoun. I see this very often in my work with transgender youth

575

01:15:21,767 --> 01:15:31,799

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

who do have an affirming name, but one that would not be safe for me to use if I ever had to interact with the parent.

576

01:15:31,800 --> 01:15:42,866

You'll also notice that in the sections about Gender, we allow people to tell us about their gender

577

01:15:42,866 --> 01:15:50,666

based on how they identify, and always an option not to share that information.

578

01:15:50,666 --> 01:15:59,332

And a reminder that if someone identifies as a Transwoman, they are a woman, right.

579

01:15:59,333 --> 01:16:05,933

So that person might just circle female because that is their gender identity.

580

01:16:05,933 --> 01:16:13,199

And there is also the opportunity for them to tell us if the word Transgender also fits that experience.

581

01:16:13,200 --> 01:16:24,600

We create blanks, also, so that people can choose language that they might use that isn't already listed on a form.

582

01:16:24,600 --> 01:16:31,233

And, just notice to that on those blanks, we, the language we're using is "Not listed" as opposed

583

01:16:31,233 --> 01:16:39,799

to "Other" because LGBTQ people are "othered" in a lot of ways in our daily lives.

584

01:16:39,800 --> 01:16:45,166

So that's language that we try to remove from our forms. So, remember to always use a

585

01:16:45,166 --> 01:16:48,767

person's chosen name regardless of legal documentation.

586

01:16:48,767 --> 01:16:58,432

And again, have those conversations about who and how that information about their identity whether that's name or

587

01:16:58,433 --> 01:17:09,666

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

pronouns is shared. So, if the survivor gives you consent, you can place their affirmed name somewhere

588

01:17:09,666 --> 01:17:14,332

that your colleagues will have access to that information as well.

589

01:17:14,333 --> 01:17:21,999

So that, you know, if I'm working with someone, and they tell me who they are,

590

01:17:22,000 --> 01:17:34,767

and then I'm gone on vacation, and Nick is working with them while I'm gone that Nick will have that access to that information, as well,

591

01:17:34,767 --> 01:17:42,499

right. So that my... the survivor I'm working with doesn't have to have this coming out conversation with Nick all over again.

592

01:17:42,500 --> 01:17:49,900

And, Nick can come right out of the gate already affirming them by the correct name and pronouns.

593

01:17:49,900 --> 01:17:56,266

Again, this is always what survivor consent. You wouldn't want to pass this information on to

594

01:17:56,266 --> 01:18:01,266

the next shelter advocate without their knowledge.

595

01:18:01,266 --> 01:18:12,132

It is really important that trans people have the autonomy to decide when and how information about their identity is shared.

596

01:18:12,133 --> 01:18:21,499

And remember that while we said that using someone's affirmed pronouns is required

597

01:18:21,500 --> 01:18:28,900

we should never be putting people in a, in a situation where it's mandatory for them to share that information with us, right.

598

01:18:28,900 --> 01:18:38,966

It's not always safe for them to do so, and we, when we do that especially in, for example, a support group setting

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

599

01:18:38,966 --> 01:18:48,166

that is not already designed to be specifically trans and non-binary, affirming, and inclusive

600

01:18:48,166 --> 01:18:55,866

that we may be putting someone in a position to either lie or out themselves as trans

601

01:18:55,866 --> 01:19:04,199

in that space if we make everyone do that. So, things you wouldn't say

602

01:19:04,200 --> 01:19:12,699

when working with a LGBTQ survivor is "You don't look or act 'fill in the blank.'"

603

01:19:12,700 --> 01:19:18,533

"You're too pretty to be a Lesbian." or "Who's the man in this relationship?"

604

01:19:18,533 --> 01:19:25,466

or asking invasive questions about someone's genitals, or medical, or legal transition.

605

01:19:25,466 --> 01:19:30,767

These are questions that you would never ask of a straight or cisgender survivor that you're working with, right.

606

01:19:30,767 --> 01:19:34,499

And all of these questions, again, are based on the assumption that

607

01:19:34,500 --> 01:19:43,767

there is a specific way to look or act LGBTQ, and that's just not the reality of our lived experience.

608

01:19:43,767 --> 01:19:56,266

So again, we're not gonna make assumptions about someone's identity or refer to being LGBTQ as a choice or lifestyle.

609

01:19:56,266 --> 01:20:05,332

We're not going to ignore dismiss gender neutral pronouns such as they/them/theirs because it's too hard or grammatically incorrect.

610

01:20:05,333 --> 01:20:22,599

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

Nor will we pathologize LGBTQ identities or other LGBTQ folks based on an assumption that we're sexually abnormal in some way.

611
01:20:22,600 --> 01:20:34,366
And so, other best practices you can have single stall, accessible, gender-neutral bathrooms on every floor conveniently located,

612
01:20:34,366 --> 01:20:39,767
right, not all the way upstairs, or all the way in the basement.

613
01:20:39,767 --> 01:20:49,332
We will ask, and listen, and adjust our behavior based on what we hear from LGBTQ

614
01:20:49,333 --> 01:20:56,866
individuals themselves, and identify other culturally competent allies to hold each other mutually accountable.

615
01:20:56,866 --> 01:21:05,399
I know that in these spaces there are always very LGBTQ supportive folks.

616
01:21:05,400 --> 01:21:12,833
It is all of our responsibility that we don't just say we're supportive, but that we are keeping each other accountable

617
01:21:12,833 --> 01:21:24,333
and bringing all of our advocates and all of our staff along the way with us.
(and, Karen can actually jump to the next slide.)

618
01:21:24,333 --> 01:21:25,899

619
01:21:25,900 --> 01:21:38,100
So again, beyond pronouns and language, you can affirm LGBTQ identities and LGBTQ people by showing your appreciation for

620
01:21:38,100 --> 01:21:43,933
their trust, and vulnerability, and that you don't take this responsibility lightly.

621
01:21:43,933 --> 01:21:55,199
If you don't know and if it's relevant or required, you can ask. But, I do urge you to ask yourself, again, "If it is relevant and required?"

**Transcript to Understanding and Affirming LGBTQ Survivors
June 2022**

622

01:21:55,200 --> 01:22:04,933

And if the answer is "No", you can look it up on your own time and have resources on hand build connections with other

623

01:22:04,933 --> 01:22:17,333

culturally specific programs, such as ourself, so that you're not trying to learn this information on the fly when working with a LGBTQ survivor.

624

01:22:17,333 --> 01:22:25,866

And then, just as there reminder to folks, in addition to these trainings and advocacy, we also provide technical support.

625

01:22:25,866 --> 01:22:39,332

So if there are situations that you would like to consult with us on, know that is a huge part of our work as well.

626

01:22:39,333 --> 01:22:44,266

So we are going to end the recording. We are right at 11:30.

627

01:22:44,266 --> 01:22:50,932

Thank you all for joining us all the way up until last moment.