

Barriers and Gaps in Services for Trans Survivors of Sexual Violence

Boulder County Trans Survivors Task Force

LEVI training

April 16th, 2014



Boulder County Trans Survivors Task Force

- *BC Trans Survivors Task Force* is a community-wide partnership dedicated to promoting equitable, inclusive, welcoming care for trans survivors of sexual trauma.
- Members:
 - OVA, Community Health, GLBTQ Resource Center, MESA, SPAN, SafeShelter, Women's Health, OUT Boulder, CAVP, SANE, and other community members

Introductions



Office of Victim Assistance
UNIVERSITY OF COLORADO **BOULDER**



safehouse
progressive alliance
for nonviolence



MESA | Moving to End Sexual Assault



Nicole Garcia Counseling, LLC



Either or activity

- If able, all stand up

Objectives:

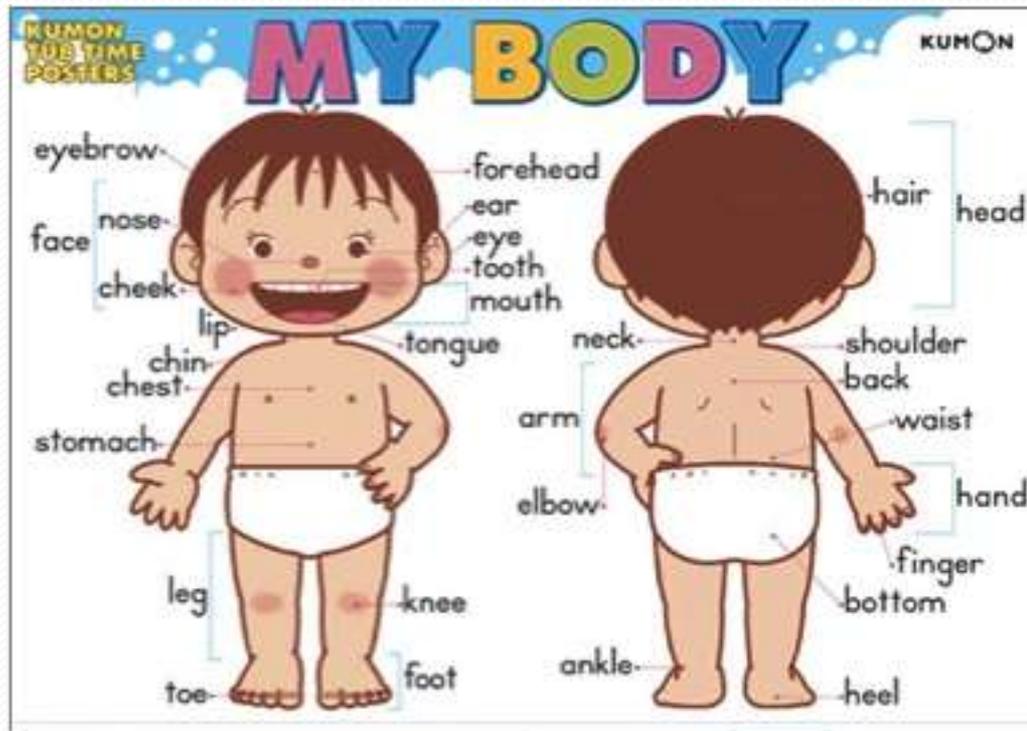
- Activity
- Trans 101
 - Language
- Gender violence
 - Definitions
 - Prevalence
- FORGE data
- Specific examples to increase welcoming/inclusion
- Exercise to take back to your agencies!

Think about the 1st time you became aware of gender

- Get Comfortable and let us ask you a few questions

Lets talk about . . .

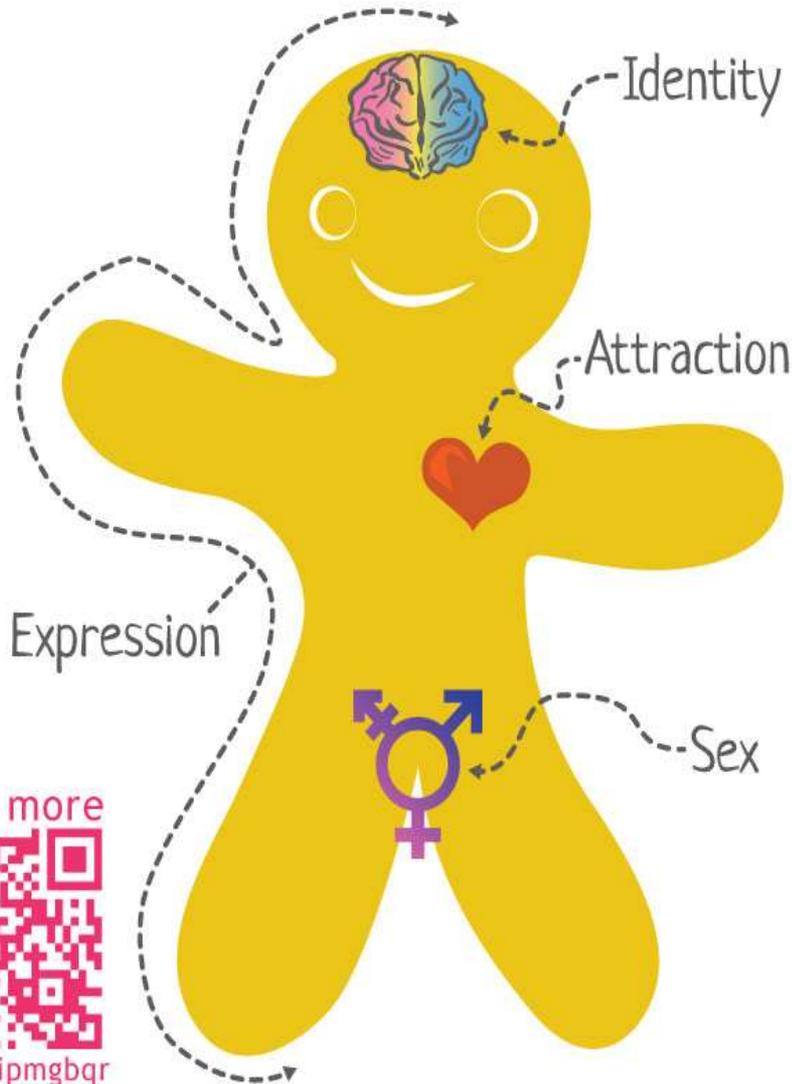
Sex = parts (examples- penis, vagina, ovaries, innie, outie, breasts, chest, etc.)



The Genderbread Person v2.0

by its pronounced **METROsexual** .com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



Gender Identity



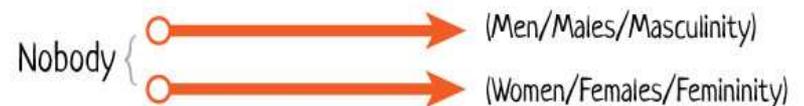
Gender Expression



Biological Sex



Attracted to



Don't assume...ask!

- **How do you identify?**
 - Transgender, gender queer, cisgender, agender, gender variant, gender non-conforming, androgynous, F to M, M to F, third gender, trans man, trans woman, gender bender, SOFFA, and many more.
- **Terminology activity**

- 
- **Transgender:** An umbrella term that encompasses a wide range of people whose gender identity or expression may not match the gender they were assigned at birth.



Do you have a pronoun preference(s)? *I use . . .*

- **ZE, HIR, and HIRS or ZE, ZIR, and Zem**
- **SHE, HER, and HERS**
- **THEY, THEM, and THEIRS**
- **HE, HIM, and HIS**

Best practice is to ask

- “Do you have a pronoun preference?” rather than assuming that you know.
 - You might make this more comfortable if you identify yours first (e.g., “I use male pronouns, what do you use?”)
- **Best practice** doesn’t mean that every person will appreciate this question

Gender Violence

Definition and how it specifically impacts
the Trans* community

Gender Violence

- Gender violence is a tool used to exercise power that one person has, or wishes to have, over another person as an extension of one or more power inequities [race, gender, religion, age, etc.]
- Gender violence can take many forms of interpersonal violence:
 - Sexual violence, intimate partner abuse, and stalking
 - Harassment, abuse, or assault based on **gender identity** or **gender expression**
 - Sexual harassment in the workplace

Because of oppression and discrimination Trans people experience high rates of violence

- Over 50% of transgender individuals have experienced sexual violence at some point.
- 80% of transgender survivors were abused or assaulted more than once.

Taking it to the Chin: New Fast Facts about Violence Against Transgender People. (2005) www.forge-forward.org

Injustice at Every Turn: *A report of the National Transgender Discrimination Survey (2011)*

6,500 participants

- **19%** have experienced domestic violence at the hands of family members because of their transgender identity or gender non-conformity
- **50%** experienced harassment at work
- **8%** reported having been physically attacked or assaulted in doctors offices, buses, government agencies, retail stores, and other public venues.

Trans/SOFFA-

Specific Power and Control Tactics:

- Telling you, *you are not a real man or woman*
- Telling you, *nobody would believe you because you are transgender*
- Eroticizing/fetishizing your body against your will
- Touching body parts you do not want to be touched , or calling them by terms they know you find offensive
- Hiding or throwing away hormones, binders, clothes, etc.
- Telling you they thought you liked “rough sex” or “ this is how real men/women like sex.”

FORGE data:
gaps/barriers in sexual
assault services for trans
survivors

Boulder County Trans Survivors Task Force

THANK YOU FORGE!!

- **Loree Cook-Daniels & michael munson**
 - www.forge-forward.org
- Founded in 1994
- Shift from general trans support to 2 main areas of focus:
 - Anti-violence (> 80%)
 - Aging (20%)
- Small staff, large vision
- Member of National Coalition of Anti-Violence Programs (NCAVP)

FORGE Project recap

- 2004 survey demonstrated need
 - gaps between providers and survivors
- 2009 funded by OVC to address these gaps 3 ways:
 1. Publications aimed at providers
 2. Webinars aimed at providers
 3. Demonstration projects and replication guide
- Fall 2011 Boulder was first onsite visit of 4 areas
 - Maine, Boston, Iowa

Recap continued

- CU's Office of Victim Assistance (OVA) edited the 200 slide power point to this shorter version
- This information was presented to a group of service providers in Boulder in February 2012



Introduction to Data

INTRO TO DATA
TOP 5 TRANS CONCERNS
VARIABLES IMPACT SEEKING SERVICES

Tools

- Surveys

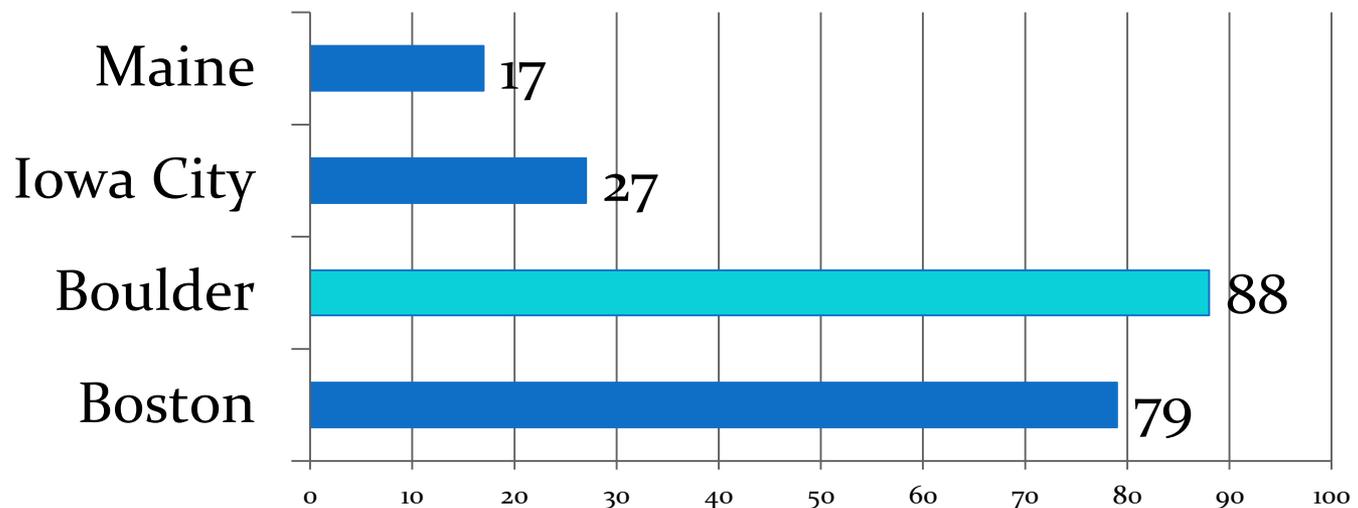
1. Trans+* people's access and barriers to services
2. Agencies' experiences and needs
3. Attitudes and Beliefs

*Trans+ includes SOFF

Trans Barriers Survey

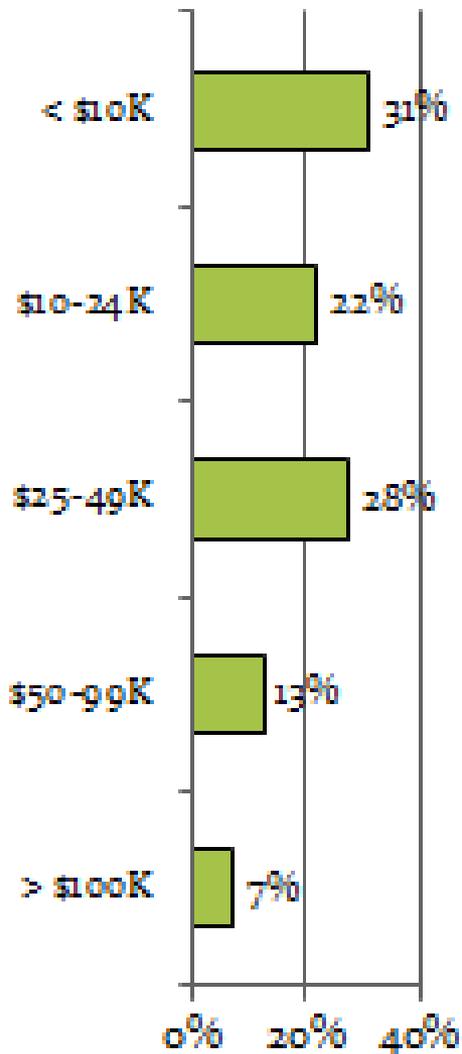
- N = 1,005 valid responses

Catchment Area Response Rate

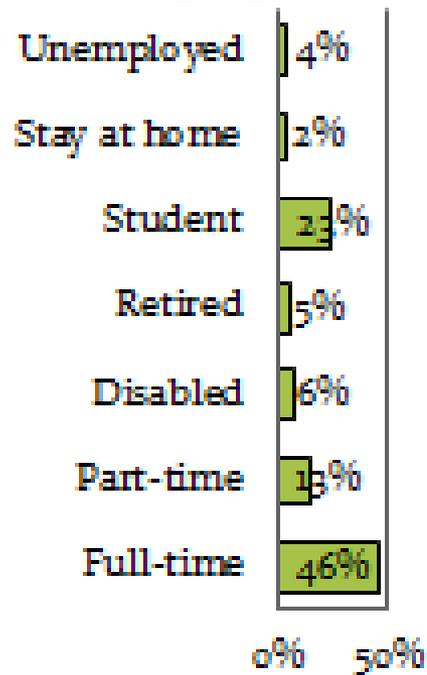


Disclaimer about Boulder

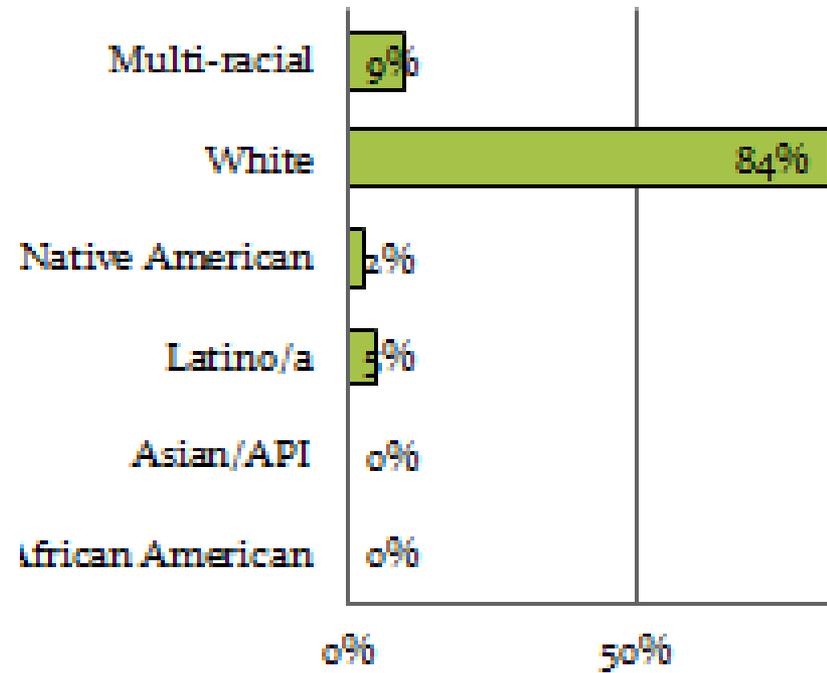
Income



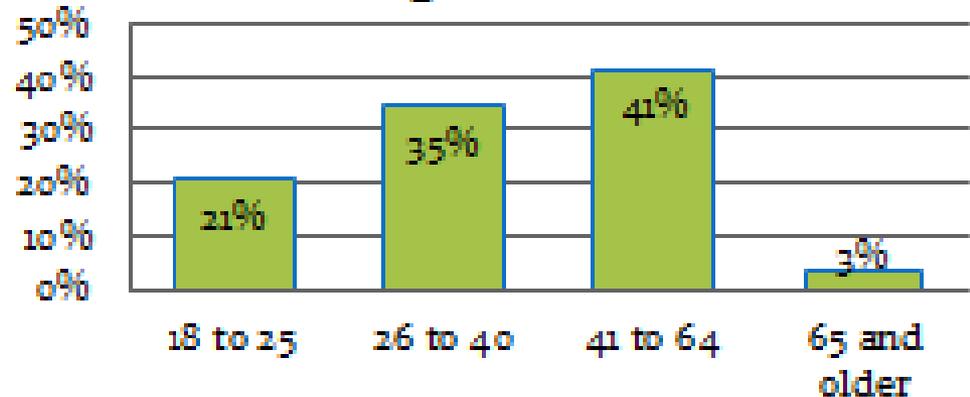
Employment



Race



Age

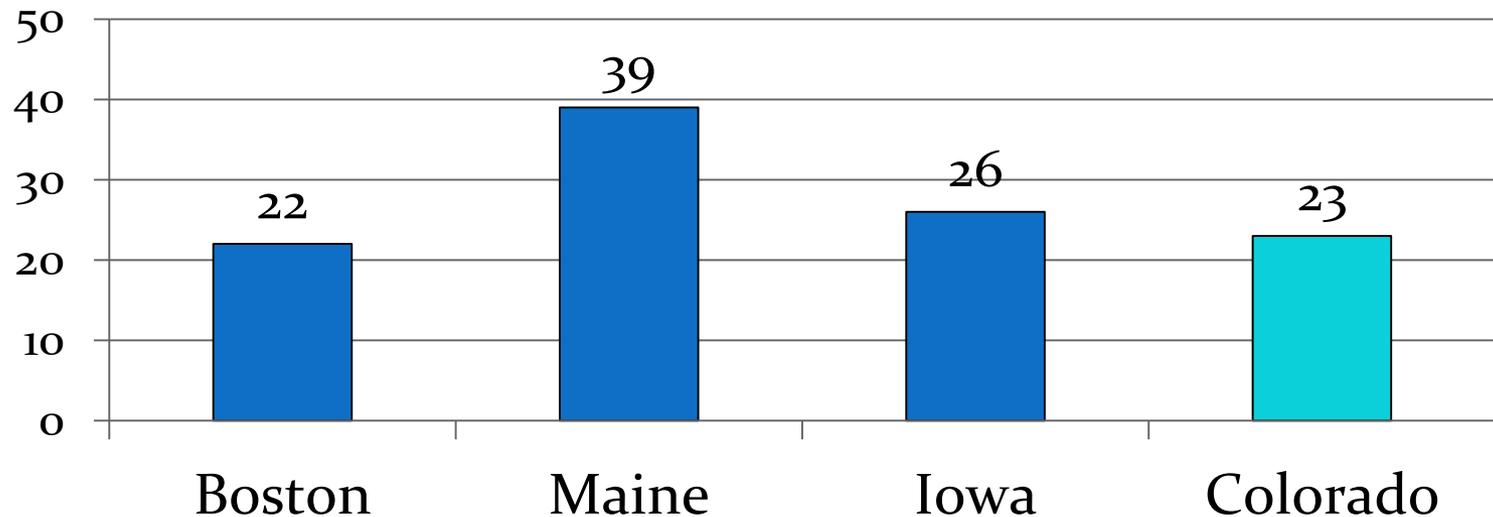


Note: 53% have an income of less than \$25,000

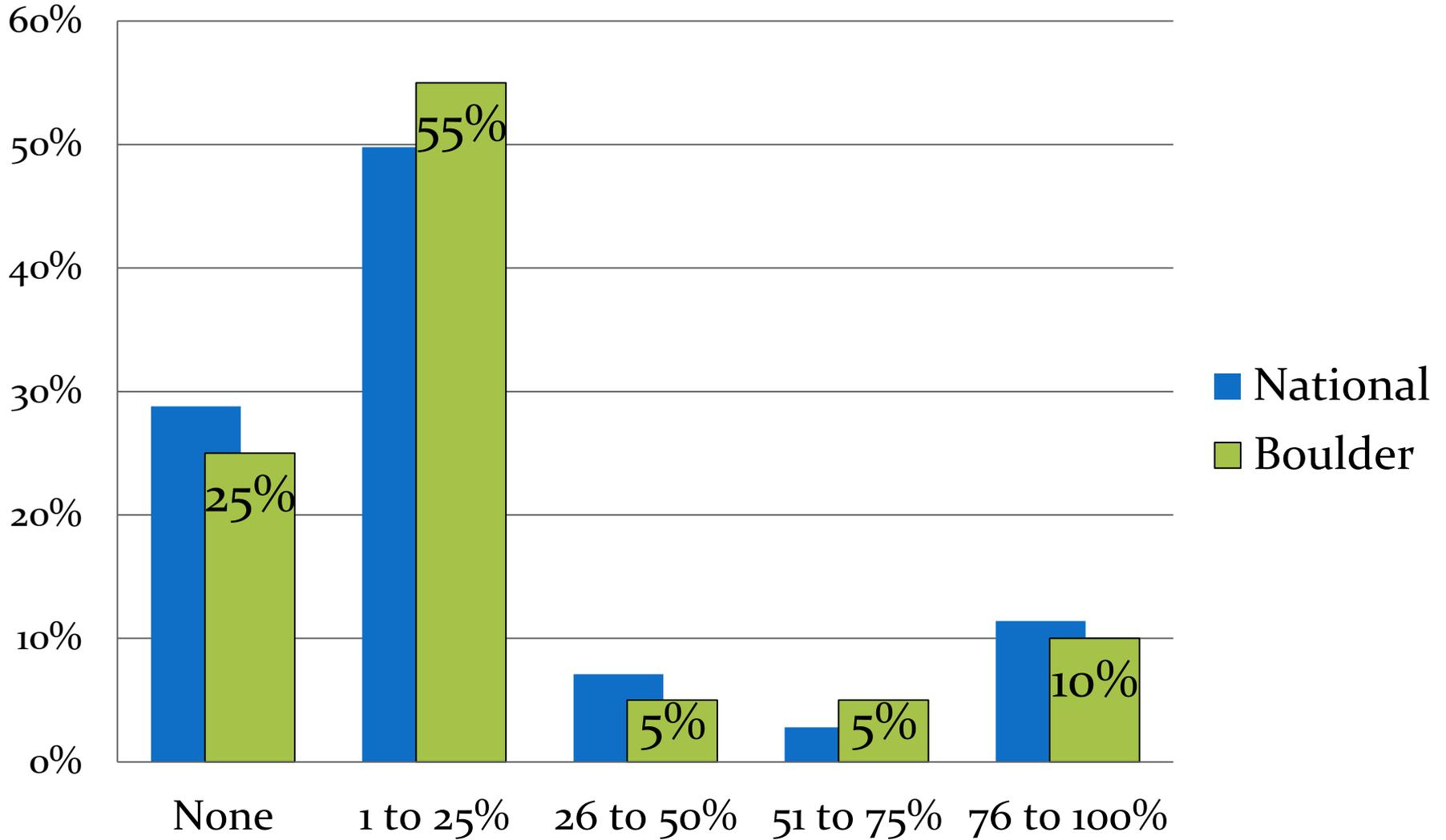
Sexual Assault Agency Survey

- N = 310 valid responses

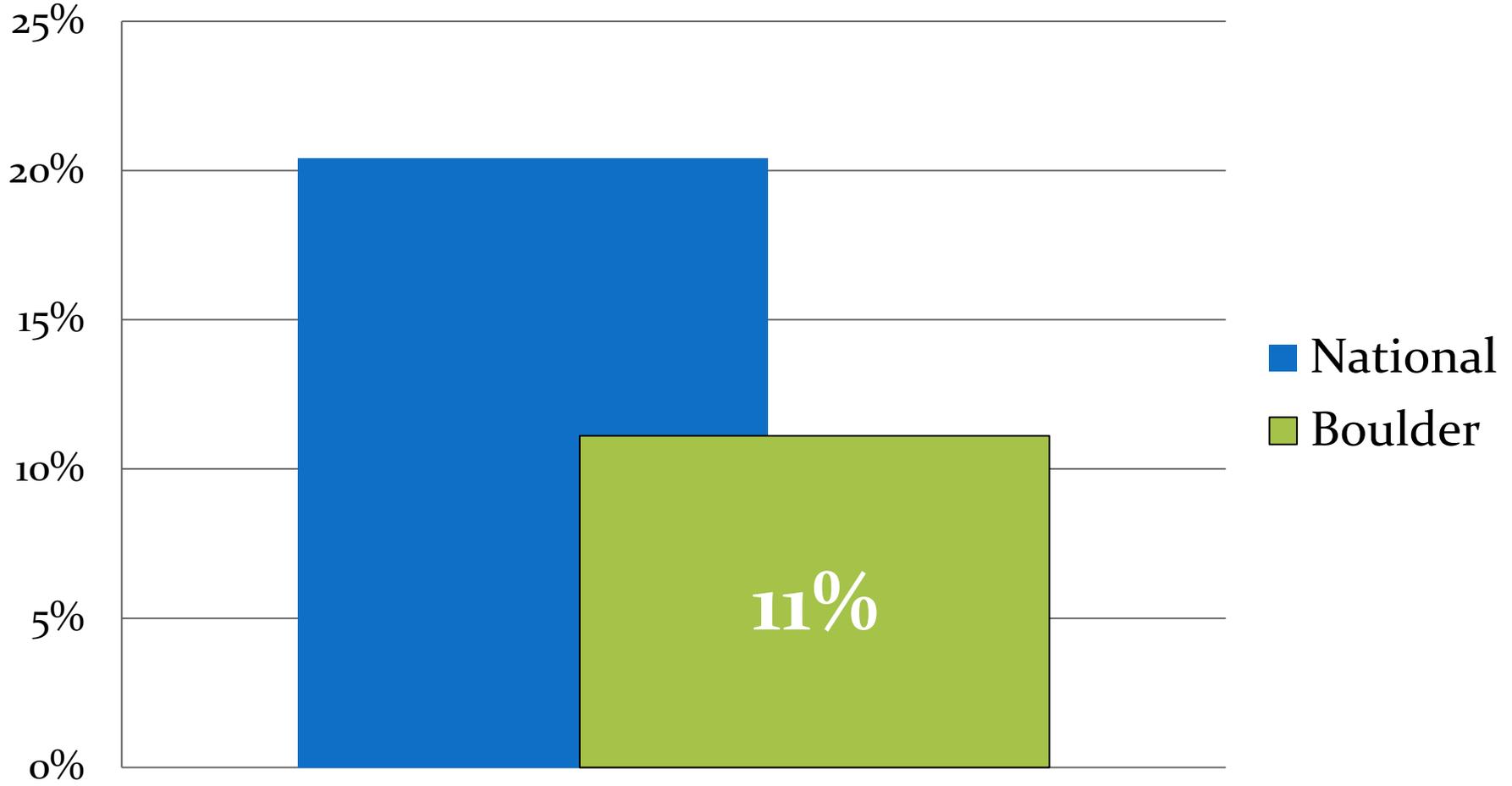
Catchment Area Response Rate



Out LGBT Staff



Agencies who have served NO trans survivors



What do you think some concerns of accessing services are?

Break into groups, then report back

Top 5 Trans Concerns

Survey asked:

“People are often unaware of their consumer/health rights. The following are things some transgender sexual assault survivors think about when they consider accessing services. Whether or not you are a survivor, how much would each of these concern you?”

Top 5 Access Concerns (1/2)

1. **Cultural competency**

- 79-61% (Ignorant of trans issues, inappropriate questions, disrespect gender identity, inappropriate body questions)

2. **Affordability**

- 62% (Cost)

3. **Trans/abuse correlations**

- 52-61% (Trans = Abuse, Abuse = Trans)

Top 5 Access Concerns (2/2)

4. **Outing safeguards**

- 60% (fears of being outed or needing to disclose)

5. **Other concerns**

- 45-29% (undress too much, forced services, privacy as SA survivor, stigma, police, seen at a provider's office)

Variables that impact seeking services

(Very to extremely important)

- Reputation 65.3%
- Gender Options on intake form 58.6%
- Trans referral lists and active outreach to trans communities 54.5%

Variables that impact seeking services

(Very to extremely important)

- Agency name is Gendered 51.4%
- Relationship Options on intake form 49%

Variables that impact seeking services

(Very to extremely important)

- Gender inclusive restrooms 46%
- This includes Unisex bathrooms



Bathrooms

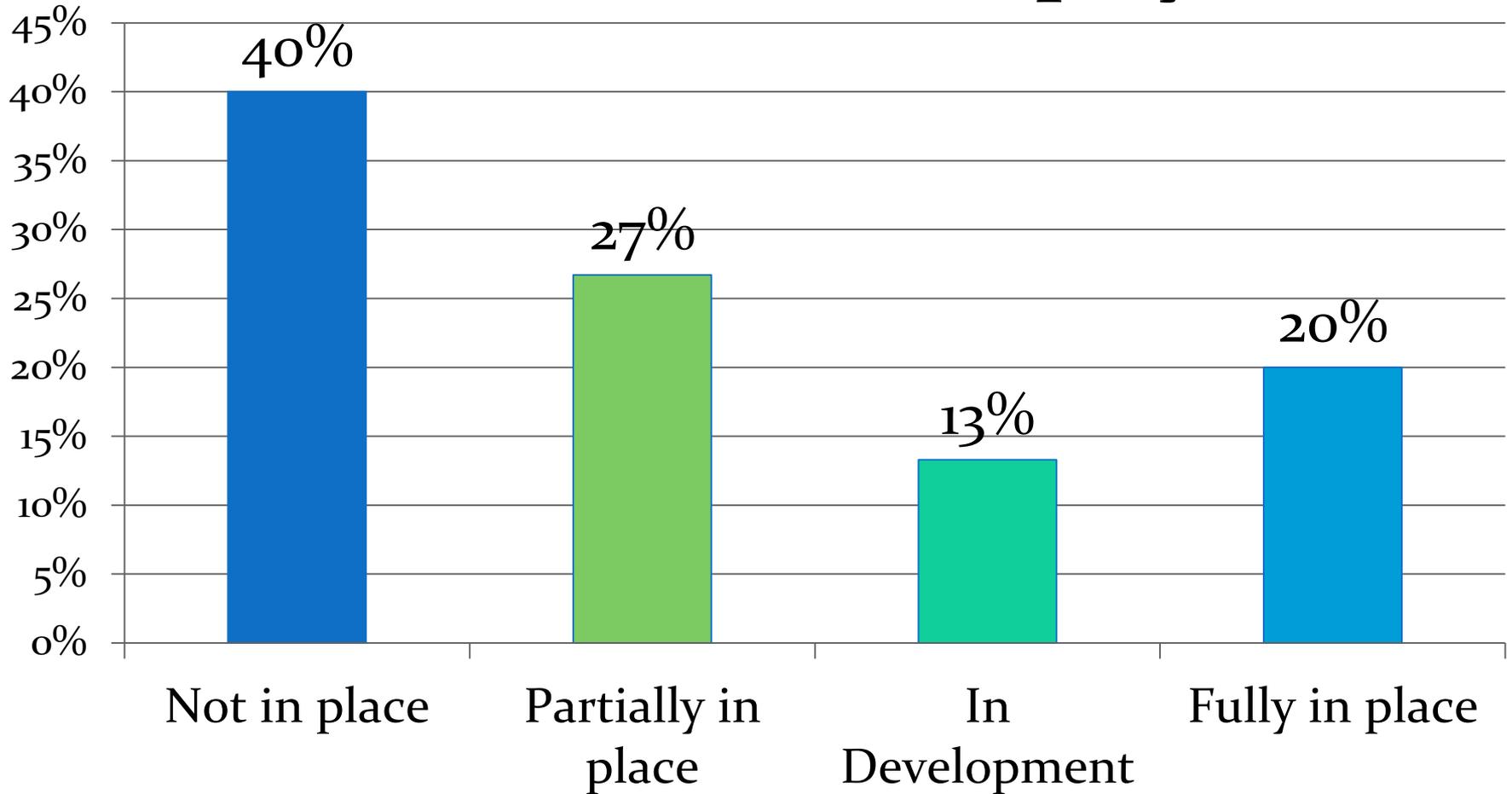
- **Note:** FORGE asked directly about bathrooms:
 - 56% of Boulder agencies had gender inclusive/unisex bathroom options, but only ...
 - 3% listed gender inclusive/unisex bathrooms as a sign of welcoming.

Variables that impact seeking services

(Very to extremely important)

- Advertise in GLB/T press 35.7%
- LGB/T waiting room materials 25.7%

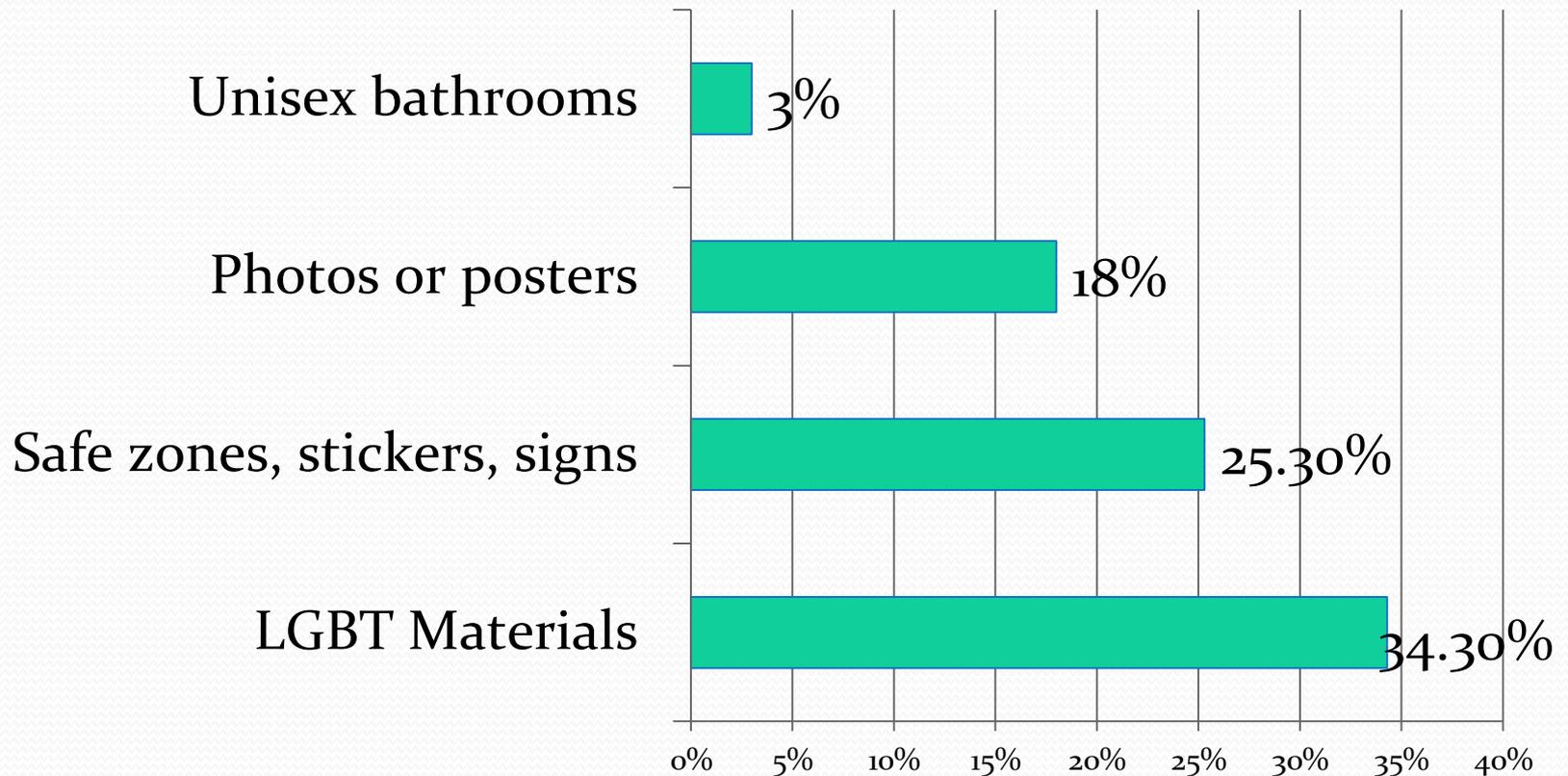
Boulder Agencies with LGBT Materials Displayed



Variables that impact seeking services

Other signs and signals? (Tangible)

Tangible Welcoming Signs



Variables that impact seeking services

Specific Types of Services

Trans peoples' knowledge of,
would they use,
and concerns

Agencies asked about:

- Rape Crisis
- Forensic exam
- Victims Compensation
- Sex assault advocate
- Sex assault therapist
- Victim Witness
- Sex assault support group
- Anti-Violence program (CAVP)
- LGBT Community Center
- Restraining order
- Shelters

Rape Crisis, Victim Comp, Sex Assault Therapists/Advocate, & Victim Witness

- High knowledge of,
- **but** high ambivalence about using them

Top Concerns

1. Cultural competence
2. I'd seek help elsewhere
3. Fear of abuse
4. Concern re: trans-welcoming

These were the majority of the concerns for most agencies

Cultural competency =
Is an agency informed on how to respectfully treat trans people when they walk in the door?

Trans-welcoming =
Does a trans person sense that the environment and attitude are friendly and respectful?

Forensic Exam

- About 58% knew of where they could get one
- Over 50% was unsure if they would get one

➤ **Top Concerns**

1. Fear of abuse, being outed, etc.
2. Cultural competence
3. Police mistreatment, have to report to police
4. Shame/embarrassment/stigma
5. Cited specific negative experiences

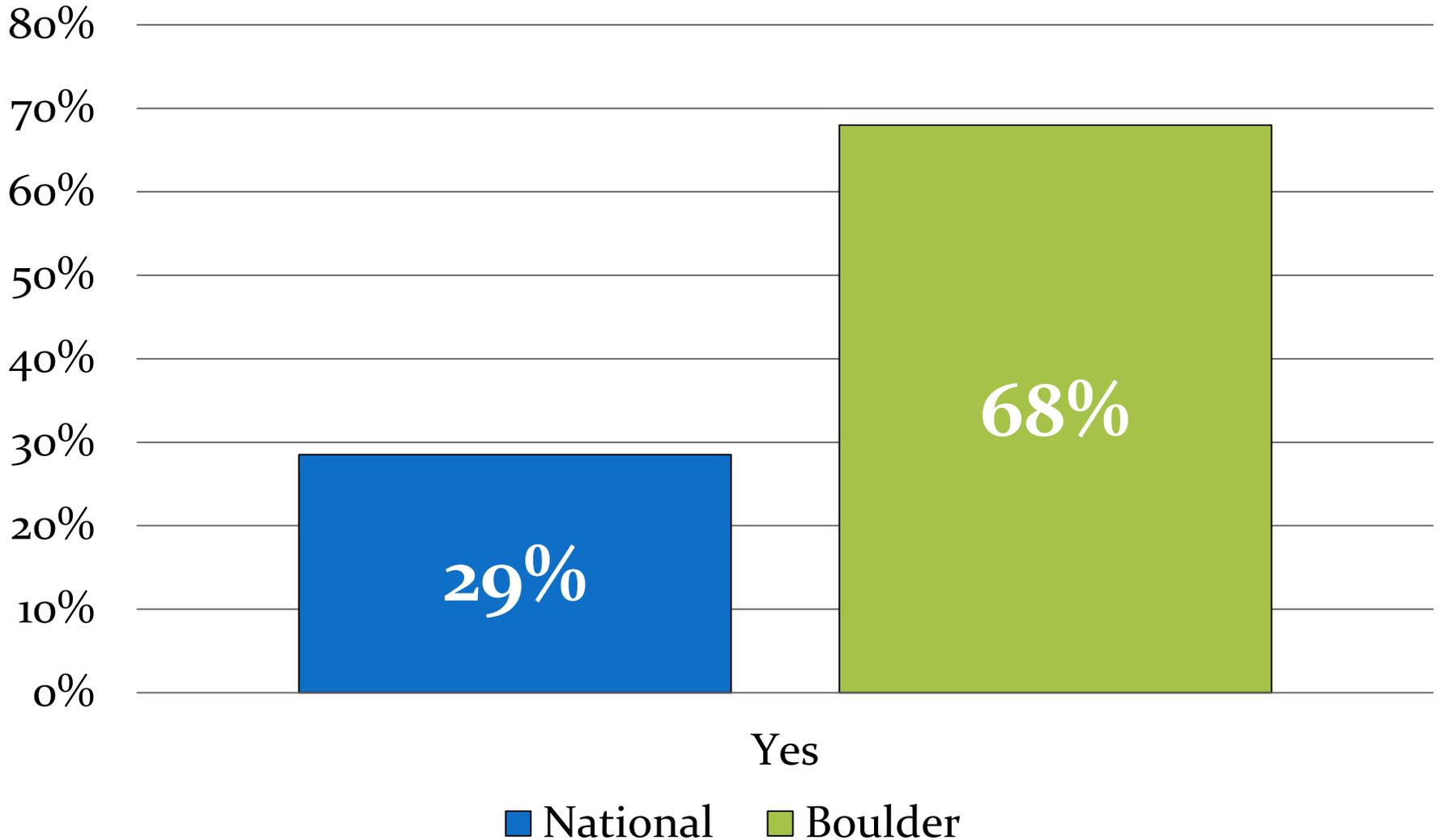
Sex assault support group

- About 38% know of one
- 40% were not sure if would use

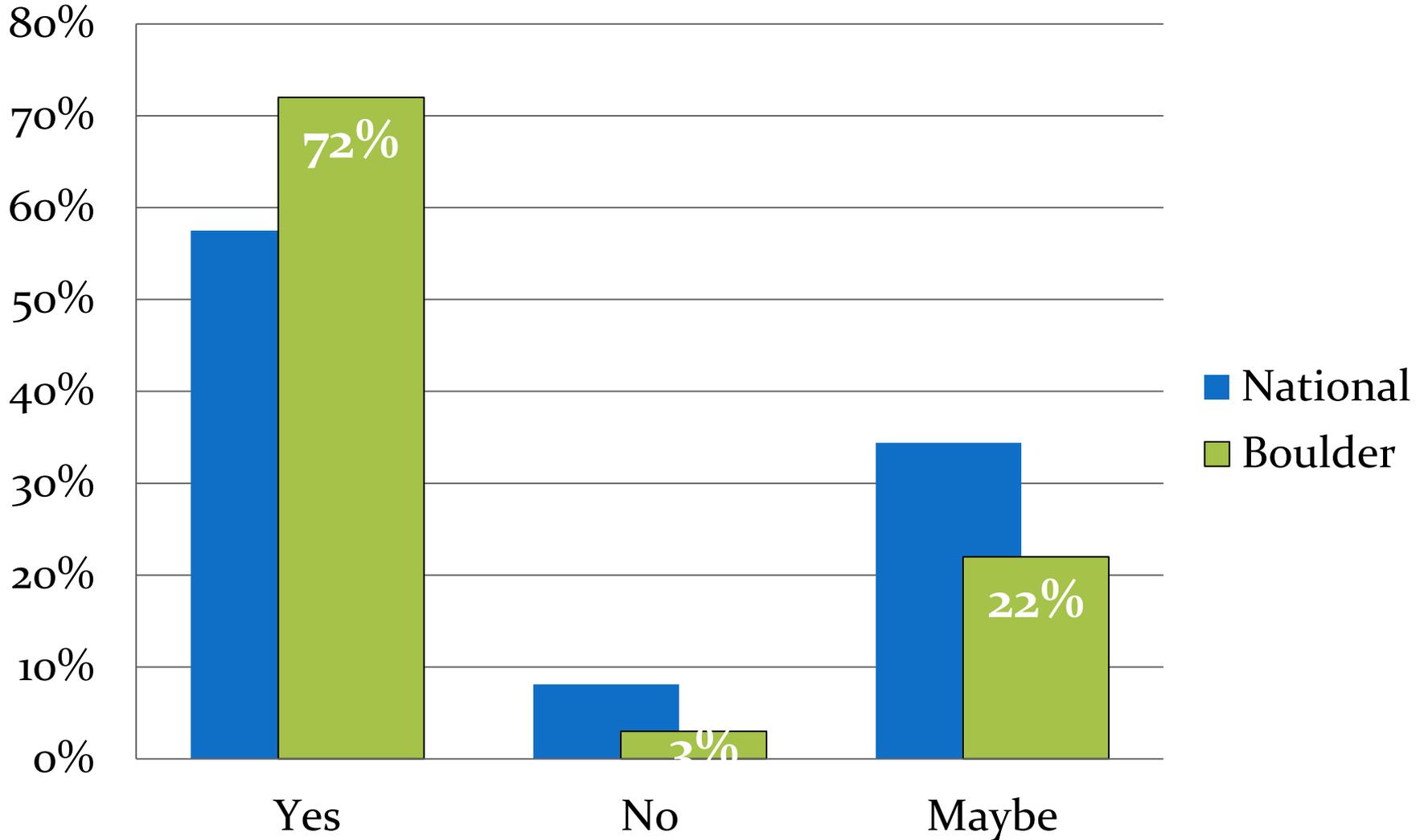
➤ **Top Concerns:**

- Most groups are advertised for “female” or “male,” which does not feel inclusive
- Cultural competence
- Seek help elsewhere
- Fear of abuse, being outed
- Concern re: trans-welcoming

LGBT AVP (knowledge of)

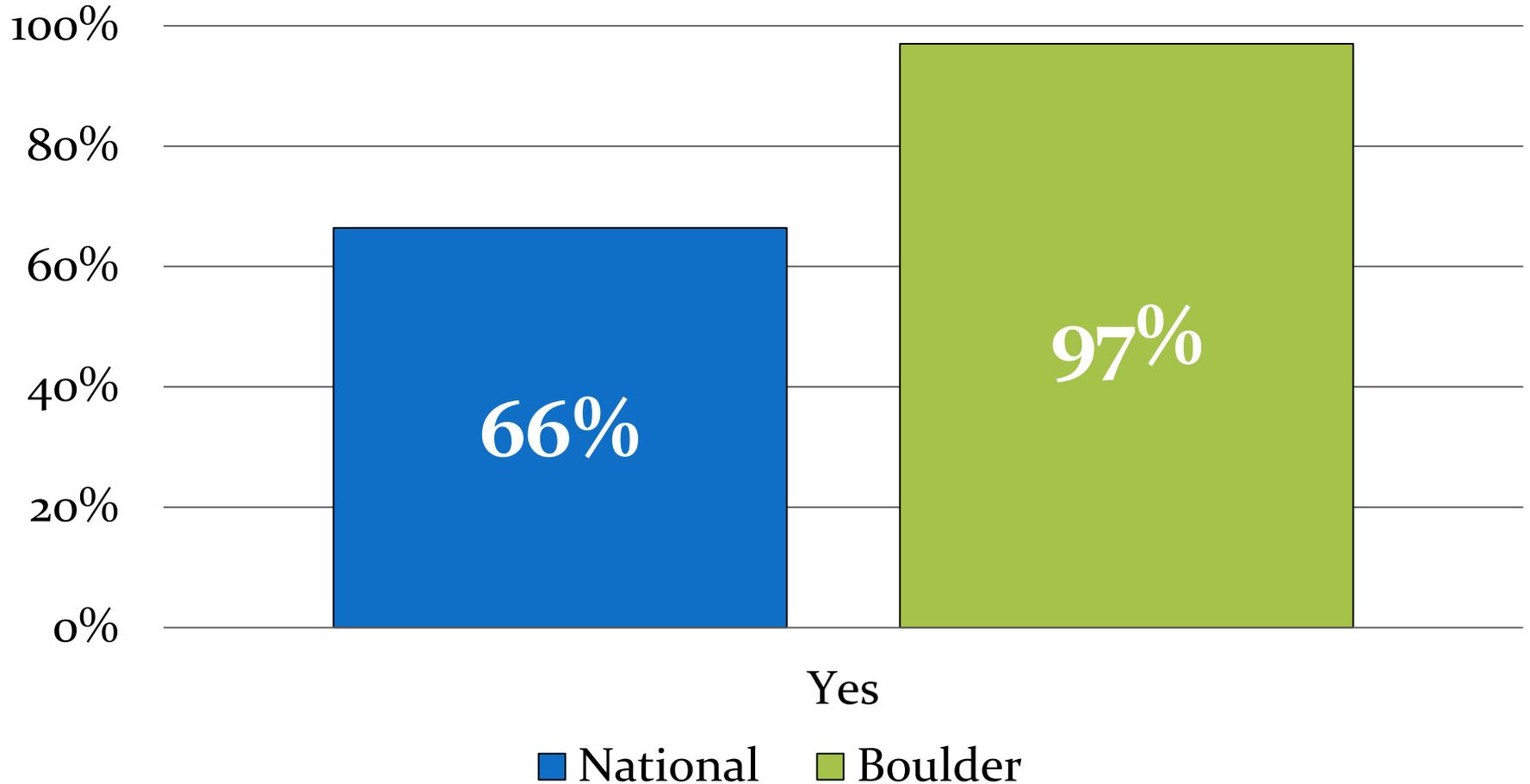


LGBT AVP (would you use)

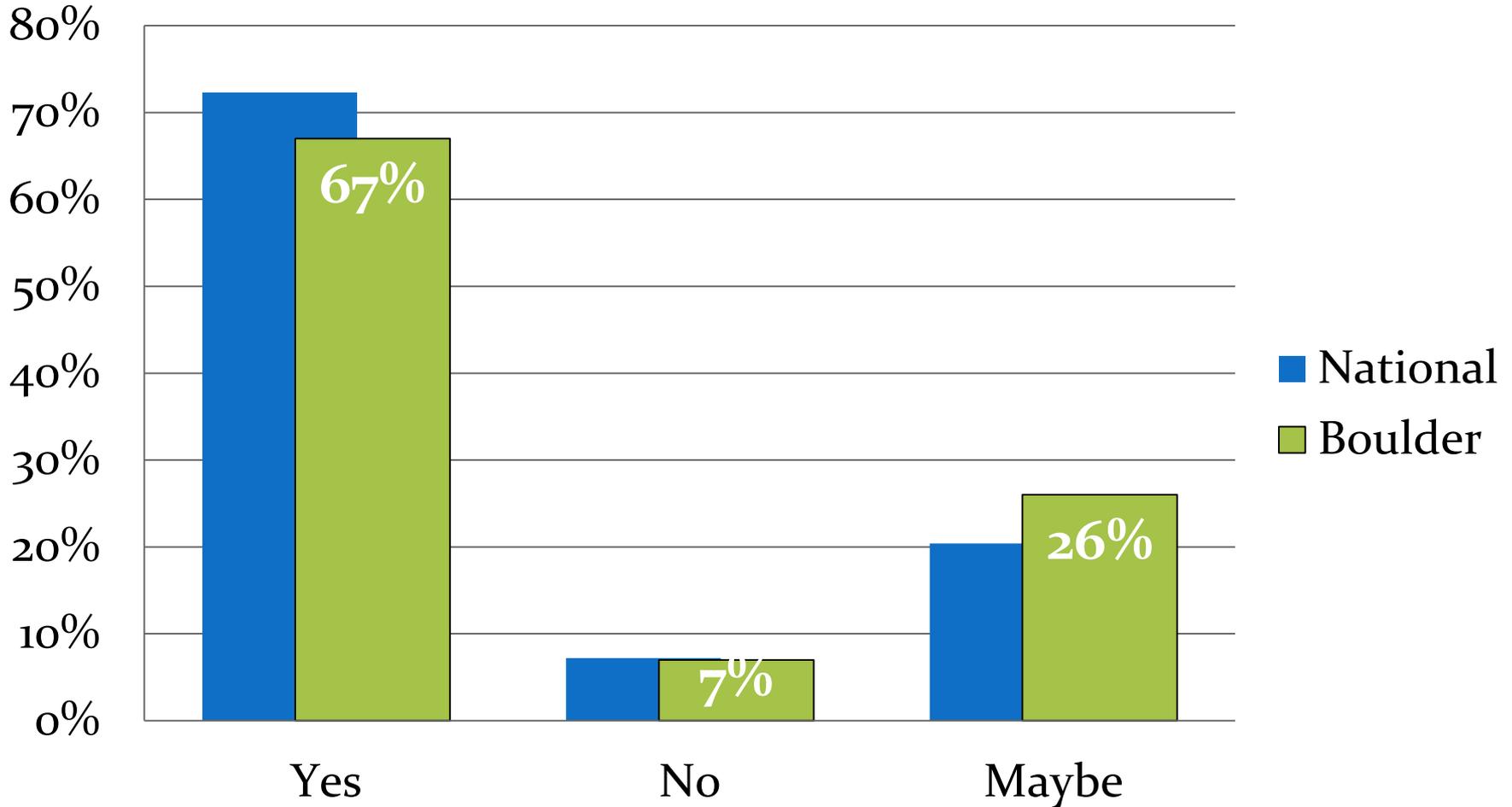


No concerns were cited for CO AVP!

GLBT Community Center (knowledge of)



Community Center (would you use)



Top Concerns: LGBT Community Center

1. Reputation
2. Cultural competence
3. Trans-welcoming?
4. Do they really focus and support the “T”

Restraining Order

- Over 70% knew where to get one, but about 50% would actually get one

➤ Top Concerns:

1. Fear of abuse, outing, etc.
2. Safety
3. It wouldn't help/would make things worse
4. Shame/stigma/embarrassment
5. Systemic problems

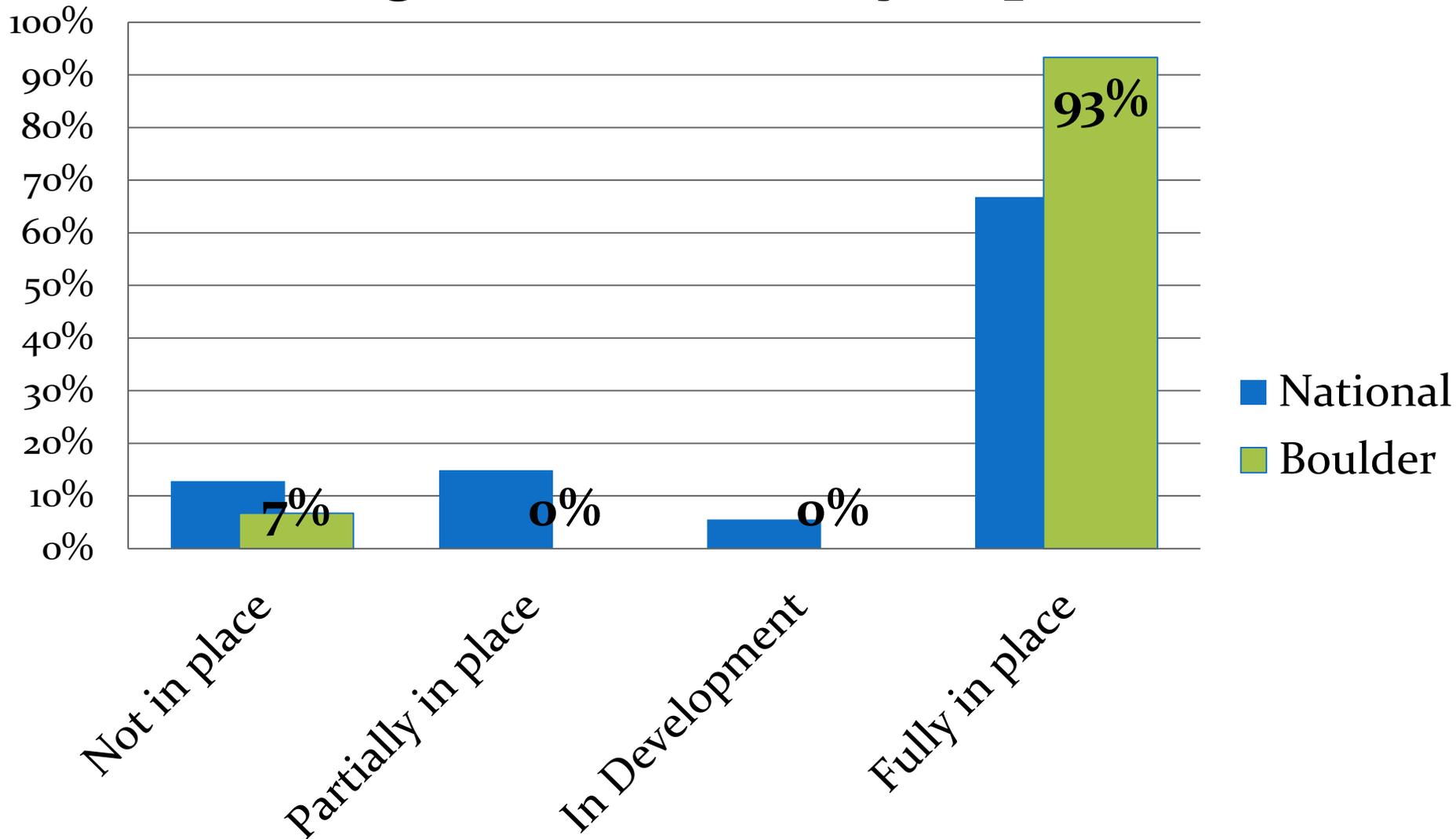
Shelter resources

- 72% knew of a shelter resource
- 50% were unsure if they would use

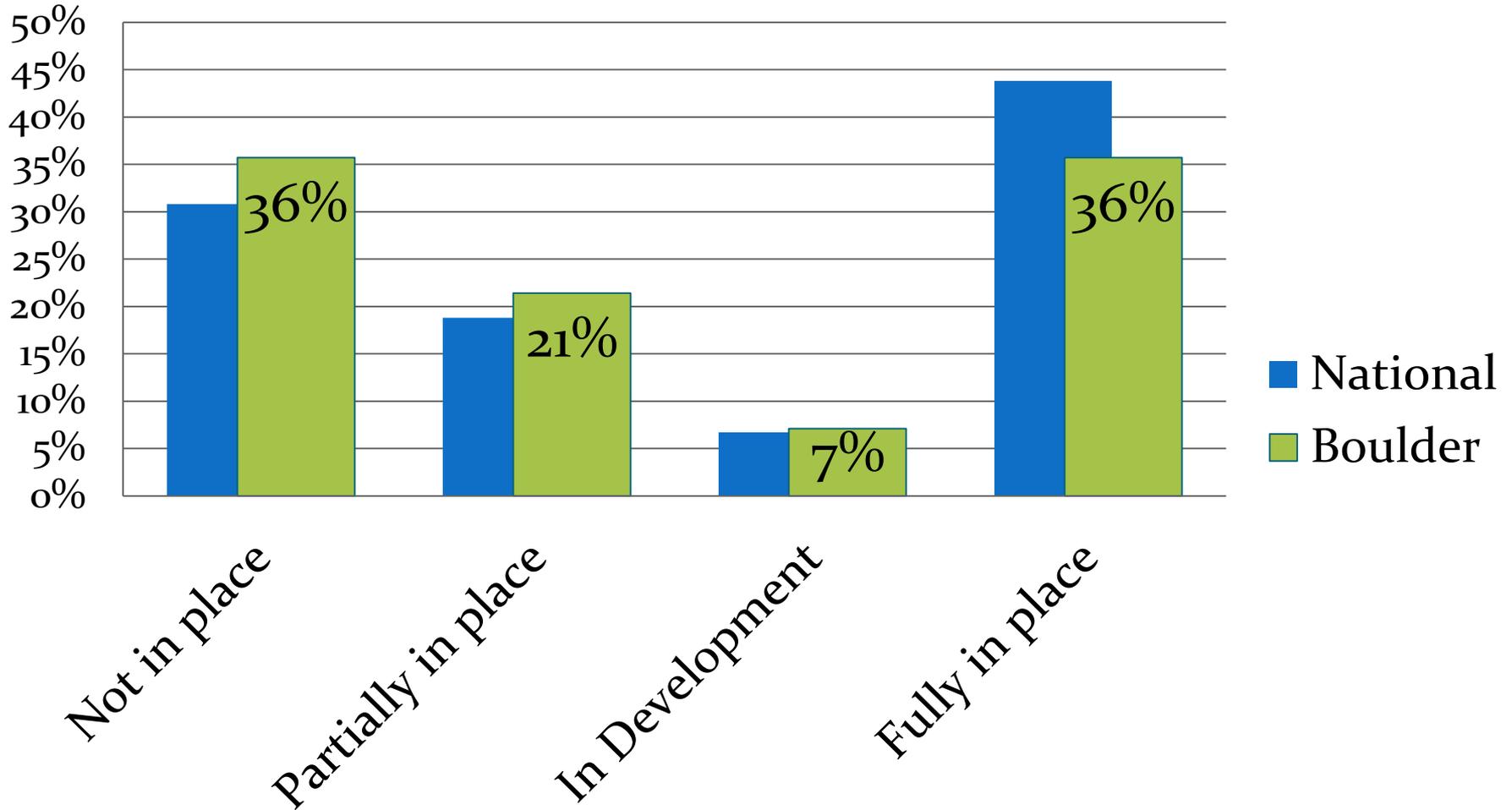
➤ **Top Concerns:**

1. System is focused on women only
2. Fear of abuse, etc.
3. Cultural competence
4. Trans welcoming?
5. Would seek help elsewhere

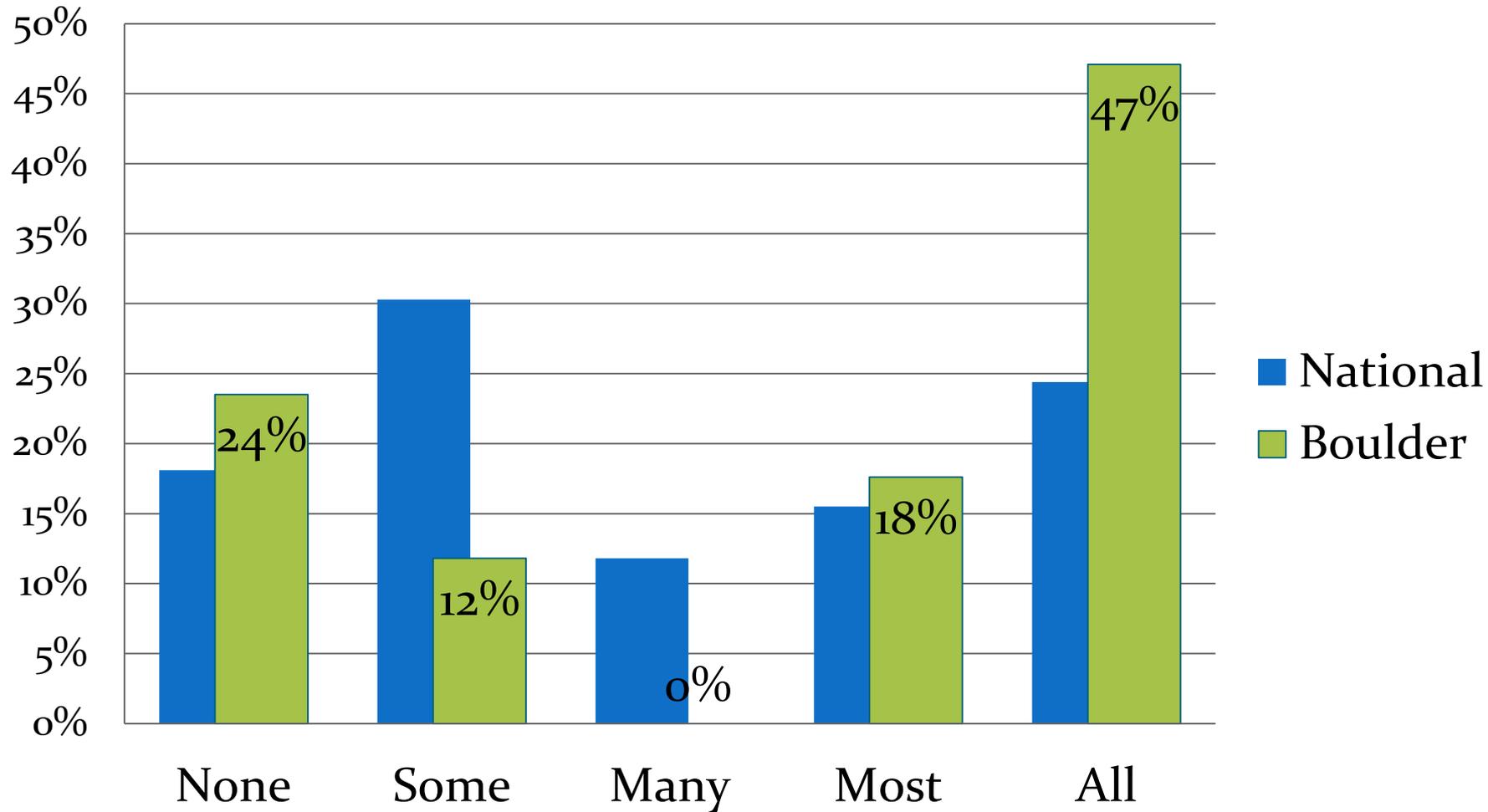
Agencies with Written Policies Covering Gender Identity/Expression



Agencies with Protocols to Address Bias



Agencies Provide Training to Staff in Past 12 Months



Strengths

- Aware of gaps in services & want to do something about it
- Already working together
- High awareness of services
- Boulder agencies have provided nearly twice as many transgender trainings to all staff in the past year
- Nearly all Boulder agencies have gender inclusive non-discrimination policies
- Many well developed, stable agencies with good track records
- High praise for CAVP

Weaknesses

- Most providers have minimal exp. working with trans clients
- Trans people's willingness to access services lower than national average
- Cost, time, and staff availability were the top barriers for agencies to increasing cultural competency
- 19% of agencies do not have method for client feedback

Opportunities

- Partner more with CAVP www.coavp.org
- Co-sponsor events
- Raise awareness about mistaken assumptions
- Continue to grow collaborations
- Create and implement specific trainings
- Look at hiring practices



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<http://forge-forward.org/>

Concrete and Environmental Strategies for becoming inclusive

Examples from Safehouse Progressive Alliance for
Nonviolence's (SPAN) and others



safehouse
progressive alliance
for nonviolence

Safehouse Progressive Alliance for Nonviolence's (SPAN) Journey

- SPAN has undergone internal environmental and policy changes as an agency in order to become more aware of Trans* specific issues, as well as to become more welcoming, inclusive, and safe for all survivors.

***SPAN realizes and acknowledges that the process to become more inclusive is not a static one

Variables to Seeking Services

- Reputation
- Gender Options on intake form
- Trans referral lists and outreach to trans communities
- Agency name is gendered
- Relationship options on intake form
- Gender neutral restrooms
- LGBT materials in waiting rooms & exam rooms

Components of an Inclusive and Welcoming Agency

- Environmental Cues
 - Promotional Materials
 - Safe Zone Stickers (Careful??)
 - Bathrooms
- Intake forms-Preferred Name, gender identity
- Staff/Volunteer Awareness
- Organizational Language





Safe Zone Stickers

putting up a safe zone sticker comes with responsibility



Welcoming bathrooms

Before



After



all - gender
restroom

baño para
todos los géneros

Safe Bathroom Policy

We at SPAN believe that all people, regardless of their gender identification or presentation, have the right to access safe and dignified restroom facilities without fear of harassment, judgment or violence. In solidarity with our transgender, transexual, genderqueer and gender non-conforming clients, staff & volunteers we ask that you maintain a safe space for everyone.

Nosotros en SPAN creemos que toda persona, sin importar la identificación de su género o la manera en la que se presenta, tiene el derecho a tener acceso seguro y digno a utilizar los baños sin temor al acoso sexual, juicios o violencia. En solidaridad con nuestros clientes, el personal de trabajo y voluntarios que son transgénero, transexuales, queer, y personas de género no conforme, le pedimos que mantenga un lugar seguro para todos.



Intakes Continued....

Also offers inclusive relationship options

What is your pronoun preference?

Name _____
Preferred name _____

How do you ID your gender and your partners gender?

er or stranger?

Relationship	
Married	Divorced
Partner	Ex-partner
Cohabiting	Separated
Dating	Civil Union
How long?	Other
Has DV happened before? Y N	
Animal Abuse?	
#of times reported?	
Date of Last incident?	

Trans Specific Resources and Support

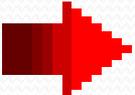
- LGBTQ specific materials, resources, and referrals to clients
- LGBTQ specific support groups for survivors

Safehouse Progressive Alliance for Nonviolence LGBTQ/Poly Referral List		
The Center 1301 E Colfax Denver, CO 80218	303-733-PRIDE www.gbtcolorado.org/About.aspx	Provides support and to the LGBTQ commu- such as health refer- drop-in support, or advocacy.
The Center's Legal Initiatives Project (CLIP) 1301 E Colfax Denver, CO 80218	303-282-6514 www.gbtcolorado.org/LegalAdvocacy.aspx	Works to ensure for LGBTQ folks legal advice and discrimination of civil rights.
The Colorado Anti- Violence Project	Office: 303-852-5094 24 Hour Hotline: 303-852-5094 caavp.org 303-499-5777	Provides sup- for LGBTQ experience violence, in- discrimina-
Out Boulder 214 th St Boulder, CO 80302	www.outboulder.org/ 303-444-8164	Provides informati- communi-

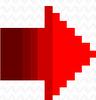
Staff, Intern, and Volunteer Training and Awareness



Organizational Language

“Women”  “Adults” and “Survivors”

-SPAN modified their job titles to be more inclusive:

Bilingual Women’s Counselor  Bilingual Outreach
Counselor

What about your agency?

Commitment to Inclusive Language

Having an individual's identities and relationship mirrored and respected is an important part of client defined advocacy.



Advocacy

- Be committed to advocacy within the community and the legal/judicial system for awareness of Tran* communities and LGTBQ issues.
- Provides training and education in the community around social justice issues and Trans* awareness.
- Collaborates with other organizations to help establish inclusive policies and practices.

Walk the Talk...

- With knowledge and awareness comes responsibility...





There is no “ally badge”

Being an ally is a continual learning process

Being an ally is an active commitment to working for change

Resources

Colorado Anti- Violence Program

- Office # (303)839-5204
- 24 hour hotline (303)852-5049 or (888)557-4441
- <http://coavp.org/>

FORGE

- 414.559.2123
- <http://forge-forward.org/>

Activity to take back to your office

Review handout and think about how to change your practice.

Please check out the FORGE website for more resources.

www.forge-forward.org

Presenter Information

- **CU Boulder Office of Victim Assistance**
 - <http://CUvictimassistance.com>
- **Safehouse Progressive Alliance for Non-Violence**
 - <http://www.safehousealliance.org/>
- **OASOS**
 - <http://www.bouldercounty.org/family/lgbtiq/pages/oasos.aspx>
- **MESA-Moving to End Sexual Assault**
 - www.movingtoendsexualassault.org
- **Nicole Garcia Counseling, LLC**
 - nicole@nicolegarciacounseling.com