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END DOMESTIC ABUSE WISCONSIN

VIOLENCE IN THE LGBTQ COMMUNITY AND ITS IMPACT ON SURVIVORS OF INTIMATE
PARTNER VIOLENCE

JUNE 8, 2017

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>> COLLEEN COX: Hi, everybody. This is Colleen from End Domestic Abuse Wisconsin.

Welcome to the webinar, Violence in the LGBTQ Community and its Impact on Survivors of Intimate Partners Violence. Our presenter today is Kathy Flores, LGBTQ anti-violence statewide program coordinator at Diverse & Resilient. You can see her photo on the upper right there on your screen. And a little bit about Kathy: Kathy's work has been focused on diversity and inclusion, intimate partner violence advocacy, LGBTQ and racial justice for more than 20 years. She has worked in corporate, non-profit and government environments, including her most visible role to date as the City of Appleton's Diversity & Inclusion Coordinator, and in her prior role as Community Education Coordinator & Outreach Advocate for Harbor House Domestic Abuse Programs. Kathy joined Diverse & Resilient as the statewide LGBTQ Anti-Violence Coordinator in August 2016.

And Sharon Lewandowski, the Department of Children and Families Domestic Abuse Program Coordinator is also with us today and she's going to provide more context for today's webinar before we begin. So here's Sharon.

>> SHARON LEWANDOWSKI: Hello, and thank you, Colleen. I would like to welcome all of you to this web whether you're joining live or archived version. Participating in this webinar meets the annual training requirement of our federal funder, the Family Violence Prevention and Service Act. Both DCF funded domestic abuse programs received this federal funding. It's part of the basic services grant.

However, to underscore the importance of ongoing learning and commitment to inclusive welcoming services, all DCF programs are required to participate in this training. In other words, this should not just be a funder's requirement or something to check off the compliance to-do list, but rather, be reflective of the shared value on continually working towards trauma sensitive, culturally appropriate, life-sustaining resources for all survivors.

There are specific ways to put this commitment into practice. Federal funding requirements, states that all our funded programs must assure that the needs of LGBTQ people are taken into consideration and in your agency programming, including how programming will be inclusive, non-stigmatizing and, indeed, appreciative of LGBTQ persons.

You also must establish to have an effective way of publicizing policies prohibiting harassment based on the protected categories of race, sexual orientation, gender identity, or expression of religion and national origin. And this includes being able to seriously monitor any claims or any complaints that you receive, address them seriously, and document any needed corrective action.

You must also train all staff members and each contract period, and by that, I mean every year on how to prevent and respond to bullying and harassment in all forms. And that's a direct quote from our federal language.

And then, finally, you must document and keep on file participation of all your staff either in an annual webinar or other approved training on LGBTQ access inclusion and non-discrimination.

Now, some of you may remember that we first provided resources to meet this grant requirement back in 2015 with a series of three webinars. The title of those webinars are listed here along with links to access them on the End Domestic Abuse website.

These webinars contain a wealth of useful information to help you meet those grant expectations I just referred to. DCF recommends that all new agency staff review these core webinars to provide a good grounding of essential information, and, of course, end domestic abuse. And Diverse & Resilient are excellent resources for technical assistance should you need that. Viewing these three core webinars meet the training requirement for new staff for the contract period. And, of course, new staffs are also welcomed and encouraged to watch the new webinars that we offer each year.

Not only are the three core webinars great for introduction for the new staff, they're also useful as a refreshers for interested ongoing staff. If ongoing staff do want to review any of the webinars again, that will certainly count towards their training requirement.

However, we want to be sure to change things up each year and provide fresh and cutting-edge information to meet your annual training requirement. So the content of this webinar, I'm sure you will agree, it's particularly timely in 2017. Please feel free to contact me with any questions about meeting these grant requirements. And now without further delay, I'd would like to turn this over to my colleague, Kathy Flores.

>> KATHY FLORES: Thank you, Sharon. So thank you very much, and first and foremost, I want to say happy LGBTQ Pride month. We are recording this during Pride month as the kick-off of Pride month happens. And we'll talk a little bit about that in the webinar as well, but it's very timely on the Department of Children and Family and End Abuse to be doing this at this time.

So, just a little bit about who we are at Diverse & Resilient. We're a public health agency that focuses on health and safety of LGBTQ people in Wisconsin. And in a second, I'll talk about LGBTQ and what that means.

We utilize evidence-based intervention that help address health disparities that exist in communities around H.I.V, STI, which is sexually transmitted infections, community and partner violence, alcohol and other drug use, and sexual and reproductive health. We address these issues, or these issues of disparities exist looking at society, not because of somebody's identity, but because of discrimination and oppression that exist towards LGBTQ individuals.

We have often focused our expertise around capacity building with agencies. And that continues through the roles that -- through the work that we do with Intimate Partner Violence and community-based violence as well.

So just briefly, you have a few webinars, as Sharon mentioned, that will give you more of an LGBTQ 101. So this presentation is not going to do an LGBTQ 101. But we're going to start reviewing a few basic terms that I might be using throughout the presentation. But, typically, I'll be using LGBTQ to talk about the community, recognizing that within LGBTQ, those are separate identities and complex intersections of identities as well.

But people who identify in these ways might use a number of different ways to do this. And these orientations or identities are not necessarily indicative of a person's behavior or expression. This just speaks to the idea of always wanting people to fit in boxes, which is pretty ironic given the set of the slide that I'm actually putting people in boxes, or we tried not make it boxes. So, there are circles here.

But, again, this just shows you a little bit about what you might know about somebody just from how they might identify. So lesbian is somebody who is attracted to another woman. Primary attraction gay, typically, that is male or men. But you will also hear people talk about the gay community. You might even hear about gay Pride month.

Queer is a term, as you probably heard in past presentations can be used to identify gender and sexual identity. Or you could claim a unique identity even within a political spectrum or to describe the entire LGBTQ community. And by a sexual person who is attracted

to more than one gender. And straight is a language I will be using for people whose primary attraction is to members of the different sex or gender.

And, so, on that line, I want to say, too, gender identity and gender expression, you'll hear me talk about that as well, in addition to transgender. And somebody's gender identity is a person's internal deeply held sense of who they are as their own gender.

And gender expression is presented through someone's name, their pronoun, clothing, haircut, behavior, or voice or other characteristics. And that could change throughout the experience of you knowing somebody. That could change throughout the experience of how they express their gender throughout their life.

Often, it's the first thing we think about when we meet somebody is how they're presenting their gender, their gender expression, without even maybe naming anything. We might say, oh, I'm talking to a woman. Or I'm talking to a man. Or male, female. And often we don't get that, we might not get that right. But transgender person is somebody that is often an umbrella term. But we're using that associated with somebody who was assigned a sex at birth, and they don't identify with now. And gender fluid is a person whose identity and expressions vary within, or beyond gender binary.

And Cisgender is a term that I'll be using when I talk about transgender and Cisgender individuals. And that's a term for gender identity and gender expression for people who typically align with what they were assigned at birth.

So Cisgender individual might be somebody who was assigned female at birth and identifies as female for any portion of their life, for the rest of their life.

Okay. At this time, I want to do a little exercise. So this is, we talked about how to do an exercise on a webinar. Because normally, we try to do exercises with everybody in the room. So I'm going to imagine you all in the room with me and we're doing this exercise together. But we're going to need to do it on a poll, so you can move on the poll where you think you might want to be.

So kind of on the line, and we know that LGBTQ exercises and individuals don't necessarily fit on a "straight line." But this is what we're going to be using for this exercise. So for our very first poll, we're going to go right here.

Is that correct? Yes. So I'm going to ask you about safety. And I want for this, don't answer this poll yet. For the purpose of this poll, I want you to think about your identity. You're answering. That's all right. You're answering already. [Laughter]

So if you're identified as a Cisgender or a straight person and within the straight community, you might think about going to your local hospital. And it looks like 60% of you think that that's a pretty safe bet. Do I have a way to clear this poll?

>> I think there is. Let's see. You could do exit.

>> KATHY FLORES: I'm going to try to do this. And reopen it? I'm going to reopen the poll. Okay. Well, the next question. So for the next question, I'm going to ask you to identify as somebody who is in the LGBTQ community.

So Lesbian, Gay, Bisexual, Transgender, Queer. Whatever identity that you can claim in this, I want you to, if you identify as heterosexual, I want you to think about identifying as that. And then the next question, I'm going to ask you to answer is as if you were part of the LGBTQ community.

So in your workplace, safe, neutral, unsure, not safe, LGBTQ identified. That is good news. We're seeing a pretty good leaning towards safe.

I would say about three-quarter of us here feel safe within our workplace. So that is good. So LGBTQ folks identify, we're going to ask you to keep that identity now for the next poll as well. And this would be at your local police department. Your LGBTQ identified. Do you feel safe? Neutral? Not safe? All right.

So, it looks a little different than it does in our workplaces, which many of you are domestic violence program. It's looking like only about 14% of individuals on the survey feel safe at a local police department as identified as LGBTQ folks. I'm going to -- and about half of you aren't sure and rest of you are thinking you wouldn't feel safe.

And if I were to change this to another slide and ask you to now identify as a person of color in the LGBTQ Community, you might change your answer on this as well, whether that's safe or unsafe. That might change your vote as well.

So I'm going to go back to the presentation and just talk for a second about some of the other areas. So if I were to go through the entire, if we were to spend time going through this exercise, which I often do in a room, asking people to move from one side to the next. I want you to think about an LGBTQ bar which traditionally are places where LGBTQ individuals go to gather with other individuals. And whether you would feel completely safe in that space, not safe, or unsure.

I'll give you a second to think about that. Your local park. We're all from different communities. That's a great thing about being on a webinar is we're from all over, I think just from Wisconsin, or maybe not. Who knows who's going to see this webinar. But from all over different communities.

So in your park, you might think that's a really safe space, not so safe, or unsure about it. And local domestic violence shelter as well. If you think about domestic violence shelters across the state. If you're LGBTQ identified, is that space safe or unsafe or you're not sure about that? The purpose of this exercise is really to just get us thinking about our safety differently.

And we've done this exercise, if you are part of a oppressed group or marginalized group, you might have done this exercise with people of color explaining racism and oppression

in that way. Women might do this exercise talking about safety looking differently, you know, depending on where they might go and thinking about their safety.

So many of us who have marginalized identity think about safety in these ways. But in the LGBTQ Community, this is a constant dialogue that is going on in our heads. And I identify as part of the LGBTQ Community, so I'll say, it's an identity that we -- or safety is something we have to think about everywhere we go, even places that are deemed safe, or they're LGBTQ bars, domestic violence shelters, police departments. Those are all places where you think of that's the place an LGBTQ person might be safe, think that's their safe space.

So I want to change you a little bit about the idea of safe space. We are in Pride month, and so I want to talk a little bit about some violence that happens during this month. I'm a little stuck. Hold on just a second. There we go.

So Pride month, as I've mentioned, we had some recent winds. I'll just take with marriage equality for LGBTQ folks. So in 2006 it felt like quite a hit in the state when very much a sting and a slap when the marriage amendment happened. And that was voted into law that marriage would be only between a man and a woman. And many advocates and many activists, and LGBTQ people in general really felt, you know, a little hopeless around at least the topic of marriage. But then very quickly, in 2013, the Defense of Marriage Act was struck down. We had Edie Windsor case that was in the Supreme Court as well. And in 2014, Wisconsin actually had a federal court deem that Wisconsin would be marriage inclusive, or marriage equality came to Wisconsin. And then, of course, in 2015, all across the country, marriage equality just kind of happened through the court systems, of course.

And when that happened, it seemed like everything shifted very quickly. Those of us working in anti-violence work did start noticing, and had been talking about the trend of what happens when we elevate the conversation about equality and we're more visible within the LGBTQ Community. And we started to see hate crimes. Or I should say hate violence start to rise within communities across the country.

And I'm going to talk about why that is. But, first, I'm going to be honored enough to share a little bit of stories from individuals who have given me permission to share their stories. They want to continue to help us all understand what it is to be LGBTQ and a member of this community and have violence happen.

So in June, we know that we have higher visibility. And sometimes when there's higher visibility, there can be an increased risk for violence happening.

So, when we think about the cases that we see across the country, the increased visibility can give us increased vulnerability. As much as we're gaining rights from some of those things, it can increase vulnerability.

So I want to talk about just a few cases. So Tim's story. I think all the work that we do as Intimate Partner Violence or sexual assault advocates, depending on who's listening to the webinar, have to be centered in the stories of the people that we served. And so I am very

honored that Tim has agreed, and other individuals that I'll be talking about agreed to let me share their stories.

So Tim was a server at Applebee's. And in 2013, there was a discrimination happening at a table. He was called a gay slur, an anti-gay slur, I should say. And there was some dispute with him and another server about what was happening.

And later on in the night, according to report, she had called her husband, and her husband met up with Tim in a parking lot. And all Tim remembers is being hit by a 2x4 coming out of a vehicle, upside along his face, and breaking the bones in his face, and completely knocking him unconscious.

And, so, this violence stemmed from an incident that happened within Tim's workplace. And the results of this happened, the individuals who had been arrested for this and charged actually were found not guilty. And there was no further punishment that happened here. But Tim, today, discusses that he still lives with the traumatic response due to what happened to him. And this happened in a place that he figured was safe. It was his workplace.

And, so, in Appleton, Wisconsin, I work with an individual by the name of Jay. And she is a transgender woman who went down to a local park. This park is a place that people had hung out and felt very safe. It was a very public park. She went down there, and this individual who you see pictured here saw her and saw her dressed in feminine clothing and knew her throughout the community and had her dressed in other ways, and took issue with how she was dressed, and started verbally assaulting her. And then physically assaulted her. And also breaking bones within her face as well.

This individual was caught and served just six months in jail for that crime. And that was-so that was act of violence. And that with was with a hate crime enhancer on that case. And that was at a local city park in Appleton, Wisconsin. And, so, there's other cases from Appleton as well. And part of why I'm showing you some of the cases in northeast Wisconsin is because when we think of hate violence, often people think New York City and San Francisco, and places where there are higher population of LGBTQ folks. But they happen in rural communities. Timothy was in Rice Lake, Wisconsin. And these are some from Northeast Wisconsin.

So, Niko, who is picture here after an assault. Niko was walking down College Avenue, which is a main drag in Appleton, Wisconsin. And he put his arm around a male friend and speaking in Spanish. And the individual who was arrested for this crime came up behind him, told him to start speaking English. Called him an anti-LGBTQ slurs as well, and then just took one hit at Niko and broke his nose, he had cut over his eyes. And he passed out as well in this incident. And Niko was just coming out of a bar that, in fact, he worked in. That was his favorite local hang out. And it was known for people that were LGBTQ were known to go there. And he had friends that were there. And, so, this crime happened. And this act of violence happened. And the perpetrator was charged but not charged with a hate crime enhancer in this case, and was ordered to pay restitution to Niko, and did that as well.

But Niko lives with that fear as well today about violence that happened to him walking just down the street in his own town. What I do want to say is, because I know these are difficult stories that we're talking about, and there's some trauma involved with them, of course. But one thing I want to remind folks is, and in the case with Timothy and Niko, remember survivors sometimes become our biggest advocates within anti-violence movements.

So here's Niko a month later at a campaign, or I'm sorry, at a protest rally with a particular political campaign. And he is, I see him now at rallies, and he has become an advocate within the LGBTQ Community as well.

So while these are difficult stories to hear, we know that some of our biggest advocates and activist come often from violence that happens within our community. And, so, I've borrowed couple of stories now about where these incidents are happening. And I just want to show this is Diverse & Resilient office. The Diverse & Resilient is Milwaukee, Wisconsin. And not long after the November election, we started to have graffiti, well, we actually started with first our windows being broken. And then graffiti started to get sprayed on our building. And as you can see, there's an anti-gay slur written on our building as well.

Regardless of who the perpetrator is and motive, one thing I can tell you about what happened is, at this time, we also know the LGBT Center of L.A. had been tagged with anti-LGBTQ slurs. And this is a place where LGBTQ folks go for H.I.V testing, STI testing. This is a place where the anti-violence project is in Wisconsin. We have a number of youths who meet here at Diverse & Resilient. And I want you to imagine being LGBTQ. And this is, you deem this your safe place. And you walk in some Monday morning and this is what happened over the weekend. And suddenly, it doesn't feel safe. And this is what's happening at LGBTQ centers all across the country.

And the last case I want to talk to you about is around community violence. And this is Drew on Christmas Eve of 2011. And Drew was in Oshkosh on Christmas Eve 2011 and celebrating with a few people there. It was not very crowded because it was Christmas Eve, and it was late. And two men came into the bar, and not sure of what happened after that. But they realized they were in a gay bar, and they left the bar.

Drew went outside to have a cigarette at some point, and the men were waiting for him outside. And what I don't have is the picture of what Drew looked like after that, because it is a jarring picture. But he was beaten so severely that he needed emergency brain surgery on – or emergency surgery to relieve the pressure in his brain on Christmas day. They had broken his jaw, and they had broken many bones in his face. And he had permanent brain injury from that incident.

Now, Drew, when I reached out to Drew after that incident that happened, he assured me that he believed much more in the power of love than he did of hate. So I think survivors inspire us with their voices all the time, and Drew is an example of that. So that piece of violence, they did, these gentlemen were arrested, and they received a hate crime enhancer on that. For that crime, they were given two years in prison.

And, so, they were out not long after that, after this incident happened. And, again, this is another popular LGBTQ spot where this violence happened. Unfortunately, I have to give an update on this case, because it is so relevant to the lives that we live as LGBTQ folks.

Drew had gone on to be an LGBTQ advocate as well. Often, you know, checking in with me about telling his story. This is the latest news on Drew, and this happened on Madison, Wisconsin on March 27.

Drew was actually a victim of a homicide while he was out celebrating his birthday. And he was coming out from a gay bar, a popular gay bar in Madison. And this case is still under investigation and, so, there's not much I'll say about the case itself. But just a reminder that the violence that happened to Drew, which was probably one of the worst days of his life in 2011, happened again. And it ended in a way that we know these incidents can happen. And, so, Drew became a victim of homicide.

So these incidents that I've talked about, they all happened in those safe spaces. So as I'm talking about serving Intimate Partner Violence survivors, when I work with programs across the state, and they say, well, we're a safe space, and this is a safe space for survivors who are LGBTQ. I remind folks when we're looking at spaces that are safe for LGBTQ folks, that can change very quickly. It can change because of the staff who's in the building, it could change because they're residents, it can change because a perpetrator might find their way to us, regardless of where we are.

And, so, LGBTQ folks have found really smart ways of gauging their safety and often that might prevent them from reaching out to mainstream services that aren't known as LGBTQ safe spaces. And even in those LGBTQ safe spaces, as we've said, violence can happen in those spaces.

This Monday, we mark the one-year mark, unfortunately, of Pulse Nightclub. And that was in Orlando last year, where 49 individuals, mostly individuals mostly LatinX identified individuals. Many of them LGBTQ identified were murdered by a gunman who came in and, as you recall, shot up the place and killed many of these individuals. 49 of them. And the people left behind were extremely traumatized, and many of them injured as well. And this is part of a campaign that Diverse & Resilient is part of to honor them with action, and just reminding programs that it's not enough that we remember the voices of people who have experienced violence or died by violence, but that calls us to action.

And with the anniversary coming up of the nightclub, I also remind us about intersections, intersectional identities. And Pulse Nightclub victims are an example of those intersectional identities. So not only LGBTQ identified, but identified as people of color as well.

And some of the violence that we see happening within the LGBTQ Community can also happen in spaces that are LGBTQ, but they also can happen in spaces that where somebody might feel comfortable as a White person but not as a person of color. We've seen survivors, whether it's in a shelter program or LGBTQ bar, reporting and we had reports into our warm

line which I'll talk about later of people experiencing racism within places where there are LGBTQ individuals.

So, what is safety, and what does it even mean? And any of us that have been doing this work for a little bit, you know, with Intimate Partner Violence, we know that safety in our home can change very quickly, right? So safety in our homes can change quickly. Safety in the services that we seek can change really quickly as well. And just a reminder. In people tracking hate crimes and hate violence across the country, they did a study about hate violence within, shortly after the election and to today. And what we have noticed and seen, in D.C. in general, hate violence has gone up 59% in D.C. alone. And 90% of that is anti – 90% anti-transgender violence has gone up in that city alone.

Graffiti messages have gone up. Or anti-LGBTQ graffiti messages have gone up about 41%. So it's just a reminder once again that violence is on the rise for a number of marginalized individuals and marginalized identities. And this community-based or hate violence that we're talking about is part of what somebody who might be a survivor of Intimate Partner Violence has already experienced in the community, or maybe they're living in an abusive situation are trying to seek help for an abusive situation and they become a victim of violence community-based or hate based violence even around spaces they're seeking.

And, so, just a reminder to us that when we tell people, and this is a symbol that we see. And I actually helped create this for Harbor Health and Appleton. But when we tell people that this is a LGBTQ safe space, we have to remind our staff and ourselves that that can change very quickly, and we must be diligent on making sure that we find ways to make sure that those places remain safe.

A little bit about homicide, because I did mention homicide. I do want to say the 2015 report on LGBTQ and H.I.V affected homicide from the National Coalition of Anti-Violence Program showed that 2015, again, was a deadly year for H.I.V and LGBTQ affected folks.

There were 24 reported to programs incidents of hate violence homicide. 20% increase from the year before. Of those 24, 62% of the homicides that we were hearing from programs about where people of color, including 12 people who were black, and 3 Latina/LatinX. 16 of these homicides were transgender and gender non-conforming people. And of the total number of homicides, 54% of them were transgender women of color.

And, so, on you are verifies of hate violence, people of color, transgender, and gender non-conforming people make up a majority of the hate violence that we see. And of the total number of responses for race and ethnicity, 60% of these identities were identities of color.

I do have to say that the 2016 report is just days away from being released. It will be released on Monday. But already we see a spike in violation and homicide, Intimate Partner Violence, homicides, violence across-the-board within the LGBTQ community. And that's even before adding the 49 homicides that happened at the Pulse Nightclub in Orlando. But just a reminder that that report is coming out very soon. And I could release and embargoed copy of that early. But we do know that those numbers are definitely higher.

And, again, I mentioned race and racism within the LGBTQ community. But just a reminder that according to the most recent report by the National Coalition of Anti-Violence Program, of the documented Intimate Partner Violence related homicides of LGBTQ people, 46% of them were transgender women and all of them were transgender women of color.

So homicide, it is a risk within the LGBTQ Community. Even a greater risk when we add in immigration status or race and racism. And just a reminder with this as well. I have a picture of the three women who started Black Lives Matter. And part of why I have their picture there is to remind us within the LGBTQ Community that -- and within the black and African-American community, Black Lives Matter was started by three women who identified as part of the Queer Community. And that often doesn't get out when we're talking about Black Lives Matter. But it is really important reminder about the intersections of identity as well.

And, of course, today's LGBTQ refugees and immigrants. We've heard time and time again that we haven't seen an executive order coming down from this administration attacking LGBTQ individuals. That was before we saw the letting go of some of the policies that have upheld right for students in bathrooms.

But what I want to remind folks, any time there's an attack on refugees and immigrants, that impacts all refugees and immigrants, and all LGBTQ refugees and immigrants in countries that these individuals who will be put to death because of their gender identity and gender expression and sexual orientation. And we're seeing a rise in that as well. And, yet, we're not seeing those refugees being able to come into this country. And, so, when we hear about, well, the people haven't gone after the LGBTQ community yet.

We just want to remind folks that the LGBTQ refugees and immigrants are at a greater risk at this point in history than ever before. And I want to discuss an El Paso, Texas, there was a transgender woman who filed for a restraining order. Many of us heard this case immediately about a woman who went to a courthouse to receive a restraining order. And her perpetrator who have been served for the restraining order. Law enforcement showed up and she was taken into custody and deportation process started at that point and this was a woman who identified as Latina and queer identified, and was trying to seek help and so that case, it didn't come out right away she was transgender, that came out later. But that case has sent a distinct chill within the immigrant community of people who are seeking services for Intimate Partner Violence and we know that even the places that we used to think were safe, like the courthouse where we get a restraining order no longer may seem safe for people who identify as immigrants. And, so, just a reminder on that as well.

So switching up a little bit. We're talking, again, about all the community and all the violence that LGBTQ folks are facing. And within 50 minutes, I can't possibly talk about all the violence. So we're just highlighting a few. And I want to remind folks that at Diverse & Resilient, we remain sex positive for consensual sex and we discuss people's lives, we also in the LGBTQ movement and activism, we discuss the ways people have sex. Because we are an agency that does prevention work around H.I.V and sexually transmitted infection as well as violence that happens within our community around sex and our job as an advocate, and the

job we're asking you all to do is remain judgment free about how people have sex as long as it's consensual.

And I want to talk about something that is not in the movement. And sometimes in sexual movements as well. So this is violence within our community. And I'm showing you a slide right now. So within the LGBTQ community, these are some what we would call hook up apps. Apps that are on your phone. Grinder is probably the most popular that many have heard about. But any number of, any individual can have these apps on their phone and find somebody to connect with, to hook up, to have sex with. Or some of them are dating apps as well. And this just gives you kind of an idea of some of them.

And the popular ones you might hear might be about grinder and scruff and you heard them before so, remaining in that non-judgment tall area. This is part of the community we're in. Heterosexual people or straight people, having a one-time fling or something like that. It's not often talked about how that happens now with technology. So I want to address this. Mainly, because we're seeing pick up and hook up violence. So individuals who might connect with somebody through one of those apps are often reluctant to report when an incident returns violent and that could be sexual assault, physical assault, any number of things. And the AVP is anti-violence project or anti-violence program, and this is around the sex or sexual activities and survivors of pick up violence also feel an extra sense of fear or shame when they have been in a victim of violence. Because they engaged in an anonymous sex and they wanted one time engagement and it became abusive. Or fear of being blamed or arrested. Or any community-based organization.

And I can tell you that when people show up for testing, whether it's H.I.V or STI testing and having conversations with people over the years, we sometimes find that they have shown up because they had nonconsensual sex and that happens as result of a pick up or hook up. And they may just recognize they were exposed to a risk of H.I.V or STI. And we, as advocates, are start to go have those conversations, not only were they exposed to the risk but they were exposed to violence sex. And not just within the mainstream domestic shelter program and sexual salt program, but also in the LGBTQ community. Many pick up without incidence, and what people would call cruising and another one with the intent to harm so, what we do see is that, a victim of violence in this incident might have a different idea of what they're going into the hook up with where a perpetrator who's connecting with them might actually just want to meet up with them to harm them in some way.

And it could be, this could be somebody within our LGBTQ community struggling with their identity. It could be somebody outside of the LGBTQ community just targeting vulnerable people, and probably in some of the most vulnerable situations.

This can result, it can be verbal harassment, violence doesn't often stop after this pick up or hook up violence has happened. Stalking can happen after that. Verbal harassment, physical sexual violence, robbery happens often. And that is very under reported and even murder. This can happen through cruising, phone app indication and bars, bathrooms, private homes. And, so, when an individual is a victim of this type of violence, you know, I want us to

all think about those safe spaces once again. If you're LGBTQ violence victim, who do you call when they may not have heard about this type of violence. Maybe you're hearing it for the first time on this webinar as well. Do they call the LGBTQ identified agency? Often what we know is that, they sometimes will call a friend if this has happened.

So, that's about pick up and hook up violence. And just another form that we want to talk about. We're trying to move quickly as we can. This is some data from the risk behavior -- the youth behavior risk study that's done in schools. And what I want to show you is around mental health and suicide and this has happened around our community as well. When you look at suicide ideation, plan, or attempt, we are 3 times within the LGBTQ youth community, 3 times more likely to have those experiences of idoling to purposely self-harm. And I want to remind folks, this is because. Identity of LGBTQ. It is because of the oppression and the discrimination that happens with youths that they often feel that this is what they need to turn to.

When we look at social support, we have some encouraging numbers here about, we would hope this would be higher, like close to 100%. But when we see 47.8% of heterosexual individuals, strongly agree or disagree that they're not sure -- I'm sorry. Turn that around. They're not sure, they strongly disagree that teachers care or give encouragement. I was hoping that number would be higher. Sorry, I did not imply that was a good number. But as we look at that, they're not sure that teachers care and can give encouragement. That tells us look like that about our role can be around giving encouragement and support, because we know as people who are giving social support with the programs you're working with around youth, you have the ability to change that and to change perception around that as well.

Just quickly looking at the suicide risk factor. In September of 2010, I remember distinctly having so many teen suicide that were LGBTQ identified that were advocates in the community were struggling to look at that. And these are more famous cases. Tony barker was in Wisconsin and died by suicide within the first month of his school year and when Cody died, we had number of incidents that happened of suicide in the valley. And when we look at the local happening, we saw that 86% of the suicides within a four-year period were kids who identified, or teens who identified as lesbian, gay, bi-sexual or questioning their identity. So that's a severely high number when we think about the LGBTQ. So suicide is another risk factor that we can see as violence happening within our communities.

Legislative violence, I just want to say a word to that. Anti-LGBTQ violence. Sometimes we hear about it from the federal level and state level. There's been a discussion about possible anti-transgender bill, bathroom bill in Wisconsin. These are all forms of violence within the LGBTQ community. Because we know when we pass laws that impact disproportionately impact and discriminate against a particular community of violence against that community is going to go on the rise. That's why End Abuse and Wisconsin coalition against sexual assault have come out in support, and come out against the transgender bathroom bill.

There's currently some pro-LGBTQ legislations, so that is a good thing. There is a recent conversion therapy banned bill that's been introduced. Because conversion therapy to try to

"turn them straight" is a damaging thing that happens and that bill is currently coming up for session. The equality bill which was just introduced is inclusive of trans rights and we recognize Wisconsin was the first state to ask and pass orientation as a protected class in 1981. But in this state, it is still dangerous for transgender individuals, because there's no laws for protecting them.

So, this just leads us to think about some of the service that is we have and what is available around providing services for LGBTQ individuals.

Which leads us to talk about this. We want you to know there's a program. This is a brand new program in Wisconsin. The room to be safe, anti-violence program, is a program of Diverse & Resilient and we serve as a co-advocate model. We work with programs to work with survivors. But we established the state's first, what we would call warm line or resource line for survivors of violence. It's specific for Intimate Partner Violence, however, that line we receive calls from people experiencing racism within the LGBTQ community, racism, violence, I should say, community-based violence. Looking for support in their identity.

It has become a line that is opened to all individuals. But specifically for your programs, know this is a program that is available to you to be able to do co-advocacy with. And as we look at that, we have posters. Many of you have them in your programs. And I thank you for that very much. But our number is on here. And you will have a copy of this presentation as well. So you have it. But 414-LGBTQ which is 5428 is the numbers that individuals can call or text and we've been slowly working, well not slowly, but we've been working to get across the state to meet with domestic violence programs and working with the Department of Children and family service to see get into the director meeting and get many of the directors into the programs we see and other co-advocates. I like Deaf Unity and making sure we're serving all survivors of LGBTQ community in an inclusive manner that is competent and able to serve survivors.

We have PrideFest coming up this weekend. As we're recording this, PrideFest is coming up. You will probably be watching this. But we're starting to discuss how we can apply our messaging. And the messaging that we're looking at for primarily youth and young person audience is around consent for PrideFest. Because we know hook ups are going to be happening at PrideFest. So working with the Virginia anti-violence project.

We're giving out these stickers and tattoos that say ask before you touch that booty and, so, we can market it in a cute way. So all the PrideFest coming up so, no matter when you're watching this, this will be happening during Pride and we'll do surveys to find out more how we can serve people within Intimate Partner Violence when that's happening in their relationship. As you're working with individuals, just so you're aware of some of the things we talk about with the individuals. General tips we gave them are things that might look familiar. We call them a safety plan. We have a link to our website there where people can get safe tips as you're working with LGBTQ individuals. I'll just go through. I'm not going to read them all. But you can kind of see, as you're working with survivors, some general safety tips that might

be helpful in addition to the safety planning you're going to be doing with relationship, a relationship violence happening as well.

And, of course, we have specific language too around hooking up and pick up violence that can happen within this community as well. So depending on who you're working with and what kind of violence they're experiencing, these give you tips on how to talk about this. And, again, I'm available at provide technical assistance and as we tell survivors, these tips are suggestions. Even if you follow all these tips, violence can happen. And as we know, it's never the survivor's fault when that happens, whether they follow the tips or not. Our room to be safe is there. And we have a website roomtobesafe.org. And we continue to add to that information for individuals who are seeking services. We have links to ends abuse with Wisconsin on that website as well and links to many of your programs. I cannot read the comments.

>> COLLEEN: This says Deaf Unity will be at the PrideFest in the health and wellness area and we'd love to see the Diverse & Resilient there.

>> KATHY: Thank you so much. That is from Deaf Unity that serves the Milwaukee community as well. And I want to wrap-up as quickly as possible. But when you think about the programs you can do, we just wanted to give you a general overview of the violence and this is some of the violence. We didn't go to the specific and talk about the sexual sought. Because that's probably an hour webinar on its own. About the examine who you serve and we know some of the names of our programs might have the word women in them and if I'm a male identified survivor, that might make it difficult for me to want to reach out to a place only advertises serving women. Have workplace policy. Don't forget those are really protect gender identity and gender, it protects the identity of staff as well. And we talk about this a lot around general inclusion, but LGBTQ or LGBTQ people of color represented on your Board, and if not, we know that requires relationship building and thinking about the relationship that is you're building within your community.

And include LGBTQ relationships in your healthy relationship curriculum. If you're only talking about heterosexual relationships and violence that happens in that community, you're going to lose some youths who might need to hear your messaging as well. Think about expanding your groups. One of the struggles we have for both Intimate Partner Violence and sexual assault is where to send survivors for support groups who might not identify as gender women. Again, stand in solidarity to fight anti-LGBTQ violation. And support pro-LGBTQ legislation. Sometimes that happens at a local level where you might show up to the City Council meeting. Oftentimes it's happening at a state level. Be present at the LGBTQ events. We're thrilled that they're going to be there as well, but we encourage to come up. There's PrideFest happening all throughout the state. And all throughout the summer, actually. So we encourage to get to some table. Have a table if you can at those events as well.

And just quickly, just to think about, and this is, you'll have this handout so we don't need to go through all of this. But when you think of rejection to appreciation. When we learn about the impact, the appreciation we want our programs and people that we work with to

have is LGBTQ people are going to be thriving, living healthy and satisfied lives in safe and supportive communities. And on that appreciation scale as we think about it from rejection to appreciation, appreciation really means that you and your program would advocate for access and full access and rights for LGBTQ people and celebrate the contributions that they make to everybody in our community. And, so, with that, that is a lot of information in a very short time. We're going to open it up for questions. And I think I see couple of questions already.

We have Chippewa County. That's right. It's the same Pride weekend as Milwaukee Pride and Amanda and some folks are going to be working on that. So, yes, that is happening this weekend.

And I'm going to give the control over to you.

>> So, feel free to chat your questions now. We have a little bit of time left. We've got couple of minutes before 2 o'clock, but I think we can stick around for a little bit afterwards if anybody has any questions.

So this is just -- Stephanie, did you want to let the people know here the the Deloitte is starting LGBTQ support group and anybody who would like more information, they can contact them. And she's got her e-mail address there and I can probably share that afterwards with everybody if you want me to send that around.

>> KATHY FLORES: And you're on our website intergraded program, so you can find that information. But that's fantastic. Thank you, Stephanie.

>> COLLEEN COX: I see people typing their questions. So how do you find LGBTQ resources in your community besides the University?

>> KATHY FLORES: That's a great question. So I have found in doing this work, part of the grant work requirement is to kind of get to know programs across the state. And I have often called them Unicorns in the woods, because I have found really amazing LGBTQ resources in communities that I didn't know existed. Stephen's point is an example, I found a query youth group that existed, there's a transgender youth group that existed and those were not at the local University. So if you want to give me a call. You have my information. I Kwan get you some of that information as well. Often, LGBTQ centers have information about what's happening in other states as well. But I'm happy to share with you some of the fun things I have found across the states. And some communities don't have, they may not have an LGBTQ, most communities do not have an LGBT Center, but there's somebody who is doing some work around that.

>> COLLEEN COX: We have another question about how other programs in the state are kind of getting around that issue of pass the barrier having the women or having the word woman in their organization?

>> KATHY FLORES: That's a great question. And we've been talking with agencies who are working on inclusive models as well. And sometimes they're showing up at LGBTQ events with all-inclusive messaging. And sometimes not changing their names and programs and some

have changed their names. That's a really good question and talking to the programs that are probably that are working with that issue is, or that name will be helpful. Talking to other programs, I think. But it does put a focus on gender and that is one of the barriers we have talked about, yes. Thank you.

>> COLLEEN COX: I know it kind of takes a lot. It's not a simple thing to change, the name of an organization. So part of the work is really going to be while you still have that name, or if you decide to keep that name, I mean, there are different ways you can message about that.

>> KATHY FLORES: And we do recognize there's fundamental reasons why the movement, you know, has been started and women's movement and recognize that and completely hold up the work of feminist and the women's movement and having these conversations around gender, I think, from my experience has been the domestic violence shelter in Wisconsin have been so open and affirming having these conversations and even challenging themselves with these tough questions on where we've come from and where we're going.

>> COLLEEN COX: Yeah. So, it looks like we have some more questions maybe coming in. While we're waiting for those, I'll just let you know, if you like a full transcript of this webinar, you can click on the button in the upper right corner of the captions pod. So there is where 3 lines are showing next to auto scroll? And you can select safe transcript. However, I will tell you, also, that the caption service that we use provides an edited version later on. They will send it to me. So we can share that along with the recorded webinar. So sometimes they can't capture all of the words perfectly in the middle of the webinar.

>> KATHY FLORES: It looks like we have some folks on this webinar talking about how to be more inclusive already. And the webinar is just ending. So we very much appreciate that. That's really encouraging to see.

>> COLLEEN COX: Yeah. All right. Is there a safe zone training offered by Diverse & Resilient?

>> KATHY FLORES: Yes, we don't necessarily call it safe zone. Because as I've talked about the word safe can be tricky. But we do have some LGBTQ safe training that we do. And we just recently got some funding to be able to do more technical assistance. So that is certainly, you could call me and we could connect on that. I would love to weave in some intermit partner violence work as well. But you can reach out to me. My e-mail is somewhere on this presentation.

And my number as well at Diverse & Resilient. And I'd be happy to talk to you more about that.

>> COLLEEN COX: If anybody has questions or needs contact info afterwards, I know you all have my e-mail address here. We're also going to share, I know that I sent out the

handout of this PowerPoint presentation just before the webinar today, but if you didn't get a copy of that, let me know. I can send it to you. Probably post it with the recording as well.

>> KATHY FLORES: And this question is do you have resources for working with older LGBTQ population 50 years of age and older? Yes. And this is exciting. So this program is very new since August. So we've been really kind of building the program, but before coming to Diverse & Resilient, I was trained with the filmmaker Jenn Silent on working with the aging population within the LGBTQ community. And I did number of training and presentations within the nursing homes and assisted living about LGBTQ aging and the work that we're doing there. I expect we'll be seeing that outreach the Diverse & Resilient as well but I'm definitely available to provide resources to you around working with the aging population within the LGBTQ community as well. So, yes, contact me and I can get you some information. But boy, if you have not seen Jenn Silent yet it's a popular film about working with LGBTQ individuals and some of the fears they're facing seeking help.

>> COLLEEN COX: Thanks. There's a comment here from an advocate. I'm not going to name anybody's name. But this person wants to let us know that they have a client who was born with both genders and does not like to be called male or female, or cis, and they don't always feel welcomed in the community.

>> KATHY FLORES: So you're talking about somebody who identify as intersex and individuals that we work with, they can identify as intersex or gender fluid or gender non-conforming. People who are not intersex, they may not identify as male or female, and they may not use the pronoun or pronouns that are non-gender pronouns. And at Diverse & Resilient, we work with individuals as well that's part of our community. I would say they don't feel welcomed, I don't know if that's within the LGBTQ community, but I would agree with you if you're saying within the LGBTQ community, and just in communities in general that is definitely an area. Because we're so focused on binary gender that those who fall outside of the binary often don't have access to groups and support, and all the things that are sometimes identified as binary. And I know you're finishing your question or response there.

>> COLLEEN COX: We have another one coming in.

>> KATHY FLORES: We're jumping around. Go ahead. We had that one already. We've got someone typing. So for those of you, these are great questions and you're welcome to stay on. Yeah, you're welcome. Thank you. Yeah, definitely be in contact. And, again, because this is not a 101. If you feel there's more you need, I'm happy to point to some resources. We have on our website the diverseandresilient.org website, we have helpful dos and don'ts and just around language in general which I will tell you, as soon as you think you know the language, we just posted on the Facebook page about 26 identities within the LGBTQ community, because we often just talk about LGBTQ. But there's about 26 other identities that are not often talked about. So just when you think you got it, you're going to hear somebody identify with not a new identity, but new to you. And LGBTQ advocate, I've been doing this for 20 years and that still happens to me. And that's part of the changing environment of the work that we do.

>> COLLEEN COX: All right. Well, it looks like we could probably wrap it up here. So thank you so much, Kathy. And Sharon for joining us here today. So thanks, everybody, for joining us. It's been a lot of fun.

>> KATHY FLORES: Happy Pride. Bye-bye.