Understanding and Affirming LGBTQ Survivors
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Our Vision:

a future in which lesbian, gay, bisexual, trans, and queer people in Wisconsin thrive, living healthy, satisfying lives in safe, supportive communities.

About Diverse & Resilient
We center our work on those furthest from justice and those historically excluded by systems that were not designed with us or for us. We work for the liberation of all Queer, Trans, Black, Indigenous, and other People of Color. We stand in solidarity with all movements that fight for liberation— including Black Lives Matter, Indigenous rights, immigrant rights, reproductive rights, and more. We are not free until we are all free.
What We Do

- Free & confidential
- Support for LGBTQ+ survivors
- Safety planning
- Connection to resources
- Co-advocacy with other programs
- Trans Name Change Clinic
- Youth & Adult Groups
Please use your phone to log in to menti.com!

Code: 6-4-9-7-9-1-8-2
Objectives

Participants will:

- have a greater understanding of the unique experiences of LGBTQ survivors
- have the tools to apply best practices for affirming LGBTQ survivors in their own agencies
Outline of Discussion

1. Understanding LGBTQ Survivors
2. Trauma and Barriers
3. Practical Application
4. Time for questions
Part I:
Understanding LGBTQ Survivors
Sexual Orientation

Physical, romantic and/or emotional attraction to others
Common Sexual Orientation Terms

- **Gay**: People, often men, whose primary attraction is to members of the same sex
- **Lesbian**: A woman whose primary attraction is to other women
- **Bisexual**: A person whose attraction is to more than one sex or gender
- **Straight**: People whose primary attraction is to members of a different sex or gender
- **Queer**: A term that can be used to describe gender and sexual identities, claim a unique identity, or to describe the LGBTQ community
More Common Sexual Orientation Terms

- **Asexual** - A person who generally does not experience sexual attraction or has little to no desire to engage in sexual activity. Someone who is asexual may have romantic attraction and relationships.
- **Aromantic** - People who do not feel romantic desire. Aromanticism and asexuality are not mutually exclusive identities, and an individual can possess both.
- **Demisexual** - Those who do not feel sexual attraction to others unless they feel an emotional connection to them.
- **Pansexual** - An attraction to others regardless of sex or gender. This includes male, female, transgender, intersex, genderqueer, etc.)
Gender

A category of characteristics involving societal expectations for people’s behavior, thoughts, and roles that go along with a person’s assigned sex. Ideas and standards about how people are expected to behave, dress, and communicate based on conditioned beliefs.
Gender Identity
A person’s internal, deeply held sense of one’s own gender.
Common Gender Terms

- **Cisgender**: A term for people whose gender identity aligns with their assigned sex at birth
- **Transgender**: An umbrella term for people whose gender identity is different from those associated with their assigned sex at birth
- **Nonbinary**: Someone whose gender identity isn’t exclusively male or female, may include both, or neither

More identities
- Genderfluid
- Agender
- Two Spirit
- Genderqueer
- Discovering
“Sex Assigned At Birth”
What does that mean?

**Sex:**
A categorical assignment or label given at birth based on medical factors, including hormones, chromosomes, and genitals. Most people are assigned male or female, and this is placed on the birth certificate.

**Intersex:**
Naturally occurring sex variations include sexual and reproductive anatomy, hormones, and chromosomes. There are at least 30 known variations, and intersex births account for 1-2% of the population, as common as redheads.

Intersex Flag
Gender Expression

Gender as presented through one's name, pronouns, clothing, haircut, behavior, voice, and other characteristics
Gender Scale Activity

Masculine: My Gender Identity

Masculine: My Gender Presentation

Feminine:
Let's talk about pronouns!

- Refer to the person you are talking about.
- Part of someone’s gender expression,
- People can have multiple sets of pronouns for themselves (such as using he/him/his and they/them/their).
- Not “preferred” but required for respectful communication.
Pronoun Practice
Fill in the blank!

My best friend came over for lunch yesterday and brought their favorite dessert to share! They are/is such a generous person.
I left their coat, so I'll have to return it to them soon.
It was great to see them and hear how they're doing.
Why should we use people's pronouns?

"When someone is referred to with the wrong pronoun, it can make them feel disrespected, invalidated, dismissed, alienated, or dysphoric (often all of the above)."

https://uwm.edu/ligbtrc/support/gender-pronouns/
Why should we use people's pronouns?

"All major professional American psychological and psychiatric associations recognize that inclusive language usage for LGBTQ+ youth and adults drastically decreases experiences of depression, social anxiety, suicidal ideation, and other negative mental health factors."

https://uwm.edu/lgbtrc/support/gender-pronouns/
"When someone shows you who they are, believe them the first time."

Dr. Maya Angelou
What if I make a pronoun mistake?

- Apologize as soon as you realize your mistake
- Correct yourself
- Move forward with your conversation
- Don't get upset or make a big deal about it!
- Be proactive next time
Any Questions So Far?

0 questions
0 upvotes
Part 2:
Trauma and Barriers
Topics

Recent LGBTQ History
Workplace Discrimination
Health Disparities
Hate Violence
Oppression in IPV
Internalized Response
<table>
<thead>
<tr>
<th>Pre-1960s</th>
<th>1980s-2000s</th>
<th>Now</th>
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<tr>
<td><strong>PRE-STONEWALL AND STONEWALL</strong></td>
<td><strong>AIDS - GENOCIDE BY DELIBERATE NEGLIGENCE</strong></td>
<td><strong>ANTI-LGBTQ LEGISLATION</strong></td>
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<td>Laws criminalizing queer and trans identities, legal discrimination across public and private sectors, homosexuality and transness thought of as mental illnesses</td>
<td>A whole generation of us died due to anti-LGBTQ bias and neglect. We held die-ins on capital steps as resistance. Our push for marriage equality was a result of this medical discrimination.</td>
<td>Florida &quot;Don't Say Gay&quot; bill, Alabama and Texas criminalizing trans youth healthcare, countless bills and policies about youth sports and bathrooms, threats to gender-affirming reproductive care.</td>
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Workplace Discrimination

- 46% of LGBTQ people in the U.S. are closeted in the workplace
- 59% of straight/cis employers believe it is “unprofessional” to discuss sexual orientation or gender identity in the workplace

Health Disparities

- Insufficient / incomplete sexual education
- Housing insecurity
- Medical discrimination
- Social exclusion and isolation
Hate Violence

Definition:

A criminal offense committed against a person, property, or society that is motivated, in whole, or in part, by the offender's bias against a race, religion, disability, sexual orientation, or ethnicity.

Examples include the Pulse Nightclub Shooting (Orlando, 2016) and the murders of Brandon Teena and Matthew Shepard.
Ongoing Harm in DV Agencies

- Resistance to providing services
- Misgendering and deadnaming
- Downplaying bias and risk in homeless shelters
- Arbitrary push-out
- No understanding of street risks
Internalized Response to Oppression

Wisconsin Women of Color Network

"The master's tools will never dismantle the master's house."

Audre Lorde
How is IPV different for LGBTQ people?

- The myth prevails that LGBTQ relationship violence is “mutual”.
- Living in a homophobic, transphobic, and heterosexist society creates a different context for violence.
- Within the LGBTQ community, support may not exist.
How is IPV different for LGBTQ people?

- Utilizing existing services is deciding to ‘come out’ and is a major life decision.
- Butch/femme is NOT equal to male/female.
- Leaving the abusive situation could mean total isolation.
How is IPV different for LGBTQ people?

- Small communitites
- Blackmail / threats to out the victim
- No clear language to talk about rape in LGBTQ relationships.
- Support systems predominately designed for straight cisgender women.
How is IPV different for QTBIPOC?

- Minority Stress
- Stereotype Threat
- Compounding barriers of anti-LGBTQ bias and racism / xenophobia
Tell us something you've learned thus far:
Part 3: Practical Application
Disclosure

- Safety
- Comfort
- Relevance.
LGBTQ survivors may have experiences of discrimination or violence, estrangement from family and friends, and trouble or fear accessing social supports, all based on disclosure or discovery.
"Micro"-Aggressions

- Commonly understood to mean a subtle show of bias that is small and accidental.
- It's a privilege to decide that someone else's experience of violence is "micro".
- Painful, constant, and cumulative.
Remember that LGBTQ staff see how you treat LGBTQ survivors and will act accordingly to keep themselves safe.
Language Matters!

- “Who are the important people in your life?”
- “Do you have a significant other?”
- “Are you in a relationship?”
- “Do you live with anyone?”
- “Tell me more about yourself?”

National LGBT Health Education Center
SAGE (Services & Advocacy for LGBT Elders)
Form Examples

Client Name (First Last):
______________________________

How do you pronounce your name?
______________________________

What name would you like us to call you (if different than above)?
______________________________

Pronouns you use: ________________

Gender:
(Not necessarily your sex assigned at birth.)
- Female
- Male
- Non-binary (NB)/Gender non-conforming (GNC)
- Not listed: ________________________
- Prefer not to say

Do you also identify as:
- Intersex
- Transgender
- Two-Spirit
- Not listed: ________________________
- Prefer not to say
• Use a person’s chosen name, regardless of legal documentation
• With survivor consent, place it in a record where it is communally accessible
• With survivor consent, share the name with transfers of information
• Ask for pronouns on forms
• Requiring pronouns may force someone to either lie or out themself - keep it optional.
Don't Say:

- "You don’t look/act ________"
- "You’re too pretty to be a lesbian"
- "Who's the man in the relationship?"
- Ask about someone’s genitals (questions you would never ask a straight/cisgender person)
Don't:

- Assume someone's identity
- Refer to being LGBTQ as a “choice” or “lifestyle”
- Ignore gender-neutral pronouns because it’s “too hard” or “grammatically incorrect”
- Assume someone is sexually abnormal (pathologizing LGBTQ identities)
Best Practices

- Single-stall, accessible, gender-neutral bathrooms on every floor for everyone
- Ask, listen, and adjust based on feedback from LGBTQ employees
- Identify other culturally competent allies & hold each other mutually accountable
Remember!

- Behavior and identity do not always align
- Coming out has an emotional cost that is weighed every time
Affirming Behaviors

- Show appreciation for their trust
- If you don’t know, and if it is relevant or required, just ask.
- If it's not relevant, look it up on your own time.
- Have resources on hand!
Questions?
Thank you!