Welcome & Housekeeping

- Take care of yourself
- Interactive
- Participation is TOTALLY optional

Agenda

- Who FORGE is
- LGBTQ basics
  - Getting in line
  - Defining and dividing (or not!)
- Quick data
- Barriers and solutions
- 10 things you can do

Green Sign-In Sheets

Want a copy of the PowerPoint slides?
Who is FORGE?

25% Direct service / TTA

National work with professionals

- Training and Technical Assistance
  - 1-on-1
  - Publications
  - Trainings
  - Conferences
  - Webinars
  - Site visits

75% Policy
- Collaborations
- Information and Referrals

National work with survivors

- Online support venues
- Survivor blog
- Publications
- Conferences
- Information and referral
- Working with direct services providers

25% Two Foundational Principles

1. Trauma - Informed
2. Empowerment - based
You know how to do your job well!

My job is to shine the light on who LGBTQ people are so you can do your job better with this population.

Social Media

#LGBTQSurvivors

FORGE.trans
@FORGEforward
@FORGE_forward

LGBTQ Basics
Tell a story without gender

1. Pair up with your neighbor
2. Share a very short story without using any gender references

1 caveat: heavier T focus
Who's Who?
What's What?

Sexual Orientation

Who we are attracted to
- Physically
- Emotionally
- Sexually
- Spiritually

Common Sexual Orientations
- Straight
- Gay
- Lesbian
- Bisexual
- Queer
- Asexual

Gender Identity

A person's internal sense of being male, female, both, neither, or another gender
- Visible to others?
- We all have one!
Gender Expression

Ways people express their gender as feminine, masculine, androgynous, or a mix of genders

- clothing
- grooming
- speech
- body language
- likes and dislikes
- social interactions
- other behaviors

How do others see our gender?

Divide up!

Gender Identity / Expression Words

Sexual Orientation Words

- Why are you where you are?
- Words you’d like clarity on?

Foundational Concepts: LGBTQ Basics

Master Status

- 1940s - Everett Hughes defined it as “master status.”
Master Status/ Primary Potency

- Both terms refer to the tendency of observers to believe that one label or demographic category is “more significant than any other aspect of [the observed person’s] background, behavior, or performance.”

Master Status Example:

“I’m having surgery tomorrow”

“Congratulations!”

Terms Paradox: Definition

- **Terms are CRUCIAL**
  - Finding out what terms the person uses and then using their language is a primary way of conveying respect and openness.

- **Terms are MEANINGLESS**
  - Terms tell you none of what you need to know to provide appropriate services.
When someone shares that they are lesbian, gay, bi, or trans, it doesn’t necessarily tell us very much about who they are or what they need.

**Question**

What % of the population is LGBTQ?  (sexual orientation)

- 4.5%
- 8.8%
- 11%

**Answer:** ALL are correct!

- Williams Institute = 4.5% identify as LGBT
- Natl. Survey of Family Growth = 8.8% - 11% report same-sex attraction or behavior
- Growing identification as LGBTQ (youth & adults with social acceptance)

**Est. 9% of the population LGB**

- 17% Gay
- 31% Lesbian
- 52% Bi Women
- 33% Bi Men

*Movement Advancement Project: Invisible Majority*
**Bisexual rate increasing**

**US bisexuals – 2008 vs. 2018**

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>2008</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-Americans</td>
<td>1.10%</td>
<td>3.30%</td>
</tr>
<tr>
<td>US adults</td>
<td>3.30%</td>
<td>3.50%</td>
</tr>
</tbody>
</table>

**2018 NORC Survey Results**

**Question**

What % of population is transgender?

A. 0.6%
B. 1.7%
C. 3.0%

**Answer:** It Depends!

- 0.6% (Williams Institute)
- > 1% (Lynn Conway and others)

Multiple sources: Williams Institute, Conway, +
Breaking it down

Non-binary, 35%
Trans women, 33%
Trans men, 29%
Crossdressers, 3%

Source: USTS, 2016 (n=27,715)

Data:
LGBTQ rates of violence

“Stories are just data with a soul.”

Brene Brown, Ph.D.

Lifetime Sexual Violence Prevalence

Lesbian/Gay
Bisexual
Transgender
Heterosexual

Source: CDC NSVS, 2010. FORGE 2011
Source: CDC NSVS, 2010. Williams Institute, 2015

**Lifetime IPV Prevalence**

- Lesbian/Gay: 44% (Women) vs 26% (Men)
- Bisexual: 61% (Women) vs 37% (Men)
- Transgender: 50% (Women) vs 35% (Men)
- Heterosexual: 30% (Women) vs 19% (Men)

**LGBTQ youth suicide attempts**

- Straight: 6% (Women) vs 6% (Men)
- LGB: 29% (Women) vs 29% (Men)

Common barriers to accessing care

www.forge-forward.org

po box 1272 | milwaukee, wi 53201
What are some LGBTQ-specific barriers to accessing care after trauma?

Barrier 1: Maslow’s hierarchy
- Basic needs may be a priority above healing
- Access to basic resources
  - Food, Shelter, Education, Work
- Cost of service can be prohibitive

#1 Maslow’s hierarchy
“...I haven’t had a warm place to sleep for three weeks. The only food I’ve had comes from the grabbing food from my tricks’ houses.”

Source: FORGE (n:1005), 2011

Barrier 2a: VAW paradigm
- Presumption: female = victims, male = perpetrators
- Erases LGBTQ survivors
  - Trans people fit where?
  - Male/male, female/female, or victims with female perpetrators don’t fit, either
- “Am I a survivor?”
  - Survivors who do not fit the paradigm question if their experience is valid
#MeToo may be complicating issues for survivors who are not non-trans women

---

**Barrier 2b: VAW paradigm**

#MeToo (cont. 2/4)

"As I sat and listened the tears began to flow from my eyes. I realized that if I had been sitting there listening to this I would have had to walk out. "Some of you have seen my conversations with women about their unwillingness to allow men, who have abused, to also speak their truth...."  

---

**#2 VAW paradigm / #MeToo (1/4)**

"Last Sunday I was out of town and therefore unable to attend my home church. I just sat and listened to the sermon that my priest preached, which was titled #MeToo. He specifically preached it to the men in the congregation and spoke about how men need to look at themselves and how they live and the power they wield over women. ...."  

---

**Survivor voice**

#MeToo (cont. 3/4)

"Well, I would have [been] crying for all of us men – cis, trans and queer identified – who have had this experience. I would have been crying because society doesn't allow voices to be heard or taken seriously. I would have been crying because they think us even more of a joke then do the women that eventually have the courage to speak their truth...."  

---

**Source:** FORGE (n:1005), 2011
#MeToo (cont. 4/4)

“We see the way those women are treated and know that even they will look at us with disdain. My tears would have been flowing and they would have flowed then, as they did tonight, for all of those still voiceless individuals struggling with this pain and yet unable to speak.”

Source: FORGE (n:1005), 2011

Barrier 3: Law enforcement

- Survivor dis/belief in criminal justice system
- Police misconduct & violence
- Concerns about being outed in the criminal justice process
  - (which could lead to loss of job, relationship, status in community, safety)

Survivor voice

#3 Law enforcement (a)

“My MTF girlfriend was raped and laughed out of the office by the police. I wouldn’t subject myself to that. This shit is serious.”

Source: FORGE (n:1005), 2011
Barrier 4: Cultural insensitivity

- Lack of training
- Culturally incompetent services
  - Intentional or unintentional
- Intrusive questions
- Unequal services / discrimination

#4 Cultural insensitivity (a)

“The therapist I see specializes in sexual assault/sexuality but she doesn’t know jack about trans issues beyond what wikipedia offers- I have to educate you all the time and sometimes, she’s not up for it- it sucks.”

Source: FORGE (n:1005), 2011

#4 Cultural insensitivity (b)

“They turned me away when I sought short term counseling about being a support person for a close friend who went through a very violent assault...they said my issues were too complex and they couldn’t work with me short term, even around a short term issue like supporting my friend until she found out whether she acquired Hepatitis C from the assault.”

Source: FORGE (n:1005), 2011

#4 Cultural insensitivity (c)

“A friend was recently asked by a nurse ‘Why do you look like a boy?’”

Source: FORGE (n:1005), 2011
#4 Cultural insensitivity (d)

“Transphobia and lack of understanding of trans issues would be the biggest barrier. If I am having a hard time explaining my gender in regular social settings I would be even more petrified to explain it in a sensitive situation such as sexual assault.”

Source: FORGE (n:1005), 2011

---

Barrier 5: Documentation

- “Incongruent” identification
- Used to deny services
- Trans person may fear being outed
- Cost may be a barrier to change
- Not always possible (e.g. birth certificate)

ID does not match gender

41%


---

#5 Documentation

“People, we still have so much to do to make sexual health services aware of and positively responsive to trans identities. I just left a clinic in tears having tried to register for a Pap test. Getting there was hard enough, being humiliated by the receptionist holding up my health card up in front of my eyes and tapping it where the girl name still is, saying "you’re name is ... NOT Robin!" while three clients looked on. was just too much to handle. I left without getting the Pap. When I go back, I’ll take a friend.”

Source: FORGE (n:1005), 2011
Barrier 6: Shame/stigma

- Shame/embarrassment/stigma
  - Compounded layers
  - Sex work
  - Youth & survival behaviors

#6 Shame/stigma (a)

“Too embarrassing to admit being sexually assaulted as a transman.”

Source: FORGE (n:1005), 2011

Barrier 7: Political climate

- Political climate
  - Including fear about being outed
  - Fears around immigration status
  - Risk of safety
  - Concerns about being denied services (HHS and other rollbacks around religious freedom, etc.)
#7 Political climate

Survivor voices

When the Trans murder rate is 12% above the norm I think every Trans person should get trained and get a concealed carry permit. The 2nd Amendment is there for everyone.

Reply · Unhide · 13h

Get a concealed carry permit and the training. The cops show up in time to draw chalk lines.

Reply · Unhide · 19h

<table>
<thead>
<tr>
<th>Barrier</th>
<th>What you can do?</th>
<th>What can your agency do?</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maslow’s hierarchy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Violence Against Women</td>
<td></td>
<td></td>
</tr>
<tr>
<td>paradigms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Law enforcement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>#4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cultural insensitivity</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Small groups

Sharing

10 (totally free and easy) things you can do
Micro-INCLUSIONS

Micro-inclusions are a small step to include someone.

On a bigger scale, micro-inclusions are symbolic actions that force us to recall the humanity of others.

1 Name and Pronoun

2 Inclusive Literature

futureswithoutviolence.org/lgbt-health-cards/
3a Convert Single Stall Bathrooms

3b Post Signs of Inclusion

Everyone
This Restroom Includes:
- One Stall
- Two Urinals
- One Sink
- One Mirror
Thank you for being inclusive!

3c Give non-gendered directions to restrooms

3d Bathroom accompaniment

#justneedtopee
#illgowithyou
4 Social Media

Because everyone has a right to a healthy relationship, DVRP serves and supports all survivors.

5 Non-gendered language

| LADIES AND | GIRLFRIEND/ |
| GENTLEMEN: | BOYFRIEND: |
| HONORED | PARTNER, DATE, |
| GUESTS | DATERELATION, |
| DISTINGUISHED | BAREFRIEND, BABE, |
| GUESTS | HEART, PERSON, |
| | SIGNIFICANT OTHER |

6 Stay person- (or issue-) centered

Focus on hearts not parts
7 Get involved – Show up!

Photo by Addie Lipson
October 2018 – post “Trump memo”

8 Keep learning

Training for Providers
- Transgender-Specific
- Anti-Violence-Focused
- Trainings Provided

Archived Webinars
- Bathrooms
- Employment
- And more seminars in progress
- Depressing two survivors a $100 for absences
- Transgender and more
- LGBTQI and more
- Transgender roles of the future
- A Transgender Q&A
- A Transgender Q&A
- Online training
- Live webinars
- Donations to support more

Support for Providers who work with transgender survivors
- Technical assistance
- Publications – training
- Welcoming diverse identities
- Online trainings
- Webinars
- Signature education materials
- Breaks support services for survivors
- Services and other provider resources

Upcoming Webinars
- Disability Training
- Disability Training
- Disability Training
- Disability Training

9 Be kind and gentle with those who may not understand
10 See and affirm resilience

We can all make a difference!

Together we help each other heal.
Carmen, Cori and Jenn

Thank you OVC!

This training was produced by FORGE under 2016-XV-GX-K015, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this training are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.
Thank you!

Loree Cook-Daniels
LoreeCD@forge-forward.org

Resources

Trans Survivor Resource
Facebook groups

Trans Survivor Resource
Referrals & Directories
forge-forward.org

#TransToo
A daily dose of positive images, resources, and encouragement for trans/non-binary survivors and loved ones

Trans Survivors
facebook.com/groups/TransToo

facebook.com/transsurvivors
Training / TA Resource

**Webinars**
forge-forward.org/trainings-events/recorded-webinars/

- Archived webinars
- Webinars on request
- Webinars as part of the OVC Underserved Resource Center (upcoming)

---

Training / TA Resource

**Training**
forge-forward.org/trainings-events/customized-trainings/

---

Training / TA Resource

**Publications**
forge-forward.org/publications-resources/

---

Training / TA Resource

**Site visits**
forge-forward.org/about/contact-us/
“Who are trans people” brochure

Coming soon!!

www.forge-forward.org