



Harmful Gender Norms: How can alliances be built with queer (LGBTQ) movements to help prevent sexual and domestic violence more effectively?

March 9, 2016

AK: Hi everyone! Welcome to our web conference today! We will be getting started right at 11 am PST/2 pm EST

AK: Thank you all for joining us today!

AK: For audio over the phone, please call 1-888-447-7153, passcode 879 736#

BA-Z: greetings from sunny Massachusetts! Thrilled to be here, and to see some friends from this wonderful movement. I work to stop gender-based violence nationally and internationally, mostly by using theater and humor to engage men accountably and sustainably. www.voicesofmen.org

AK: Materials from this session can be found at:

<http://www.preventconnect.org/2016/02/harmful-gender-norms-how-can-alliances-be-built-between-with-queer-lgbtqi2s-movements-to-help-prevent-sexual-and-domestic-violence-more-effectively/>

BA-Z: I didn't hear it when some of the other speakers were on the line, so maybe it'll stop once they come on. Not sure why the phones don't like David - he's a really nice guy. :)

PI: What kind of community engagement strategies are you using to engage LGBTQ communities in your prevention work?

LZ: Critical media literacy education -representation of LGBTQ communities and people

DJ: if I have questions or need clarification how do I do this?

EH: Safe Zone workshops, consent workshops, climate survey

BA-Z: Listening to and learning from lesbian women, beginning with the great Suzanne Pharr, and her book "Homophobia - A Weapon of Sexism"

ME: I teach empowerment and self-defense called Get Your black Belt on! at the DV hiding house, which is inclusive

KC: Healthy Relationships support/educational groups.

MM: we completely revamped our mandatory first-year prevention program to be gender-inclusive in content and structure

MB: trying to figure that out.. just started a taskforce for the LGBTQIA community for engagement

TN: We provide No Hate signs everywhere we table/ present

KL: Gender neutral scenarios in class activities, presentations at local LGBTQ shelter

LT: Hiring and supporting staff who are LGBTQ in our prevention work

NN: Focus groups

KC: Consent workshops

AS: I'm directing a project called Mirror Memoirs, collecting stories from trans and gender non-conforming people of color who have survived child sexual abuse. I also identify as gender queer and as a CSA survivor.

CS: we collaborate with our LGBTQ office on campus. We have several events during Pride Week

AJ: Setting up a booth at a local pride event

LF: I'm a brand new SANE RN so I'm just here to learn.

RW: Included dating/domestic violence in SafeZone (LGBTQ ally) trainings.

KM: workshops with LGBTQ community partners, cross training

KB: Teen dating violence prevention seminar with high school GSA groups

ES: We just started an LGBTQ alliance here in our community - still in it's infancy

EF: I am new to this organization. So, I am looking to learn about how I can approach the LGBTQ+ community to become more engaged.

RC: training

LH: our prevention work is coming out of our combined gender and sexuality center at a college campus. we have LGBTQA+ students doing the programming we are doing around prevention and making sure that the topics are relevant to them

DB: Diversified staff & participation in Southern Oregon Pride Festival

SR: allies student organizations, safe zone, bystander intervention, RA training, Intergroup dialogue,

TW: gender neutral language.

SD: using language and examples that are LGBTQ+ inclusive, creating a safe space in our agency

RC: collaboration with youth LGBTQ spaces, media analysis with youth groups, and break down gender/sexuality, sexual orientation and gender identity

AS: Partnering with campus and community LGBTQ groups

MB: we are also changing internal forms

RB: We provide training with front line service providers and one on one mentorships with folks experiencing DV

SM: We partner with the LGBT Resource Center on campus to hold workshops, table at events, and co-sponsor each other's events to create a diverse community

DDJ: At my previous job, I facilitated a "family" support group for LGBTQ homeless youth in DC

NF: talking about healthy queer relationships during our LGBTQ+ student group meetings

FMS: VCU has a LGBTQ+ Violence Prevention Health Educator who does prevention education AND advocacy for our students. She also does healthy relationship workshops for LGBTQ+

CD: Expanding confidential sexual violence reporting to LGBTQ student affairs professionals

SD: presenting to LGBTQ+ resource centers at universities about DV & SA

SR: bias reporting tools, hearing board trainings

GM: Working with the police force on a city- wide level in Philadelphia to ensure safety for LGBTQ folks

RW: Changed all bathrooms to all-gender in health center.

LT: Putting on a relationship skills class (curriculum from NW Network) for LGBTQ communities

SR: peer health educators

Katrina C: We attend our local Pridefest every year and participate with a booth for our org. We also have collaboration efforts between our org and our local LGBTQ Center. We just brought in someone to do ally training with our staff at a recent meeting as well.

MW: Partnering with the Pride Center on campus, recruiting queer prevention educators, identifying pronouns in my name, using gender neutral pronouns when educating, adding LGBTQ specific information on my advocate website

FMS: All of our advocates received Safe Zone training. and we are exploring ways to partner with Virginia Anti Violence Project to connect campus and local resources

SR: gender neutral restroom maps

RJ: In a rural area. Having trouble doing anything.

MElliott: I have questions on activities for engaging or collaborating with elementary middle school and HS boys

EF: We do offer our services to all genders and identities, however, we don't get enough clientele from their community.

CK: Liaison relationships among counseling, survivor center, violence prevention and pride center, workshops about harmful gender norms, sharing of resources, etc.

AD: We have a statewide network of partners who engage men in sexual and domestic violence prevention. One of our partners is a LGBT Health Center.

SR: large scale speakers from the community

MW: Hosting LGBTQ+ violence prevention programming on campus

ES: working with my agency's leadership to adopt more inclusive language in our HR policy/handbook

JuliaD: We are also very rural and struggle with this type of engagement

AH: love photovoice!

CB: Sending student leaders involved in sexual assault prevention work to leadership trainings with student leaders of PU's LGBT center so that they can align their missions; inviting student leaders to identify their intersecting identities and interests as they introduce themselves to the campus community

RD: what is photo voice?

CK: Is there a way for us to download the text chat after the webinar? Would love to read through how people are engaging.

AK: @Cynthia, yes! It will be available on the site

AH: photovoice is a research method that combines photography with grassroots social action, and is commonly used in the fields of community development, public health, and education.

AH: <http://ctb.ku.edu/en/table-of-contents/assessment/assessing-community-needs-and-resources/photovoice/example>

AK: @Jennifer yes! You will get a follow up email with a link

SD: Is intersex not being included?

AG: @Sarah Diamond: Asexual's not mentioned either. The umbrella is getting really large!

JP: Just FYI - not all people who are bisexual subscribe to a gender binary!

SaraM: Bisexual people can be attracted to folks not on the binary. Bi orgs have defined their attraction as "your own gender and other genders" for many years now.

RachelS: Another bisexual definition being widely used is inclusive of all genders - not about the binary

SD: @Angela, absolutely! It's huge, which is great :)

RachelS: What @Sara said!

JH: I echo what Sara said about Bi folks

PS: I would also like to second what many people are saying about the definition of bisexuality.

DL: Thanks to @Sara @Sarah @Jeannette @Rachel @Paige for adding to the definitions

SR: missed intersex individuals

CK: It is traditional in a white, western, middle class context.

AG: In case anyone wanted to clarify their definition of intersex (I wanted to make sure I was understanding that clearly): Intersex is a group of conditions where there is a discrepancy between the external genitals and the internal genitals (the testes and ovaries). The older term for this condition, hermaphroditism, came from joining the names of a Greek god and goddess, Hermes and Aphrodite.

BA-Z: I agree with David - thanks to everyone for adding to the definitions. "none of us is as smart as all of us."

PS: I have seen a rise in people differing sexual orientation from romantic orientation. So basically just separating romantic attraction and sexual attraction.

LH: we have a pretty large/growing population of students who identify as Asexual so we also use romantic orientation to talk specifically about other ways to be attracted to others

CK: Romantic orientation can be separate from sexual orientation, both for asexual folks and for sexual people.

LW: Just a point, hermaphrodite is considered problematic

AG: Right, but it was part of the definition of intersex. Sorry, just copy/pasted.

LW: And the intersex community also generally uses the term variations rather than conditions

SD: Sexuality and sexual orientation can exist on a few different spectrums. There is the OBI model -- orientation, behavior, and identity. Someone may have a sexual identity that is different from the sexual acts they are engaging in, and who they are primarily attracted to.

AG: Good information, Liat, thank you!

LW: Thanks @Angela, just adding to it

LQ: Will you be discussing gender fluidity?

JP: I break it down to: sexual attraction, romantic attraction, and sexual/romantic behavior... these are all independent components that don't necessarily "match up" with a person's sexual orientation

LW: Yes @Cynthia - important to remember romantic as distinct from sexual

KM: <http://itspronouncedmetrosexual.com/2012/03/the-genderbread-person-v2-0/> does a good job of breaking each of these pieces apart for someone who is not super familiar with LGBTQAI+ identities

LW: yes @Jeannette - and I add a 4th, community affiliation

PS: @Kristi-I love the genderbread person! It's a great resource

LW: i encourage people not to use the genderbread model for a number of reasons

AH: @Liat can you elaborate? I would love to hear why!

CK: Nice list of identity terms and definitions that was vetted by the Higher Ed Consortium of LGBT Resource Professionals at www.out.ucr.edu/docs/terminology.pdf

PS: @Liat- Okay, Can you explain why?

SM: ^Absolutely agree with Liat about the genderbread person

KM: speak up

OO:

https://us.search.yahoo.com/yhs/search?hspart=iry&hsimp=yhsfullyhosted_003&type=wncy_bimmed_16_0¶m1=1¶m2=f%3D4%26b%3DChrome%26cc%3Dus%26pa%3DWincy%26cd%3D2XzuyEtN2Y1L1QzutD0EtDyE0CyBzztD0EtA0C0D0E0AyBtN0D0Tzu0StCyDtCtAtN1L2XzutAtFtCzztFtCtFtN1L1Czu1TtN1L1G1B1V1N2Y1L1Qzu2SyDtB0Azy0DtByDtCtGtC0FtB0CtG0EyEtD0BtGtCzy0ByBtG0C0E0D0FtA0EyEtBzz0AyCtD2QtN1M1F1B2Z1V1N2Y1L1Qzu2S0EtD0D0DtD0DyDyCtGyDyBtAyBtGyE0CyBzytG0Bzz0EyCtG0DyCyDtB0CtAzy0ByCzytD2QtN0A0LzutB%26cr%3D677758357%26a%3Dwncy_bimmed_16_08%26os_ver%3D6.1%26os%3DWindows%2B7%2BProfessional&p=gender+unicorn The unicorn

TW: I agree not to use the genderbread

SD: Sam Killerman has stolen from communities.

LW: thanks for jumping in Sarah also, the genderbread model is not very accurate

OO: Sorry this is better <http://www.transstudent.org/gender>

FMS: we use the unicorn and the genderbread person, but now I will share with the team to not use it...Thank you for educating

KB: Can anybody offer an alternative to the genderbread person to explain gender identity and expression to people who have no experience with the LGBTQ community

TW: I personally haven't found anything yet

LW: I'll be offering a different model here later

FMS: awesome,

HB: Thanks Liat! do you also view the unicorn as problematic?

SD: Gender Unicorn: <http://www.transstudent.org/gender?gclid=CPEjr7-ttMsCFUVsfgod-IYExw>

AG: It's so infuriating how much agitate some people really have to go through just to use the bathroom every day.

PS: Thank you so much for sharing your opinion on the genderbread person, Liat. I would love to learn more about its problems.

CD: The sounds differential between the three speakers is very large.

SR: Lolan you may be too close to your laptop or something because we're getting tons of feedback when you speak

KC: <http://static1.squarespace.com/static/566c7f0c2399a3bdabb57553/t/566ca16de0327c1e77896eb0/1449959789978/2013-FORGE-Trans-Specific-Power-and-Control-Tactics.pdf>

KC: Interesting item from FORGE on control tactics with trans folks, both trans folks as using these tactics and these tactics being used against trans folks.

PS: FORGE is a handy resource.

KB: that's such a great resource! thanks!

CL: The unicorn looks disturbingly similar to the genderbread person.

BA-Z: yeah, thanks Kaysey!

DL: You can see information on SV, DV, victimization in the CDC NISVS report Findings on victimization by sexual orientation - there is a PreventConnect web conference <http://www.preventconnect.org/2013/02/nisvslgbt/>

CL: Also, whether you use gender bread or unicorn both help explain why the term "cis" is also problematic

LQ: Bi folks can't commit...

AO: Love what he is saying!

KB: why is cis problematic?

KC: Cisgender is problematic?

MW: @Caroline: what term do you use to describe "cis"

BA-Z: Of course, many second wave feminists were themselves lesbians, many of them survivors of what we used to call "lesbian battering." #notallsecondwavefeminists

JP: @Ben, I think Liat was referring to the straight second wavers with their earlier comment

CL: To Describe all others outside the queer spectrum as "cis" assumes there are no variations in their identity

SD: Caroline, would you be able to elaborate a little more?

JP: There was a pretty big divide unfortunately between straight and queer second-wave feminists, they didn't always work together

CL: I use the genderbread person and unicorn to show that we are all on the spectrum in some shape or form. Using "cis" continues to "other" the queer community and assumes those outside of the queer community are normative. Often, folks just haven't had the opportunity to think through their identity in ways that marginalized folks are often forced to when coming to terms with their identity

PS: @Caroline- That's interesting! I will have to think about that some more.

SD: Caroline, thank you. I have never heard that before. What I have learned is cis moves away from just separating trans folks and cis as the 'norm'. It creates a space where all genders are recognized.

CL: Sarah Diamond I hear you but if critique how it's cis is often used it's in opposition to queer. Just something to think about

AG: @Caroline: is there a different term to use if cis is no longer appropriate?

CL: The genderbread, while not ideal, shows how we are all "queer" somehow. That no part of our identity lines up in what we like to think is normative

JP: @Caroline I haven't seen "cis" used in opposition to queer in the way you are referring to

KA-R: I think too that "cis" terminology helps to avoid referring to trans people as "not normal" and moving away from pathologizing language. Do you know of any resources that have been using different terminology?

AG: Well, but isn't it "cis" and "non-cis"? As soon as you "non" someone, I think it's a problem.

CL: Angela Green, I'm not saying cis is not appropriate just not a term I use or think is useful. I think it further divides an other's trans folks especially

AG: @Carolyn: Definitely, I just didn't know if there was a better term.

CL: I've not found a different term but know lots of folks that explain gender variance without ever using the term cis

MW: If someone is assigned a sex and identifies as that sex and the gender that "matches" that sex, would you still define that person as cis? I can see that calling "everyone else" cis can be problematic, but I don't see that happening really so I'm just making sure that teaching folks the definition of cis is still a useful tool.

KA-R: I think policing in and out of the queer community is definitely a big issue. Interesting point to think about, that cis doesn't necessarily have to be used to educate.

BA-Z: How many domestic violence shelters still don't allow trans people?

J. Pepper: our shelter allows trans people, but I don't know if the trans community knows that

CL: Marina Wood, definitely, I think it's useful to teach folks what the term is since they will hear it. But I tend to also teach why it may not be the best to use

AO: hmmm..

MW: @Caroline thank you

FB: @Caroline Leyva: Great point!

SDavis: Hello everyone I am an intern at family services safe relations department here North Carolina

JS: I feel that cis can be used as a way to get individuals who think of themselves as "normal" to acknowledge they are in fact just a human that fits into a category and not simple "normal" or "category-less"

KC: many shelters have trans-inclusive policies, but may not be safe or welcoming environments

SD: I second Jennifer

AM: If you label it, it's no longer invisible. It's no longer seen as the default identity. I think it's really useful.

JP: Any shelters receiving VAWA funds are not allowed to discriminate against trans people, just FYI

LM: That is the case for us in rural Minnesota, @Kaysey

AG: Maybe cis would be less tricky if there was a better term than non-cis. I do agree that categorizing can at least be a really helpful starting tool.

BA-Z: thank you, Kaysey. What I've heard is that many shelters WANT to be welcoming and inclusive, but aren't necessarily. IMO, transphobic shelters can literally hasten someone's death - this is an emergency. How do we help transform our shelters into safer spaces?

CB: Does anyone have recommendations for talking about pronouns with people who are not familiar with their significance, and who argue that it's a "grammar" issue?

KC: @Jeannette- thanks for clarifying that. Some shelters are still non-compliant with VAWA regulations, something they should probably be changing quickly!

KB: @Caroline TSER has a lot of great info graphics!

CB: @kelsey thank you!

KB: <http://www.transstudent.org/pronouns101>

JP: @Kaysey yes, many shelters are still discriminatory in practice, or have staff with biased attitudes. There's a lot of work to do to get in compliance and start following best practice!

TW: I want to share that one needs to remember that title IX includes safety to trans women.

AG: Staff not to mention other consumers!

PI: Who are the key organizations in your community working on LGBTQ issues?

KB: MCVAGLY

BA-Z: The Network/La Red

BA-Z: Gay Men's Domestic Violence Project

SD: Liat is our community organizer :)

CO: UTRGV

RC: suicide prevention

OO: LBGT-SE WI

R. Collins: PFLAG

LM: To clarify: our agency is amazingly inclusive, but other shelter residents might create an unwelcoming environment..

Katrina C: 7 Rivers LGBTQ Center

KC: http://www.vawnet.org/Assoc_Files_VAWnet/NRCDV_TAG-TransWomenShelter-Sept2014.pdf

SM: LGBT Resource Center at the University of Wisconsin Milwaukee

LH: US we are in small town Minnesota and there are no agencies

WW: Sexual violence victim service/prevention agency- Our VOICE of Asheville

SR: LBGT Center of greater Cleveland

BG: In Our Own Voices- Albany NY

DM: Pride Center of Vermont

DM: PFLAG, student organizations

AD: Nonprofits - YWCA, DV agencies, SV agencies, Universities, Public Health

PO: BRAVO of Ohio

RB: Calgary Sexual health Centre

RC: non profits and grassroots collectives (

JeanetteD: PFLAG

AdB: UCLA LGBT Campus Resource Center

EH: Spectrum, Safe Zone Network, Equality Virginia

SR: some colleges and universities

TN: local schools' GSAs and Pride Student Unions

SR: GLSEN

KM: Delaware has a Victim Rights Task Force LGBTQ working group that was created just a few months ago.

DB: Lotus Rising Project

RC: Latino Equality Alliance

HC: Gender Spectrum

SP: AVAIL, Inc. J. Pepper: Metro

R. Collins: OWL Healthy Sexuality Education

DDJ: I'm in a rural area but there is a GSA program at one high school in town

MW: CSUSB SMSU Pride Center, QRC of the Claremont Colleges, Pride Center at Cal Poly Pomona, The Center Long Beach

RP: Wisconsin Rainbow Alliance for Deaf

MW: Bienestar

CB: Princeton University's LGBT center, SHARE, MAVRIC

PS: Queers and Allies

DB: Queer Resource Center

MW: FORGE, La Network/la Red

KM: DE also has several LGBTQ support systems, primarily sponsored and supported by the United Way.

Claudia Cabrera 12:02 PM: suicide prevention Trevor project

CK: Oregon State University Pride Center, Out and

About queer youth group, Rainbow Continuum student organization

TW: diversity Center, Cantu Queer Center @ UCSC, Pflag, Out in your Faith, Safe Schools, QYLA

RS: Here in Carson City we don't have any organizations specifically, but we do have support groups that have done outreach services to the LGBTQ community :)

WW: Prevention Taskforce for S/DV in Asheville NC

SM: @David I know of a high school in our area that uses SAGA instead of GSA, meaning Sexuality and Gender Alliance

KM: We created a LGBTQ Health Equity Task Force to look at access and equality of health care.

DL: @Sue - I love that new name

PI: Here are the links to those organizations! Anti-Violence Project: <http://www.avp.org/Northwest> Network: <http://www.nwnetwork.org/> GLSEN: <http://www.glsen.org/> Forge: <http://www.glsen.org/> Also here is a link to Dark Matter Poetry - <http://www.darkmatterpoetry.com/>

JP: Love that concept of a snowball survey!

KC: NW Network and La Red also have wonderful resources on BDSM and the ways in which it is entirely separate from abuse/DV.

Linda Richardson 12:05 PM: One source is The Family Tree Community Centers

AdB: We do presentations across college student groups around consent/sex-based violence - one challenge is creating LGBTQ inclusive presentations without also including LGBTQ 101 or having a token mention of inclusivity - anyone have creative ways of overcoming this barrier?

AK: You can find this resource and more from Liat here: <http://www.preventconnect.org/2016/02/harmful-gender-norms-how-can-alliances-be-built-between-with-queer-lgbtqi2s-movements-to-help-prevent-sexual-and-domestic-violence-more-effectively/>

AK: http://www.movetoendviolence.org/wpcontent/uploads/2015/05/building_movement_conversations_guide_english.pdf

http://www.movetoendviolence.org/wp-content/uploads/2015/05/building_movement_conversations_guide_english.pdf

The domestic violence movement was founded by rural lesbian women like Del Martin and Suzanne Pharr - by Native women like the late, great Tillie Black Bear

KC: That link works--thank you.

AK: @Kaysey you're welcome! :)

RJ: What about the agencies where no one is talking about social justice?

KB: @Rachel I feel that!

DL: @Rachel - that is challenging - I often try to shift the conversation away from what "services" are provided - to how to reach our mission "to end sexual/domestic violence"

BA-Z: sorry- typed "rural lesbian women like Suzanne Pharr" and then added the (also late, great) Del Martin's name. Suzanne definitely identifies as a rural Southern lesbian - don't think the same was true of Del Martin.

KC: Is there anyone here in the Portland or Oregon area?

AD: We use CDC's Connecting the Dots to identify our shared risk and protective factors to help affirm the alignments we make with organizations and community partners

LW: that's brilliant @ Alisia

AD: http://www.cdc.gov/violenceprevention/pdf/connecting_the_dots-a.pdf

AK: @Alisia such a good resource for these convos!

DL: Here is a web conference on Connecting the Dots <http://www.preventconnect.org/2014/10/connecting-the-dots-understanding-and-addressing-the-links-between-multiple-forms-of-violence/>

HB: @Kaysey 'm in Beaverton!

ES: Thank you David!

KC: @Holly Our intern, Lane, put together a resource that outlines the inclusivity of DV shelters in and out of the area. If that's something that would be helpful for you or your org (or anyone else on here in the Portland, OR area), send him an e-mail at lanek@bradleyangle.org

AD: Here is Delaware Coalition Against Domestic Violence's webinar on our experience using Connecting the Dots: <https://attendee.gotowebinar.com/recording/2666482085946516482>

HB: @Kaysey Yes, that would be great! Thanks for sharing!

PI: What are some tools and resources to support alignment with LGBTQ communities/ movements to challenge harmful gender norms?

FMS: Will we see the replacement for the genderbread and unicorn?

BA-Z: Paul Kivel's "Act Like a Man" box activity

FMS: YES

CO: break the box has been helpful

FMS: thank you thank you :)

PI: These tools and more are available here! <http://www.preventconnect.org/2016/02/harmful-gender-norms-how-can-alliances-be-built-between-with-queer-lgbtqi2s-movements-to-help-prevent-sexual-and-domestic-violence-more-effectively/>

BA-Z: Wonderful! I'm hearing Carl Sagan's voice narrating it...

AG: @Ben: BILL-ions and BILL-ions of gender. :-D

TS: I've been using the gender box activity to highlight the role of gender role socialization in abuse culture, but I'm concerned about unintentionally reinforcing binary gender with that activity

DL: @Tuck - that is a topic will address for March 23 web conference

Caroline Black: This is a great model! I especially like its implication that there are other genders, just like there are other galaxies, that we haven't discovered or explored yet

KC: Lane: I've never heard "glitterbutch" before and it makes me really happy.

KB: I so love this universe model of gender!

BA-Z: yes, Tuck. IMO, Kivel's "Box" activity is the beginning of the conversation, not the end.

TW: how do we credit this model ?

KB: really challenges the gender binary narrative

TW: sorry I can't read the bottom text

AK: @Tam you can download those resources on PreventConnect

AM: Is that asterisk imperative? Do you need to say "trans*?"

KatrinaC: : Could you please define Cyborg? We haven't heard that term before

TW: thank you.

AK:

<http://www.preventconnect.org/2015/01/queering-the-curriculum-lgbtq-inclusivity-in-sexual-assault-prevention/>

<http://www.preventconnect.org/2015/10/ignite-talk-part-5-mobilizing-youth-to-change-school-community-climate/>

BA-Z: outstanding webinar! thank you to the facilitators, trainers and support staff!

Lisa Quinto: Thank you!

MD: Thank you!

MR: Thank you all :) Have a wonderful day :)

RB: Thanks everyone!

AK: Thanks everyone! Hope you'll join us on March 23rd!

ES: Thank you!

AdB: thank you

YR: Thank you!

HB: Thank you!! Looking forward to March 23rd!

CO: thank you so much

JD: Thank You!

CS: thank you an enlightening experience for sure!!!

M.Elliott: thank you

ED: thank you!!

MM: thank you!

KD: Thank you!

FMS: have a great day, on purpose :) thanks, all

MW: Thanks! Private conversation

AP: Hello Ashleigh, This is Austin from the Southern Arizona AID Foundation. I am a Case Manager in our AVP department as well as a health educator in our adult prevention department. We have a few new hires that were not able to attend this webinar

and I am wondering if these slides and/or the recording could be sent to me following this webinar?

AK: Hi Austin, sorry for just getting back to you. Yes, you will get a follow up email with a link to all of the slides and resources.

AK: This is the link but it will take a few days for the recording to be put up

AK: <http://www.preventconnect.org/2016/02/harmful-gender-norms-how-can-alliances-be-built-between-with-queer-lgbtqi2s-movements-to-help-prevent-sexual-and-domestic-violence-more-effectively/>