Welcome,
This Web Conference
Will Begin Soon

PreventConnect

A Project of CALCASA

Harmful Gender Norms: Moving beyond binary and heteronormative approaches to prevent sexual and domestic violence

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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.

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- 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

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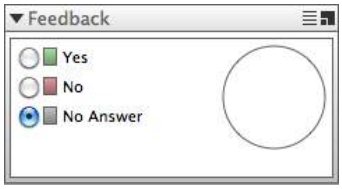
Polling Question

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

Answer on the left



Did you attend the March 9th webinar?

http://tinyurl.com/pc-harmfulgender1

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Beyond Partnerships: Shared Linkages for Prevention

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

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

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

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

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

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

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2016 PreventConnect Campus Web Conferences

CAMPUS
Intentional • Strategic • Comprehensive

Wednesday, February 10
Comprehensive Prevention on Campus

Tuesday, March 22
Selecting the Right Online Module for Interpersonal Violence Prevention

Tuesday, May 17
Campus Culture, Heteronormativity and Implications for Sexual Violence Prevention

Tuesday, June 7
The Role of Consent Education in Sexual Assault Prevention

More topics to be announced

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Harmful Gender Norms: Moving beyond binary and heteronormative approaches to prevent sexual and domestic violence

March 23, 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 gender and gender identity, the problems with narrow definitions of gender and gender identity, and implications for prevention practice
- Share real world examples of policies, practices, and programs that reflect a broader understanding of gender and gender identity
- Identify tools and resources that help to strengthen prevention efforts through a broader understanding of gender and gender identity for partnering and engaging with LGBTQ communities

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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)

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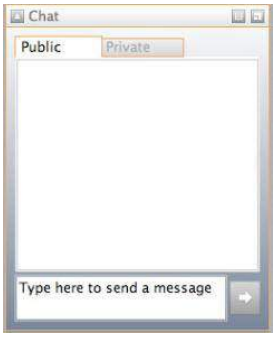
Text Chat Question



What pronouns do you go by?

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About the Hosts

Myesha Williams, MSW
Program Coordinator
Prevention Institute
(she, her, hers)

Michi Arguedas, BA
Program Assistant
Prevention Institute
(she, they)

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About the Webtech

Casey Castaldi
Prevention Institute
(She, her, hers)

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Our Guests

Lolan Buhain Sevilla
Community Organizer
(They, them, theirs)

Wesley Thomas
Program Coordinator for LGBTQ Health and Rights
Advocates for Youth
(He, him, his)

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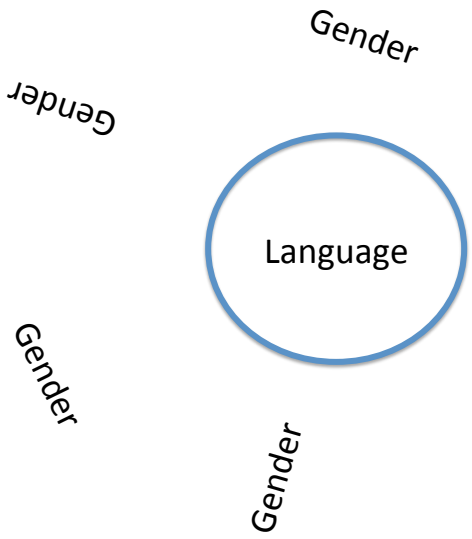
Limits of Language



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Helpful Terms

- **Gender Binary:** A social system that requires everyone be raised as a boy or girl (dependent on what sex you are assigned at birth), which in turn forms the basis for how you are educated, what jobs you can do (or are expected to do), how you are expected to behave, what you are expected to wear, what your gender and gender presentation should be, and who you should be attracted to/ love/marry, etc.

(Source: GSA Network, Beyond the Binary)

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Helpful Terms

- **Heteronormative:** A system that works to normalize behaviors and societal expectations that are tied to the presumption of heterosexuality and an adherence to a strict gender binary.

(Source: Everyday Feminism)

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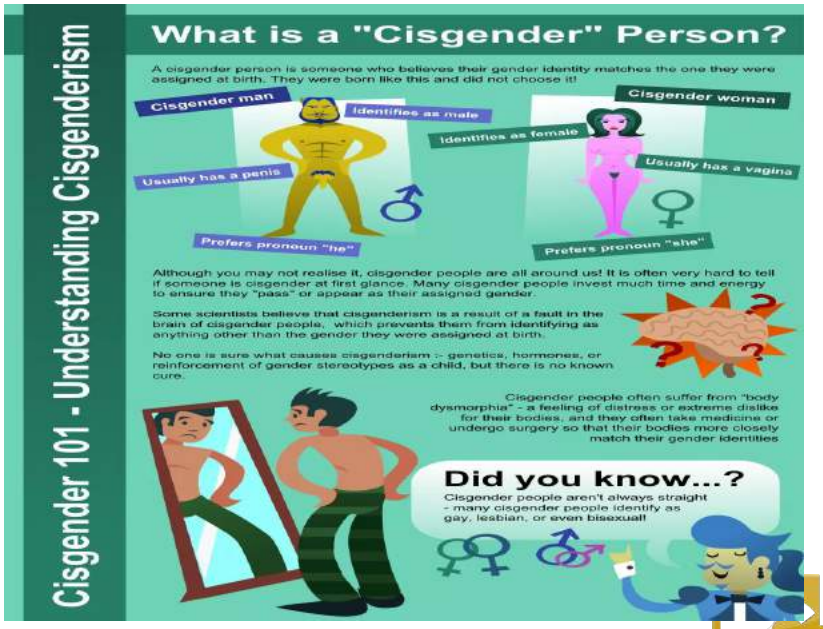

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Helpful Terms

- **Patriarchy:** A social structure – that relies on a gender binary system where only two genders exist, one dominating the other - in which men are the dominant group and are benefactors of many privilege and control in all areas of life by sole virtue of being gendered as men.

(Sources: Andrea Smith, Heteropatriarchy and the Three Pillars of Oppression; and Radical Bi)

Helpful Terms

- **Cisheteropatriarchy:** A system of power based on the supremacy & dominance of cisheterosexual men through the exploitation & oppression of women and the LGBTQIA. Also referred to as sexism. This includes oppressive constructs such as homophobia, transphobia, biphobia, etc.

(Source: Decolonize All Things)

What's the Problem with the Binary?

- Gender norms impact societal growth
  - Rigid roles limit expression
  - Bipolarizing identity often leaves many out
  - As the world changes so should we
  - Emotional impact for men and women
- Gender Norms apply to the binary
  - No room for GNC, Intersex, and Trans* identities
  - Stifles nuances to what it means to be a "man" or "woman"

Rights. Respect. Responsibility. Advocates for Youth

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Where are we vs. Where do we want to be?

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Where are we vs. Where do we want to be?

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Who Gets Hurt?

- LGBTQ Community
- People of Color
- People of low socio-economic status
- Cisgender and Heterosexual identified people
- EVERYONE!!!

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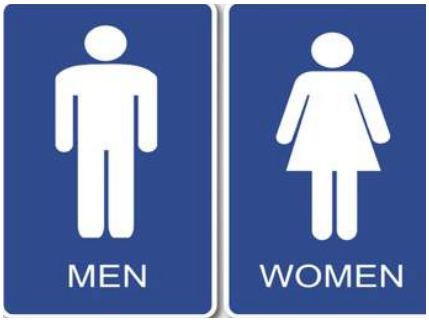

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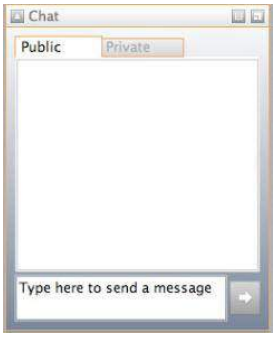
Text Chat Question



How does binary and heteronormative thinking get reflected in SDV prevention efforts?

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Harmful Approaches

- Heteronormative Language
- Mis-gendering
- Value Judgements
- Romantic Partnerships
- Parenthood

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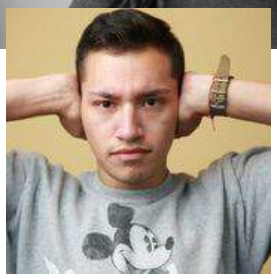
Language and Culture



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Intersectionality or Intersectionalism

- Kimberlé Crenshaw
- Distinguished Professor of Law, UCLA Law School
- **Definition:** the study of intersections between forms or systems of oppression, domination, or discrimination**,**
- And how these impact the lives of people by investigating multiple identities.

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More Helpful Terms

- **Queer**: Used to identify someone who aligns themselves with the trans, bisexual, lesbian, and gay (LGBT) community. A term which is often taken back in a positive way for self-identification, and a term historically used only in a negative context to ridicule and label anyone not conforming to heterosexual norms and societal gender expectations. This has both personal identity and political connotations.

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More Helpful Terms

- **Gender Expression**: Any way in which an individual chooses to present or explain their gender. It can include one's sense of self, the image that one presents to the world, and how one is perceived by the world.
- **Gender Identity**: The inner sense of one's own gender. It can include one's sense of self, the image that one presents to the world, and how one is perceived by the world.

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More Helpful Terms

- **Ally**: An individual or organization that actively helps another with a specific issue; here, one who openly supports and affirms the rights and dignity of LGBTQ people.

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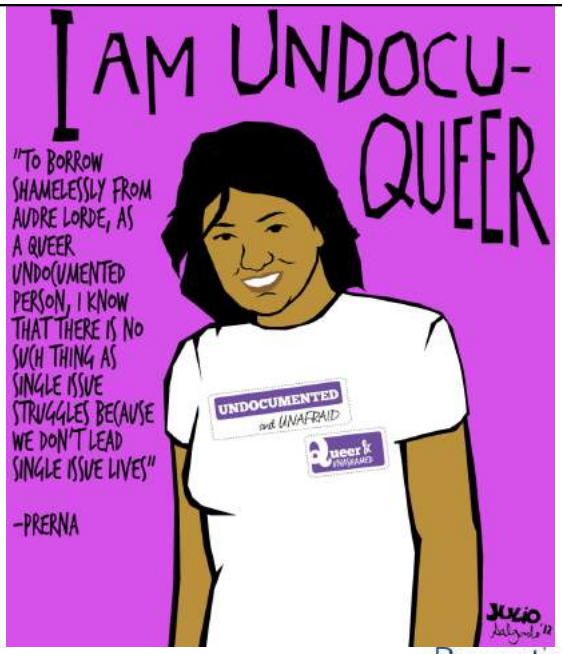

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Universe Model of Gender

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.

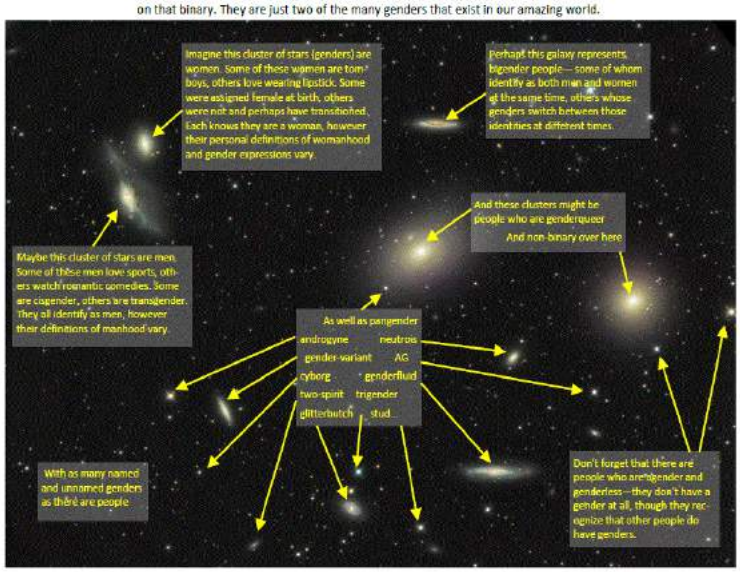

Image (cc) eboblam on Flickr. Universe Model adapted from "overlapping clouds" model created by Elizabeth Erickson, Claire Bidwell, & Liat Wexler, 2011.
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Stages of Capacity Building for a non-binary, non-heteronormative approach

- Individual
- Organizational
- Community

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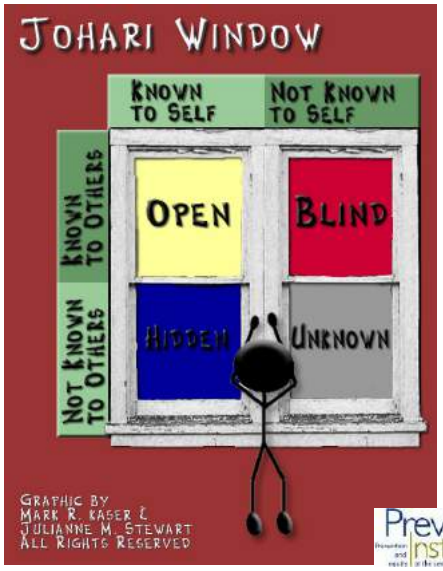
Individual Capacity Building



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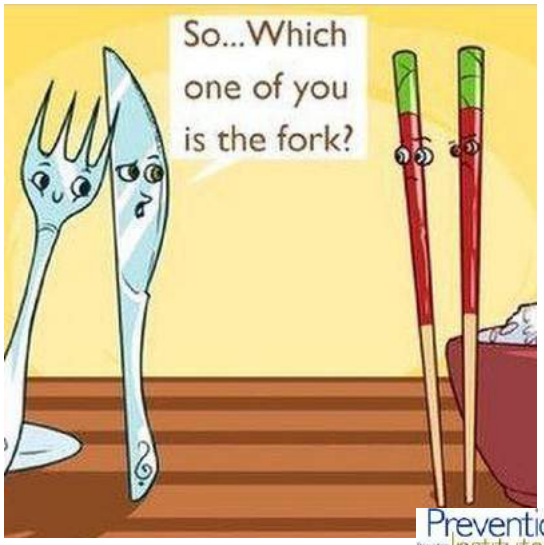
Individual Capacity Building



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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.

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Organizational Capacity Building

What is your personal gender identity?

- ☐ Woman
- ☐ Man
- ☐ Transwoman
- ☐ Transman
- ☐ Genderqueer
- ☐ Other Gender Identify Please specify
- ☐ Prefer not to state

Preferred Name (**optional**) Date of Birth (MM/DD/YY)

Gender (☐ Transgender) Preferred Pronouns(**optional**)

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Organizational Capacity Building

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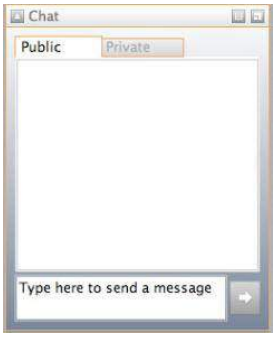

What are some real world examples that reflect a broader understanding of gender and sexuality?

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Community Capacity Building

Gender Spectrum – Oakland, CA

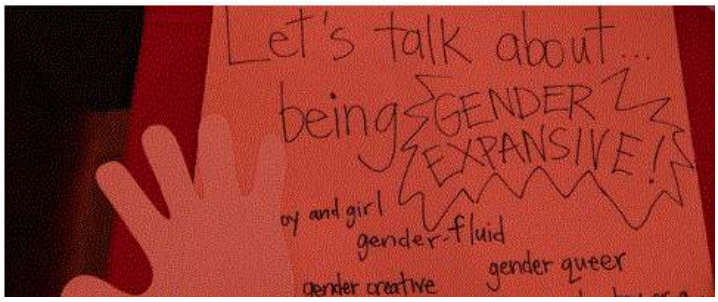

Photo Source: Gender Spectrum

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Community Capacity Building

BreakOUT!– New Orleans, LA

Photo Source: BreakOUT!

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Community Capacity Building

3 R's Curriculum:

- Fully meets the National Sexuality Education Standards and covers all 16 topics recommended by the CDC as essential components of sexual health education
- Inclusive for issues related to sexual orientation and gender identity
- Affordable (Free)
- Flexible K-12 curriculum
- Family homework activities
- Resources for educators at every grade level

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Photo Credit : Micah Bazant

Photo Credit : Rommy Torrico

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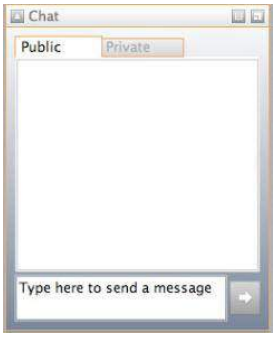

What are some additional tools and resources that should be on our radar?

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Organizational Capacity Building

How to Talk about Trans and Gender Non Conforming People, Youth and People in the Sex Trade Respectfully

FIERCE, Streetwise and Safe (SAS), and TransJustice of the Audre Lorde Project

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Prevention and equity at the center of community well-being

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