



# Indiana Coalition to End Sexual Assault

Engage. Educate. Empower.

## Best Practices for Working with LGBTQ+ Communities in Violence Prevention and Community Mobilization Efforts on Campuses

**Skye Kantola**

**Multicultural Efforts to end Sexual  
Assault (MESA)**

October 19, 2017

ICESA Campus Consortium  
Sexual Violence  
Prevention and Response  
Webinar Series

*Facilitated by Mahri Irvine, PhD*

# Welcome and Introductions

- Thanks for joining us!
- ICESA and the ICESA Campus Consortium
  - OWH Federal Grantee
  - Tracey Horth Krueger (Chief Executive Officer)
  - Mahri Irvine, PhD (Director of Campus Initiatives)
  - Alexandria Benifield, MPH (Evaluation Specialist)
  - Burton Patterson (Rape Prevention Education Coordinator)
  - Piper Rowley (Research Assistant)

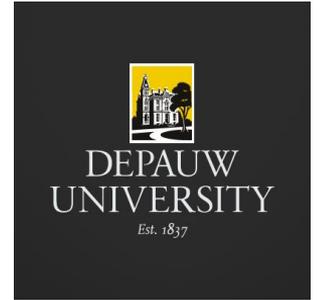
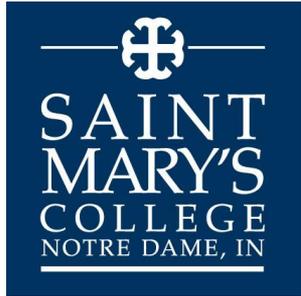
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**Office on Women's Health, *College Sexual Assault Policy and Prevention Initiative.***



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# ICESA Campus Consortium



IUPUC  
**PRIDE**



INDIANA COMMISSION  
for  
HIGHER EDUCATION



DOMESTIC VIOLENCE NETWORK



**BUTLER**  
UNIVERSITY



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**End Sexual Assault**  
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# Best Practices for Working with LGBTQ+ Communities in Violence Prevention and Community Mobilization Efforts on College and University Campuses

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**Skye Kantola**  
Program Coordinator, MESA



**Multicultural Efforts to end Sexual Assault**

[www.ydae.purdue.edu/mesa](http://www.ydae.purdue.edu/mesa)

*Promoting dialogue for social change!*

# Welcome!

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## What does MESA do?

- Webinars and state-wide trainings/workshops
- Technical support
- Collaborative programming within Indiana
- Violence prevention resources and information
- Temporary victim advocacy

## Framework

- Prevention
- Each topic within this gathering could be it's own training/class!
- Communication guidelines



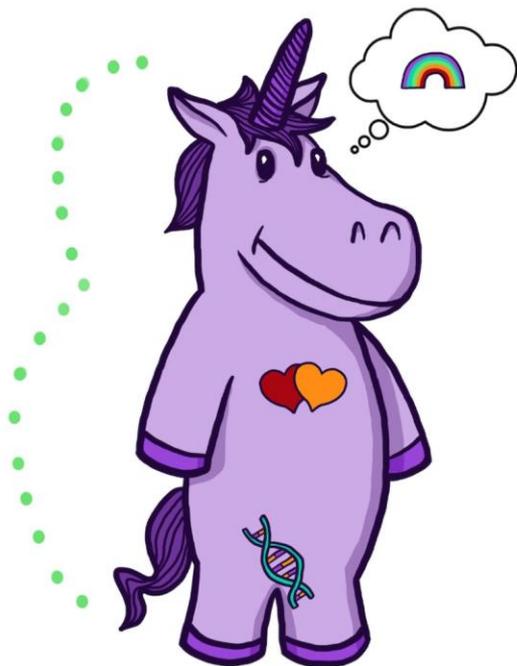
# Agenda

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1. **LGBTQ+ Terminology** (is a skill, not a standardized test!)
2. Roots of SV + Trauma Informed Perspective
3. Bystander Intervention as Prevention
4. Prevention and Best Practices

# The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan

# Gender Unicorn Examples

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**Gender:** woman, cisgender

**Gender Expression:** feminine

**Sex Assigned at Birth:** female

**Sexual Identities:** lesbian

**Romantic Identities:** homoromantic

**Gender:** genderfluid, transgender

**Gender Expression:** androgynous

**Sex Assigned at Birth:** female

**Sexual Identities:** asexual

**Romantic Identities:** queer,  
panromantic

----- > **FORGE: The Labels Paradox**

# Nature vs. Nurture vs. Social Justice

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Does not address systemic, institutionalized violence and oppression

Almost nothing about people is 100% biological or 100% environmental

Centers cis and straight identities as “normal”

Discredits environmental impacts on identities and removes agency

# Intersectionality Crash Course

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Identities create a cohesive, layered experience (emotional displays)

Microaggressions

Diversity/Integration vs. Inclusion/Anti-oppression work

# Agenda

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# Sexuality, Gender, and SV Prevalence

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## LGBTQ+

- 44% lesbians/SGL women and 61% bisexual women experience rape, physical violence, or stalking by partner (vs. 35% of heterosexual women)
- 26% gay/SGL men and 37% bisexual men experience rape, physical violence, or stalking by partner (vs. 29% of heterosexual men)

## Trans people

- Average age of first SV experience is 14 (trans boys) and 15 (trans girls)
- 50+% of trans people experience at least one sexual assault in their lifetime
  - Highest among Indigenous and Black trans people, and GNC trans people
- Perpetrators: Partners/family/friends, during homelessness (33%), shelters, (22%), inmates and guards (15%), instructors (3%), medical providers (2%), law enforcement (2%)

# Roots of SV: Community Marginalization & Institutional Violence

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- Violence is perpetrated by cis/het people (family, friends, providers)
- Violence is perpetrated by other LGBTQ+ people (partners, community leaders)
- Stranger/hate violence rates much higher than the general population

# Agenda

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2. Roots of SV + Trauma Informed Perspective
3. **Bystander Intervention as Prevention**
4. Prevention and Best Practices

# Bystander Intervention as Prevention

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- Be able to identify problematic/oppressive/violent language and behavior
- Do you feel safe enough to continue the conversation?
- Are you ready for this conversation?
- Ask clarifying questions
- Discuss impact > intent
- Offer alternative language/behavior

# Agenda

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3. Bystander Intervention as Prevention
4. **Prevention and Best Practices**

## Applying trauma-Informed Perspectives

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Involve LGBTQ+ students, faculty, and staff in planning and changes

Don't support stereotypes about genders, bodies, relationships, or sexuality

- There is nothing inherently “healthier” about monogamous couples vs. poly relationships
- Not all relationships between queer people have “a butch and a femme” partner

Don't assume the perpetrator is masculine

# Applying trauma-Informed Perspectives

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Agency and responsibility (disownment narratives)

Be ready to discuss challenging topics

Model language & reflect language

Be informed! Read, do research, stay involved

Sexual harassment against trans people may look like:

- Asking invasive questions about genitals or sexuality
- Being forced to “prove” gender to access health care or respect in relationships

# Interpersonal Best Practices

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Don't support stereotypes about genders, bodies, relationships, or sexuality

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Impact > Intent

# Forms and Intakes

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Preferred name option

Gender blank (rather than boxes)

Gender pronouns blank

Visible and printed nondiscrimination statement

Explanation and discussion of gendered spaces

Limit sexual history questions

# Classrooms

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Preferred name on the roster; and asking preferred names/pronouns

Marginalized experience curriculum integration

Use of communication guidelines

Developing facilitation and critical pedagogy skills (Yes/why; not no)

Non-discrimination statement on syllabus

# The Space

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Symbols and signs (always paired with trained staff)

- Waiting areas, staff desks, walls, magazines

Gender inclusive restrooms + signage

Posted nondiscrimination statement or setting of social norms

Posted reporting policies

# Policies

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Nondiscrimination policy

Dependency override/financial aid

Restrooms policies – staff and clients

Health insurance

- Plus one benefits vs. spousal benefits
- Trans health care
  - Hormones
  - Surgical
  - Mental health

Violence prevention and intervention policies

# Unique Considerations for Commuter Campuses

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Family care and non-traditional students

Adoption support and legal support

SSDI, SSI, and disability support

Reproductive technologies health insurance coverage

Programming and implementation should be imbedded in class and curriculum

# Implementation

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1. Staff, volunteer, and client training
2. Space/service access based on identity and preference (safety) rather than genitals, legal i.d., or assumed/perceived safety
3. Focus on equity over equality
4. Do intentional, directed outreach
5. Be conscious of your questions – and explain why you are asking
6. Develop an action plan with a timeline

# So to contribute to violence prevention we must:

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Understand how we came to have our current biases  
and understandings

Understand how individual biases result in systemic and  
institutionally supported violence

Understand how our institutions then support  
interpersonal violence, including sexual violence



## QUESTIONS/COMMENTS?

For Additional Information about MESA, Contact us:  
Skye Kantola [Kantola@purdue.edu](mailto:Kantola@purdue.edu)  
Follow us on Facebook or Twitter (@MESAPurdue)!

MESA is funded through the Centers for Disease Control and Prevention (CDC) and Indiana State Department of Health (ISDH) Rape Prevention and Education grant. Opinions expressed in this training may not represent the views of the CDC, ISDH, or Purdue University.

# Thank You!

- Please complete the survey at end of webinar
- Upcoming Webinars
  - November 13: Campus Security Authorities (\*for OWH grantee campuses only)
  - December 14: Protective Orders
  - Date TBA: Sexual Violence and Food Insecurities
- Upcoming Trainings and Events
  - October 24 – 25: Harms of Pornography: A Feminist Framework
  - November 6 – 10: 40 Hour Advocacy Training
  - April 9 – 10, 2018: ICESA annual conference
- [www.indianacesa.org](http://www.indianacesa.org)



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