

Proud
AND
Pride



Violence In & Against LGBTQIA+ Communities

Working with LGBTQIA+ Survivors Presentation

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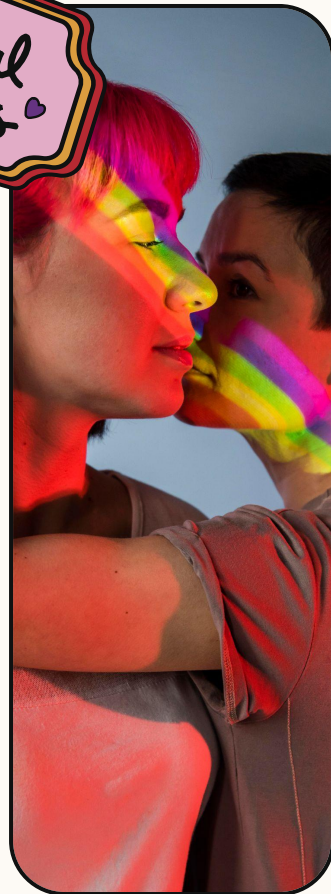
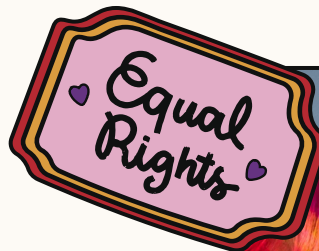
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Knowing the language & common
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IPV, Sexual Violence, & Hate Violence

Learning about people's experience of
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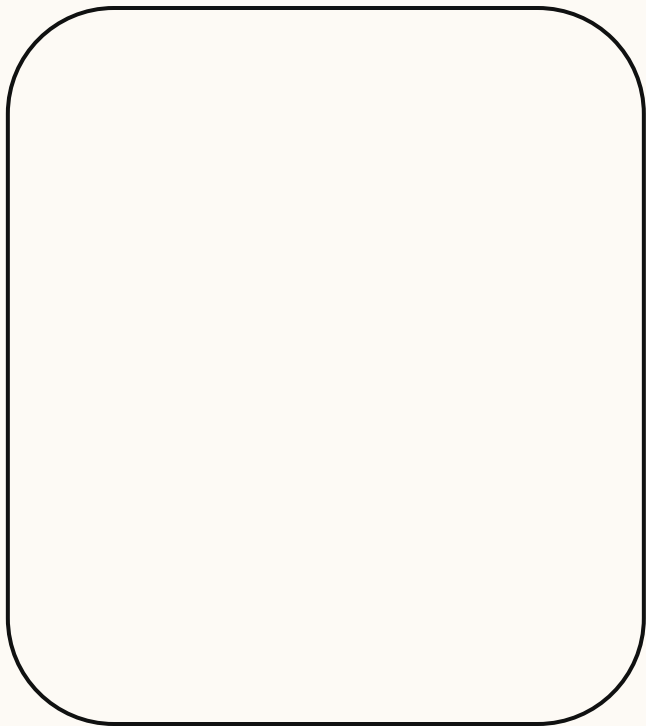




Welcome!

"Equality means more than passing laws. The struggle is really won in the hearts and minds of the community, where it really counts"

- Barbara Gittings





01

Introduction

An Overview



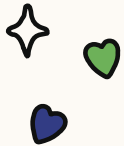
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Presentation Goals



1. To explore the correct language & terminology so that we can engage with our clients in a respectful, welcoming, & inclusive manner.
2. To deepen our understanding in the ways that gender identity and sexual orientation intersect with other cultural identities (race, ethnicity, age, etc.) & the impact this has on experiencing violence.
3. To understand how experiences LGBTQIA+ individuals undergo affect what challenges they face challenges.
4. What can we do to be a safe space for our LGBTQIA+ clients.



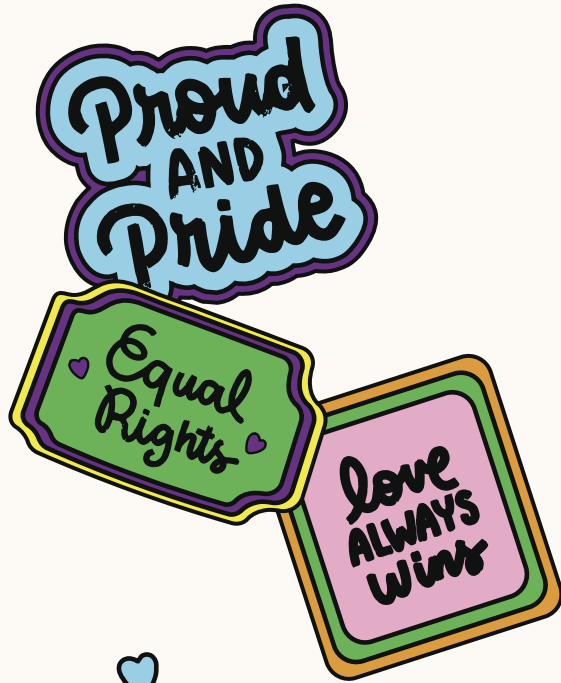


02

Language & Terminology

Knowing the language & common terminology used within/about the community





“You aren’t hard to love (your existence is a blessing). Your pronouns (or if you don’t use them) aren’t a burden. You’re a dream fulfilled.”

—Julián Jamaica Soto



What does “LGBTQIA+” mean?



L

Lesbian



G

Gay



B

Bisexual



T

Trans



Q

**Queer/
Questioning**



I

Intersex



A

Asexual



***Important to Remember:** these terms are fluid and **DO NOT** represent all sexual orientations/gender identities. It is always best to respect individuals' self-determination and honor the terms they use to identify themselves.



Understanding Sex vs Gender

What is the difference?



Sex

Sex is generally determined at birth according to the baby's chromosomes, gonads, and anatomy. These three features are used to determine biological sex.



Gender

Gender is much more complex: It's a social and legal status, and set of expectations from society, about behaviors, characteristics, and thoughts. Each culture has standards about the way that people should behave based on their gender. This is also generally male or female. But instead of being about body parts, it's more about how you're expected to act, because of your sex.



Sexual Orientation vs Gender Identity

And why it is different from the terms “Sex” & “Gender”



Sexual Orientation/Sexuality

Sexuality is divided into three elements: who you're attracted to, your sexual behaviors, and your identity.



Gender Identity

Gender identity is how you feel inside and how you express your gender through clothing, behavior, and personal appearance. It's a feeling that begins very early in life.



Why is Understanding the Differences Important?



People often live with very limited/traditional ideas about sex & gender



Assumptions have tremendous negative impact on individuals of the LGBTQIA+ communities

- These assumptions are where most homophobia & transphobia stems from



Anti-LGBTQIA+ rhetoric & bias can create barriers for members of those communities seeking access to services, support, and self-determination



An individual's comfort is important, but understanding and respecting an individual's gender identity goes beyond one-on-one conversations.



"When you show up as your authentic self, whatever that may be, you allow others to do the same, creating the world we all deserve."

—Shanna **Katz**
Kattari

“There’s power in being seen. By living authentically and fully as ourselves, we’re also ensuring that those who need to see someone like us, can.” -

Andy Duran

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Gender Identity Terms You May Hear



(A) Transgender	(B) Nonbinary	(C.) Genderfluid	(D) Deadname/ Naming	(E) Questioning	(F) Coming Out	(G) CrossDresser
(H) Man	(I) Cisgender (Cis)	(J) Bigender	(K) Women	(L) Two-Spirit	(M) Agender	(N) Pronouns
1. Gender Identity fluctuates between traditionally "male" and "female" gender-based behaviours & identities	2. When a person tells someone about their LGBTQI+ identity.	3. Gender identity and biological sex assigned at birth are the same.	4. An individual who may feel like a mix of the 2 traditional genders and gender expression can flux between the 2	5. Gender identity & umbrella term for people whose identity falls outside of the binary of male and female	6. A word we use to refer to someone's gender in a conversation (he/she/they/ze)	7. Umbrella term traditionally used by Native American people to recognise individuals who possess qualities of both genders.
8. The process of exploring your sexual and/or gender identity.	9. Someone who dresses in clothes typically associated with another gender	10. Person who lives as a member of a gender other than that expected based on sex assigned at birth.	11. Not having a gender or identifying with a gender	12. A person, who regardless of their sex assigned at birth, identifies as a man.	13. Referring to an individual using the name they were given at birth rather than using their new name	14. A person, who regardless of their sex assigned at birth, identifies as a woman.



Try to match term to definition

Key: = Term = Definition



Sexual Orientation Terms **You May Hear**

(A) Asexual/Ace	(B) Demisexual	(C.) Pansexual	(D) Butch/Stud	(E) Queer	(F) Gay	(G) Aromantic
(H) Bisexual	(I) Lesbian	(J) Sapiosexual	(K) Polyamory	(L) Intersex	(M) Heterosexual/ normative	(N) Closeted
1. Romantic relationships with more than one person	2. Identity or presentation that leans towards masculinity	3. A person with a combo of the hormones, chromosomes, &/or anatomy used to assign sex at birth which does not strictly align with a binary understanding of biology	4. Used by those wanting to reject specific labels of orientation and/or gender identity.	5. Romantic and/or sexual attraction towards others is not limited by sex or gender	6. Romantic and/or sexual attraction to people of the opposite gender	7. A woman who is emotionally, romantically, and/or physically attracted to other women.
8. People who are emotionally, romantically, and/or physically attracted to people of the same gender	9. Describes a person who is not open about their sexual orientation or gender identity.	10. People who experience sexual and/or romantic attraction to more than one gender.	11. Refers to an individual who does not experience romantic attraction.	12. Refers to an individual who does not experience sexual attraction	13. People who feel sexual attraction only to people with whom they have an emotional bond	14. People who are sexually or romantically attracted to people they consider to be highly intelligent



Try to match term to definition

Key: = Term = Definition





Language: **Helpful Tips**



DO:

Refer to individuals in the way they refer to themselves



DO:

Use individuals preferred pronouns/ASK if you are unsure



DONT:

Assume someone's orientation or identity/ or "sightsee" into their lives



AVOID:

Terms such as: homosexual or saying "lifestyle"/"preference" regarding sexual orientation



AVOID:

Terms such as:
Transvestite, "Real", "It"





03

Understanding O&I in LGBTQIA+ Communities

Exploring Oppression and Intersectionality as it applies to the LGBTQIA+ communities



Principles to Guide Us in Our Work



- What is intersectionality?
 - Was originally used to describe the multiple forms of inequality and discrimination black women face in the USA but has now become an international marker for defining ways that different forms of oppression and discrimination intersect with each other.
- Race, Class, Sexual Orientation, Gender Identity, Immigration Status, Ability, Age & Culture all impact the way people experience violence.
- Those same factors influence how we do the work that we do
- In this field we are constantly learning and growing & need to always be aware of our bias



Info from <https://www.amnesty.org/> & avp.org



What Does Oppression Look Like for those in the LGBTQIA+ Communities ?



★ INSTITUTIONAL BIAS & DISCRIMINATION

- Police Misconduct & Violence
 - This can present as: profiling, harassment, failure to respond, physical/verbal violence, etc.
- Employment Discrimination
 - This Presents as: physical verbal violence, harassment, denial of promotion/work opportunities, hours being cut, being fired, unwelcome environments. etc.
- Lack of/unequal Access to Legal Protections
 - Despite the marriage bill passing, those within these communities can be denied housing, be kicked out of restaurants or offices, be denied ability to adopt/foster children, etc.
- Lack of Access to DV Shelters
- Re-victimization by Service Providers
 - This can occur due to: lack of LGBTQIA+ sensitivity of provider, lack of knowledge on services for LGBTQIA+ (invisibility in agency settings/facing biased/unwelcoming intake forms), Fear of coming out/being outed (regarding any type of status or identity), experiencing mistreatment, fear of losing services/receiving substandard care, unequal access to safe restroom facilities, etc.



What Does Oppression Look Like for those in the LGBTQIA+ Communities Cont.?



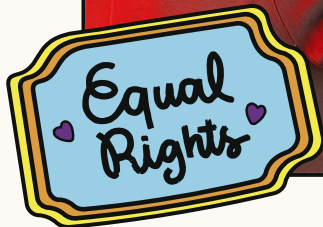
★ INTERPERSONAL

- Bias Attacks/Hate Violence
- Anti-LGBTQIA+ Harassment/Discrimination
- Intimate Partner Violence (IPV)
- Pick-Up Crimes
 - Theft crimes in which someone “picks up” something that is left around (ie money on the sidewalk or a bicycle abandoned on the side of the road)
- Sexual Violence
- Profiling
- Family Rejection

★ INTERNALIZED RESPONSE

- Having negative beliefs about others or oneself based on personal/group/cultural/institutional messages received
- Can lead to oppression of oneself or others despite being included in said community





1 in 3

Reported mistreatment or negative experience when interacting with mental health professionals

1 in 5

Avoided medical care due to provider disrespect, harassment, or discrimination

1 in 2

Experienced workplace harassment or discrimination





"Within the lesbian community I am Black, and within the Black community I am a lesbian. Any attack against Black people is a lesbian and gay issue, because I and thousands of other Black women are part of the lesbian community. Any attack against lesbians and gays is a Black issue, because thousands of lesbians and gay men are Black. There is no hierarchy of oppression."



—Audre **Lorde** ✨
✨





Consequences of Oppression



DONT:

Providers may not offer appropriate safety planning



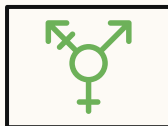
DONT:

Often may not feel comfortable sharing their full history



DONT:

Get the care they Want or Need



DONT:

Feel as if communication with their provider is adequate and may not follow provider suggestions because of this



PROVIDERS:

May misinterpret vagueness and gaps or will stereotype and miss family related issues





The Intersections of Violence



IPV

Experience high rates of IPV as part of the controlling & coercive behavior on the part of the abuser



HV

May also experience Hate Violence by their partner and/or society. HV often includes components of sexual violence (sv), including "corrective rape"



SV

Survivors also experience sexual violence on the street, from new dares, from strangers, and during sex work





FAST FACTS from the NCAVP DV Report



1970s & 80s

When research on DV/IPV & lit began for heterosexual relationships via the battered women's movement

Late 80s

Virtually no research on LGBTQIA+ DV/IPV relationships & still most is in context of heteronormative communities



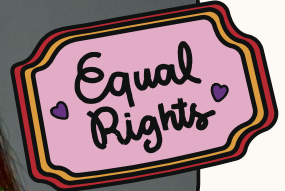
Survivors

Of DV/IPV are either missing from research or invisible having their identities erased





"Hate begets hate; violence begets violence;
toughness begets a greater toughness. We must
meet the forces of hate with the power of love"
-Martin Luther King Jr.





04

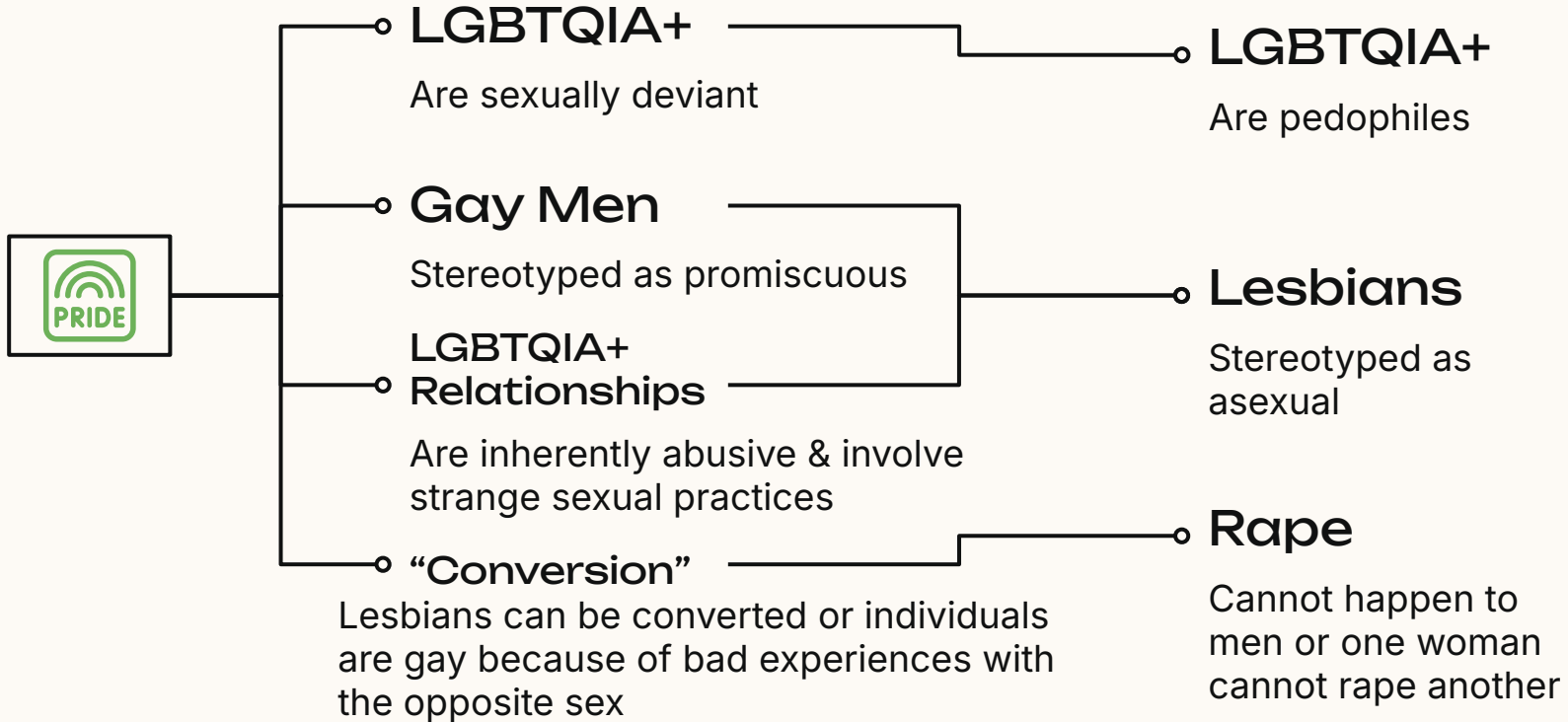
IPV, Sexual Violence & Hate Violence

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Debunking Myths about LGBTQIA+ & Sexual Violence





The Intersections of Identity in IPV

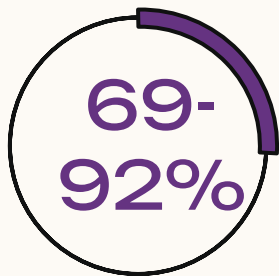


Gender identity & Expression are used as major indicators in screening for primary aggressors in hetero relationships.

These gendered assumptions may be present, though not useful, law enforcement's (as well as service providers) assessment of violence in LGBTQIA+ relationships.

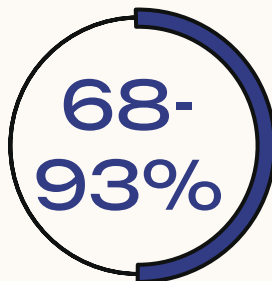


According to the National Coalition of Anti-Violence & National Center on Victims of Crime



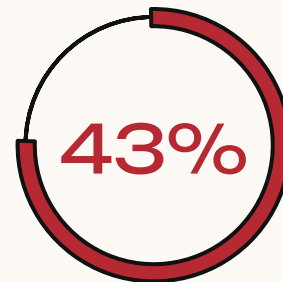
Specific Outreach

Of respondents lacked LGBTQIA specific outreach materials & strategies



Training

Of respondents lacked training to serve LGBTQIA+ survivors (specifically trans survivors)



Linkages

Or Sexual violence & IPV service providers had no partnerships with LGBTQIA+ orgs





What Does this mean for supportive Housing?



Survivors may not obtain culturally competent services & therefore not be considered eligible for supportive housing!

In supportive housing can still face discrimination, bias, & violence

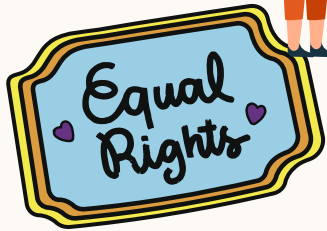




What Do We Know About Sexual Violence?

- Survivors of SV are often forced, coerced and/or manipulated to participated in unwanted sexual activity
- This is also a reality for may DV survivors
- In LGBTQIA+ Communities
 - Often identified as outsiders, sexual deviants & scapegoated as perpetrators of SV
 - Homophobia & heterosexism in our culture puts LGBTQIA+ individuals at increased risk for SV
 - Common for perpetrators to use SV as a way to punish & humiliate someone for being LGBTQIA+
 - I.e. targeting lesbians or bi-sexual women to "convert" them





1:1

LGBTQIA+ individuals are at same risk of heterosexual individuals to be assaulted by someone they know

52%

Of participants in sexual coercion in gay/lesbian relationship study reported at least one incident of sexual assault/coercion

1.6 vs 1.2 ipp

Gay men in that same study reported w.6 incidents per person versus lesbians that reported 1.2 incidents per person





2,838

Instances of Hate Violence in the US





Consequences of Hate Violence

They are attacks on the individual **AND** the community the individual is a part of.

Attacks are usually **more brutal** and generally involve:
Weapons that require excess force.

Most Hate Violence attacks involve **"over-kill"** - multiple injuries, repeated kicks, multiple stab wounds, fractures, etc.

Offenders **outnumber** victims in most cases.

Sends the message that there can be **no** safety.





Thank you for your time!
Any questions?

If you have any questions that come up later please
contact me at admin-hr@bwsh.org





Resources

- <https://avp.org/>
- https://avp.org/wp-content/uploads/2017/04/2000_NCAVP_DV_Report.pdf
- www.americanprogress.org/article/nondiscrimination-protections-for-lgbtq-communities/
- <https://www.americanprogress.org/article/discrimination-and-barriers-to-well-being-the-state-of-the-lgbtqi-community-in-2022/>
- <https://www.amnesty.org>
- <https://www.webmd.com/a-to-z-guides/difference-between-sex-and-gender>
- <https://www.plannedparenthood.org/learn/gender-identity/sex-gender-identity>
- <https://www.plannedparenthood.org/learn/sexual-orientation/sexual-orientation>
- <https://psychcentral.com/health/sex-vs-gender>
- <https://www.statista.com/chart/32260/number-of-reported-hate-crime-incidents-in-the-us-targeting-the-lgbtqia--community/#:~:text=According%20to%20the%20FBI's%20annual,victim's%20sexual%20orientation%20and%20542>

