

Please introduce yourself in the chat by typing your name, pronouns, location and workplace!

Gender, Homelessness, and Interpersonal Violence

Building equitable systems to support patients and providers

Brought to you by:

Health Partners on IPV and Exploitation
(Futures Without Violence)

National Health Care for the Homeless
Council



Health Partners on IPV + Exploitation is led by Futures Without Violence (FUTURES) and funded by the Health Resources and Services Administration's (HRSA's) Bureau of Primary Health Care (BPHC) to work with community health centers to support those at risk of, or surviving intimate partner violence (IPV), human trafficking (HT) and exploitation, and to bolster prevention efforts.

Acknowledgement

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Introductions



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Transpire Trainings & Consulting

Agenda

1. Healing-centered Engagement
2. Understanding Gender Diversity
3. Understanding Interpersonal Violence (IPV) and Exploitation
4. Community Partnerships to Promote Gender Justice
5. Subject Matter Expert Panel



Gender, Homelessness, and Interpersonal Violence: Building Equitable Systems to Support Survivors and Providers: **A Learning Collaborative**

Registration is open!

Four small group activities:

- **Session 1: Healing-Centered Engagement**
Wednesday, February 23rd at 12pm CT (60 minutes)
- **Session 2: Gender Diverse Youth and Homelessness**
Wednesday, March 2nd at 12pm CT (60 minutes)
- **Session 3 Deep Dive: CUES and Healing-Centered Engagement**
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- **Session 4: Patient-Led Behavioral Health Services**
Wednesday, March 16th at 12pm CT (60 minutes)



Join us! Register: <https://healthpartnersipve.org/learning-opp/gender-homelessness/>

Deadline: Friday, February 11th, 2022 at 5:00pm Pacific Time



Let's Take A Collective Moment to Ground Ourselves



**In the chat box,
please type a
word that sums up
your feelings today**

Photo by Silviarita from pixabay, pixabay license



Trauma-informed Care vs. Healing-centered Engagement

- Trauma-informed care is important, but it is incomplete
- It doesn't acknowledge that trauma is experienced collectively not just individually
- Fails to address the root causes of trauma that exist in the environment, not the individual
- Focuses on coping with symptoms rather than healing from them

(Ginwright, 2018)



BRITCHIDA

Healing-Centered Engagement

“A healing-centered approach is holistic involving culture, spirituality, civic action and collective healing. A healing-centered approach views trauma not simply as an individual isolated experience, but rather highlights the ways in which trauma and healing are experienced collectively.”



Supports staff with their own healing.

Asks systems to build in structures to address the realities facing health staff

Helps staff better support patients/ clients and be present

Healing is a process we all need

Ginwright, S. (2018). "The Future of Healing: Shifting From trauma-informed Care to Healing-Centered Engagement," Medium.

Self-Care Redefined

- At its core – self-care is about rituals meant to calm the nervous system
- In “A Burst of Light” Audre Lorde writes, “***Caring for myself is not self indulgence it is self preservation and that is an act of political warfare.***”

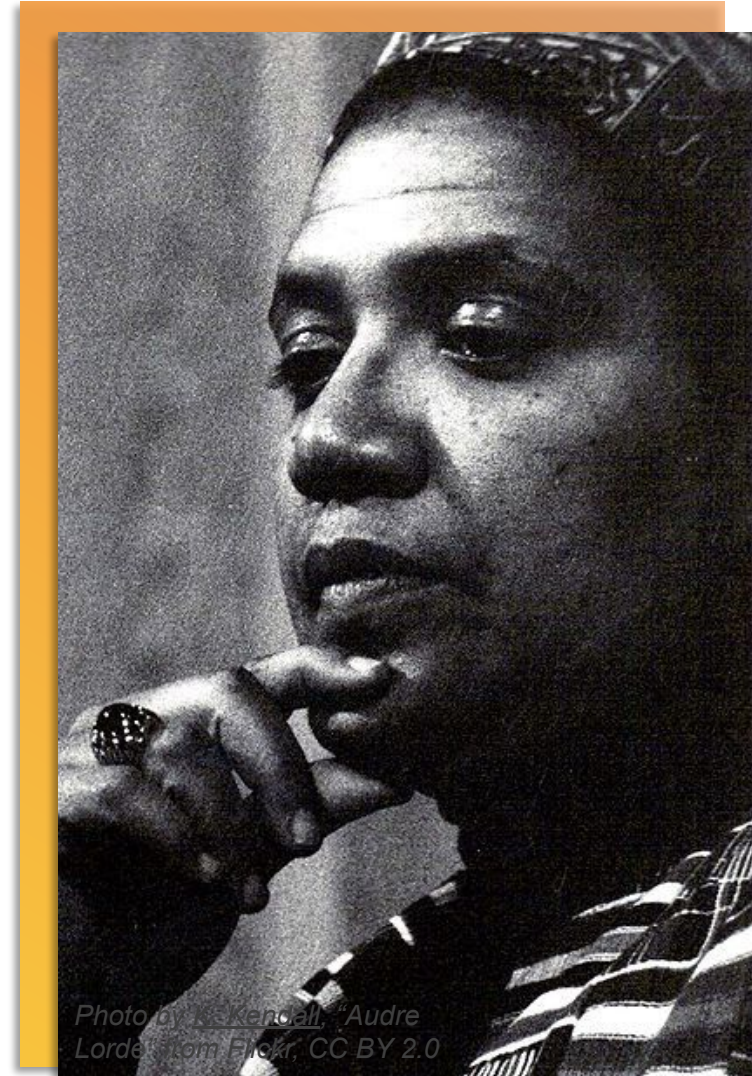


Photo by [Kerendall](#), "Audre Lorde" from Flickr, CC BY 2.0



TRANSPIRE
TRAININGS & CONSULTING

**Increasing TLGBQ+
Cultural Humility in
Community Healthcare Settings:
An Intro to Gender Diversity**

Presenter Intro

Landon (LJ) Woolston, MSW

*Pronouns: He/Him/His &
They/Them/Theirs*

- Social Worker (UM/FIU Grad)
- Background: LGBTQ youth homelessness
- 100s of youth
- 100s of trainings
- 1000s of service providers
- Point Foundation Alum
- RWJF Culture of Health Leader
- Cat Lover!



Gender Crash Course - Roadmap

- Foundations: Gender v. Orientation
- Bias, Discrimination, and Violence
- Basic Allyship/Solidarity Practices

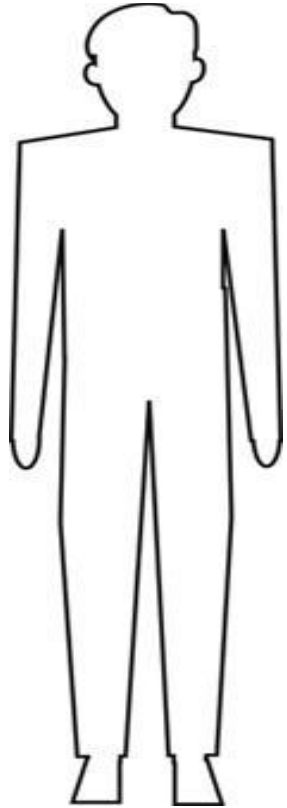


Creating Shared Language

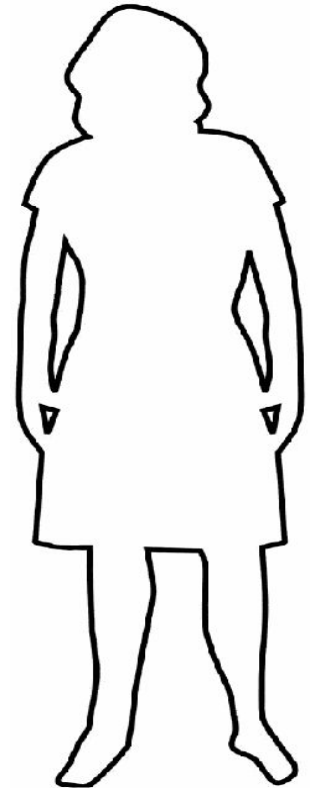
- **G** – Gay
- **L** – Lesbian
- **B** – Bisexual
- **T** – Transgender
- **Q** – Questioning OR Queer
- **Variations & other important terms**
 - LGBTQ+, TLGBQ+, Allies, Intersex, Two-Spirit, Gender Non-Conforming, Non-Binary/Enby ...

You don't need to master this! Terms change over time as people, culture, and communities change. Most importantly, honor the person before you by using their language.

Assigned at Birth

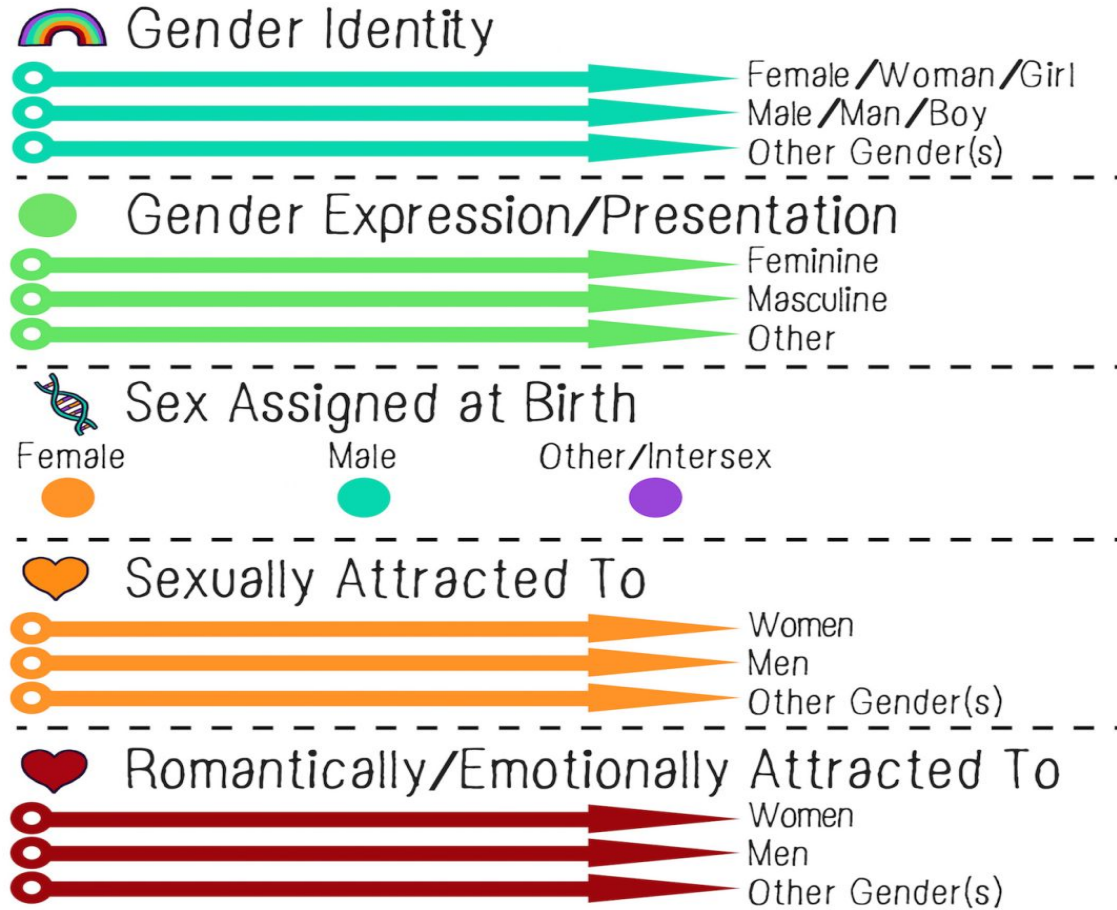
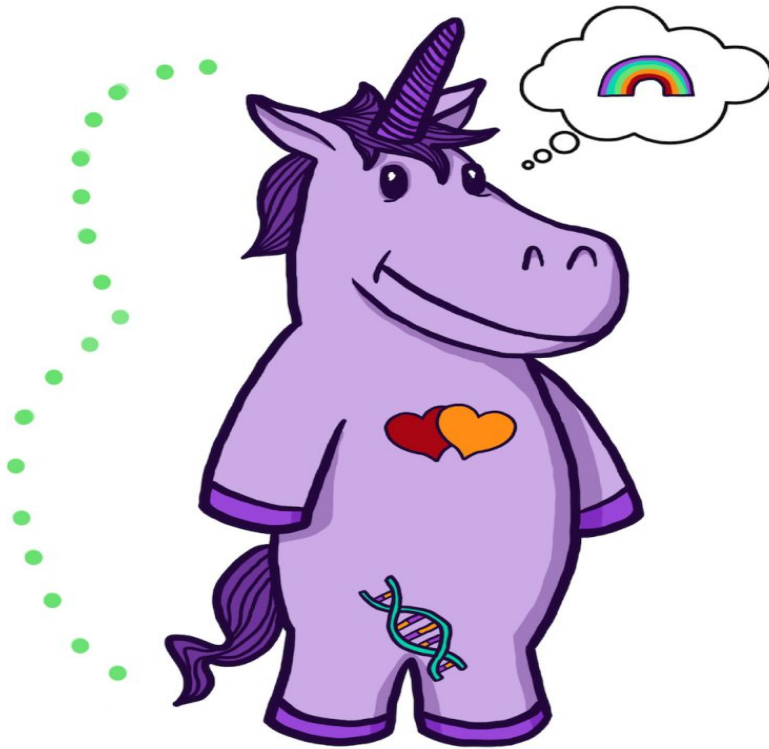


Introducing
the
Gender Binary
Assignment



The Gender Unicorn

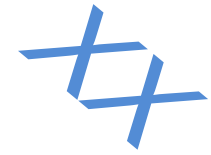
Graphic by:
TSER
Trans Student Educational Resources



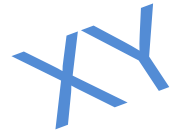
To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan

Defining Biological Sex



- **Assigned** based on appearance of genitalia at birth
- Pattern of organs, hormones and chromosomes associated with traditional meanings of male/female
- Female: vagina, ovaries, estrogen, XX chromosomes
- Male: penis, testes, testosterone, XY chromosomes
- **Intersex:** general term used when a person's sexual or reproductive anatomy does not fit with what is typically understood to be male or female



XXY

XYY

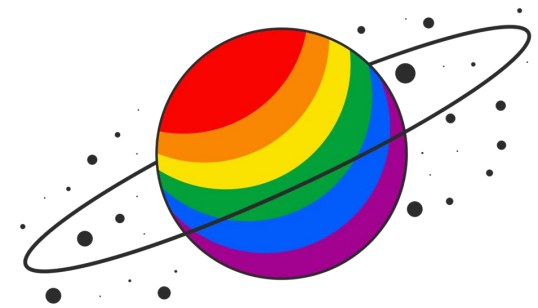
Hearing from Intersex Folks



Defining Sexual Orientation

A person's emotional, romantic, and/or sexual attraction to:

- People of the same gender/expression,
- People of a different gender/expression or
- Both masculine/feminine or any other gender/expression
- Nobody (asexual, aromantic)



Infinite identities - lesbian, gay, bisexual, heterosexual, pansexual, asexual, demisexual, sapiosexual ...

Big takeaway: Sexual orientation is NOT an indication of gender identity/expression

Defining Gender Identity

- Internal, deeply felt sense of being either male, female, neither, both
- When gender identity is in alignment with physical anatomy, we call this *cisgender*.
- When gender identity differs from physical anatomy or expected social roles, this person may identify as *transgender*.

Big takeaway: Gender identity is not an indication of someone's sexual or romantic orientation.



Non-Binary Gender Identities

- A term used by individuals who do not identify with the traditional expectations/gender roles of their assigned sex at birth, and who do not subscribe to the gender binary.
- Some non-binary individuals may identify as transgender, while others do not.
- You may also see “enby” or “NB” (*Note: When using ‘NB’ one must be cautious, as some may read this as “Non-Black”*)



Defining Gender Expression

The ways in which a person communicates their gender to the outside world within a given culture; for example, clothing, communication patterns, mannerisms, interests, appearance, behavior.



Big takeaway: Gender expression and/or gender identity is NOT an indication of sexual orientation.

Gender Policing

The imposition or enforcement of normative gender expressions on an individual who is perceived as not adequately performing, through appearance or behavior, the sex that was assigned to them at birth or the one they identify with.

- Boys don't cry, Man up, real men don't...
- You throw/run like a girl
- Act like a lady! Be ladylike! Sit ladylike!
- He/She doesn't "pass"

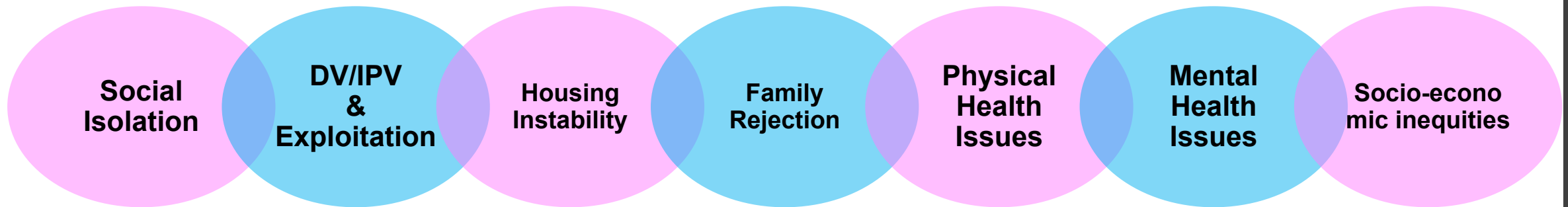


“Passing” and Privilege

- The desire to be seen as cisgender (so others are not able to tell one is trans)
- Often a *privilege* -- Many *cannot* pass due to genes (body morphology), lack of access to hormones, surgery, name changes, social support, etc.
- Not all trans/non-binary folks desire to pass (or have surgeries)
- Some of us wish to “pass as trans”

“Clocking”: Making judgements about someone’s gender based on physical characteristics or gender expression

Complex/Compounded Issues Facing Trans/Non-Binary Communities



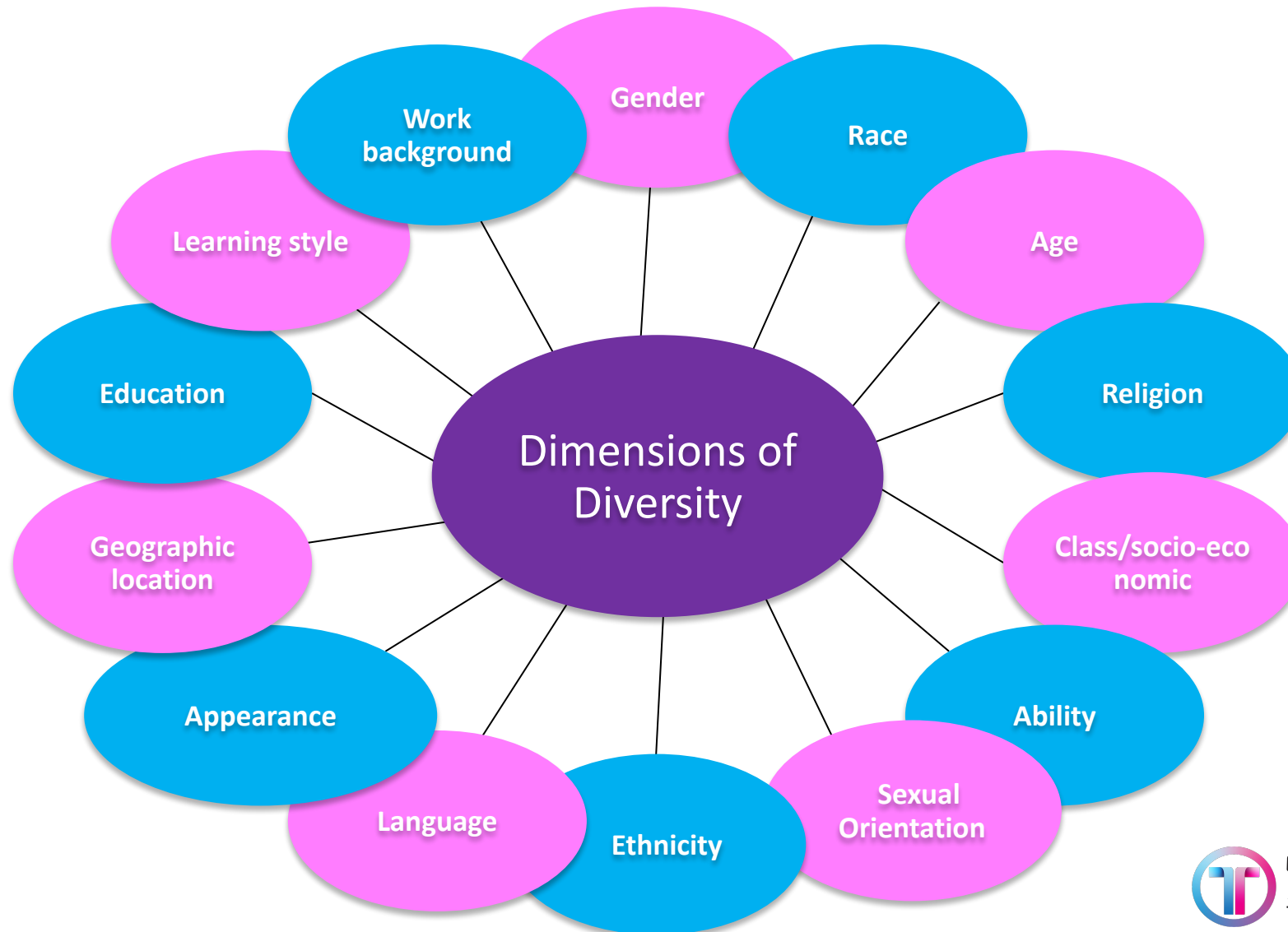
An Anti-Trans Society: Systemic Challenges facing Trans People

- Lack of **family/social** support
- Bullying/transphobia in various **systems**
- Association of trans/non-binary identities with mental illness and **pathology**
- **Discrimination** in accessing **healthcare** and services
- Lack of insurance coverage for **transition-related care**
- Inability to access gainful **employment** (gender presentation being incongruent with identity documents, etc.): *Trans/enby people are 4x more likely to make less than \$10,000/year*

Examples of Inequities

- 50% of transgender adults report **suicidal ideation/attempts** (2% general, and 5% LGBTQ)
- Nearly 30% of trans individuals report postponing/avoiding **care** – WHY?
- Approx. 27% of trans individuals report being denied needed **health care** outright (8% of LGB folks)
- 29% of trans people report illicit **substance use**, 3x the general pop rate
- Transgender/non-binary people are at high risk for **homelessness**
 - are often turned away from shelters OR
 - are inappropriately housed
 - some shelters have continued to post signs barring trans people, despite *Equal Access* rules

Acknowledging Intersections



Intersectionality

- Origins: Kimberlé Crenshaw, law professor at Columbia and UCLA, coined the term over 30 years ago
- A lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other
- The intersections of our privileged identities and our oppressed identities can subject us to more privilege or more discrimination
- Black trans femmes exist at the hardest-hitting intersections in America



Ally what? Ally who?

A member of a historically more privileged identity group, who stands up against bigotry/hatred impacting one or more historically oppressed groups

“Allies” **consciously work** on their privilege, while actively working to interrupt/end oppression - supporting and advocating for people who are stigmatized or treated unfairly

‘Ally’ in this context can include LGBTQ+ people who stand in solidarity with trans/non-binary people



Being an Ally is a VERB

Fundamental Don'ts:

- Refrain from asking for “previous” or “biological” name
- Never say anything like “But you looked better before as a (wo)man..”
- Do not inquire about genitals or surgery status (unless person bring it up, or knowing is integral to being able to provide *trans affirming* care)
- Avoid expectations for behavior based on sex, sexual orientation OR gender identity/expression (policing!)
- Avoid sexualizing trans people and trans bodies
- Never use the term “real” guy/girl -- trans people are real!
- Avoid outing trans folks to other colleagues

Ally is not a noun.

It's a verb.

Inclusive and Affirming Language

- It is always best to ask people how they self-identify, including what pronouns and name they use
- It is very important to respect all people's identities, even when we may not understand the labels or pronouns they're using
- One should never assume another person's identity or experience of gender based on their appearance
- To be inclusive, stick to gender neutral language: *folks/folx, y'all, everyone, everybody, people, they/them, parents, partners, siblings, family, workers, servers, etc.*

Triggering/Transphobic Language

REALLY Avoid Saying:

- . Trapped in a woman's/man's body
- . Born a boy/girl
- . Sex change operation
- . Transvestite
- . Hermaphrodite
- . Tranny*
- . She-male*
- . He-she*
- . IT*

*These are violent slurs.

Being an Ally is a VERB

Fundamental Do's:

- Ask all people how they self-identify
- Honor their names/pronouns
- Interrupt transphobia
- Avoid defensiveness
- Un-learn gender “policing”
- Avoid collapses between gender + sexuality
- Engage in professional development opportunities
- READ READ READ about trans topics (and other social justice topics!)
- Share and engage these topics on social media
- Whenever possible, center the voices of the impacted

Organizational Solidarity Practices

- Add protections to anti-discrimination policies and ALL client and staff-facing materials; rapport-building
- Protect transgender people's confidentiality, even internally
- Do not impose dress codes – transphobic, classist, and racist
- Host support/social groups on-site whenever possible
- Provide trans folks with increased mentorship, role models, and access to other trans people (hire, hire, hire!)
- Push for trans inclusion training work at all levels
- Hire a consultant to make sure your organization, team, building/environment, marketing materials, etc., are inclusive!

Practices - Concrete Examples

1. Built Environment: Install gender neutral restrooms
2. Human Resources: Create/update anti-discrimination policy
3. Workplace Climate: Hire a trans person (or five!)
4. Professional Dev.: Ongoing Trans Competency/Humility Trainings
5. Partnerships: Update all forms/EMR's/systems to include chosen names, pronouns, etc.
6. Services/Programs: Create/fund a trans-specific program
7. Outreach/Collaboration: Update all outreach materials/website
8. Development & Communication: Onboard trans board members
9. Mission & Values: Hire TA to review all policies/documents

Understanding Interpersonal Violence and Exploitation



What is Interpersonal Violence?

A **pattern** of behavior that someone (or multiple people) uses to gain **power and control** over another person in an intimate relationship.

- It is often a cycle that gets worse over time – not a one time ‘incident’
- Abusers use jealousy, outing, money, mental health and other tactics to be controlling and abusive – not just physical violence
- Leaving an abusive relationship is not always the best, safest or most realistic option for survivors
- Need to break down survivor/perpetrator binary - people use “abusive behaviors” to survive - everyone needs support

Interpersonal/Intimate Gendered Violence Across the Lifespan



Community(-Level)
Violence

Interpersonal/Intimate
Violence

- Intimate partner violence/relationship abuse
- child sexual abuse
- sexual harassment
- rape and sexual violence
- elder abuse
- human trafficking + labor exploitation
- community violence
- white supremacist extremist violence
- gender policing/enforcement
- homo-, bi-, and transphobia
- sexism and *Misogynoir*
- HIV stigma



Institutional and Structural Gendered Violence

- criminalization of sex work, drug use, HIV, homelessness
- forced sterilization/controlled reproduction
- police/prison-perpetrated sexual violence and brutality
- gentrification and racist housing policy
- immigrant detention + family separation
- labor exploitation, wage theft, poverty wages
- punitive family control systems
- lack of free universal childcare
- investment in policing, prisons, and surveillance as a solution to social problems
- employer-based healthcare
- disinvestment in public health, public education

Common tactics of power and control

- Using extreme and controlling jealousy
- Isolation
- Using social status or privilege
- Physical Abuse
- Threats
- Verbal Abuse
- Sexual Assault
- Reproductive Coercion
- Emotional/Mental (psychological) Abuse
- Digital Abuse

Some Power and Control Tactics Used against Queer, Trans, and Nonbinary Individuals

- Threaten to out a person's gender identity, sexual orientation, HIV or immigration status to friends, family or at work.
- Refuse to recognize the person's name, pronoun, identity or language – or imply that the person is not really the gender they say they are, or that they aren't 'real'.
- Fetishize or exoticize the other person's body without consent
- Destroy or hide the other person's clothing, prosthetics, accessories, make-up or mobility/accessibility aids
- Restrict the other person's access to medicine (hormones, anti-anxiety/depression, PrEP/PEP, substance replacement therapy) or health visits
- Hate crimes, police brutality



Interpersonal violence is common

Intimate Partner Violence affects 1 in 4 women; 1 in 9 men

For people of trans and nonbinary experience, rates increase to 1 in 3.

Because of oppression, rates are higher for marginalized and historically exploited people:

- TLGBQI CDC NISVS, 2011; The Task Force, 2011
- Black and Indigenous people
- Migrant
- People living with HIV

[The National Intimate Partner and Sexual Violence Survey \(NISVS\): 2010-2012 State Report](#), Centers for Disease Control

Increased Prevalence in Trans Communities

Compared with cisgender individuals, transgender individuals were:

- 1.7 times more likely to experience any IPV ,
- 2.2 times more likely to experience physical IPV, and
- 2.5 times more likely to experience sexual IPV.

Disparities persisted when comparing to cisgender women specifically.

(Peitzmeier, 2020)

A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

What is Sexual Exploitation?

Actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

- Coercion from employers/workplace
- Coercive rent/debt exchange
- Trading drugs/children's sex

People Working in Sex Trades

- Spectrum of voluntary sex work and commercial sexual exploitation including different forms of sexual labor such as escort services, street-level sex work, pornography, exotic dancing, massage, internet/camming work, and phone sex.
- Common survival strategy among:
 - People experiencing homelessness
 - Queer and trans people, especially youth
 - People experiencing economic insecurity
 - People living with mental or behavioral health challenges
 - Survivors of interpersonal violence

Interpersonal Violence and Exploitation are Gendered Drivers of Homelessness

Housing—whether temporary or permanent—is a primary concern for survivors of violence and exploitation.

- **Approximately 50%** of all respondents who identified as women and experienced homelessness report that intimate partner violence (IPV) led to their homelessness
- **80% of mothers experiencing homelessness** with children have previously experienced IPV



Power and Control: Vulnerability to Homelessness

Some control tactics that impact housing security:

- Destroying credit or rental history
- Defaulting on bills in the survivor's name
- Preventing steady employment
- Exposing survivors to housing discrimination
- Loss of subsidized or affordable housing

These barriers are further compounded for people who experience additional forms of discrimination, such as Black, Indigenous and other people of color, TLGBQIA+ communities, immigrants, persons with disabilities, and individuals experiencing poverty.

IPV/Exploitation and Behavioral Health

- Anxiety and/or depression
- Post-traumatic stress disorder (PTSD)
- Antisocial behavior
- Suicidal behavior
- Low self-esteem
- Emotional detachment
- Sleep disturbances
- Substance dependency

(Tjaden P, 2000; Coker AL, 2002; Mazeda 2010; Zimmerman 2011;)

Substance Use Coercion

Substance use is another way abusive partners exert power and control

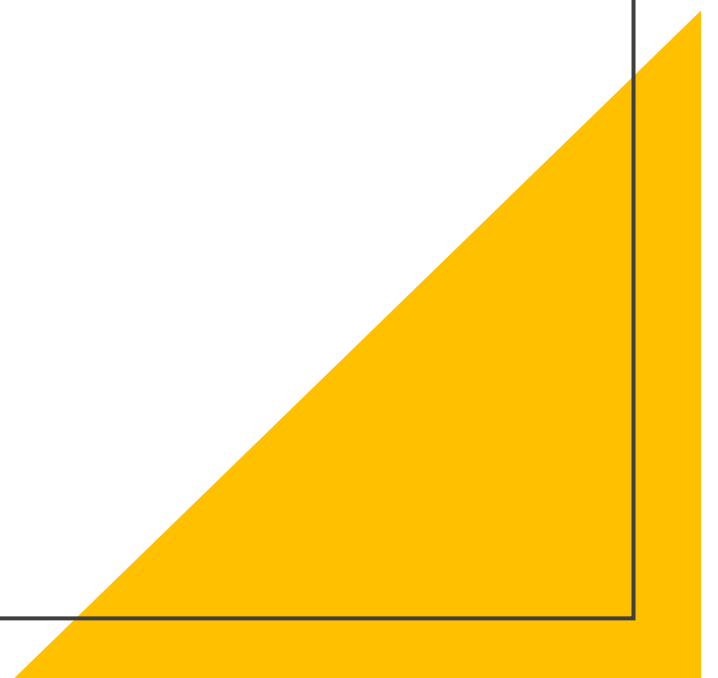
Common methods include:


- deliberately introducing a partner to substances
- forcing or coercing them to use
- interfering with their access to treatment
- sabotaging their recovery efforts
- leveraging the stigma associated with substance use to discredit them with sources of safety and support

Increased Vulnerability to Substance Use Coercion

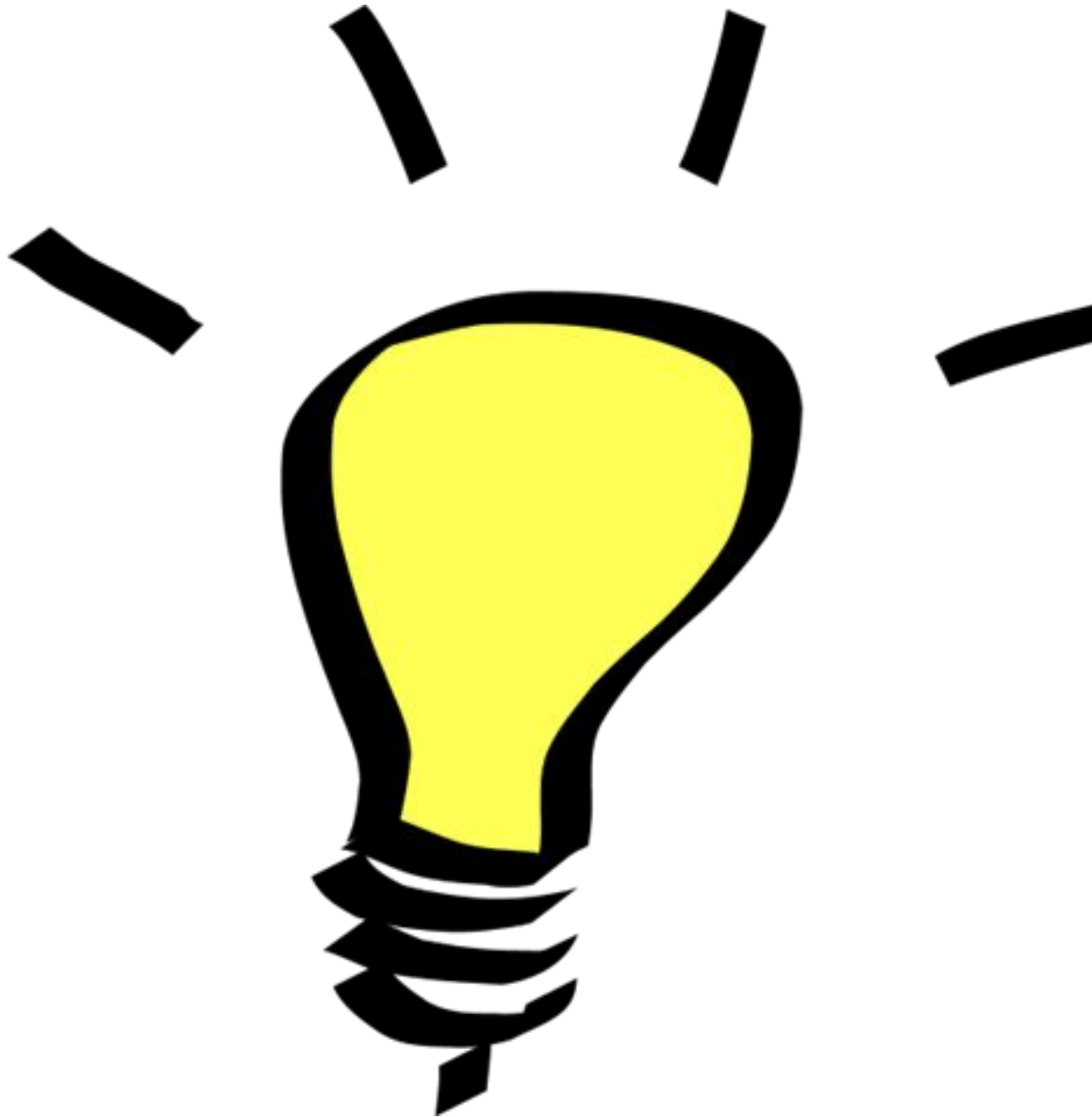
- Compounding trauma of violence, housing insecurity, and systematic oppression make queer, trans and nonbinary folks more vulnerable to substance use coercion
- Young people are often exploited by traffickers either by introducing substance use or using existing addictions to control them. (Litam, 2017)

Partnerships and
Strategies to Promote
Community-wide
Gender Justice and
Holistic Care





How many of you have, or know someone who has, ever left something out of a medical history, or intentionally misreported information to a healthcare provider?

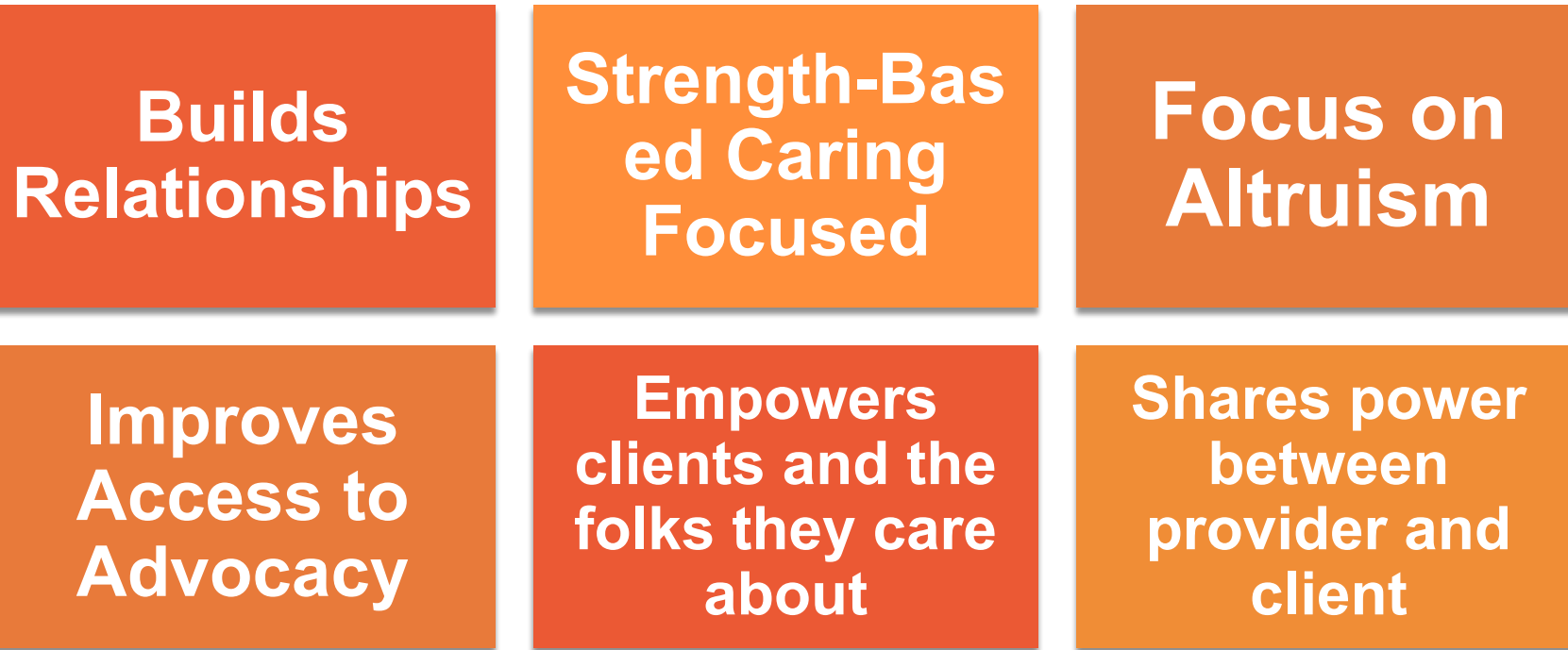


Challenging the
limits of
disclosure-driven
practice...

...is part of
healing-centered
engagement and
equity

CUES is Healing-Centered Engagement

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“...the power of social support is more about mutuality than about getting for self...that is, there is a need to give, to matter, to make a difference; we find meaning in contributing to the well-being of others.”

- J.V. Jordan, 2006



S: Advocates Can Be Lifelines

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- Every state has a DV Coalition
- Remember that you can make a warm referral to an advocate! (You can learn more with us in the LC!)
- DV/IPV and sexual assault programs have vast experiences working with survivors of violence.
- Advocacy programs and sexual assault programs have experienced IPV or HT to think and act in a way to increase personal safety while assessing the risks.
- Advocates connect patients to additional services like:
 - ✓ Housing and Legal advocacy
 - ✓ Support groups/counseling

Download a sample MOU: <https://ipvhealthpartners.org/partner/>



Gender Affirming Community Partners: Please do your homework

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Effective community resource mapping – means you know that you know

- “{However}, sometimes our advocacy work is impeded by the lingering, often unstated, even unconscious, belief in what is called gender essentialism: the view that women and men are fundamentally and permanently different on a biological level. One of the places this shows up is the mistaken belief that transgender women are actually men, and should not be allowed in spaces historically or currently intended for women.”

(Oregon Coalition on Sexual and Domestic violence,
<https://www.ocadsv.org/blog/post/advancing-gender-inclusive-services>)



Understanding community member and health care professional perspectives on gender-affirming care-A qualitative study

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- “For whatever you’re trying to do with, to interact with the trans community, hire trans people, hire trans people, hire trans people, hire trans people, because we’re going to care more.”
- “Get actual trans people to rate your business before you advertise yourself as trans competent.”

(Loo, 2021)



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training ▾

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collections ▾

about ▾

service providers
trans communities

Building strength
and resilience in our

<https://forge-forward.org/resources/service-providers-2/>

www.IPVHealthPartners.org online toolkit + CUES

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Guidance on:

- ✓ Enhancing patient privacy
- ✓ Disclosing limits of confidentiality
- ✓ Universal education scripts
- ✓ Reaching friends and family
- ✓ Disclosures + supportive messages
- ✓ Warm referrals to local DV programs + Sample MOUs
- ✓ Safely sharing resources
- ✓ Tech privacy tips



www.ipvhealthpartners.org

Developed by and for community health centers in partnership with domestic violence programs

+ New guidance on COVID-19 and telehealth support



If you have questions about relationships or abuse, national hotlines can connect you to local resources and provide confidential support 24/7 via phone or online chat.
National Domestic Violence Hotline: 1-800-799-7233 | 400-787-3229 (TTY) | hotline.org
The Trevor Project: Crisis line for LGBTQ youth | 800-488-7386 | thetrevorproject.org
Other helpful resources:
The Northwest Network: northwestnetwork.org
National Coalition of Anti-Violence Programs: ncaavp.org
FOSSIE for trans survivors and allies: tampa-forward.org
The Network/La Red: la-red.org



SAVE THE DATE!



Advancing Excellence in Transgender Health 2021

Virtual Conference: Friday, Oct. 1 – Sunday, Oct. 3, 2021

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Ansinn Building



Subject Matter Experts:



Claudia Delfin
(she/her)



Samantha Velez
(she/her)



Landon (LJ) Woolston
(he/him and they/them)

Gender, Homelessness, and Interpersonal Violence: Building Equitable Systems to Support Survivors and Providers: **A Learning Collaborative**

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Deadline: Friday, February 11th, 2022 at 5:00pm Pacific Time

Thank you!

Contact Us:

**NATIONAL
HEALTH CARE**
for the
**HOMELESS
COUNCIL**

National Health Care for the
Homeless Council
Email: council@nhchc.org
Visit: www.nhchc.org



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Health Partner on IPV + Exploitation
Email: healthpartners@futureswithoutviolence.org
Visit: <https://healthpartnersipve.org/>

Please complete the evaluation!
(Scan or see chat box for link)



Link to Survey



TRANSPIRE

TRAININGS & CONSULTING

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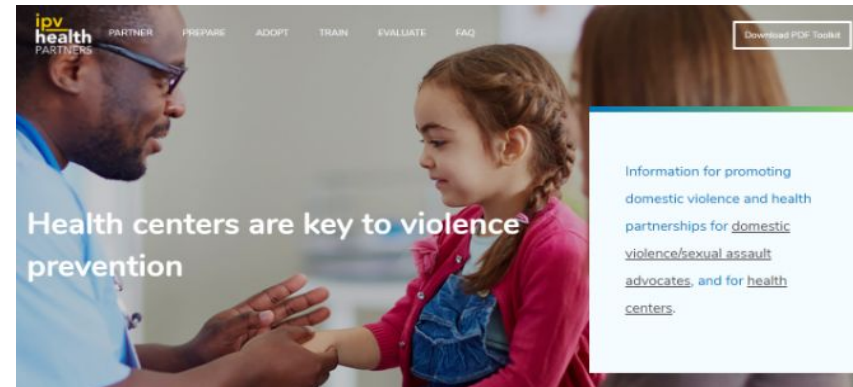


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[TranspireTrainings](#)

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