

**Welcome,  
This Web Conference  
Will Begin Soon**



A Project of



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

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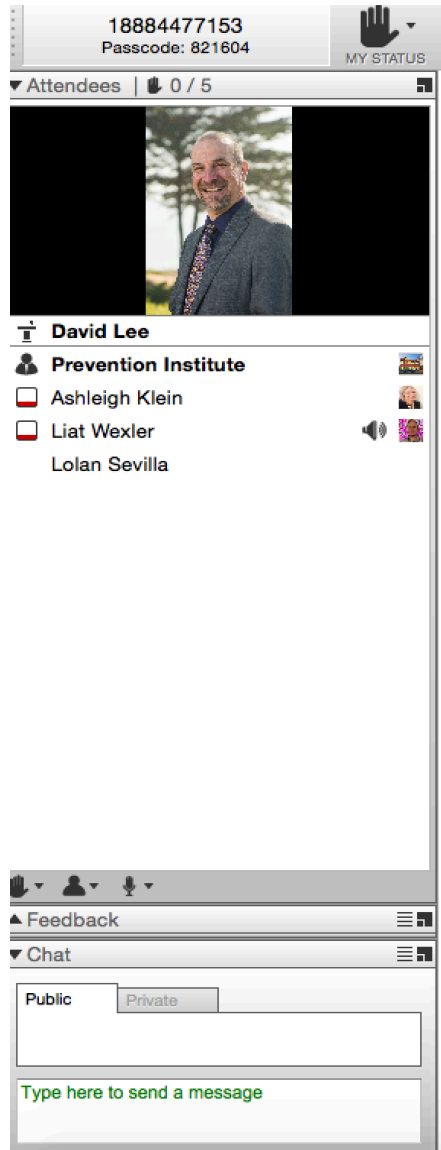
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# How to use this technology



- Raise hand
- Text chat & private chat
- PowerPoint slides
- Polling questions
- Phone
- Closed captioning
- Web conference guidelines

Please send a private chat message for help.

Call iLinc Technical Support at 800.799.4510.



# PreventConnect

- Domestic violence/intimate partner violence
- Sexual violence
- Violence across the lifespan
- Prevent before violence starts
- Connect to other forms of violence & oppression
- Connect to other prevention practitioners



# Beyond Partnerships: Shared Linkages for Prevention

February 3: From Foundations to the Future: A prevention approach to sexual and domestic violence

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**March 9: Harmful Gender Norms: How can we build alliances with queer (LGBTQ) movements to help prevent sexual and domestic violence?**

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**March 23:** Harmful Gender Norms: Moving beyond binary and heteronormative approaches to preventing sexual and domestic violence

---

**May 4:** Shared Roots: Sexual and domestic violence prevention strategies in support of social justice

---

**June 8:** Equity, Trauma and Preventing Sexual and Domestic Violence

---

**July 13:** What about Power and Patriarchy? Examining social cohesion strategies to prevent sexual and domestic violence

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**August 3:** Engaging Youth in Shaping Strategies and Solutions to Prevent Sexual and Domestic Violence

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**August 17:** Using Shared Risk and Protective Factors : Research into practice and policy to prevent sexual and domestic violence

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**September 7:** Authentically Engaging Communities to Prevent Sexual and Domestic Violence





# Harmful Gender Norms: How can we build alliances with queer (LGBTQ) movements to help prevent sexual and domestic violence?

**March 9, 2016**

**11am-12:30pm PT; 2pm-3:30pm ET**

PreventConnect is a national project of the California Coalition Against Sexual Assault sponsored by U.S. Centers for Disease Control and Prevention. The views and information provided in this web conferences do not necessarily represent the official views of the U.S. government, CDC or CALCASA.

# Objectives

- Engage in a candid discussion around the necessity of engaging directly with Lesbian, Gay, Bisexual, Trans, and Queer community members at the decision-making table to truly enhance prevention outcomes.
- Share real world examples of alignment with LGBTQ movements and identities as a necessary component of countering the harmful aspects of gender norms that lead to sexual and domestic violence.
- Identify tools and resources to support alliances between and with queer (LGBTQ) movements and sexual and domestic violence prevention efforts.

# Pronouns

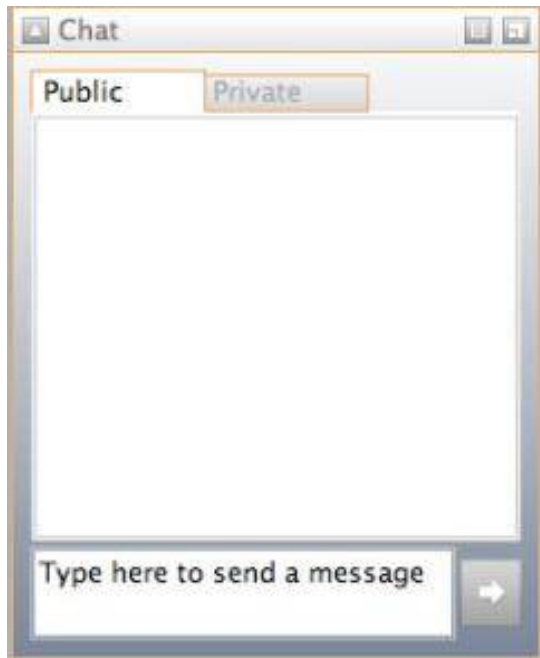
- Replaces a person's name when talking in the third-person
- Not preferred (not up for debate)
- While pronouns imply something about gender, they don't declare someone's gender identity

## Examples:

- Ze/zir/zim
- He/him/his
- She/her/hers
- They/them/theirs
- Cie/hir/hirs (pronounced see/here/heres)



# Text Chat Question



What pronouns do you go by?

# About the Host



**Myesha Williams, MSW**

(she, her, hers)

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# About the Webtech



**Casey Castaldi**

(she, her, hers)

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“Community participation, when it’s real, is your main investment in accountability. It’s your main investment in sustainability... community participation is when, truly, you involve people in creating a mechanism for themselves to define change.”



-- ***America Bracho***, Executive Director  
*Latino Health Access*

# Text Chat Question



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

# Potential Strategies

- Ongoing meetings
- Build/Nurture Coalitions and Networks
- Community forums
- Interviews with community members
- Focus groups
- Resident participation on commissions, boards, councils
- Community based participatory research
- Positions within organization (e.g., Promotores)
- Community Mapping
- Charrettes (collaborative sessions to promote shared ownership of solutions)
- Photo-voice
- Other

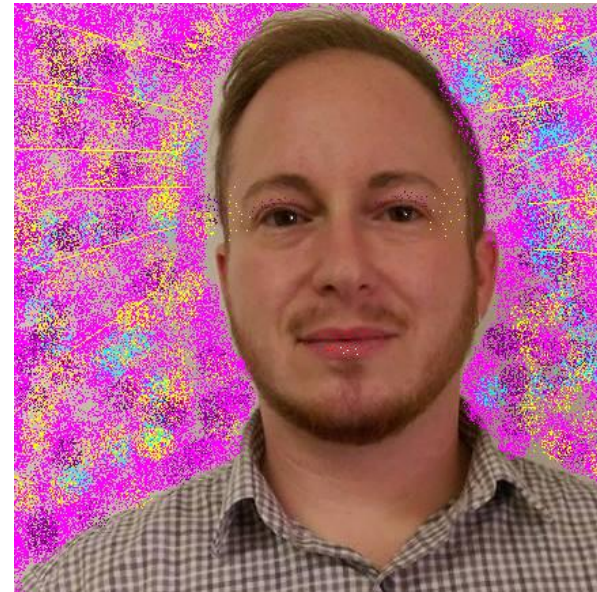
# Our Guests



**Lolan Buhain Sevilla**

(they, them, theirs)

Community Organizer



**Liat Wexler**

(they, them, theirs)

Training Specialist

[Center for Community Solutions](#)



# What is “LGBTQ”?

A standard acronym:

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer

**\*A Note on Definitions:** Please know that all definitions and labels do not mean the same to all people. Use the preferred terminology of the person/people with whom you are interacting. This list represents common usages and meanings of these terms within communities, but is not exhaustive nor universal.



# Sex and Gender

**Is there a difference?**

# Why is This Important?

- Limited traditional ideas about sex and gender
- High levels of violence and discrimination
- Most homophobic/transphobic attitudes stem from assumptions around gender and sex.

# Traditional Definitions of Sex

- Sex
  - How is it defined?
    - the biological and physiological characteristics that define men and women. (*World Health Organization*).
- What makes up our sex?
  - Primary sex characteristics
    - penis, testes, vagina, uterus, and ovaries.
    - Chromosomes most influence primary sex characteristics.
    - Hormones
- We often rely on secondary sex characteristics to help us ‘figure out’ if someone is male or female
  - Facial hair
  - Height
  - Body mass
  - Vocal range

# Gender

- Gender
  - What is gender?
    - Refers to the roles, behaviors, activities, and characteristics that society considers appropriate for men and women (World Health Organization).

# Gender Identity

- This is unique to every individual
- A person's internal and lived understanding of their gender
- A person's gender identity may not always match the sex they were assigned at birth
- The term that is used when assigned sex does not match a person's gender identity is Transgender.

# Sexual Orientation and Gender Identity

- Sexual Orientation is about who you are romantically, sexually and/or spiritually attracted to.
- Gender Identity is about how you understand your own gender and how you express that.



# WHAT'S HARMFUL GENDER NORMS GOT TO DO WITH IT?



starcasm.net



[http://latimesblogs.latimes.com/money\\_co/2011/08/icpenney-pulls-im-too-pretty-to-do-homework-shirt.html](http://latimesblogs.latimes.com/money_co/2011/08/icpenney-pulls-im-too-pretty-to-do-homework-shirt.html)

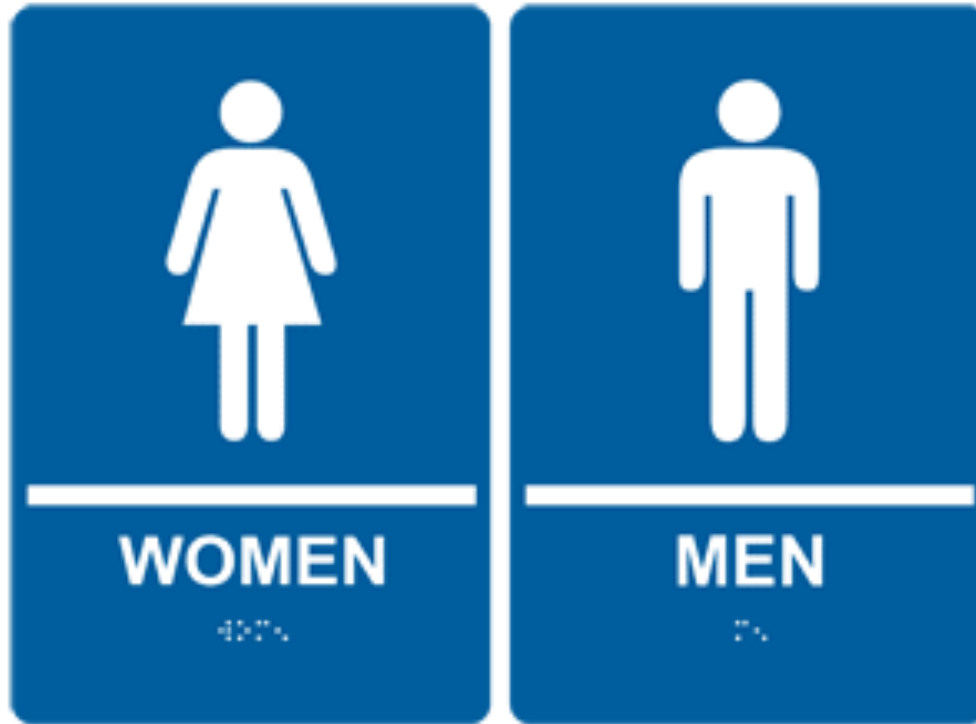
[http://www.huffingtonpost.com/2015/06/04/sexist-wet-seal-t-shirt\\_n\\_7505412.html?ncid=tweetInkushpmsg00000067](http://www.huffingtonpost.com/2015/06/04/sexist-wet-seal-t-shirt_n_7505412.html?ncid=tweetInkushpmsg00000067)

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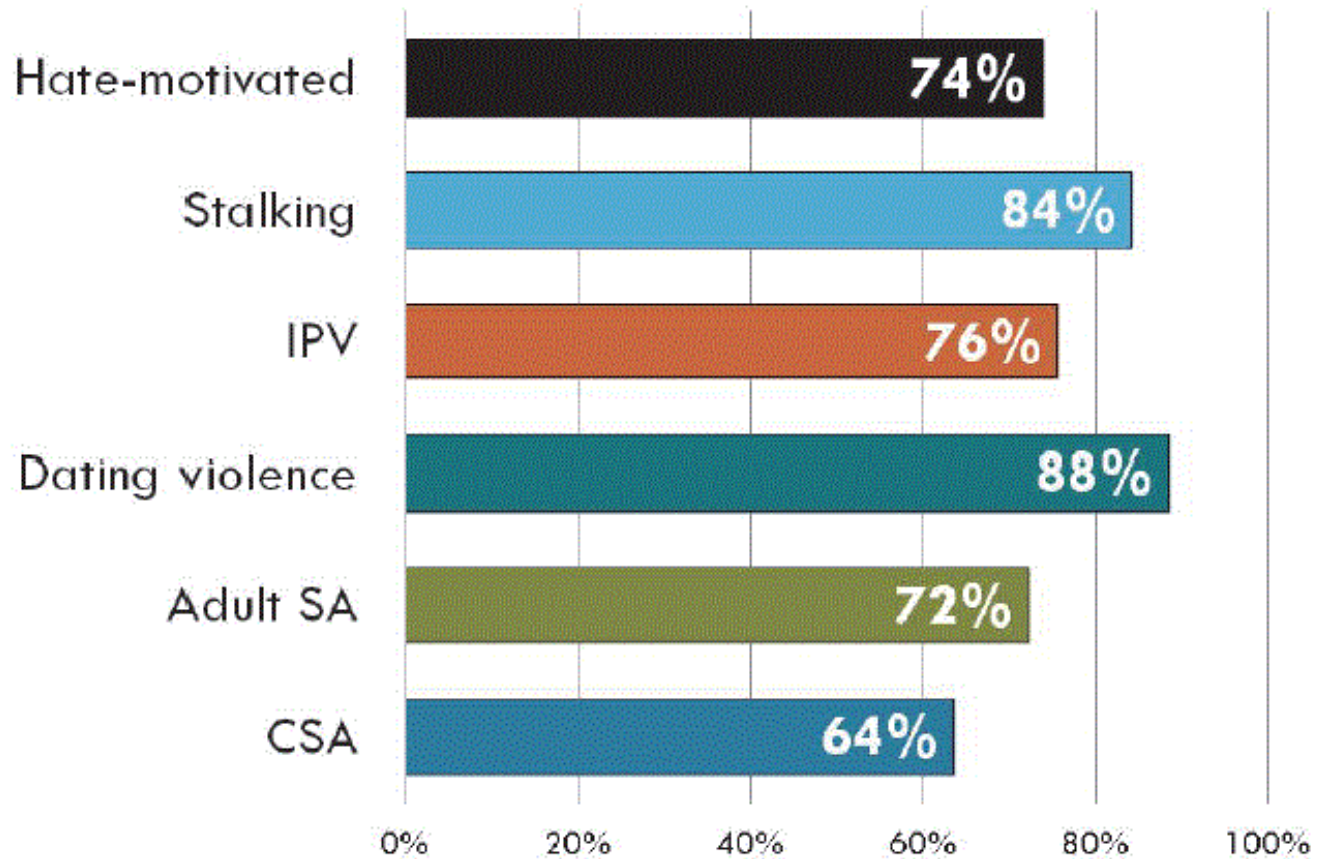






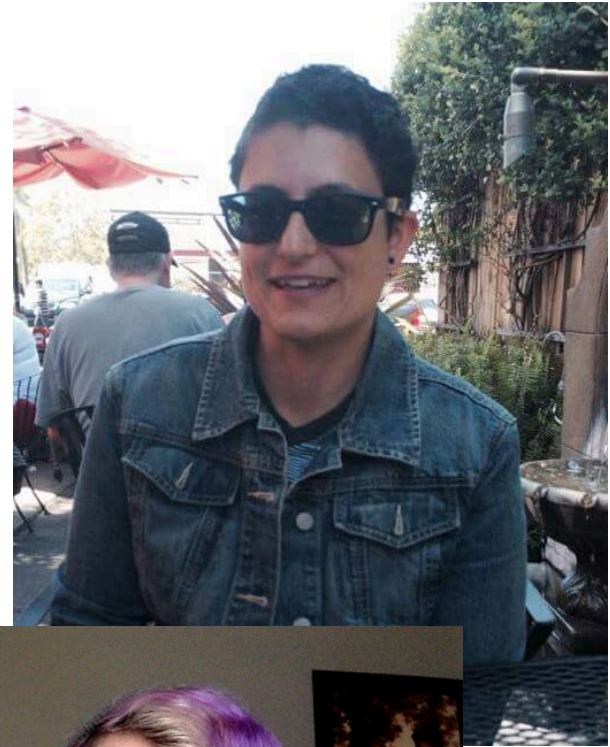
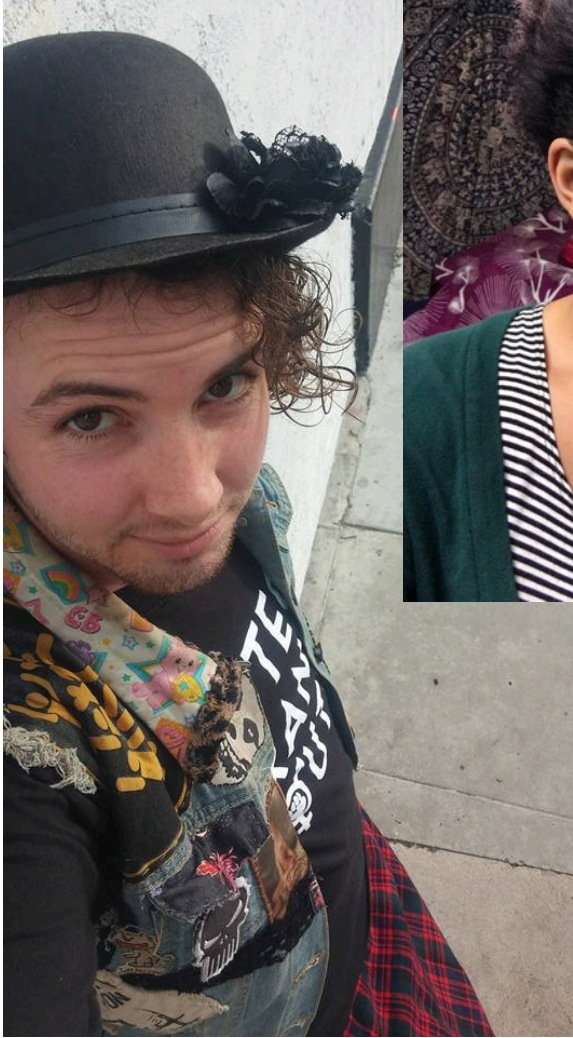
Harmful gender norms  
contribute to sexual and  
domestic violence  
**against** and **within**  
LGBTQ communities

## Polyvictimization

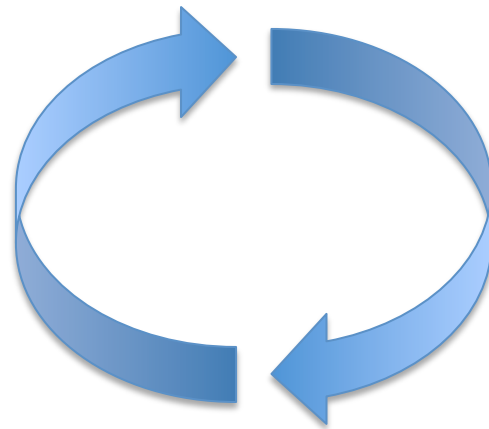


FORGE 2011 Trans Barriers to SA Services

[www.forge-forward.org](http://www.forge-forward.org)



Harmful  
gender norms  
contribute to  
S/DV



Harmful  
gender norms  
hurt LGBTQ  
communities



**“This is not a story about being born in the wrong body, it's the story of being born in the wrong world.”**

**– Alok Vaid-Menon**

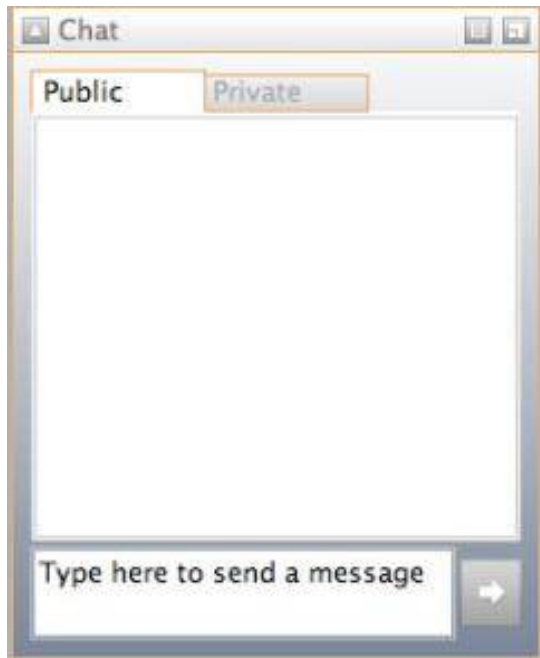
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# Text Chat Question



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

# A Few National Organizations

- Anti-Violence Project
- Northwest Network
- GLSEN
- FORGE
- The Network/La Red



The  
Northwest  
Network  
of bi, trans, lesbian &  
gay survivors of abuse

206 568 7777  
nwnetwork.org



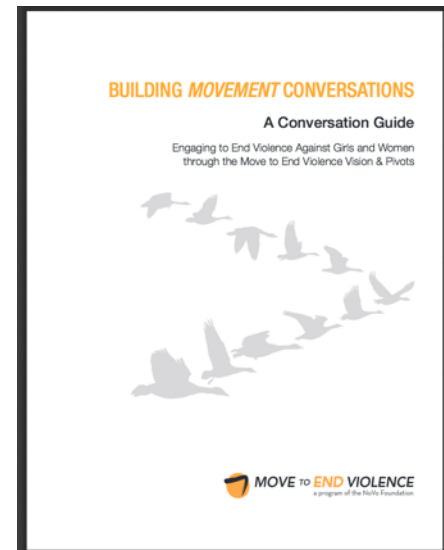
# Snowball Survey



# Challenging Organizational Practices

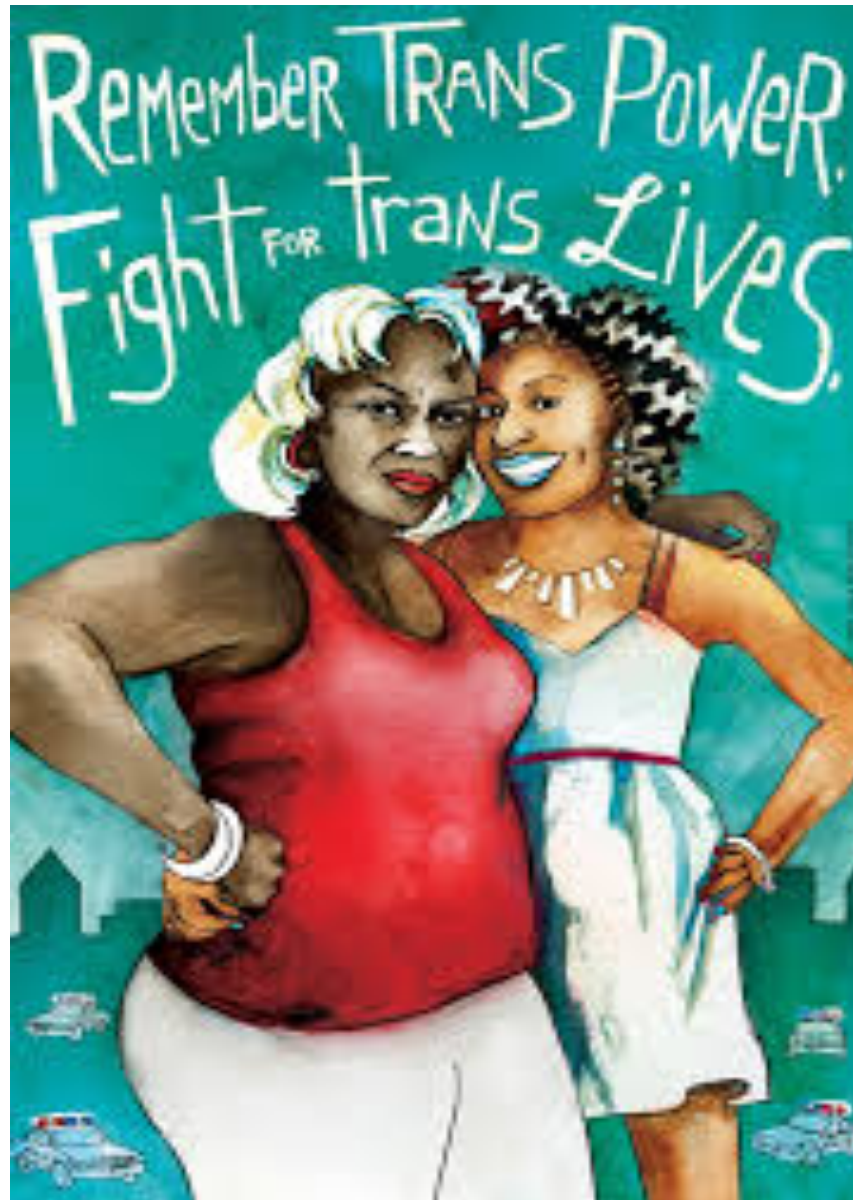
- Including language around Gender identity in anti-discrimination policies
- Including consistent LGBTQ-affirming language and images on all website and outreach materials
- Including LGBTQ-affirming materials in waiting rooms (i.e. magazines, outreach materials from LGBTQ ally groups and organizations, etc.)
- Creating all gender restrooms
- Hiring staff from within the LGBTQ community
- Creating both programmatic and organizational partnership opportunities with LGBTQ-specific groups and organizations
- Creating an LGBTQ advisory board
- Adapting intake forms to include non-binary gender and sexual identities

# From Margin to Center



[http://www.movetoendviolence.org/wp-content/uploads/2015/05/building\\_movement\\_conversations\\_guide\\_english.pdf](http://www.movetoendviolence.org/wp-content/uploads/2015/05/building_movement_conversations_guide_english.pdf)





Artist: Micah Bazant

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There is no thing as a single-issue struggle because we do not live single-issue lives.

— *Audre Lorde* —

AZ QUOTES

# Tools and Resources



Photo credit: Emily Barney

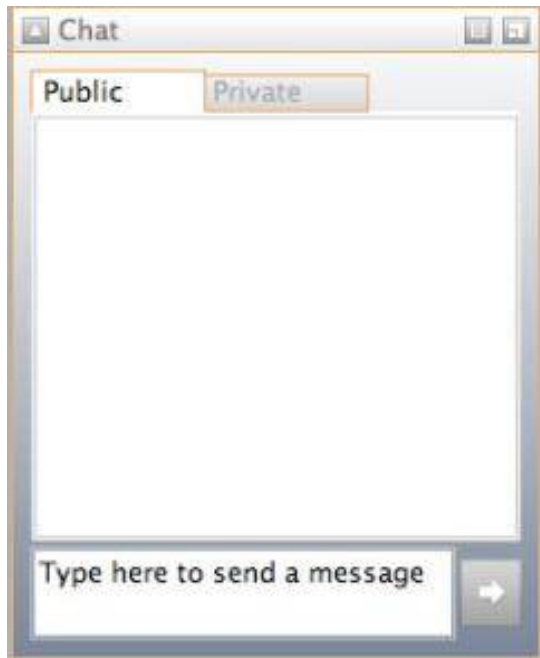
[www.preventioninstitute.org](http://www.preventioninstitute.org)

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# Text Chat Question



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

# Universe Model of Gender

Imagine that every person's gender is a star in the universe—unique and distinct, yet clustered into galaxies. Men and women aren't two opposite ends of a spectrum, with everyone else's gender defined "in between" and dependent on that binary. They are just two of the many genders that exist in our amazing world.

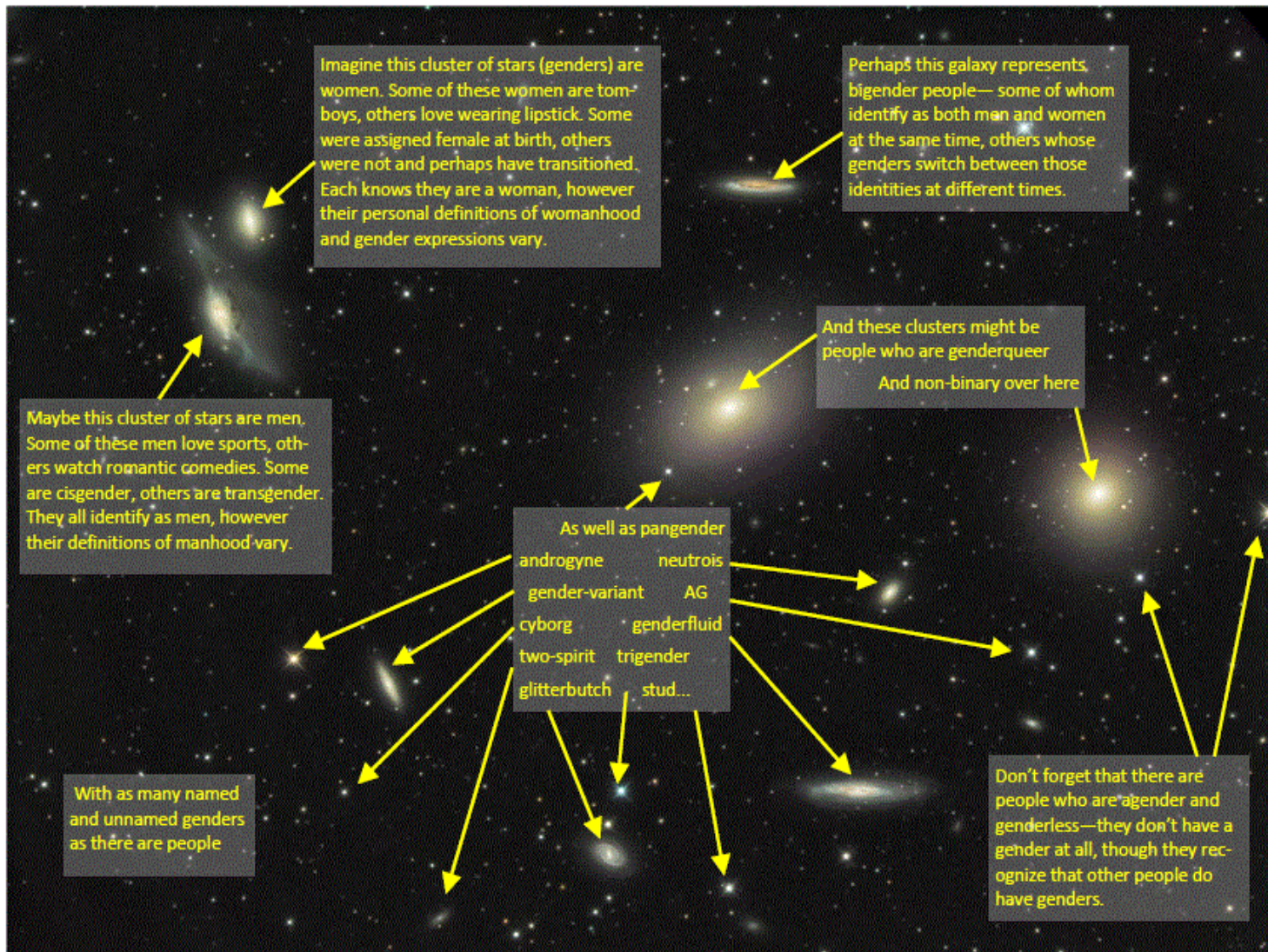


Image (cc) cfaobam on Flickr. Universe Model adapted from "overlapping clouds" model created by Elizabeth Erickson, Claire Bidwell, & Liat Wexler, 2011.

# Action Steps for Being a Trans\* Ally

## Words matter

Why? By using problematic language you hurt real people and allow others to think it's ok. That's what keeps the cycle of violence going.

Terms like tranny, she-male, he-she, it, trap, hermaphrodite, T-girl, and boi are generally derogatory or imply that someone isn't "real." That includes prefixes like real, bio, genetic, natural, or born-woman/man. **Don't use them.**

**Do say:** *cisgender* when you mean someone who isn't transgender.

Transgender is an adjective, not a noun or verb. Say *a transgender person* or *trans man/woman*, not "a transgender," "she is transgendered," or "a transman /trans-man."

## Be an Active Bystander

When you hear others saying things in hurtful ways, making a joke, snickering, or fetishizing trans\* people, start a conversation. Share what you know and how it affects you and people who matter to you. Let others know you don't want to live in a world that makes it ok to demean some folks. Share options about other language to use.


## Names

The name a trans\* person gives you IS their real name. Questioning it takes away a person's agency and buys into the myth that trans\* people are deceptive. Some people don't want to be called Jimmy if their name is James. Give everyone that same courtesy.

# PreventConnect Media Resources

## Queering the Curriculum LGBTQ Inclusivity in Sexual Assault Prevention



 AUDIO MP3 Queering the Curriculum LGBTQ Inclusivity in Sexual Assault Preve  
[Download](#)

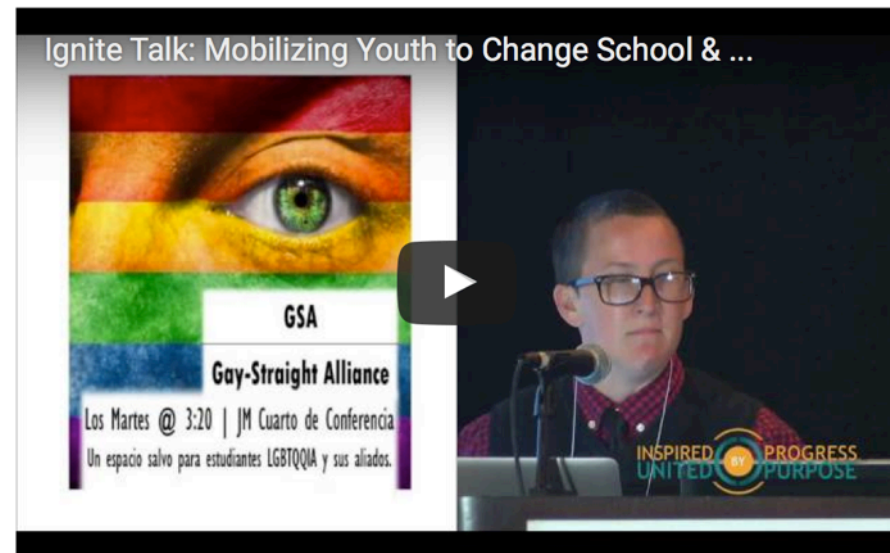


Join PreventConnect's Ashley Mc and Alex Nelson, about their se of Student Affairs Professionals

The session, Queering the Curric Assault Prevention, explored the Campus Acquaintance Rape Edu changes made since it's inceptio the program and its content to L

[www.preventconnect.org/2015/01/queering-the-curriculum-lgbtq-inclusivity-in-sexual-assault-prevention/](http://www.preventconnect.org/2015/01/queering-the-curriculum-lgbtq-inclusivity-in-sexual-assault-prevention/)

## Ignite Talk: Mobilizing Youth to Change School & Community Climate



[www.preventconnect.org/2015/10/ignite-talk-part-5-mobilizing-youth-to-change-school-community-climate/](http://www.preventconnect.org/2015/10/ignite-talk-part-5-mobilizing-youth-to-change-school-community-climate/)

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