

Increasing Access for Trans and Gender Nonconforming Survivors

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CALIFORNIA PARTNERSHIP TO END DOMESTIC VIOLENCE



Special thanks to...

Gender Health Center for providing expertise and feedback

A trans survivor for sharing their story and perspective



GENDER
HEALTH CENTER



Objectives

- ▶ Provide usable tools and resources.
- ▶ Increase awareness and knowledge of Trans 101: language and basic do's and don'ts.
- ▶ Begin a dialogue of what's possible, while understanding that each shelter, program and community is unique.



Agenda

- ▶ Increase knowledge and comfort of trans inclusive/specific language
- ▶ Explore organizational policies and provide sample language
- ▶ Discuss organizational capacity to work with trans/gender nonconforming survivors
- ▶ Incorporate a trans survivor-centered perspective
- ▶ Dialogue about physical logistics of housing: challenges and solutions
- ▶ Provide usable tools for service delivery and assessments
- ▶ Create space for peer feedback and open questions
- ▶ Provide resources and links



The Why...

- ▶ High victimization and high barriers (Rates of Violence)
- ▶ Trans folks more likely to experience sexual and physical violence but not identify as IPV
- ▶ Increasing accessibility for some, is good for all
- ▶ Trauma informed and Survivor-Centered
- ▶ VAWA Nondiscrimination Clause



“Designing for the largest audience possible regardless of disability or ability.
This is a process rather than an end in itself.”

-Definition of *Universal Design* by The University of Minnesota Duluth



Shared language is a good starting point...

- What does “transgender” mean?
- Terms are crucial & meaningless



TOOLS

- ▶ [Glossary of LGBTQ terminology](#)
- ▶ [101 Trans Identities](#)
- ▶ [Terms Paradox](#)



Organizational Policies

- ▶ How to create agency policies for staff and clients
 - ▶ Agency self-assessment
 - ▶ Appropriate and timely collaboration with external resource agencies
 - ▶ Implementation of policies and procedures as appropriate, including cultural competency training throughout the agency
 - ▶ Continuous learning, evaluation, and improvement
- ▶ List of Tools and Policies for employers and employees



Employees

[Organization] recognizes that transgender employees may face additional challenges in the workplace. Affirming our commitment to an inclusive environment, embracing of the diversity of our staff, [organization] seeks to ensure that employees who are currently transitioning or who have already undergone gender transitions are treated in an equal and respectful manner. Transgender employees are encouraged to dress consistently with their gender identity and should be addressed with the pronouns relevant to the gender with which they identify. Additionally, as [organization] respects all employees' right to privacy, transgender employees shall not be subject to unwanted questions regarding their status, medical history, or sexual orientation.

Sample Language: Transgender identification and support policy



Change and Transition

- ✓ transitions framework
 - ✓ change = what/external
 - ✓ transition = reaction/internal
- ✓ anticipate and plan for resistance



Building Organizational Capacity



- Assess where your agency is now
- Create buy-in and establish the “why”
- Honor the past and encourage “out of the box” ideas
- Discuss privilege of cisgender folks
- Train and role play service delivery
- Identify and discuss personal bias
- *Fear and Safety*

TOOLS

- ✓ planning and strategy worksheet
- ✓ services out of box: for DV/SV service providers
- ✓ recorded webinar on trans specific power and control dynamics
- ✓ recorded webinar designed for DV agencies
- ✓ policy to confront bias



Organizational Assessment and Readiness

- How were eligibility requirements developed, and what do they require?
- Are eligibility requirements in alignment with the organization's mission and/or nondiscrimination policy (if there is one)?
- Have eligibility requirements been determined through a process that involves input from all levels of employees (CEOs to front desk staff)?
- Are eligibility requirements written into policy or guidelines that are clear and understandable by all staff and potential clients?
- If an agency is unable to serve a potential client, does it have an adequate network of connections to appropriately refer the client?



the question is not “do we need more training?”

but ***“how much more training, and in what areas do we need it?”***

even the most culturally competent organizations incorporate on-going training around certain topics in order to maintain their competence

-Virginia anti-violence project



Serving trans survivors on an agency wide level...

- ✓ service delivery
- ✓ outreach to community
- ✓ integration of trans barriers and dynamics into dv education
- ✓ advocating with other systems
- ✓ organizational polices
- ✓ recruit LGBTQ staff/volunteers
- ✓ recruit trans staff/volunteers
- ✓ collaborate with local LGBTQ centers

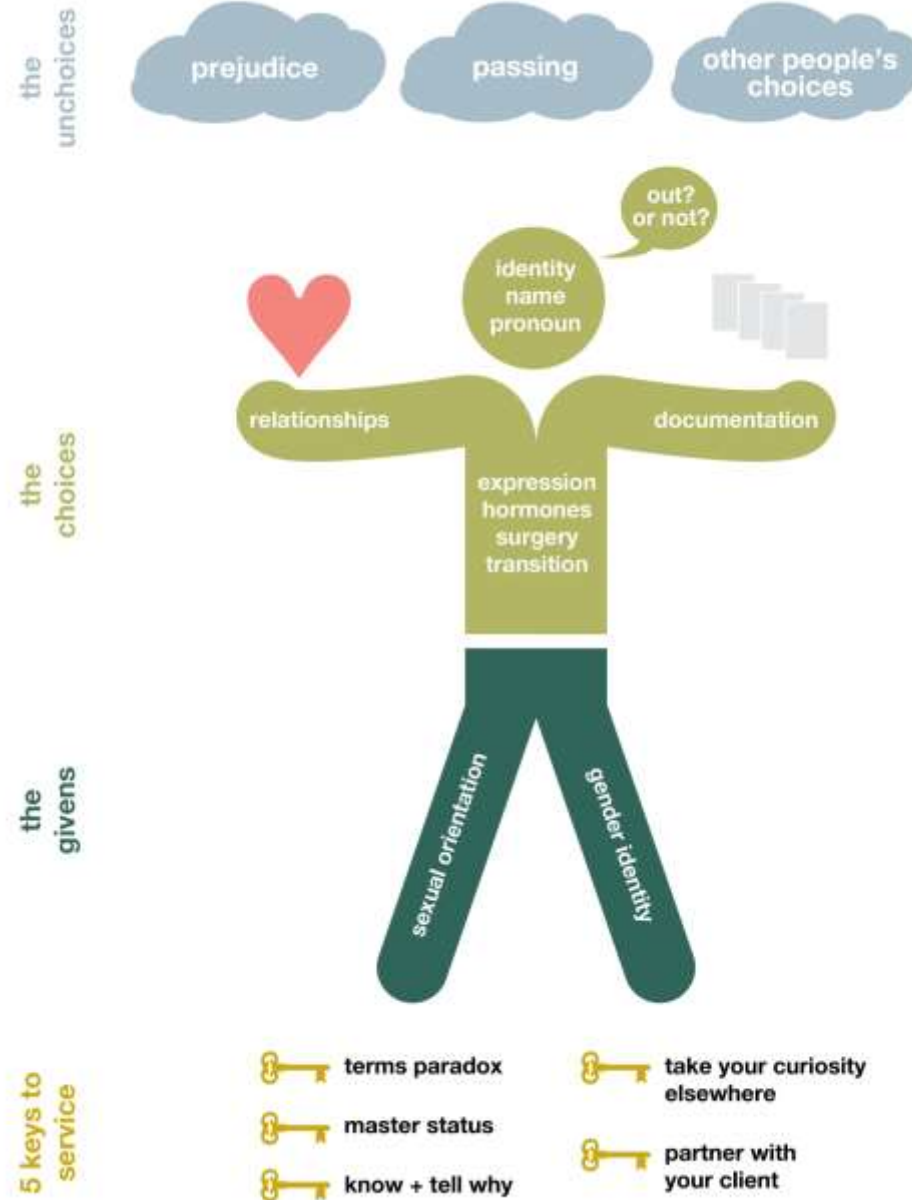


A Survivor Perspective

WHAT ONE SURVIVOR WANTS TO SHARE



Trans 101



Tools

- ▶ Trans101 for service providers
- ▶ Domestic Violence in the Trans Community



Tools and Tips for Service Delivery

- Use the skills you already have
- Don't make assumptions
- Listen and believe their story
- Consider specific barriers and challenges

Tools

- ✓ "Know and Tell Why"
- ✓ Safety Planning Tool
- ✓ FAQ on Safety Planning
- ✓ Power and Control Tactics
- ✓ Brochure for Victims
- ✓ Tips for Court Advocacy with LGBTQ Survivors
- ✓ Sample policies for various programs



Logistics of Housing and Space

- ▶ Asses current policies, practices and physical space.
 - ▶ Questions, concerns, experiences...
 - ▶ Opportunity for creative solutions that benefit all

Tool:

- ▶ [Building Dignity: Addressing Physical Shelter Space](#)



Share your
expertise and
experiences...

- **LOGISTICS**
- **QUESTIONS**
- **CHALLENGES**
- **TRIUMPHS**
- **CONCERNS**



Questions?

Together we're stronger.



Questions? Need TA?
Contact the Capacity-Building Team:

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Or call us at 916-444-7163

Tools:

- ▶ [Safety Planning with Trans Survivors](#)
- ▶ [Sheltering Transgender Women: Providing Welcoming Services](#)
- ▶ [List of Recorded Webinars from FORGE](#)

Resources:

- ▶ [Building Dignity: Addressing Physical Shelter Space](#)
- ▶ [Forge: OVW LGBTQ TAT Provider](#)
- ▶ [Northwest Network: LGBTQ TAT Provider](#)
- ▶ [VAWA FAQ](#)

List of Downloadable Resources:

- ▶ [National Coalition on Anti-Violence: LGBTQ TAT Provider](#)