

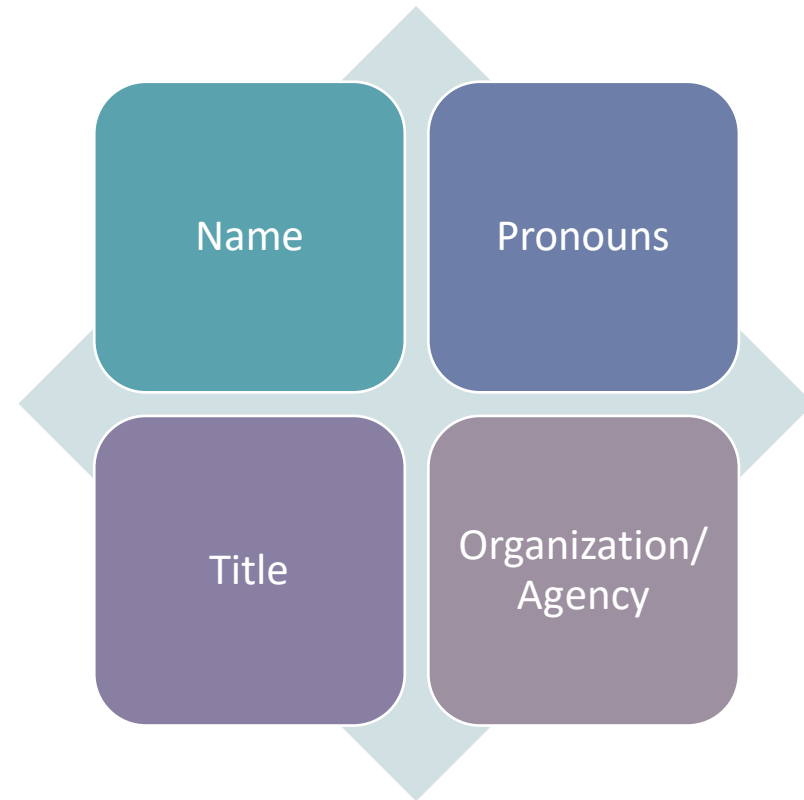


# Creating Safe Shelter Spaces for LGBTQ+ Survivors

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# Participant Introductions





# Community Agreements

1. Confidentiality
2. Take space make space
3. Listen for understanding
4. We're all teachers and learners
5. What would you like to add?

Agree?

## **Content/trigger warning**

**Content includes: homo/bi/transphobia, domestic violence, and sexual assault**

**We encourage you to do what you need to do to take care of yourself, including:**

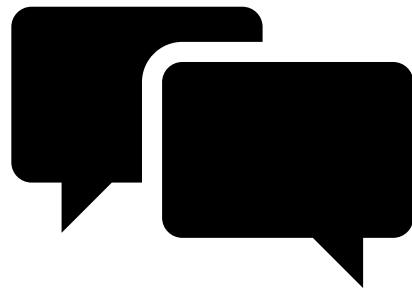
- **Taking breaks**
- **Grounding activities**
- **Mindful breath**
- **Whatever that looks like for you!**



Participants surveyed at Pride were asked "What do you think would be most helpful for LGBTQ+ persons who are being abused by their partners?"

**Only 10% thought a domestic violence agency would be helpful.<sup>1</sup>**

1. Smith, Wolf; Chew, River. "The Changes and Stagnations of Anti-Violence Providers in Serving LGBTQIA+ Survivor". *LGBTQ Policy Journal at the John F. Kennedy School of Government at Harvard University*. Spring, 2021

Why do you think only 10%  
of respondents thought a  
domestic violence agency  
would be helpful?





# **Creating Agency-Wide Change**

"LGBTQ  
survivors  
don't call us"

"We accept  
everyone"



You are already  
working with  
LGBTQ survivors

Cultural  
specificity  
matters

# I The Context and History

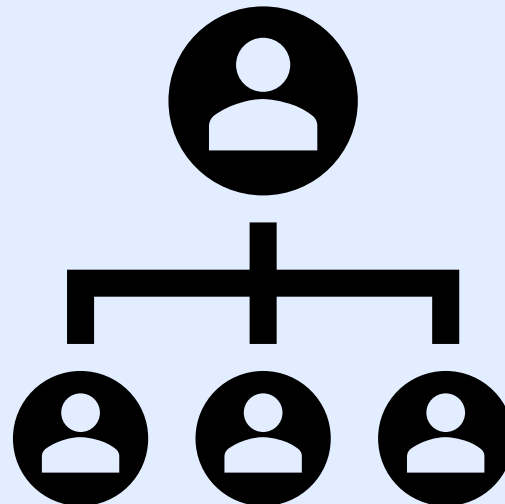
- The history of the domestic violence movement as the "battered women's movement"
- Lack of representation and visibility makes it difficult for survivors to recognize their relationship as abusive
- LGBTQ survivors aren't receiving specialized support



70% of LGBTQ clients  
who sought help to  
address  
violence experienced  
prejudice and/or negative  
responses to their gender  
or sexuality

# I Top Down Change

- Commitment from leadership
- Not just one advocate at the organization carrying the burden of LGBTQ inclusivity

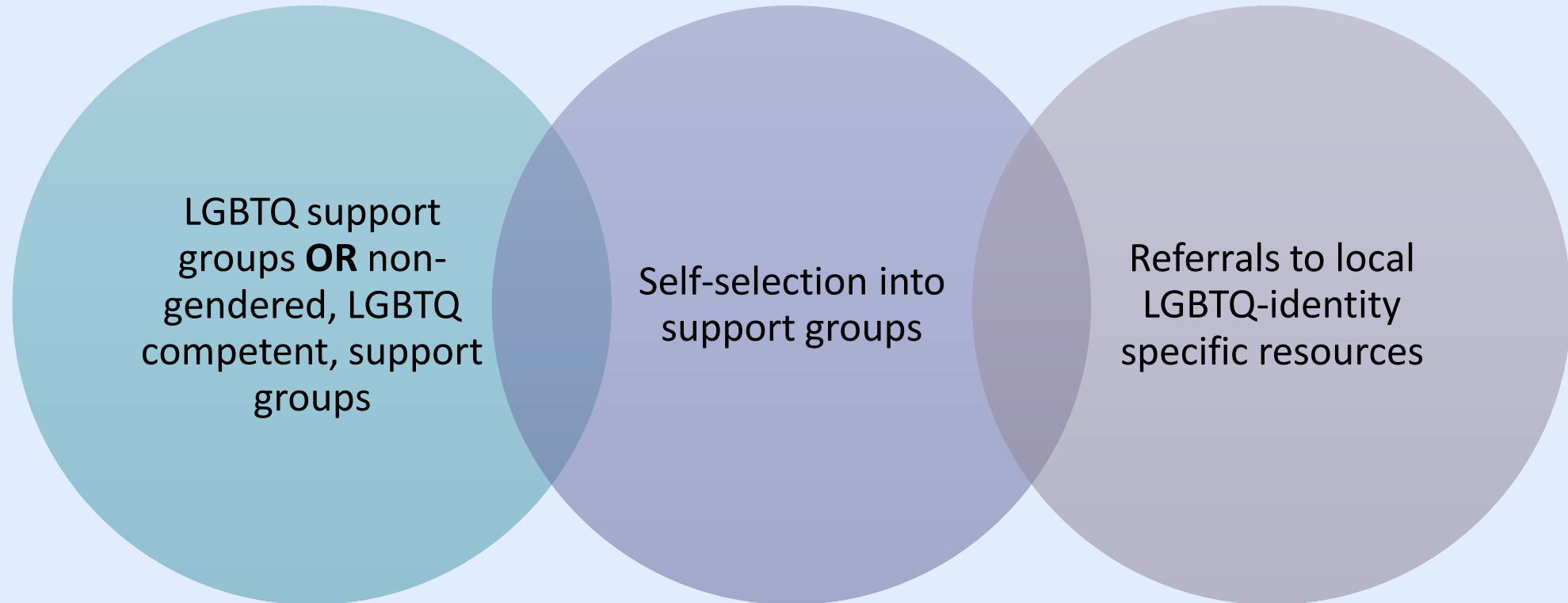


# Creating Visual Cues

- Accessible bathrooms
- Staff language
- Inclusive written materials
- Social media and external messaging
- Intake forms

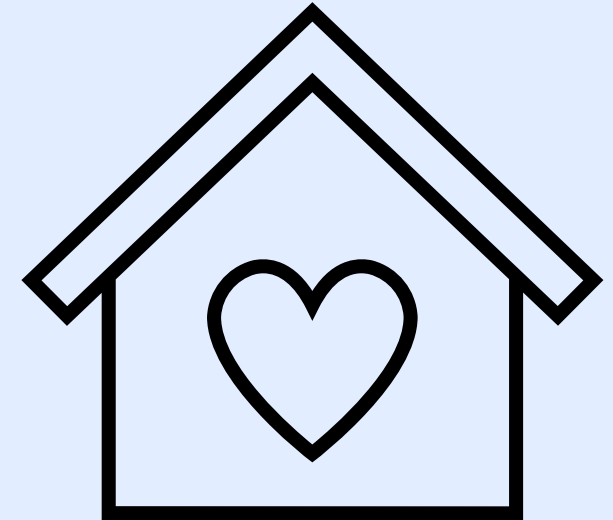


# I Improving Support Groups



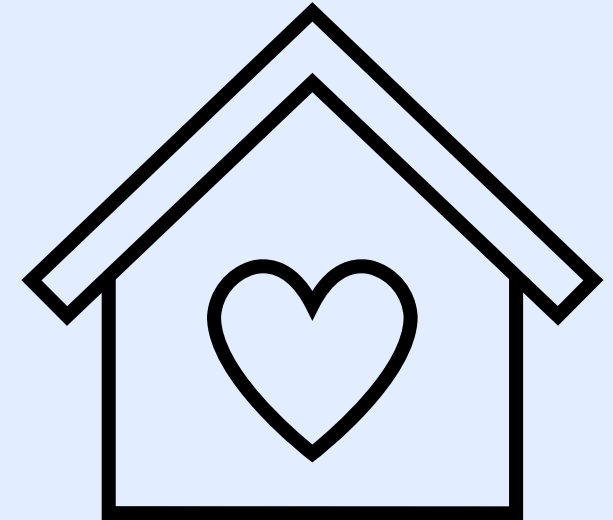
# Creating Safe Shelter Options

- ✓ LGBTQ+ survivors should have the same level of on-site access to advocates
- ✓ DV shelter space is non-gendered **OR** has multiple options



# I Utilizing Physical Space

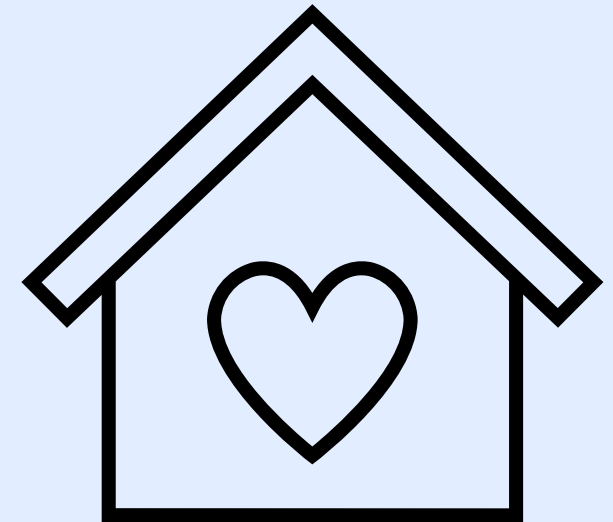
- Private studio spaces
- Communal or dorm style
  - Privacy screens or barriers
  - Separate shelter spaces for men, women, LGBTQ survivors
- Hoteling separately





# Cultivating a Welcoming Environment

- Set expectations during shelter orientation
- Display visual cues
- Address bias or discrimination when it comes up



# MentimeterExercise

1. What are some quick and easy changes you can make?
2. Which changes will take more time and planning?
3. What barriers come to mind?



# Best Practice Tips

- ✓ Ensure that leadership is invested in LGBTQ inclusivity efforts
- ✓ Provide gender inclusive bathrooms
- ✓ Use gender inclusive language always
- ✓ Examine materials to ensure that everything is gender inclusive and LGBTQ inclusive
- ✓ Offer LGBTQ support groups OR non-gendered LGBTQ inclusive groups
- ✓ Implement short-term inclusive shelter practices
- ✓ Identify long-term shelter practices that your agency can work towards





# **Navigating Language, Data, and Intakes**



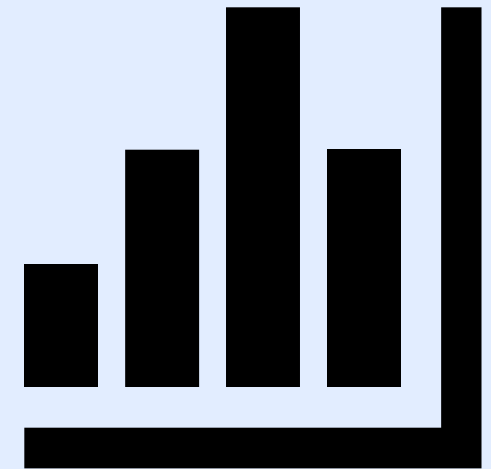
# I The Importance of Language

Language is the way we make sense of the world, ourselves, and our relationships

For LGBTQ survivors, language and identity labels can be a core way of ensuring that they feel seen and understood

# I Intakes and Data Collection

- Demonstrate cultural responsiveness
- Include sexual orientation, gender identity, and pronouns
- Include multiple choice *and* fill in the blank
- Analyze data to identify barriers, obstacles, and accessibility
- Combat limitations of grant reporting by addressing any limitations with the grantor



# I Questions to Consider

What do you want to know?

Who will you be asking?

How will you analyze it?

# How to Handle Possible Questions

## Client asks

"Why are you asking me that question?"



## Response

"We are an LGBTQ inclusive provider and work with individuals from many experiences and backgrounds, therefore we collect a wide array of information and data on everyone."



# How to Handle Possible Questions

## Client asks

"Why does that question matter for me to receive services?"



## Response

"Please know that all of the questions are totally optional to answer and not required to receive services. All of the information that you choose provide to us is helpful in determining how best we can support you."

# How to Handle Possible Questions

## Client asks

"What is a pronoun?" or  
"What does that mean?"

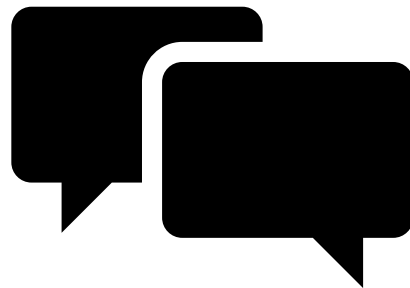


## Response

"A pronoun is just what you would like us to refer to you with when we don't use your name."

Break out rooms:

**Determine who will be the *Intake Person* and who will be the *Potential Client*. After completing the exercise once, switch roles and repeat the exercise again.**

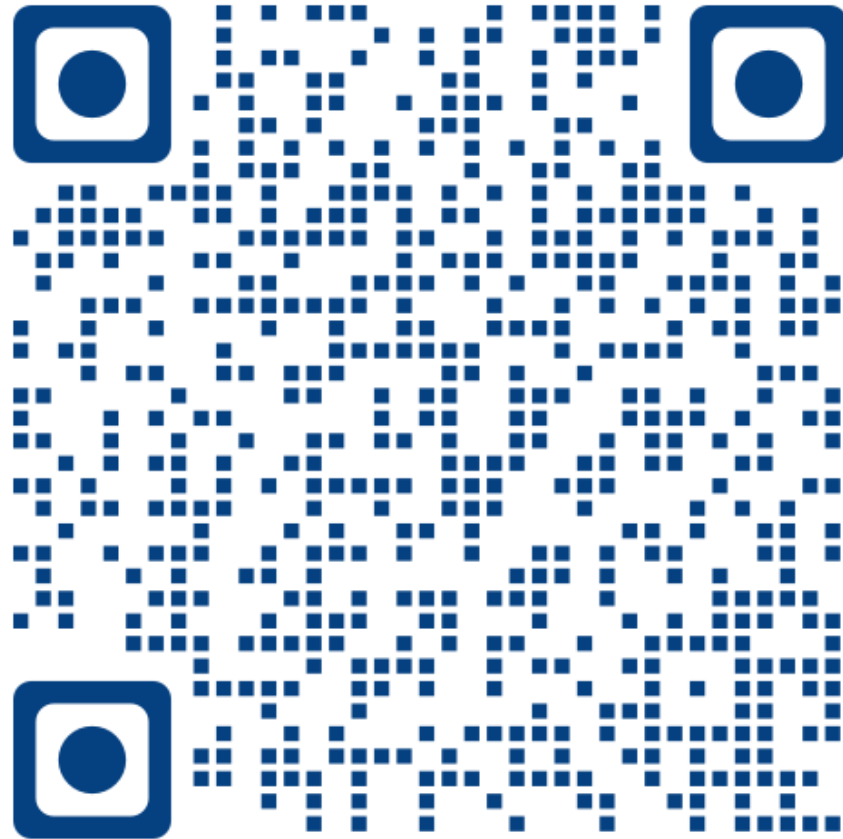


# Best Practice Tips

- ✓ Ask *all* clients about their sexual orientation, gender identity, and pronouns during their intake process (verbally or written) in an *optional* way.
- ✓ Include expansive options for all three categories along with room for a client to choose an option not listed.
- ✓ Analyze data collected to identify critical information about barriers and accessibility of services.
- ✓ Always use gender neutral language until or unless the potential client provides other pronouns.
- ✓ Always use the language that the potential client uses when referring to themselves and their relationships.



Please take our  
post- survey:



# Next Steps

Bring what you've learned here to your agency

Join our 2 hour core training

Join our 5 hour advanced capacity building training

Sign up for technical assistance for your agency

Keep up with our online Ongoing Learning Center

# Questions?





# National LGBTQ Institute on Intimate Partner Violence

A PROJECT OF THE LOS ANGELES LGBT CENTER

In partnership with the National Coalition of Anti-Violence Programs and In Our Own Voices, Inc.

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# Resources

- Centers for Disease Control and Prevention (CDC) released The National Intimate Partner and Sexual Violence Survey (NISVS) 2010 data on intimate partner and sexual violence among LGB people [www.cdc.gov/violenceprevention/nisvs](http://www.cdc.gov/violenceprevention/nisvs)
- FORGE-FORWARD Self-Assessment Tool: “Is Your Agency Ready to Serve Transgender and Non-Binary Clients?” <http://forge-forward.org/wp-content/docs/self-assessment-tool-rev-04-01-2019.pdf>
- SHADES OF CHANGE: A Guide For Domestic Violence and Sexual Assault Service Providers Working With Lesbian, Gay, Bisexual, and Transgender People of Color <http://www.ccasa.org/wp-content/uploads/2015/06/Shades-of-Change-LGBT-Best-Practices-Guide.pdf>
- Department of Justice: Ensuring Access for LGBT Victims of Domestic Violence, Sexual Assault, Dating Violence and Stalking <https://www.justice.gov/ovw/blog/ensuring-access-lgbt-victims-domestic-violence-sexual-assault-dating-violence-and-stalking>