

Serving LGBTQ Youth Victims and Survivors: Considerations for Inclusion and Policy



June 1, 2016
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Objectives

- ▶ Describe terms and concepts related to LGBTQ youth.
- ▶ List tips for including and welcoming LGBTQ youth.
- ▶ Identify LGBTQ youth-specific policies.

Review Question 1

How do I know what term to use for LGBTQ people?

Review Question 1: Answer

The best term to use is the one they provide and give you permission to use!

Review Question 2

► What does LGBTQ stand for?

Review Question 2: Answer

Lesbian, Gay, Bisexual, Transgender, Queer

Review Question 3

► What is the difference between sex and gender?

Review Question 3: Answer

Sex relates to physical and biological identifiers.

Gender relates to the way someone identifies or expresses themselves.

Review Question 4

► What does cisgender mean?

Review Question 4: Answer

When a person identifies their gender identity with the sex they were assigned at birth

Review Question 5

► What is heterosexism?

Review Question 5: Answer

The belief that everyone is heterosexual and that this is the normal or right way to be



LGB Youth Data

2013 WI Youth Risk Behavior Data

- ▶ Purposely physically hurt by that person
29.4 % LGB vs. 6.9 % heterosexual
- ▶ Being forced to do sexual things
37.2 % of LGB vs. 8 % of heterosexual
- ▶ Lack of transgender youth data



Bisexual women

- ▶ High rates of sexual assault and domestic violence
- ▶ High rate of experiences of rape at a young age

Poll #1

Have you worked professionally with LGBTQ youth?

- ▶ Yes
- ▶ No
- ▶ Not sure

Terminology & Concepts

Gender

Gender non-conforming - Appearing and behaving in ways not considered typical for one's sex assigned at birth; a more clinical term.

Gender fluid - A changing gender identity; a wider, more flexible range of gender expression with interests and behaviors that may even change from day to day.

Gender

Gender queer - To embrace a fluidity of gender expression that is not limiting or limited to a gender binary; an inclusive term applied to gender identity and sexual orientation.

Definitions informed by:
<http://www.genderdiversity.org/resources/terminology/>

Orientation

Asexual - A sexual orientation umbrella term for a person who does not experience sexual attraction

Pansexual - A sexual orientation term for being attracted to many/any/all genders

Reminder: Sexual orientation does not tell us what someone's sexual behavior is, AND it is separate from gender identity.

Poll #2

A 16 year old calls your crisis line. They have been kicked out of their house and are living with their older partner who has been abusive. What is your first step?

- ▶ Start safety planning with the caller
- ▶ Call law enforcement
- ▶ Contact their parents
- ▶ Refer to the local LGBT agency

Types of Abuse



LGBTQ-specific types

- ▶ Criticizing or humiliating based on identity or orientation
- ▶ Revealing personal information about a transgender or gender non-conforming person
- ▶ Threatening to out the person's orientation or identity
- ▶ Using bi-, trans-, or homophobia

Use of technology

- ▶ Checking up on or contacting person constantly
- ▶ Pressuring to share passwords
- ▶ Requesting nude photos then sharing or posting
- ▶ Pressuring to unfriend someone
- ▶ Outing on line
- ▶ Spreading rumors



Specific Considerations

An LGBTQ youth who is in an abusive relationship may:

- ▶ Not have family or social support
- ▶ Fear losing independence from parents when parents learn of the abuse
- ▶ Not have many LGBTQ role models specifically with LGBTQ relationships



Fears LGBTQ youth may face when in an abusive relationship:

- ▶ Attempts to justify homophobia, biphobia, transphobia
- ▶ Others down playing the violence occurring to them
- ▶ Shame and stigma about being abused
- ▶ Adults not validating their relationship
- ▶ Criticism of their behaviors
- ▶ Victim blaming
- ▶ Re-traumatization by law enforcement based on the historical relationship between this population and law enforcement

Ways to be Welcoming & Inclusive

Environment

- ▶ Be proactive!
- ▶ Support youth guided space creation.
- ▶ Establish an organizational culture that allows people to live their lives.
- ▶ Incorporate young people in marketing.
- ▶ Hold a youth-only event.

Forms & Documents

- ▶ Relationship status
- ▶ Housing
- ▶ Gender identity
- ▶ Sexual orientation



Services

- ▶ Inform
 - ▶ Be very upfront about any mandated reporting policy in a youth-friendly way.
- ▶ Respect
 - ▶ Be very mindful about language toward their relationships.
 - ▶ Inquire about and follow through with recognition of identities.
- ▶ Recognize
 - ▶ Validate the method youth use to communicate.
 - ▶ Notice the level of acceptance or rejection they experience with parents and families.

Understanding Your Youth Centered Policies

Youth Centered Policies

- ▶ Be clear about mandatory reporting.
 - ▶ Know your agency's policies and explain them to teens.
- ▶ Explore housing and other services for males and transgender people.
- ▶ Address policies that exclude minors.

Inclusion

- ▶ Include youth in the creation and implementation of policies.
- ▶ If it is a residential facility, have youth and teen designated spaces.

Poll #3

A young person accesses your services and says they do not use masculine or feminine pronouns. They ask you to use gender neutral pronouns. How do you communicate this to your staff?

- ▶ Send an email with the person's preferred pronouns
- ▶ Tell people individually
- ▶ Ask them what they want you to do

Youth IPV Resources







The WI Department of Children and Families, Domestic Abuse Program

- ▶ Supports this training to comply with the federal requirement that Family Violence Prevention and Services Act (FVPSA) funded programs develop a practice of promoting access and inclusion of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) individuals, as well as developing non-discrimination and anti-harassment policies.
- ▶ This FVPSA requirement is a response to the changes to the Violence Against Women Act that add LGBTQ individuals to the list of underserved populations.
- ▶ The VAWA inclusion was a hard-fought and historic victory that was the result of a broad coalition of organizations.

FVPSA-funded DV programs must:

- Assure that the needs of LGBTQ people are taken into consideration in the agency's programming.
- Establish and publicize policies prohibiting harassment based on race, sexual orientation, gender, gender identity (or expression), religion, and national origin.
- Train all staff members to prevent and respond to bullying and harassment in all forms.

FVPSA-funded DV Programs must:

- ▶ Document and keep on file participation of all staff in the three webinars on LGBTQ access and inclusion.
- ▶ For more information on the FVPSA requirements, contact:

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