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EDAWI-WEBINAR-(ZOOM)

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 >> Good morning, everyone. Thank you so much for joining us. My name is Elise Buchbinder. I'm the director of communications at End Domestic Abuse Wisconsin. And I am joined by several colleagues from End Abuse who will be help to go make sure that things run smoothly today. This is our first larger scale webinar using Zoom. So thank you all in advance for your patience as we work through the hiccups that come up as we go.

I'm going to provide a brief introduction before we started presentation and go over a few logistics. So with the support the Wisconsin Department of Children and Families. We are joined by three partners from Diverse & Resilient Room to Be Safe anti-violence program for today's webinar which is titled serving LGBTQ youth facing family violence.

Beginning in 2015 End Abuse has hosted webinars focused on addressing the unique dynamics of the LGBTQ community within the context of our movement against gender based violence. In this year's webinar, experts from Diverse & Resilient will be addressing the violence that you are facing in homophobic and trans phobic homes during this times of social distancing and more at home. It will also address the link to partner violence that young people may witness within their families.

Participation in this webinar will meet the Department of Children and Family's requirements for domestic abuse programs. The webinar will be recorded and available on the End Abuse website for later viewing.

We're just going it ask that all of you take a moment to mute yourselves. [Off Mic].

>> Elise, you're muted.

>> Yeah, I think I was just accidently muted. Ironically we are going it ask if everyone can mute themselves and just keep-- be mindful of our background noise and things if you're unmuting yourself.

Um, so during this presentation, just keep things within the allotted time and running smoothly because we have so many registrants which is wonderful. We will have everyone save their questions until the end of the presentation at about 11:15. We will have about 15 minutes for Q&A at the end. And if you'd like to, you're welcome to put your questions in the CHAT box, and the staff will keep an eye on those and save for those for the end as well.

They very end of the webinar, we're going to share a link to a feedback survey. And we're going to ask that you take a moment to take that, let our presenters know how they've done. And at the end of the survey, you'll have access to a certificate of completion for the webinar. So for anybody looking for that, to military that DCF requirement, that's how you can access it.

So I think with that, I will hand things over to Diverse & Resilient Jennifer, Reiko, and Nick for today's presentation.

>> Thank you so much, everybody. We're really excited to be here and we're going to start just by introducing ourselves. So my name is Nick Ross. I am the NE Wisconsin Adult Anti-violence Advocate for the program. And I've been with Diverse & Resilient since October. And I reside in Appleton, Wisconsin. And this is my passion. So I'm really happy to be here with you all today.

>> Hi. My name is Reiko Ramos. My pronouns are they/them/theirs. I'm the youth and young adult advocate for Room to Be Safe program based in an Appleton. So the LGBTQ youth I work with are in NE Wisconsin and I am the newest staff member to Diverse & Resilient but not new to LGBTQ work. Thank you.

>> Hello, hello. Good morning. My name is Jennifer Williams. I'm the advocate in Milwaukee, for SE Wisconsin. I'm originally from Seattle which is great. And I am also super excited to do this presentation. And thank you all for joining us.

>> So who is Diverse & Resilient? So just a little quick background on our agency. Diverse & Resilient is a public health agency that focuses on the health and safety of LGBTQ+ people in Wisconsin. We utilize evidence-based interventions that address health disparities that exist in the community, around different things like HIV and STIs, community and partner violence, alcohol and other drug use and sexual and reproductive health. And we really address why these disparities exist by looking at key social determinants of health as major contributors. And we just want to say that you'll hear that LGBTQ people have higher rates of things like substance use, homelessness, depression, suicide. And we fully stand behind the fact that these disparities do not exist because that person is gay, queer or trans, but they are a result of the oppressive systems and minority stress that act upon them. So that's just a little background on the agency of Diverse & Resilient. We currently have two offices, one in Milwaukee and one in Appleton. And our program specifically, the Room to Be Safe, anti-violence program offers the first and only statewide LGBTQ resource line that offers LGBTQ support. You can call or text 414856 LGBT to get connected with one of us that are presenting today who we are all advocates. We offer one-to-one support in person or on the phone through calls or texts. We offer safety planning, help with getting emergency shelter, co-advocacy with other programs. And I bet there are several folks on today that we have already worked within a co-advocacy role.

We also offer resources and referral. And then just a quick note about language. We just want to let everyone know that this is not an LGBTQ+ 101. There are several previous required webinars available on the End Abuse website. Also feel free to ask questions. This is a no-judgment zone. But we're trying to get a little bit deeper than your typical LGBTQ+ 101. So if there's something you don't understand, or a term you don't know, you can Google it. You can ask or you can just roll with it and, um, we will go from there.

Also we want to give-- [Off Mic] we just want to give a blanket content warning that the presentation will contain information on family intimate partner and sexual violence. Please do take care of yourself. And now, I'll turn it over to Jennifer and Reiko who are going it lead us in an interactive activity to kick us off.

>> Thank you, Nick. So to begin, we're going to start with an activity around safety planning. So we'll ask you to participate in this activity. This is where we'll be imagining ourselves or yourself as a LGBTQ+ young person. And I'm going to go through a couple of notes before Reiko walks us through this exercise.

So first, most of us are familiar with the term LGBTQ+ and we no what that acronym represents. And this comes as a surprise to no one. But the plus, obviously indicates that there's a much bigger diversity of different gender identities and orientations and of people who have vastly different experiences beyond that acronym. So as you participate in this imaginative exercise, it might be helpful to think of a specific LGBTQ+ identity. And if you are LGBTQ+ identifying yourself, it may be helpful to do this activity using your own identity. But feel free to use one that is not your own as well.

and so as I mentioned with the vast, vast diversity of identities, orientations, genders, we know that other parts of our identity and experience can impact what access click us, what access looks like for us in the world. So as you go through this activity, please note that your race, socio-economic status, the community you live in and other aspects of your identity do not change. So keep it as is for however you identify.

And now I will just hand it over to Reiko and will walk us through this activity.

>> Thanks, Jennifer. Um, so the way that this is going to work-- um is your going to rate your feeling of safety for set of different scenarios on a scale from 1 to 5. 1 being not safe, 5 being safe. So Elise is going to put this up in a poll shortly. And the scenarios are again, if you are an LGBTQ young person on social media, how about what that looks like at school, using a public restroom, your local DV shelter or-- and the last one is reporting to law enforcement.

So I'll give everyone some time to put their answers in the poll. And then we can process all of those together.

>>

>> And Reiko, one thing I'll mention for participants is that these are anonymous polls. So if there's any hesitation to submit because of anonymity, just know that that's not something we can trace back it your answer. I just want to mention that.

>> Yes, thank you for that clarification, Elise.

>> All right. I'm seeing most people have submitted. We'll give it just another minute so everyone has an opportunity to submit all of those questions before I end the poll.

>> Um, Elise it looks like someone, asking where they should be seeing the poll.

>> Sure. So it should be showing up right on your screen in front of the presentation. Um, so it looks like most folks are able to see it because I see submission.

Um, I will-- message Kate just privately so-- I think some folks have trouble submitting, seeing we have about almost 80% of people have voted though. So maybe we can close it up and I'll connect with those who are having trouble. Is that okay?

>> Yeah.

>> All right. Thanks, everyone.

>> And I'll show the results here.

>> All right. So we're going to go through all of this. This is the first time we're doing this virtually. Some of you may have participated in this, in person. If you've done presentations -- with us before-- but we'll see how this goes. So on social media as a young person, most people rated this one somewhere in the middle.

Three out of 5, 40% of you-- we did have some answers on either end of the spectrum there. And this is one that is-- is common-- wide range of answers for. LGBTQ youth often tell they that the internet is one of the places that they feel safer and more able to express themselves particularly in they're in an environment where they're not able to do that whether at school or at home or other communities that they occupy. We also know that social media is also a place where online bullying happens. And young people could be exposed to-- for instance. Yeah, a wide range of answers there.

At school, many of you, I'm seeing a lot more split answers here. Majority of people saying, two and three out of five. And again, this also varies on the setting, depending on how welcoming a particular school is, what inclusive policies may be in place. So we are actually celebrating a win locally here in the valley, in the Nina school district just last night passed some guidelines for nondiscrimination policy that protects trans and gender non-conforming students at Nina schools. So yay for that.

But that's not something that exists in all communities across Wisconsin. Right?

I will also note that there are plenty of LGBTQ youth I work with who are not attending school in a traditional environment because they're already in a place where school in the past has not been safe for them. So they may be in alternative school settings or home schooling, things like that. In the third scenario, again a lot of mixed answers. For safety in a public restroom as a young LGBTQ person. This is a perfect example of what Jennifer was saying earlier about there's a vast range in LGBTQ experiences. So if you are a gender LGBTQ person, you may be relatively safe in a public restroom.

But if you are transgender, gender non-conforming, or express your gender in any sort of none normative way, a public restroom is a place where our gender expression is policed and often the site of physical and verbal violence. Right?

All right. This one is interesting. We have a lot of advocates on this call. So for the fourth scenario, your local DV shelter, many of you that it would be a safe place for LGBTQ young folks. I'm really happy to hear that this is the perception. A lot of agencies that tells me that many of you are excited about making sure that your agency is one that is LGBTQ inclusive. We're going to talk more about what that actually looks like from the experience of someone who is LGBTQ. So an LGBTQ young person may or may not feel come for thible and not able to access those resources if they don't know that your agency is LGBTQ friendly. We're going it talk more about what that looks like.

And then the last scenario that you folks rated was safety in reporting to law enforcement. 34% of you said not safe. That would be the largest category. And I think there's a lot of truth in that again especially for transgender non-conforming folks. And another thing to keep in mind, Jennifer had already mentioned, that we're experiencing all of these things intersectionally. So for, if you're in an LGBTQ person of color, for instance, you may feel even less safe reporting to law enforcement. And again, law enforcement historically has had a history of targeting LGBTQ people. And so the last couple of things I'd like to discuss with this activity is just pointing out-- I've done this in person once where I learned a lot actually from one of our participants. And this was a queer, black person in the audience who is doing this with other members of staff at their agency. And they stopped the activity to ask their colleagues, hey, have you stopped to notice where all the queer people, the trans people or the brown people are standing in the room right now? And their point was that, often there is a tendency for people who are white, heterosexual to overestimate the level of safety that LGBTQ people experience. So there is an element here of not knowing what, not being able to know what the experience of being an LGBTQ person is.

So I want you to keep the experience of you guys' activity in your mind as we go through the rest of the presentation. And take notice of what presumptions may shift for you as we learn more together.

I'm going it turn it over to Jennifer.

>> Thank you, Reiko. Um, that activity was very interesting. For this next bit, like Reiko said, I'm just going to walk us through a couple of terms. Again this is not an LGBTQ 101. There are a bunch of researches, interviews that-- where you can find more information about 101 concepts, terms, all of that. If that's what you're in need of --. I'm going to briefly explain some terms and terms that you might hear throughout this presentation. And so, these are-- we might think they're simple concepts but they can present problems for us at some time or another. We know that some poem don't have to question their identity in relation to these aspects but some of us do. Understanding gender identity and expression. Gender identity is a person's internal deeply held sense of their own gender. That's not necessarily something that we can know fully about a person, right? We know that gender people-- rarely have to consider their sociology and psychology behind their gender identity and expression.

The gender expression itself, is gender as presented through name, pronouns, clothing, hair cut, voice, and other characteristics. When these things are in alignment, your gender identity is-- you're also able to present and express yourself in that identity, how you wish to be seen in the world. When those things are in alignment, we tend to feel better about ourselves. We tend to feel less anxious.

And then going forward, just a little bit further into other identities. Again things that you'll hear, come up as we go through this presentation. Transgender is a term for people whose gender identity and gender expression is different from those typically associated with their assigned sex at birth. Transgender can be used as an umbrella term. People with trans experience. This is a term to indicate all of the folks who, again, identify as a different gender than the one that they were assigned at birth. And gender non-conforming folks, again within that kind of umbrella, refers it people who do not follow other people's ideas or stereotypes about how they should look or act based on the female or male sex they were assigned at birth. Another term you'll hear us use during this presentation is AMAB or AFAB. Assigned mail at birth or assigned female at birth.

And typically those terms tell us about the person. We know their gender identity how they express and identify themselves is more important than those terms.

And then going forward, so QT BIPOC. This might be familiar to you. This refers to queer, transgender, black, indigenous and people of color. You also heard of-- that's a little bit different. To the LGBTQ+ community may have similarities of experience. QT BIPOC is specific a term for people who are gender identify and gender express aligns-- a part of non-western culture identities. And bringing up that term, because it's one that we use in community, right? But it's also important because we know that, um, based off of, you know, our marginalized identity, how we're racialized, based on our cultural experience we experience the world differently. And that can impact the kind of discriminations that impact us, et cetera. And Cis-gender.-- it's a term for people whose gender identity and gender expressions aligns with those typically associated with their assigned sex at birth. For example, you identify as a man and then you present and express yourself in a world as how the world typically view-- that aligns with you internally cis-gender. You hear the term cis, normative, none normative-- that's referenced to cis-gender, the kind of couples relationships ideas that we have at the forefront of our minds just based on how we socialize in society.

And so, um, again, another note here is it's really important when we're talking about gender, when we're talking about identity and expression, it's important to remember that we cannot figure out how someone identifies by looking at them. Often as humans we make a lot of assumptions about people that's not super helpful in relationship to folks' identities. We're taught to rely on the stereotypes to help identify if someone's part of the LGBTQ+ plus community. I'm going through the terms to give us a deeper understanding of how we'll be talking about how young people are impacted by violence.

And so keep that in mind as we go forward. And then again, just more understanding about this, financial resources and privilege for trans and GNC, non-conforming people is a pretty important topic.

While some people do not opt to change their bodies, the surgery to align with their desired presentation, some people do. Right? So surgeries are very intimate and individual choice. Someone needs to affirm their gender. It is also something that's expensive. And trans people who desire surgery, face significant economic barriers. If you live in a certain area or country where you don't have access to that or you might live in a rural area where you just don't have the connections to resources, for example, folks over here in the Milwaukee. If you're in Madison, Wisconsin. I'm bringing up the examples. We might have access to doctors who do affirming surgeries or other kinds of health care resources. But other folks in rural areas or different states might not. It's really expensive. Again so people might not be able to afford it.

So the people that come into our mind think of transgender folks like those people can be-- like Kaitlin Jenner. Those are the people in the front of our minds. But not everyone looks like that. It's important to understand that not every trans person will look at those celebrities and mainstream media that are the voices of the community.

For people who have experienced harm or violence which is really what this presentation is going to be talking about in relation to young people, there's a different reality. Like I mentioned, some people do not have the same access to the financial resources as the millionaire celebrities we see in the media. It means, less access to health care and resources such as access to hormones and things someone might need.

And because of this, it's really important that we don't make assumptions, rely on information that is documented in a chart or forum as we, you know, go throughout this presentation. This about that. And think with that in relation to your own work and what that looks like go in your own work in the LGBTQ+ and non-conforming themselves.

And so, this is a really helpful graphic. And again this will be available after this presentation is over. It's really an overview of gender identity, orientation, gender expression, biology. Something that can be help. This. Image was created by Emily Jackson from the University of Milwaukee. So thank you. Thank you. And that is going to be it from this bit. And I'll pass it over back to Reiko.

>> Thanks, Jennifer. All right. So next we're going to talk about data. This slide has an exclamation point because it's exciting, depending who you are. It's very interesting.

We're going to be going through the Youth Risk Behavior Survey. YRBS. We're going through the 2019 data and a survey of Wisconsin high school students, asking them to report on their behaviors, specifically looking at things like nutrition, physical activity, substance youth, experiences with violence, bullying, safety in the schools and also mental health and-- yeah. So we're going it learn more about what all of these things look like for LGBTQ folks. So to make this apartment of the data a little bit more interactive, we're going to have a few polls again. So Nick, if you can go to the next slide-- my first question to all of you, what percentage of youth in Wisconsin identify as LGBT?

I'm seeing a lot of results coming in. Just for time, I'm going it end the polling now. Many of you are on the right track.

So many of you said, 30

>> Percent the correct answer for the 2019 data in Wisconsin is 10% of youth in Wisconsin report identifying as LGBT. I wouldn't say those of you who said 30% are super far off because there are several districts where that number is much higher than 10%, much closer to 20%, for instance, in Milwaukee. And the other thing to remember about this data is it's voluntary self-reported so that's 10% of Wisconsin youth who feel comfortable putting on a survey that was given to them by their school. Right? That they are LGBT.

And this also doesn't account for the number of youth who still may be questioning and so may not even know how to answer that on the YRBS. Those who are questioning are not captured in this 10% of LGBT youth in Wisconsin. So keep that in mind as we go through some of the next slides about data because some of the health disparities that we discussed likely affect a lot more than this 10% of youth we're talking about on this particular slide, right? And then the other thing to keep in mind as we continue to talk about LGBTQ identity intersectionally, that certain members of the LGBTQ community experience even greater disparities. So if you are a person of color, for instance, as well as we know that, um, trans and gender non-conforming folks in the LGBTQ community also experience these health disparities at a much higher rate.

All right.

Next bit of data is about mental health. If you can answer in the polls what percentage of LGBT youth report challenges with mental health?

>> All right. I see many of you have answered. We'll go ahead and close that poll.

Many of you said, 55%, the correct answer is actually 88.6% of LGBT youth report challenges with mental health. 55% is actually what their straight and-- gender peers will answer. This question is-- sort of a composite of six mental health questions asked in the YRBS. And we'll go over that in the next slide because there is a lot of information here specifically around self-harm. LGBTQ are three times more likely to experience self-harm in the past 12 months.

Almost twice as likely to report problems with anxiety. One of the ones that often jumps out at people is the rate of LGBTQ who have-- they have seriously considered suicide in the past months. 42% compared to 12.3%. One thing I want to point out is LGBTQ youth report some of the highest rates of struggles with their mental health. But there's a significant gap when it comes to receiving help.

So that 42-- I want to compare that 42% who have considered suicide with 19% of them who say that they're able to receive help when they're in an emotional distress.

All right. So next slide. This next one is about sexual next and dating violence.

I'm seeing a I'm seeing a lot of answers coming in. So I'm going to close that. I see a lot of people who say 46%,-- the correct answer is 46% of LGBTQ report sexual or dating violence. That's more than twice as much reported by their straight and cis-gender peers. These questions are based on on questions ask in the YRBS.

Specifically on the YRBS. When they're talking about sexual and dating violence, these are the four questions they're asking. We know that there were a lot of different ways that dating violence can happen specifically in LGBT relationships, right?

So that 46% is based off of again these four questions that other forms of violence in a queer relationship that might not show many when asking these questions YRBS would be like-- date-- [Off Mic] an abusive partner uses their partner's identity to justify abuse. Or that the victim's identity is either invalidated or denied by an abusive partner. Remember these types of violence in queer relationships could also be that type of partner could also be perpetuated by a straight partner, for example. And if these numbers are surprising to you on teen dating violence, remember this is only what they have experienced up through whatever age they are in high school. In several-- Nick will talk about what that looks like for LGBTQ folk across Wisconsin. Even in adults, the percentage is higher when we look at Milwaukee data, for example.

All right. In addition to those higher rates of violence in relationships we know that LGBTQ also experience much higher rates of bullying than their cis-gender and heterosexual peers. Often times, LGBTQ youth report missing school due to safety concerns. And as I mentioned earlier, they're doing the safety activity, some of those youth are also not necessarily captured in this YRBS data if they are someone whose family, for instance, decided to pull them out of the public school system and home school them because it was not a safe, supportive environment.

The other one that I want to call attention to on this slide is about the experience of online bullying. So just again, a reminder that especially right now during the pandemic, LGBTQ youth are spending, all youth, all people are spending more time on social media. And it is a source of connection for many of us. That is how many of the youth I work with are staying connected with each other.

So while it provides an opportunity for community, again just remembering that it also opens up opportunity for another source of potential harm.

And we're going to go over support and belongingness. So YRBS also measures some protective factors, 38% of youth agree or strongly agree that they belong at school compared to 64% of their straight and cis peers. And next bullet point. LGBT youth are less likely to have at least one supportive adult that they can talk to. About a third say there's at least one teacher or adult at school they can talk to. And only a quarter of them would identify an adult as their most likely form of emotional support. And again, fewer than 20% of LGBT youth report that they are able to get emotional support when they need it.

So what all of this tells-- I know there's a lot of text in this slide. What this tells us is there's a cycle happening. So youth in general don't feel like they have a sense of belonging in school. They struggle to identify adult support. When they do, they really get the help they need which then confirms the sense that adults are not able to support them.

And I think there's a huge problem with that because there are closer to 200 people on this call right now, all supportive adults who are here to learn about LGBT youth but they're not able to necessarily identify us in their schools and their communities.

So sort of big ideas I want you to take away, there's a lot of information, I know. In general, LGBT youth show higher risks are across topic areas and report generally fewer support, more challenges. It's important to remember that these patterns don't mean that young people are automatically more likely to struggle with things like anxiety, suicide ideation. Safety belongingness because they're LGBTQ, right? We know that these outcomes are related to societal stigma and violence that LGBTQ people face systemically. And we know that LGBT youth can drive responsive environments so we can address these by providing more support. We know that, when we-- when LGBTQ students sense of safety and belonging go up, those are all supportive and protective factors. And so that means a few things. We need more supportive adults, right? In my experience, so many of us here are supportive. But young people overwhelmingly are saying, we can't find you. We don't know who you are. You're not--we're not the first people that young people going to be able to talk to when they need help. So that shows us that we have more work to do to be active supporter and coconspirators.

So we work to make sure that our work around policy, intervention, addresses this and work to address these disparities and make sure that our work is inclusive of LGBTQ. Make sure we're talking about LGBT youth in a positive in an everyday kind of way. because we don't even have enough examples of representation of queer relationships that we can draw from. And if that's the case, it is difficult to identify violence in our relationship when it happens. Thank you.

Nick?

>> All right. Thank you, Reiko. So just a little bit more data for everyone. The next set of data is from a survey we conducted in 2019 for LGBTQ participants. You can see us working really hard, having a really hard time working at pride fest here with our awesome stickers and tattoos. And hopefully at some time in the future, we'll be able to do things like that again.

But so the survey, we surveyed 951 LGBT+ respondents, fine who identify as straight was not included in the results. They were included if they identified as straight and also trans, but not if they identified as straight and cis. So basically, 79% of the participants experienced one or more types of violence. In included youth and adults. And here's a breakdown of the different types of violence experience reported. The respondents can choose more than one. The number one here is the not line harassment. And we talked about that several times about how the use of social media as a safe space and a space where young people can connect can also be a place where they experience harm. And then finally, I think this is a really key piece of data here. All of the respondents were asked, if they were a victim of violence, which would they feel more comfortable with when seeking help. Only 10% of LGBTQ+ respondents said they would be comfortable contacting an agency versus 87% said they would feel comfortable reaching out to an LGBTQ+ organization specifically. That's what we are trying to do is be that resource for LGBTQ+ survivors of violence so we can connect them to more programs. I also think it's important to note that 10%, and going back to what Reiko's saying about how we all identify as supportive people to LGBTQ+ folks. But do they know that? And are we actually being supportive in a way that's needed? That's an important number to keep in mind.

And then we always want to be thinking about who is impacted the most by this violence that is experienced in LGBTQ+ community. And that is most definitely transwomen of color. There's currently an epidemic of violence against black transwomen specifically. In 2019 -- 27 trans women were murdered. As of 2020 we already surpassed that number in the United States. So just over half a year, and we've already surpassed the entire amount of deaths for 2019.

In 2017 of all the transgender people killed, 87% were transgender women and 95% were transgender women of color. We need to be focusing on this fact when we are thinking about violence in the LGBTQ+ community. And so we can't forget about that.

Now we're going it talk a little bit about the dynamics of violence that LGBTQ people experience. Some of you may have seen especially if you're TV advocates, you may have seen an image like this. This image is meant to represent the lack of good options experienced by survivors in abusive relationships. So the classic three options are you can fight back. You can stay in the relationship. Or you can leave the relationship. All of these options can come with potentially unsafe consequences. Really there's no 100% good option for a survivor of intimate partner violence or domestic abuse. They can come with consequences. It's important to think about this generally when thinking of people in abusive relationships. As people who want to help, we think, why don't you just do this or that? The individual experiencing the harm is the expert of their experiences. And they know all of the potential consequences for any action they might do.

So this is-- to think about mostly people in adult context. If you think about it as far as how youth survivors experience these options, they're really even further limited because, for example, if they're under the age of 17, they might not have the autonomy it leave their legal guardian. If they choose to leave, they might not be able to seek remedy from state and roll resources because they will be returned to the abusive caregiver or returned to the foster care, and it's another series of presentation to talk about. They might not want to leave because they have siblings that they are watching out for, and stuff they cake about, et cetera.

And if we think deeper moving into the current context and the recent safer at home order, this even constricts this options because, youth no longer have access or had access in the same way to supportive adults in schools and community settings or the same access to their peers. Like you know, if you're a young person experiencing harm at home and you need to just get out for a little bit to get some support and love from your friends before you have to go back and deal with it, that is not an option for many youth after the safer at home order went into place. You couldn't get rides and places to stay.

I think here it's also, when thinking about youth survivors of family violence, when young people experience harm from parents, people around the situation typically know. And there seems to be-- that canning a normalization of abuse among young people by parents in these settings. And part of that is because adult who cause harm to youth not only groom the youth they're harming but also the adults around the youth.

So it just makes all these choices harder to navigate and harder to even think through. And when we talk about family violence, we're talking about, you know, it can be any number of different scenarios. It can be an abuse by a child by parent or caregiver. The abuse of one sibling by another. We just want to make sure that everyone understands that this type of violence which we're describing, family violence falls under the umbrella of domestic abuse. And because of that, youth experiencing family violence deserve the same advocacy and care as adults experiencing inter-partner violence.

And it's also important to think that a parent survivor of IPV may be causing harm to their LGBTQ+ children. And domestic abuse violence-- advocates must be prepare today address the needs of youth experiencing family violence under these settings. And you know, so basically children who experience violence in unsafe family situations are themselves survivors of domestic violence. We want to delineate the difference of trauma and primary trauma. Youth can be survivors of secondary trauma related to IPV they witnessed between parents and caregivers and family members. But they can be survivors of primary traumas. Abuse from a parent, caregiver or sibling, bullying at school or from peers, teen dating violence, online harassment. Any of the other types of harm we might have already identified. And all these experiences deserve advocacy and care.

And we think it's important to bring this up because, you know, sometimes, ditch service providers may narrowly define inter-partner violence. And that blinds other experience going on in the family or the dynamic. As a result of that, the young person who is experiencing violence may not get the care and support that they need. And also just that we can't know all there is to know about people's different experiences. So we can't just see a situation and know all the levels of trauma that might be going on. Styles folks seen as white women as the stereotypical victim of abuse means that young people and children can get ignored as survivors of IPV. And that sort of idea of the stereotypical victim can limit our view of what violence actually is.

And we won't--we are then unable to address those situations appropriately.

And Reiko's going it help me out with this one here.

>> Yeah, thank you, Nick. So as Nick was talking about the ways that you can't-- when working with LGBT youth, again that's even further complicated. And I'm going to use a personal example to talk about this.

So when I was in my first queer relationship, my partner at that time was physically abusive. And neither of us were openly queer at the time. We did have a shared friend group. So we hung out with people like in a community with our peers. But nobody knew about us as a couple. Remember that, in youth, you're always told, if anything happens, talk to a trusted adult. There is no trusted adult to talk to in this situation. I couldn't talk to anyone about what was happening without having to also come out to them. During at a time when I was still figuring out my own identity and not in a place where I was ready to that with others.

And many youth also rely on their peers or emotional support. Again that wasn't an option because my peers didn't know that I was in a relationship with this other person. And the last thing I want to say about that is remembering that, when working with queer youth, these are relationships that are very important and formative in developing queer identity. So in my case, this is-- again it was my first queer relationship. This is the first, like, queer peer that I knew. The only queer relationship or connection that either of us had at the time. So we really are moving alongside each other, learning to understand our identities alongside each other. So I need today hide what was happen to go me in order to hide myself hide a relationship and protect her identity.

So this is an example of what can happen when we force LGBTQ identities underground and make them invisible. We are also making our violence invisible.

>> Thank you, Reiko. And I really like how you said that last bit, making the violence, you know-- we want to make the violence visible so we can address the harm and really prioritize the safety of young people of LGBTQ folks as well. And so I'm going it talk a bit about the impact of CPS on families. In all of our different roles, serving young people, serving parents of young people, families, we know that sometimes CPS comes into the conversation talking about young people. And I want to start off with surviving IPV doesn't make you a bad parent. Protective parent may have experienced intimate partner violence, the responses and choices they made may be deemed as neglect and abuse of itself. But we know survivors of violence and harm, whether that's a protective parent have to make certain choices in order to continue to move l mop onto the next day, the next hour, whatever it is.

It's important to make a distinction between actual abuse or neglect that a young person may be experiencing in their home or in a relationship themselves. It's important to make that distinction between surviving and, you know, actual abuse and neglect.

And so parents just might have to make certain decisions and really just need the support and care themselves so that, that young person in turn can have that support and care.

Let's talk a little bit more about CPS itself. And again, some work hand in hand with CPS. These are just some notes and education to provide in thinking about that continued work. So more than half of calls to CPS alleging child abuse are made by professionals. So people like me, advocates, those in the medical profession, service providers, those calls can cause investigations, can ultimately break up families. And of course that can be extremely disruptive for the emotional and mental development of young people and children. What we also know is that black single parent households have their children taken away from them at higher rates in comparison to white parents. Why is that, right? If you know, when we're thinking about parents who protective parents who are surviving, you know, intimate partner violence, what other factors are compounding into the choices they're making? It's important to consider those things.

And really want you to put that welfare and safety of young people first. CPS and intervention and removal of young people from their family truly serve them. CPS breaks up families on flimsy grounds. CPS doesn't consider,-- it means we as advocates and service providers have to take up the mantle. Again, the example, protective parents experience intimate partner violence from their partner-- those kind of--the choices that those parents make aren't always considered. So as an agency, CPS does fail to recognize economic status and poverty, address trauma and mental illness.

Young people are failed when they aren't able to be recognized as the secondary or primary survivors of violence.

And so again, what does this all lead to? What is the real impact on CPS on family and LGBTQ? So again when families are broken up, those children go into the foster care system. The foster care system, we know young people can be subject to further abuse and neglect. So what that means for LGBTQ+ young people, they can be outed by CPS. Which can again really have scary realities for them. Can be subject to harm and corrective measures in the foster home-- and those can be fueled by religious ideology. They can be anti-queer and phobic beliefs that can cause harm. Again these harms do really compound into a pipeline of violence. And so often, I mean, often young people who are on the streets, young people who are homeless are escaping homes that are abusive. Some of those homes are foster homes. so it can lead to even being more vulnerable while the young person is on the street.

They are more vulnerable to tracking our expectations-- and we really need to again continue this conversation of educating ourselves and better serve the young people. So again, if you're a part of an organization on an agency that works hand in hand with CPS, these are things to consider and to really look at and prioritize the voice of the young people you're working with, particularly LGBTQ+ young people and ask yourselves, what other alternatives a are there available if you are working in an agency that works hand in hand with CPS?

>> Thank you, Jennifer. So now, just to give everybody an idea of what the rest of the presentation will be like together we're all going to work through a scenario and we're going it spend just about ten minutes on that so we will still have-- after that we'll wrap it up quickly and have the rest of the time for questions. So we're looking at about ten to 15 more minutes of presenting and then we will have questions, time for questions.

So as we're going this the scenario, basically I'll read the scenario, and there will be some questions. Feel free to put any answers in the CHAT. Also recognizing that because there's so many people here today, we're not going to be able to call out every single thing put in the CHAT. But this is being recorded. So we can all sort of look at these comments and things as we go. Yeah, we're just going it work through the scenario together as a group.

So this is about Alex and safer at home. This is based on a real situation written consent was given by Alex to share his story and details like name and other personal information have been changed to protect privacy. In the scenario you might hear a few terms that you don't understand.

We're going to just ask that you go with it for the time being. Basically we're asking you to imagine that you are on the receiving end of a crisis line or resource, and this is the call that you received.

So I'm going to go ahead and read it out. I've been up all night chatting with Trevor project, but I'm not sure how much more I can take. Everything since Corona hit it has been so mess up-- (Record read.).

John went in my room and went through my stuff and took my binder. Why would he do that? A hex begins to try. I've been fighting with him every day since I moved back in. Each new fight is worse and worse. He's threatened to hit me like in the past. The worst part is I have my surgery scheduled this summer after I turn 18. And he's threatening me to kick him off his insurance-- (Record read.).

I just had a thought, if it's not possible for-- is there anyway to copy and paste this information into the CHAT? Because as we move onto the scenario into the CHAT, because as we move on people might not be able to look at it.

>> Absolutely. Give me a moment to drop it. But I will get it into the CHAT--

>> Elise I have the PowerPoint. I can do it.

>> All right. Thank you the so all right. Here are some-- let's reflect on the scenario a little bit. So what questions, clarifying questions would you ask Alex? And you know, I'm just going to go ahead-- I'm trying to find my chat here.

>> Thank you, Jen. Who is John. That's a great question. John, Alex's legal guardian. Basically the ex-husband of his mother, but still legal guardian.

And yes, what's the relationship between them? Legal guardian, have you contemplated suicide. That's a great question to ask. QPR trainings and stuff like that can help with that.

Where was Alex living before? Another good question. Basically Alex had the freedom to kind of live and stay with friends informally. But once the safer at home order hit, John was like, okay, you have to come back now and live at home again. So-- and, uh, yes, shelter an option. Are you in physical danger now? Those are all great questions. I'm happy to see that no one asked what is a binder or what is top surgery? You in a not know what those things are, but it would not be a good idea in our opinion to ask a survivor that because then you are putting them in the role of educating you. And this is really about them getting support right now.

So kind of a measure of, if you knew what a binder is,-- binder is an under government used to compress the chest to achieve a more desired presentation. So just think to yourself, if you didn't know what those things were and you were to get a call like this, how would you deal with that situation? It's going to come up in the future where you are maybe confronted with something related to the LGBTQ+ experience that you don't understand. We want you to-- unless it's crucial to understand how to serve the person, you need to ask them to be educated on that at that moment.

So we have some questions about safety planning. Any other family support system?

Reiko and Jennifer, feel free to jump in at any point. For the sake of time I'm going to keep us moving.

The other questions, what barriers obstacles does Alex face for getting help? Well, you know, this could be the fact that he is living, he's stuck at home. We can ask, does he have transportation? No, he doesn't. Other barriers and obstacles others can think of? Alex is a minor. Rely on John for insurance for the surgery. That's important-- absolutely. Yes. Okay. This is all great. How do you safety plan with Alex? So just thinking about, if Alex is stuck at home and can't go anywhere, realistically, what is safety planning them look like for him? And any other things that you would specifically do to advocate for Alex? All right. We'll go ahead and move onto the next slide where we'll talk more about this.

Yes, looking at people he can reach out to or groups. That's a great idea. And we're going it revisit this specifically in a moment. But just pointing out troubling themes in this scenario so we're noticing that the verbal abuse and threats of violence intensifies. We are seeing that John is removing access to tools and gender expression like the binder. Using insurance coverage as and transition related medical care as an ultimatum to hold power and control. Lack of connection to support systems and community. And going back to these middle two points here.

I want to really stress that, you know, the taking of the binder is not something like, this is not a minor thing. This is crucial to the well-being of Alex. So I just want to put that out there. And also the whole using insurance coverage and transition related medical care as an ultimatum, this is not similar at all to something like, you know, if you don't do the dishes, then you can't get nose pierces when you turn 16. It's transitional medical care for an individual who wants it and needs it is a necessary procedure. It is not elective. It is not, you know, cosmetic. It's essential.

>> And then advocating for Alex, safety planning and emotional support. So what does safety planning look like for Alex? In this case, safety planning is like crisis counseling over the phone, talking through tense moments in the home. Emotional safety planning around escalating arguments. It's not Alex's called that he's put in this situation. It's not his responsibility to de-escalate or diffuse the situation. But that might be one strategy he can use to keep himself safer. And you can talk through that with him like have role play a little, have mini conversations or things like that.

And then really a big important thing with safety planning and emotional support is listening and validating Alex's experiences and existence. So the listening aspect is really key. A lot of times advocates like myself included are solutions oriented. But listening and validating that what he experienced is harmful and deserves care and support is super important. Positive words of affirmation may feel awkward sometimes, but they can really impact people in a positive way.

So other options will include referrals to life line and Trevor project, these are national support lines. Trans life line is for trans and gender non-conforming folks and staffed by transgender and non-conforming folks. Trevor projects is for the larger LGBT+ community. A new state law allows 17-year-olds allow them to get shelter.

Our program is doing queer and teens just like virtual meet ups. And then, also emergency financial assistance. We were-- I saw someone in the CHAT earlier that said, is there a way to replace the binder? Yes, we were able to replace the binder, get it to him and talk through what are the ways to make sure this is safe. And then also, you know, other things we were able to help like help with accessing medications and co-pays and things like that.

And so I'm going to try to wrap up very quickly here. So just another note on LGBTQ+ youth in shelter. I want to really just point out that now, as of 2019, some 17-year-olds can access shelter. There's a quote from the statute below. So basically if they're not under the supervision of a child welfare, agency, DCF or the department of corrections and confirmed as unaccompanied. And how could be confirmed as an unconditioned--you can reach out to-- [Background Noise].

excuse me. I had a timer going. You can reach out to end abuse for more clarify indication of what exactly is an unaccompanied minor. We want to point this out there because if you are serving a 17-year-old who is experiencing violence in the home, it is, you know, crucial to explore this option of youth and shelter. Now there is an option,-- if we're not exploring and asking questions about that if they're interested in something like that, we are not offering a full range of services available to them.

We need to acknowledge that families who enter a shelter may have children who are LGBTQ+ and those children could experience discrimination and abuse related to their identity from family members they came in with or from other residents of shelter. We need to be aware of that.

And then Reiko or Jennifer--

>> Yeah, I'll just-- we don't have time to go through everything on this slide because there is a lot of information here. We can probably do a separate presentation on this one slide. In thinking about Alex's story that we just shared, I want you to think back to your own agencies, and consider how welcoming, accessible, inclusive would your agency feel to Alex. And here are some other things to consider because we've said multiple times throughout the presentation, we're all here to provide a safe and inclusive space. What does that actually look like in practice? So some things to consider is what about the name of your agency? What language or imagery do you use to communicate your services? How do you indicate in other ways that you're an inclusive and welcoming space for LGBTQ people? And is that reflected on things on forms, policies, facilities? And are your staff members, for instance, also reflective of all of the people that you intend to access your services?

>> thank you, Reiko. And I think Jennifer is going to close us out here.

>> Yes struggle to unmute. Thank you for joining us. I want to share a little bit more about the work we do. This is a billboard that was a part of a campaign we did to show young people that, you know, they are beautiful, loved, worthy just as they are. And again, really just a couple of last notes. And to pull all these entire conversation together, to end violence we must shift culture to be loving and affirming of LGBT+ communities. So that really means about thinking about the young people in our lives, thinking will LGBTQ+-- as service providers and all of our various roles, through language, through our agencies, through how we, you know, provide services for people for how we're interacting and preventing mental health care. Those things are critical and affirming the LGBTQ+ young people in our lives and the people that we serve, and that's-- it comes-- [Off Mic] they are apartment of our community as well. They are autonomous individuals themselves. And the violence and harm, I know we all work to end includes the violence and harm they experience. LGBTQ+ young people can experience themselves. It-- our entire society as a whole. So-- yeah.

>>

>> Just a couple of resources for you. But thank you, Jennifer for those closing words. And it looks like we have about seven minutes for questions.

>> I'll offer you know, I'll be able to stay over a couple of minutes over that. Why don't I actually-- what if I go through some closing information and then we can dive into questions first for as much time as we are able. Let's take a moment.

It's important for me to say thank you to Nick and Reiko and Jennifer for sharing this information. I hope it helps all of us to do our anti-violence. anything we can do as follow-up, we're here for you. The recording will be available on end abuse website. It will be sent out to anyone registered in our survey. At the end of the survey will the certificate of completion. It will include the link to other webs in this series.

I guess I want to say thank you for everybody else for joining us today because this is important work you're doing at a difficult time. So thank you for being present and supporting safety for those experiencing violence.

All right. I will-- open the things up to questions and feel free to used CHAT box or if you like to take yourself off of mute and use the audio for questioning, that's fine with me.

I've got five minutes before 11:30 when we're going to end. So let's see where we can go.

>> Thank you for-- that's a great question. Is the phone number, resource line, 24 hour hotline-- no it is not. It is a resource line if someone leaves a message or texts us. It's after hours, we will return the message as soon as we can.

>> I'm seeing additional thank you and feedback already. And form am thank yous-- [Off Mic].

>> And I also said that-- thank you for dropping the survey, the feedback survey in the CHAT. If anyone wants to take it right now, go ahead.

Any other questions about anything in the presentation? Any resource connections or-- even clarification about scenarios or vocabulary that you heard throughout the presentation. I

>> Would answer-- somebody's asking if there's an LGBTQ hotline. There is not, our warm line is the closest to it. Part of the training we have done over the last couple of years was really to help domestic abuse shelters to be equipped to have their 24 hour hotlines to be able to serve LGBT folks as co-advocates if we're not able to take the calls. It's looking more likely that that will be expanded in the future.

>> And I see a question about Alex. You mentioned being able to help with co-pays with medication. Basically in this situation, there have been times where John, for example, wasn't taking, wasn't helping Alex get medications during a certain time because of a certain fight that had gone on. Because those medications are crucial and necessary, we were able to help purchase that in an emergency situation. I hope that clarifies.

And this is-- we have another great question. I'm wondering, I'll read it. Is there any advocacy to work with CPS agencies as a school special worker, I'm-- I feel my county is mindful of the LGBTQ needs, but I know it's not perfect. That's a wonderful question.

And I would invite Jennifer, Reiko or Kathy to offer any advice on that as well.

>> Thank you. Yeah, so we do some work, we do training and technical assistance for child protective services. We're talking about doing that in our own county. And we recognize, too that there are times when that system has provided help to individuals. And so we're trying to make sure it's providing help and not harm. But as far as the memorandum of understanding that some agencies have, we do not have that. We are not man dated reporters as sexual violence advocates. For example, I'll hold up harbor house who has work with the local CPS sum. Has a relationship with them to be able to talk through that before something would escalate of having to remove a child. So sometimes there may be a different form of reporting that looks like not reporting if that makes sense. But I would encourage you, if you are in a school social worker setting to reach out to our agency and find if they have a memorandum of understanding and if they are culturally equipped to be able to talk about LGBTQ youth in that memorandum of understanding as well.

>> And then Courtney asked for clarification. We basically got him a Walgreens gift card so he can take care of that himself.

>> And I don't know that I ever introduced Kathy. Sorry, Kathy. I know you're not presenting. For anyone who is not familiar with Kathy, Kathy leads um Diverse & Resilient and is an incredible resource. You want to say anything, about the work you do or anything like that, Kathy.

>> you are doing so well-- no, just work with this incredible team. I'm so proud of-- this is a very new team. So I can't tell you how proud I am. We have three Queer advocates here in the state of Wisconsin. And the queer did not exist until we got funding. I want to thank our funders for being able to make this happen.

And these three amazing advocates they shine every day. I get to sit back and bask in their amazingness. So thank you to the three presenters.

>>

>> I'll echo that. We are lucky to have you all as a resource in our state.

So we are at 11:32. We are two minutes over. If there's any other questions, please do reach out. Yeah, please we're here for that reason. So maybe let's see-- Cody is---- some other thing-- there is a lot of continued conversations that can exist out of this kind of content.

So why don't I-- um-- with that, I don't think we missed any questions that I've seen, right? Yeah. Presenters, are you all okay to kind of wrap things up and just be available for questions later? Okay. Wonderful. Thank you again so much to everyone.

I'll close things out. Thank you for being here. And we will-- we'll be in touch. Stay safe. And yeah, you can stop the recording for now.