



LGBTQ+

AWARENESS FOR  
LAW ENFORCEMENT



- I'm not here to “get” you!! I promise this presentation won't make you gay!!
- Hopefully, we can laugh a bit today too! We are here to learn; this isn't meant to be stressful!!



# DISCLAIMER

- Some folks may have very limited knowledge of these topics...
- Some might be very uncomfortable discussing these topics...
- Some may have cultural practices, religious beliefs, and or personal beliefs etc. that make these topics challenging, controversial or polarizing...
- Don't be afraid to offend, to get it *wrong*, to speak up, to share your own experience or opinion. Just be respectful and it will all be okay!  
Participation is crucial to the success of the course!!

# INTRODUCTION



## Awareness for LE

- The LE mission includes serving ALL PEOPLE and enforcing the law equitably.
- The 14<sup>th</sup> Amendment prohibits LEO's from selective enforcement and ensures equal protection under the law.
- No person or group will be denied protection. This includes LGBTQ+ individuals.
- LGBTQ+ identities are often invisible. You cannot look at someone and know their sexual orientation or gender identity. So, understanding how to respectfully and effectively serve and interact with these members of our communities is even more important.

# THIS IS A POST CERTIFIED COURSE THAT MEETS THE REQUIREMENTS OF AB 2504 AND PROPOSED SECTION 13519.41 PC

At the conclusion of this course, students will be able to better:



1. Understand the difference between sexual orientation and gender identity and how both relate to race, culture and religion.



2. Define terminology used to describe sexual orientation and gender identity.



3. Identify key moments in the LGBTQ+ history and the civil rights movement.



4. Identify ways to create an inclusive workplace and to support LGBTQ+ co-workers.



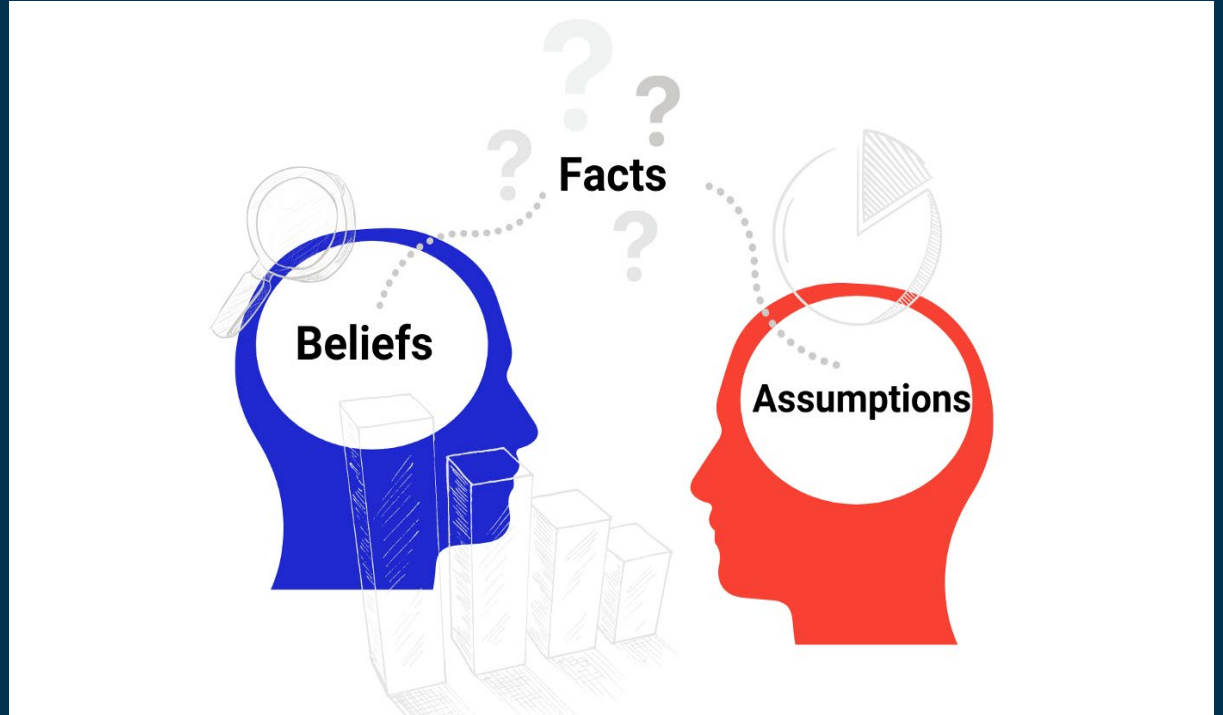
5. Describe how hate crimes and domestic violence impact the LGBTQ+ community.

\*The 5 categories listed above are the required modules per POST, for the completion of this course

Let's get started!!!

# Understanding our own bias and prejudice.

**We aren't born with  
bias or prejudice...  
So where do these  
things come from?**



## LGBTQ+ AWARENESS FOR LE

- **All of us have learned messages about LGBTQ+ people....**
- **What were the earliest messages you received about LGBT people?**
- **Where did they come from?**
- **Were they positive, negative or neutral?**



## ASSESSING YOUR PERSONAL BELIEFS:

- If someone were to 'come out' to you as gay, lesbian, bisexual or transgender, what would your first thought be?
- How would you feel if your child came out to you as LGBTQ+?
- Have you ever been to a LGBTQ+ event or march, why or why not?
- Have you ever made fun or made a joke at the expense of someone from the LGBTQ+ community?
- Have you ever stood up for someone from the LGBTQ+ community?
- If you do not identify as part of the LGBTQ+ community, how would you feel if people thought you were LGBTQ+??

Let's break the ice!!!

# Learning activity 1



# Common Stereotypes



- Think about every stereotype you have heard, good or bad.

\*Not necessarily what you believe... but what you've heard.

Now let's answer a couple questions:

What causes someone to be gay?



How can you tell?



# Here's what some of the other classes came up with:

## Causes

- Born that way
- It's a choice
- A prior failed relationship with the opposite sex
- Sexual abuse as a child
- Being raised by one parent
- Drug use
- Experimentation
- Another gay person talked them into it
- Time in prison
- Satan or demons
- The media
- It's popular or trendy in school
- Music
- Pornography
- Playing with dolls
- Dress up in opposite gender clothing
- A desire to be the opposite gender
- Drug use by the mother during pregnancy
- Overbearing mother
- Curiosity
- Lack of success with the opposite sex
- Being the youngest sibling or having a gay twin

## How Can You Tell If Someone Is Gay?

- For men, the way they walk, they swish
- For men, the way they move their hands around with a limp wrist
- For men, the way they talk with a lisp and higher pitched voice
- For men, the way they dress - flamboyant clothing
- For men, they wear make-up and style their hair
- For women, the way they walk, like a linebacker
- For women, they wear mens' clothing, flanel, baggy jeans
- For transgender people, women look obviously like men and vice versa
- All display rainbows and equal signs
- For men, they are flamboyant
- For men, they dress well
- For women, they speak in a low voice, more masculine
- For men, they speak in a feminine way with a high voice/lisp
- For women, they have shorter hair
- For men, they have perfect eyebrows
- For men, they wear matching clothes, belts and shoes and always care about the way they look.
- For men, they are emotional
- Transgender women look like men

# Let's breakdown the questions:

## 1. What 'causes' someone to be gay??

**Science indicates that sexual orientation and gender identity are not "choices" (though behavior involving both are).**

**It is not known why someone might be lesbian, gay, straight, or bisexual, though research indicates that sexual orientation is influenced by biological factors that start before birth.**

**There is no evidence that abuse, experimentation or failed relationships change our sexual attraction, though a person's experiences can create awareness around their attraction.**

## 2. (Break down) How Can you tell ?

- *THERE IS NO WAY TO TELL*

*by looking at someone! You can't tell based on someone's....  
speech, dress, mannerisms, etc..*

**THESE CONCEPTS COMES FROM STEREOTYPES!**

Stereotypes are not accurate indicators of whether someone is part of the LGBTQ+ community.

There is no way to know what someone's sexual orientation or gender identity is unless they tell you.

# Common Stereotypes:

**What jobs do LGBTQ+ people have?**



**What does religion say about being LGBTQ+??**





# Here are some common answers:

## What Jobs To LGBT People Have

### Women:

- police officers and firefighters
- military
- construction workers
- home depot workers
- physical education teachers
- professional athletes
- prostitutes/sex workers
- bar tenders
- truck drivers
- Mechanics

### Men:

- nurses
- interior designers
- wedding planners
- secretaries
- hair dressers and beauticians
- fashion designers
- dancers and strippers
- bar tenders
- actors/theater performers
- flight attendants
- chefs and waiters
- Florists

## What Does Religion Say About Being LGBT

- It's a sin
- It can be prayed away
- It's an abomination
- LGBT people are going to hell
- God hates you
- Influenced by the devil
- Influenced by demons
- Destroying marriage
- Love the sinner, hate the sin
- It's Adam and Eve, not Adam and Steve
- Cause of natural disasters in the world
- Sodom and Gomorrah
- Homosexuality is a deviancy
- You can be fixed
- Live with it, but abstain from same-sex contact
- Should be put to death
- The Bible says it is wrong for a man to lay with another man as with a woman
- Not welcome in church
- Same-sex marriage is wrong
- You cannot be a Christian and be gay

Let's breakdown the questions.

### 3. What jobs do LGBTQ+ folks have?

All different kinds....

- Stereotypes lead us to make certain assumptions (even about careers).
- We associate traditionally masculine jobs, such as law enforcement and military with gay women and stereotypically feminine jobs, like wedding planners and hair stylists with gay men.
- Gender stereotyping often includes sexual orientation, but we will learn that these two aspects of who we are, are separate and distinct.

## 4. (Break down) What does religion say about being LGBTQ+?

- The Bible, Quran, Torah, etc. are historical documents that have been used by some to condemn same sex behavior. For many, religion has shaped beliefs and morals related to these identities. Religious leaders and congregations interpret these texts to provide application and meaning today, from person to person these interpretations can vary widely.

Keep in mind, that our personal beliefs and value systems are separate from our professional thinking and mindset. To be a professional LE officer, we must do what we can to prevent our personal beliefs from interfering with our equitable treatment of individuals, and our enforcement of the law.

What names have you heard  
LGBTQ+ people called??

# VOCABULARY

## GAY & LGBT



gender

boy ♡ boy  
"twinkie"  
"bear"

"swings both ways"

↓

"Switches sides"

other team"  
"ou gay?" my "mother"

boy ♡ girl  
♡ boy



# Here are what some other classes came up with:

## What Names Have You Heard Gay People Called?

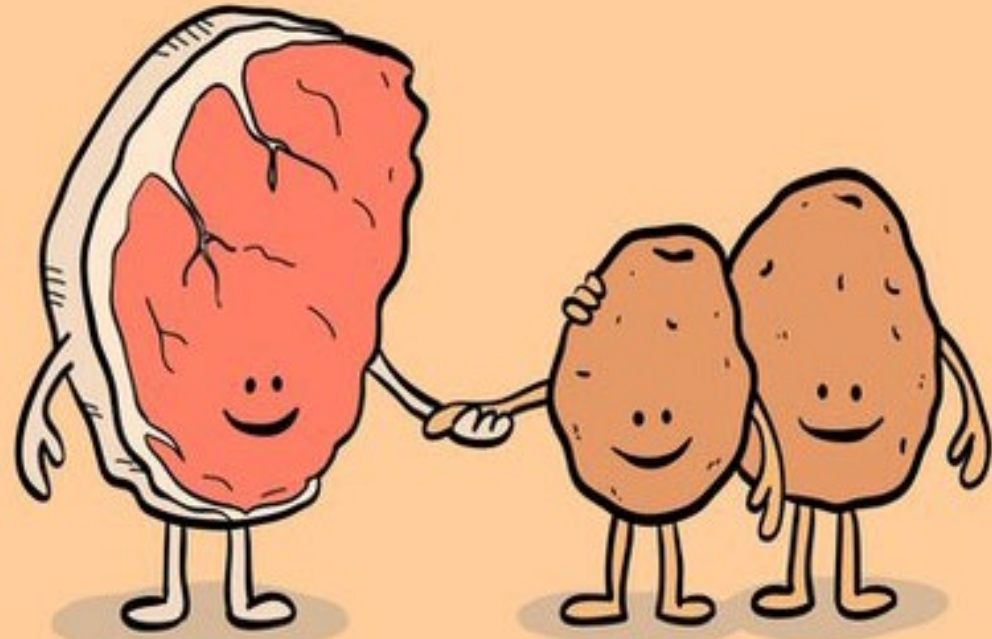
- Fag or faggot
- Queer
- Fairy
- Queer bate
- Fem
- Butch
- Twink
- Bear
- Otter
- Queen
- Homo
- Dyke
- Bitch
- Top
- Bottom
- Pitcher
- Catcher
- Freak
- Cocksucker
- Cum guzzler
- Pole smoker
- Butt pirate
- Fudge packer
- Carpet muncher
- Fruit
- Fem boy
- She-He
- He-She
- It
- Tranny
- Swordfighter
- 5-2-8
- Cakeboy
- Lesbo
- Shim
- Bulldyke
- Gay
- Flamer
- Poot
- Mietje
- Travo
- Light in the loafers

## 5. (Break down) What names have you heard??

- Look at all the slang terms referencing oral and anal sex, while straight people participate in both, you will generally not hear these slang terms used to disparage their behaviors.
- The words "fag" and "faggot" are offensive. There are no appropriate uses for these words.
- For transgender people, "tranny" and "it" are offensive terms. Recognizing someone's pronouns, based on how they are identifying, is a respectful way to address a transgender person. No member of this community is an "it" or deserving of being denigrated.
- The overwhelming majority of these words are derogatory and should be viewed the same as other vulgar or hateful epithets used to target minority groups.

# BREAK TIME!!!

When we  
get back,  
we're going  
to dive into  
the...



MEAT and POTATOES



1. Understand the difference between sexual orientation and gender identity and how both relate to race, culture and religion.



According to a 2021 Gallup survey, more Americans identify as being part of the LGBTQ+ community than ever. It's no longer "one in ten." In fact, 20.8% of those people in their 20's last year identified as being something other than straight and or cisgender.

#### Americans' Self-Identification as LGBT, by Generation

	<b>LGBT</b>	<b>Straight/Heterosexual</b>	<b>No response</b>
	<b>%</b>	<b>%</b>	<b>%</b>
Generation Z (born 1997-2003)	20.8	75.7	3.5
Millennials (born 1981-1996)	10.5	82.5	7.1
Generation X (born 1965-1980)	4.2	89.3	6.5
Baby boomers (born 1946-1964)	2.6	90.7	6.8
Traditionalists (born before 1946)	0.8	92.2	7.1

GALLUP, 2021

# The difference between gender and sexual orientation, what about all the other letters???!?

**L**esbian

**B**isexual

**Q**ueer  
questioning




**G**ay

**T**ransgender

**A**sexual  
gender  
**I**ntersex

# 101- BREAKING IT DOWN...





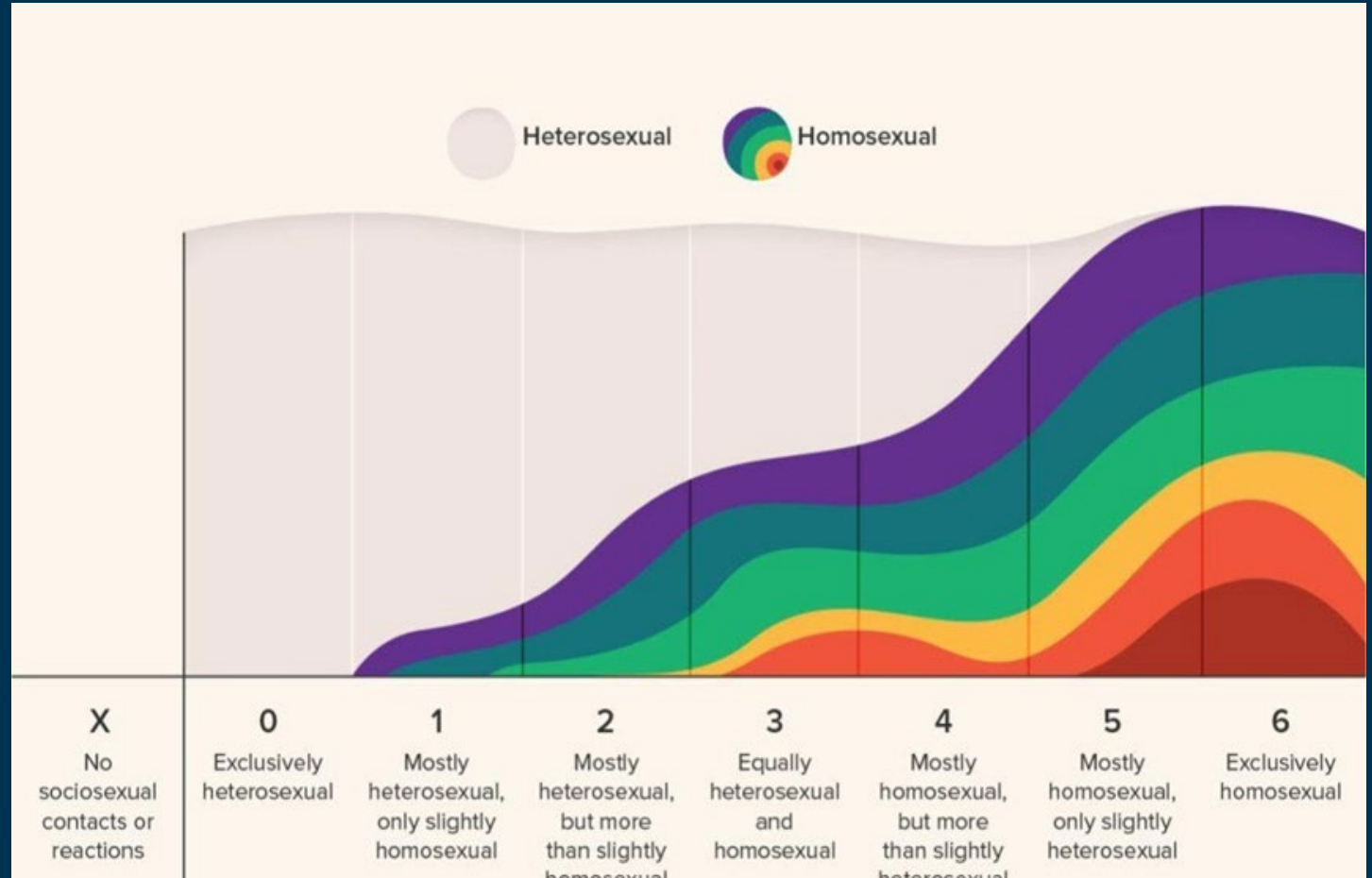
# Sexual Orientation vs Gender Identity and Gender Expression

let's take a closer look...

# SEXUAL ORIENTATION:

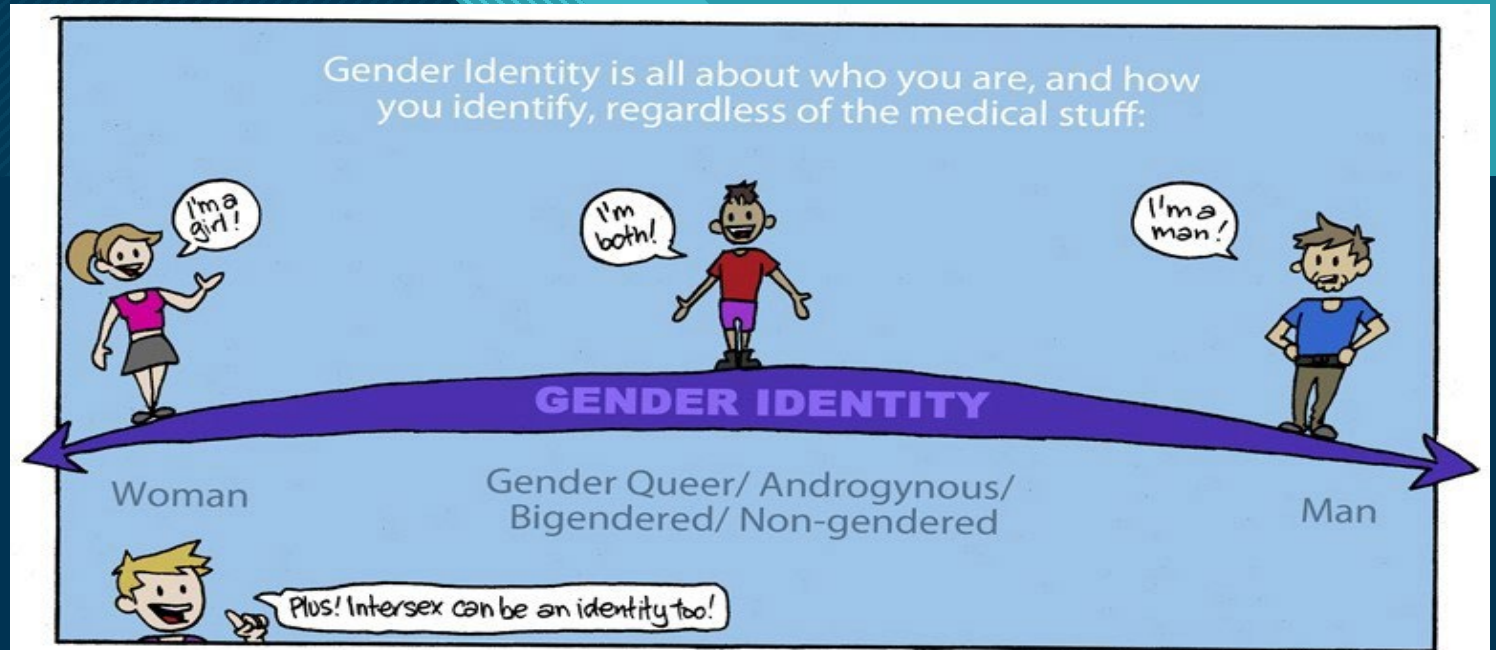
Sexual orientation is about who you're attracted to and who you feel drawn to romantically, emotionally, and sexually.

Sexuality exists on a spectrum.



# GENDER IDENTITY:

- How someone feels or thinks of themselves.
- Gender Identity is one's innermost concept of self as male, female, a blend of both or neither – it also exists on a spectrum.
- How individuals perceive themselves and what they call themselves can be the same or different from their sex assigned at birth and is not visible to others.

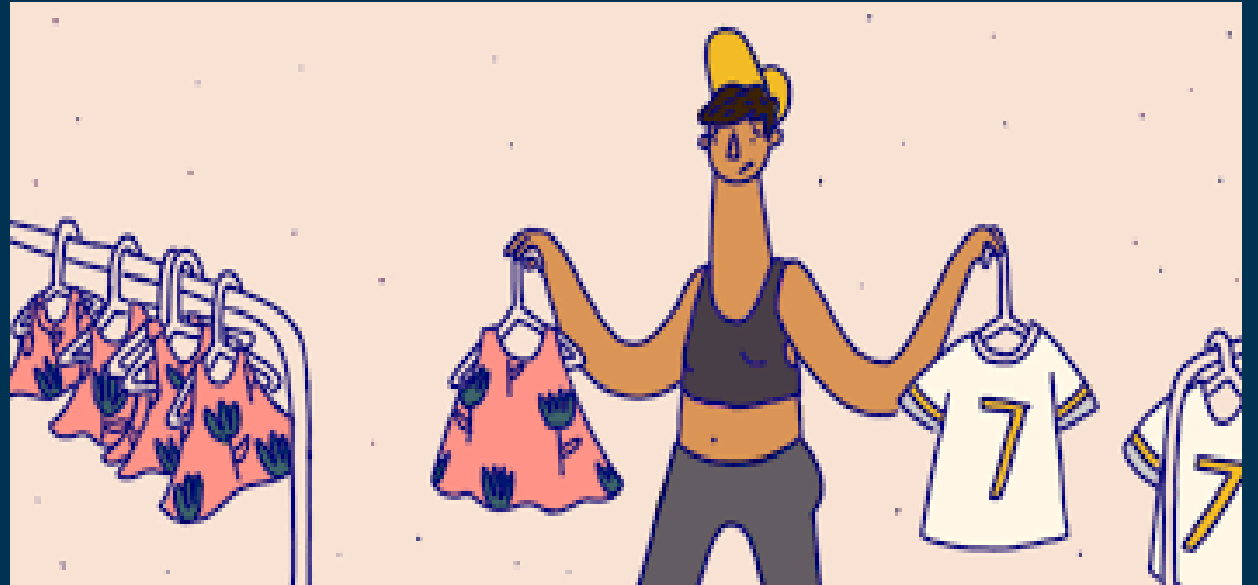


# Is it a choice?

- Sexuality cannot be attributed to a single factor like biology, psychology, or life experience. Instead, studies show that sexuality is determined by *all* these factors.
- Sexual orientation and gender identity are not a matter of choice. Science hasn't resolved exactly what determines these factors, but studies show neither are something we make conscious choices about.
- If sexual orientation (sexual attraction) was a choice, the history and behavior of our society and culture would likely condition people to "choose heterosexuality."
- Our society and culture is predominately focused on heterosexual relationships, behavior, and lifestyles, but non-heterosexuals constitute a notable minority of people in all races and ethnicities.
- Though these particular identities are not a matter of choice, we can decide how to act or respond to our attractions. Behavior is a matter of choice for individuals of all sexual orientations.
- There are still many people hiding their orientation in order to fit in. Put yourself in their shoes, what if same-sex attraction was the norm? Assuming you are a heterosexual person, how would it be for you to "choose" to live a homosexual life in order to be accepted?
- Additionally, science has provided evidence that sexual orientation is a spectrum. The variety of sexual orientations exceed the vocabulary we have to describe them.

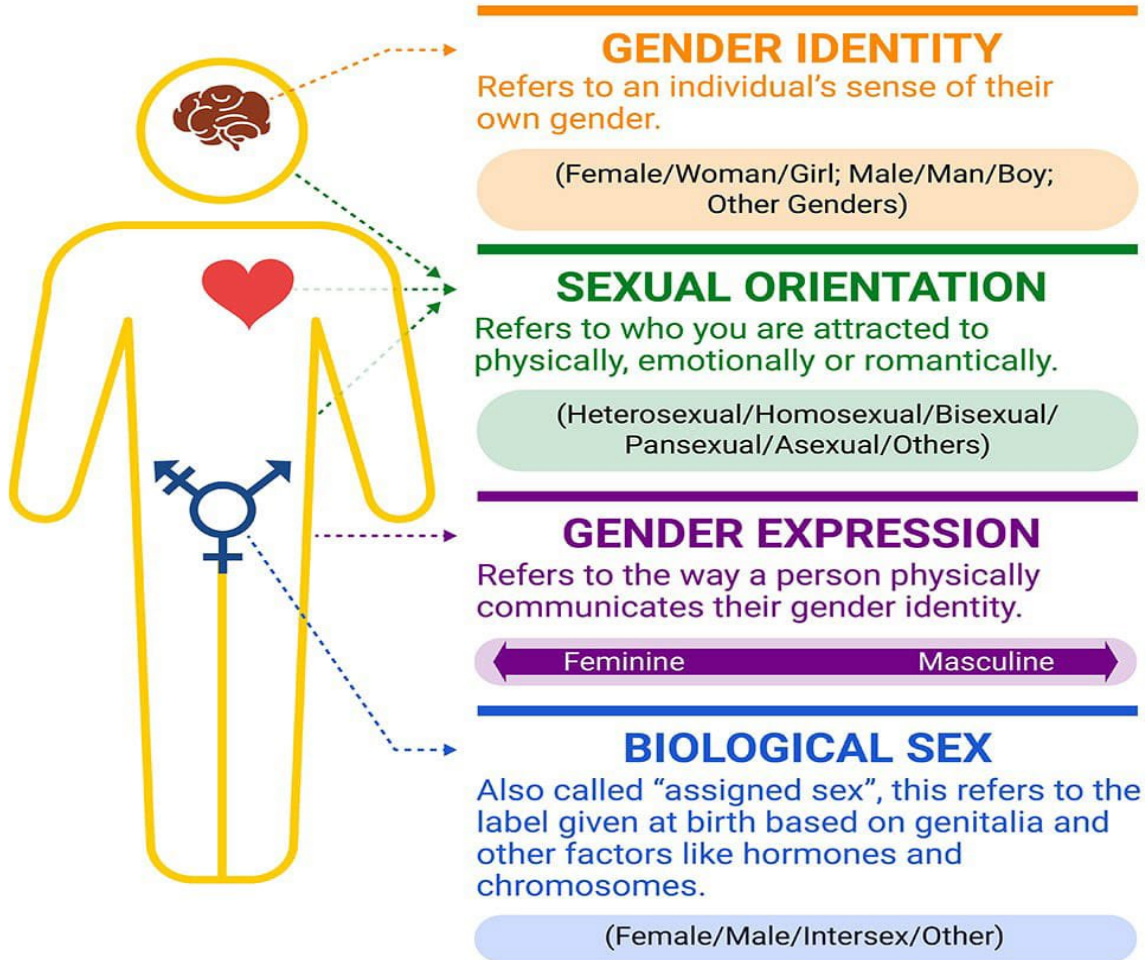
# Gender Expression:

- External appearance of one's gender identity, usually expressed through behavior, clothing, body characteristics or voice.
- Gender expression may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.





# GENDER IDENTITY AND EXPRESSION EXPLAINED



© The Roots Of Loneliness Project

## IN THE MOST SIMPLE TERMS:

**GENDER ID - how you feel**



**SEXUAL ORIENTATION - who you are attracted to**



**GENDER EXPRESSION - how you present**

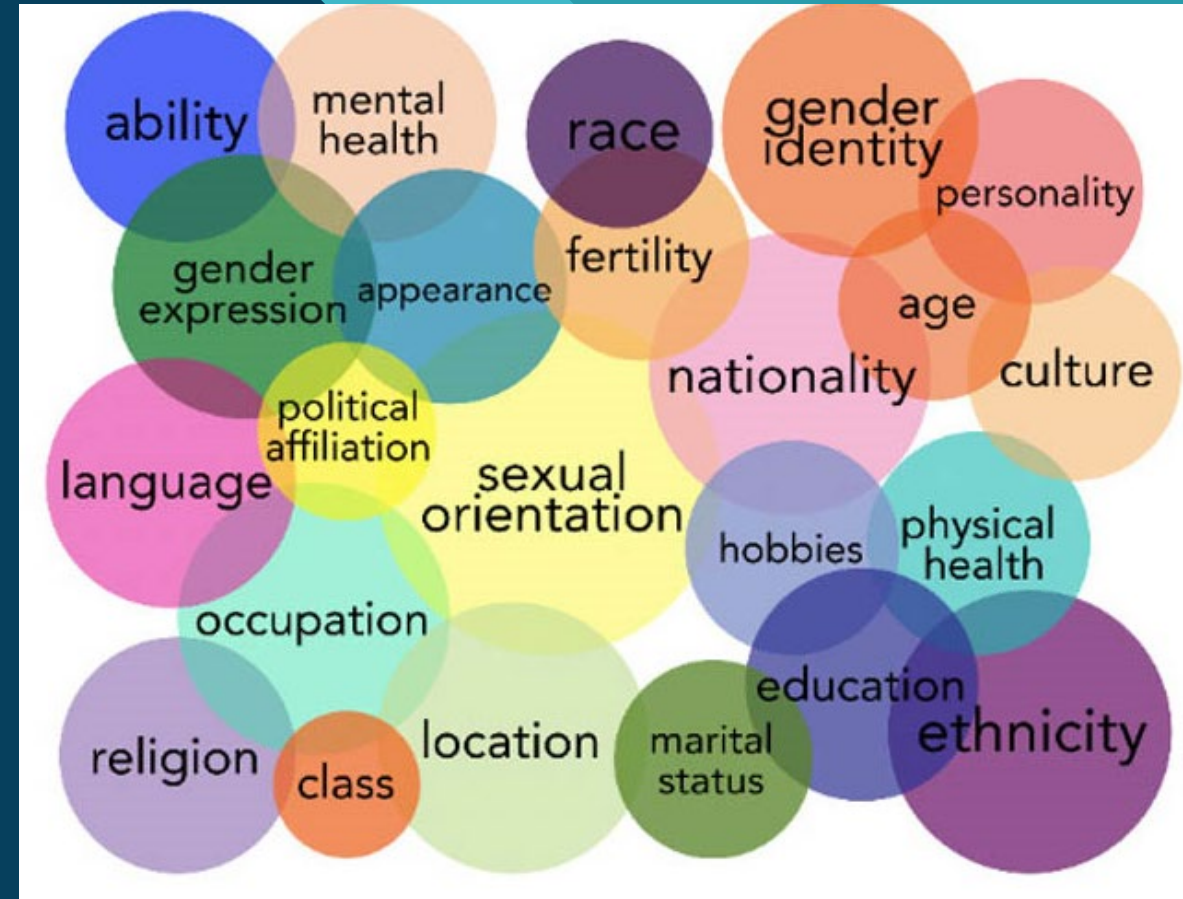


**BIOLOGICAL SEX - anatomical characteristics**



# Intersectionality

- Now that you understand *more* about the differences between sexual orientation and gender identity, let's look at how both relate to race, culture and religion.
- **INTERSECTIONALITY** is the acknowledgement that everyone has their own unique experiences of discrimination and oppression, and we must consider everything and anything that can marginalize people – gender, race, class, sexual orientation, physical ability, etc.
- Put more simply, intersectionality is the concept that all oppression is linked as a result of the integrated nature of social categorizations and interdependent systems of discrimination or disadvantage.



# Intersectionality and LGBTQ+ identities.

- We use Intersectionality to describe how multiple aspects of who we are and how we identify connect and interact with greater society.

**EVERYONE HAS AN IDENTITY RELATED TO:**

**Race**

**Nationality**

**Sexual orientation**

**Gender identity**

**Religion (even if you identify as being agnostic or atheist).**



# Intersectionality

- Our life experience has been influenced by race, nationality, culture, faith, family, socio-economic status, where we grew up, sexual orientation, gender identity and more...
- Cultural norms can greatly influence how a sexual orientation or gender-identity minority may identify and express their identities.
- Faith traditions can vary greatly on their acceptance or rejection of LGBTQ+ people. Unresolved conflicts between religious beliefs and sexual orientation and gender identity have long been a cause of self-harm and the motivation for Hate Crimes.
- Skin color is a visible identity of race that cannot be hidden in the same way as sexuality, gender identity, and religion. In an oppressive or racially biased culture, someone may be much less inclined to be "out" about their sexuality.
- Career paths can influence identities, like being a law enforcement officer. The culture of the LE or other professions can play a significant part in someone's identity as it relates to sex and gender and their ability to express it openly.

Law enforcement officers need to understand the basics of how race, religion and culture intersect with sexuality and gender identity, in order to better understand and serve individuals with these intersecting identities.



# BREAK TIME!!

Come back though!!!

# LGBTQ+ Awareness for LE



2. Define terminology used to describe sexual orientation and gender identity....



**LET'S TALK TERMS...**  
(Try not to get overwhelmed!!)


# Here are just some of the terms!

This is not a comprehensive list!

- Pronouns
- Cisgender/cis
- Transgender/Trans
- Trans Woman (MTF)/ Trans Man (FTM)
- Intersex
- Non-Binary (NB/ENBY)
- Agender
- Bigender
- Genderfluid/Gender neutral
- Gender nonconforming
- Pansexual/Pan
- Bisexual
- Gay/Homosexual
- Lesbian
- Heterosexual/Straight
- Asexual
- MSM/WSW
- Ally
- Androgynous
- AFAB and AMAB
- Queer
- Questioning
- Two-spirit
- Drag king
- Drag queen
- Gender dysphoria
- Homophobia
- Transphobia
- Heterophobia
- Heteronormative
- Transsexual/Transvestite? (outdated and problematic terms)
- Anatomical Sex

\*Refer to your handout for more info and to help you keep track!





**Let's take a  
closer look at  
some terms....**

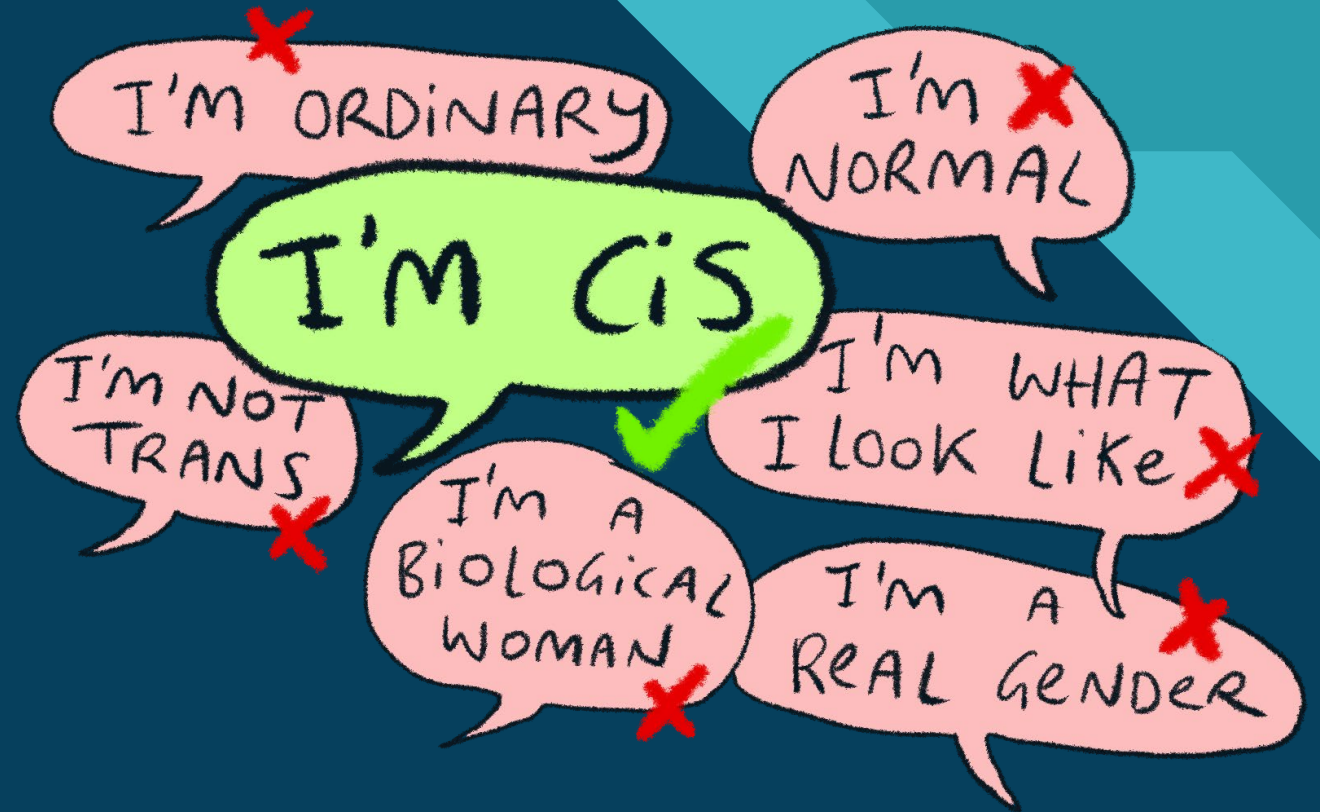
# ALLY

- Anyone, regardless of their sexual orientation or gender identity, can support the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender and Questioning) community as an ally.
- Being an ally takes action! Allies work to stay informed on current LGBT issues and events. They speak up for what's right. Allies support equality as well as policies that protect LGBTQ individuals from discrimination.
- Allies are important of the community and are welcomed supporters of the LGBTQ movement. Allies can help create a platform for activism and can advocate for equal treatment of all people!



# Cis or Cisgender

- A person who cisgender has a gender identity that aligns with the sex they were assigned at birth...
- Example: a person assigned male at birth (based on sex characteristics, genitals, chromosomes, etc.) and who identifies as male.



# QUEER

- QUEER is an umbrella for people who are not heterosexual or cisgender.
- Originally meaning 'strange' or 'peculiar', *queer* came to be used pejoratively against those with same-sex attractions or relationships in the late 19th century.
- Beginning in the late 1980s, queer activists began to reclaim the word. Reclamation can be messy and the word *queer* holds, in its history, both pain and empowerment. However, a large majority of the community has embraced the term as an inclusive and even empowering word today.



# Queer!! Is it okay to say?!

The Q appears in the LGBTQ acronym and serves several **inclusive** purposes:

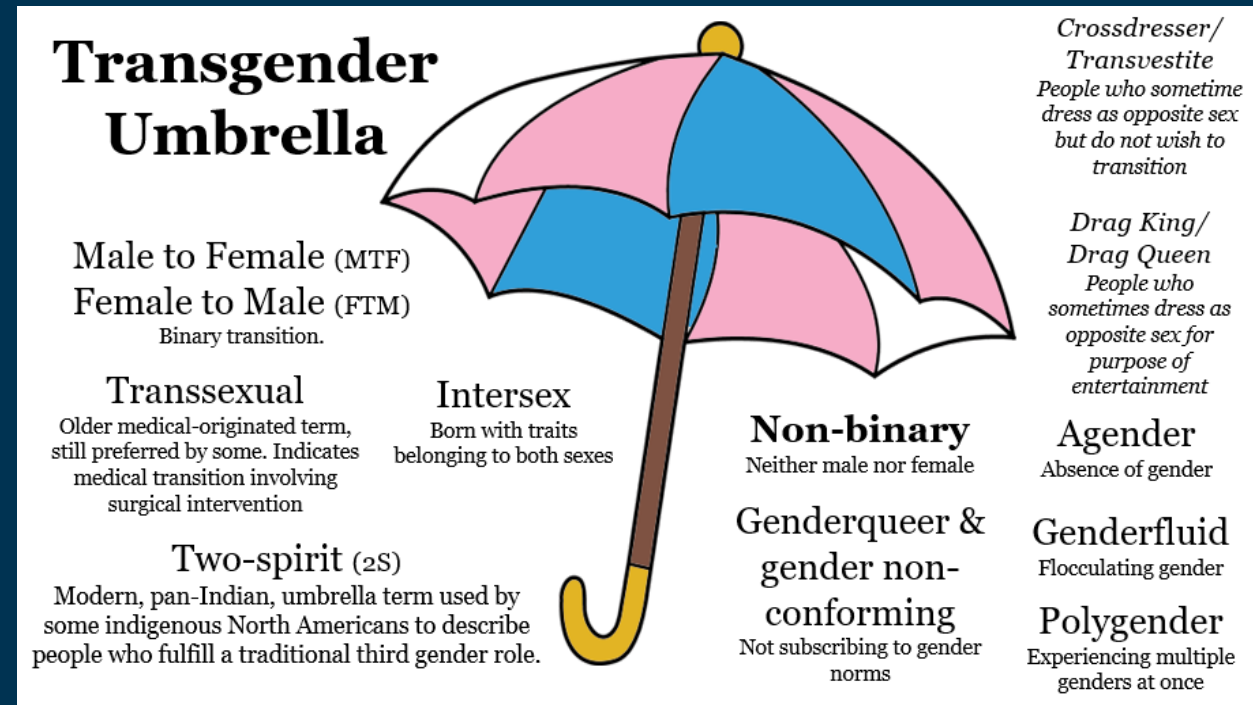


- 1) It's gender-neutral.
- 2) It allows us to acknowledge a variety of identities.
- 3) It is inclusive of members of the community from cultures that express non-heterosexual, non-cisgender identities with different words and customs.

While there is always an exception, and some may still not be comfortable with the term, it is largely accepted and widely used within the LGBTQ+ community. For the most part the term “queer” is used with respect and love as it represents members of a diverse coalition.

# Transgender or trans...

- ‘Trans’ is frequently used as an umbrella term for a variety of other terms, like transgender, genderqueer, agender, bigender, Two Spirit, etc.
- Some people who fall under “the umbrella” may identify with other terms, but not with the term trans.
- All of these terms are unique and nuanced just like the identities they represent!
- Diversity of language is important when discussing trans identities because there is such variation in the lived experience of each individual.



# Terms and language....

- Overwhelmed? Confused or uncomfortable?
- That's okay. You may not 'get' all the terms, remember them, and/or feel comfortable using them!!
- The goal is to have a basic understanding that will allow you to do your job respectfully and professionally. Having conversations, hearing new words, learning and asking questions creates familiarity. Knowledge allows us to better officers, whatever the topic!
- IF YOU AREN'T SURE ABOUT SOMETHING, THE BEST THING YOU CAN DO IS TRY TO EDUCATE YOURSELF AND ASK QUESTIONS!

LET'S KEEP GOING!!



**It's all  
greek  
to me**





# Understanding Transgender



- Transgender means a gender identity that is different from the gender a doctor assigned at birth based on the way your body looked— usually “male” or “female.”
- Transgender people use a variety of different terms to describe themselves, like the terms under the ‘trans umbrella’. The transgender community includes a spectrum of gender identities and expressions.
- Imagine looking in a mirror and seeing a body that doesn't match the gender you understand yourself to be in your own mind. Imagine being born one gender but growing up and developing mentally as the opposite.

According to the NY Times, an estimated 1.4 million Americans identify as transgender.

# Pronouns....

**HELLO!**  
**MY PRONOUNS ARE:**

*important!*

# Let's talk about pronouns?!



- A gender neutral or gender inclusive pronoun is a pronoun which does not associate a gender with the individual who is being discussed...
- The dichotomy of “he and she” in English does not leave room for other gender identities, which is a source of frustration for some in our transgender and genderqueer communities.
- Folks who are limited by languages that do not include gender neutral pronouns have created them in order to be more inclusive,
  - A lot of grammar police cringe at the idea of a singular *they*, but the truth is people have been using the singular “they” for a long time. The APA now endorses the use of “they” as a singular third-person pronoun.

- Still opining about how:
  - “They is my best friend” looks funny?

Don't worry...

- Even though *they* and *them* can refer to a singular person, they still use plural verbs:

“They are my best friend.”

(rest easy, subject-verb agreement is still important!!)

- Consider the pronoun *you*, which also uses a plural verb and can refer to only one person. If you don't have a problem with “you are,” consider loosening up on “*they are*.”

# Using Pronouns..

## Don't know?? It's okay to ask!

- You might feel uncomfortable saying or using these terms or pronouns, especially if you feel like you don't have a true understating.
- **SO REMEMBER:** if you don't know what to say, ask instead!!
- If you are not sure how to refer to an individual, a group or a concept, respectfully ask.
- Ask, "how would you like me to refer to you?"
- "Hi, I'm Officer\_\_\_\_\_, I go by he/him, how can I refer to you??"
- Hi, I'm Alex, what can I call you??

Please note that these are not the only pronouns. There are an infinite number of pronouns as new ones emerge in our language. Always ask someone for their pronouns.

Subjective	Objective	Possessive	Reflexive	Example
She	Her	Hers	Herself	She is speaking. I listened to her. The backpack is hers.
He	Him	His	Himself	He is speaking. I listened to him. The backpack is his.
They	Them	Theirs	Themselves	They are speaking. I listened to them. The backpack is theirs.
Ze	Hir/Zir	Hirs/Zirs	Hirself/ Zirself	Ze is speaking. I listened to hir. The backpack is zirs.

### **WHAT IF I MAKE A MISTAKE??**

*Navigating new ways to address people can be difficult... If you make a mistake apologize when you recognize your error, correct it and move forward. Continuing to mis- gender someone can be harmful and inhibit building rapport.*



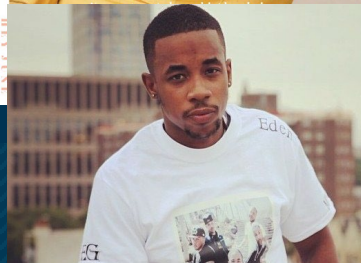
# DISCLAIMER!!



The next two slides were added with some reservation!.....

- **There is no one way to be part of the trans community...**  
no one look, way to dress, or way to behave...  
There is no one sexual orientation or required level of transition.... You do not have to physically or socially “pass” to be transgender... *AND there is no one way to be fully representative..*
- I want to illustrate a point...which is; there are all different types of trans folks, they may not be what you picture in your mind (if you have a picture)...Again, think of the stereotypes you hear or what you might think about how trans folks look...do you think you can ID trans people?
- I have been emphasizing that you can't tell much by looking....now I'm going to ask you to look...
- PLEASE REMEMBER that these images are not all inclusive...gender expression and identity exist on a spectrum... not just within the male/female binary that I refer to here to make a point...The images are for a learning exercise...Trans folks may not identify as men or women....but those that do **ARE “REAL MEN” AND “REAL WOMEN”** gender is socially constructed.
- Now, take a look at these *men and women*, “can you tell” can you see “trans people” can you distinguish by looking the “cis people” or do they all just look like people....??

# What can you tell by looking?... not much...



# You can't know if someone's trans just by looking...

## WE CAN'T KNOW SOMEONE'S GENDER BY LOOKING...

- we can't know their biological sex or their gender identity...their sexual orientation...we might be able to see their gender expression....
- Sexual orientation and gender identity are both aspects of who we are that **ARE NOT ACCURATELY VISIBLE.**
- There are many stereotypes that lead us to believe that we can tell if someone is a member of the LGBTQ+ community by looking at them, but this is a risky assumption that will often lead to overlooking the majority of LGBTQ+ people.

If you find yourself looking for gender? Wondering... trying to “see” or “figure out...”  
ask yourself this?

Why do you need to know?





**BREAK TIME**, phew...

hang in there you're doing great!





# Law Enforcement SCENARIOS

Serving the trans community....

# Scenario 1: Traffic Stop

CIRCS: An officer makes a traffic stop for a taillight violation. The officer approaches the driver and asks for a DL and REG. The driver provides a DL that shows a “male’s name” and a gender marker of “M.” The driver looks like the picture but has long hair and is wearing “female” clothing.

What questions could be going through your mind?

- Is this person disguised? Could that be for the purposes of committing a crime?
- Is this a family member of the man on the driver’s license? Is this person using someone else’s identification?
- Would you address this person as “sir” or “ma’am?”
- Would you rely on the driver’s license information?
- Would you rely on how the person is presenting?



# How would you handle this T-stop???

To maintain safety and professionalism remember these key points:

- Whatever the circumstances demonstrate respectful communication both verbally and with body language.
- Remember a person's gender transition can take many forms and often occurs over a several year period. Changing one's name and gender marker on an ID may not be the priority, there is no required timeline to update a CDL or ID card.
- Many states, including California, now allow for a gender marker on a driver's license or ID card of an "X" for gender non-binary individuals.
- It's a safe practice to use pronouns that match how someone is currently presenting. However, if you are not sure how to refer to someone (sir, ma'am or which pronouns) based on how they appear, simply ask them. "How would you like me to refer to you?"  
**Once again, It's always respectful to ask.**



## Scenario 2 : Hate Crime

- <https://youtu.be/ZsyfdbF948c>



# How would you have handled this??

## key points:

- This investigation got off to a bad start because the officer was disrespectful, intentionally using the wrong gender pronouns. Such actions can be perceived as hostile, antagonistic, or even threatening.
- What did the officer do that might prevent the victim from calling police in the future?
- When you witness disrespect, step in and intervene. You can salvage an investigation by helping your partner with the right approach.
- This level of intervention is important in any situation when you hear others using inappropriate, disrespectful terms or slurs (in the station or on the street!).
- You will learn later that LGBTQ+ hate crime victims often don't come forward because they fear being disrespected by LE.

## Scenario 3: Restroom Scenario

[https://youtu.be/d\\_OZEqZWys4](https://youtu.be/d_OZEqZWys4)



## Some additional questions to think about.

- Was this the appropriate or the best response?
- What were some of the good things/ the officer did?? Bad??
- Is it necessary to approach the woman (in the blue shirt) at all?? There is no evidence or even a report of a crime so what is the best course of action?
- How would you respond and resolve this call??
- Know the law!!! In CA individuals have the right to use the restroom that matches their gender identity regardless of their anatomical sex.



# Understanding more about trans identities.

- A common fear and misunderstanding about transgender people involves use of "correct" restrooms. States, including CA, have laws that prohibit certain behaviors in public restrooms, these laws apply to ALL people.
- In California and many other states, people have a right to access public restrooms that match their gender identity (no matter how they express their gender).
- Don't let discomfort with transgender people by a member of the public distract you. It is rare to have a male dressed as a female for the purposes of accessing a women's restroom to commit an assault. In cases where this has occurred the overwhelming majority of suspects did not identify transgender.

**Once again, It's extremely rare for a *transgender* person to access a restroom with the intent of committing a sexual assault. Existing laws prohibiting inappropriate behavior in restrooms, using the restroom is not inappropriate behavior.**

Transphobia exists in law enforcement and the general public. Transgender men and women often encounter hostility from cisgender people in restrooms.

The officer in this scenario handled the situation well by not making assumptions about the situation before seeing and asking questions for himself.

Any further thoughts....  
or questions regarding these scenarios??



# LE and the Trans Community

- As more and more people identify as part of the transgender community, the importance for LE professionals to have an understanding increases.
- LE has had a long and overwhelmingly negative relationship with the trans community. In the early 20th century, it was illegal to even dress in opposite gender clothing, people were arrested for expressing their gender in this way.
- LE continues to have a reputation of being disrespectful and even physically threatening to transgender people. According to the California Racial and Identity Profiling Act report, there is a significant disparity in how LE treats transgender and gender non-conforming people.
- More transgender people were killed in 2021 than in any other year on record. The long negative history and lack of trust between the transgender community and police means that many crimes committed against transgender people go unreported.
- Also, keep in mind... Trans folks are not just part of the community we serve but part of the LE family as well....

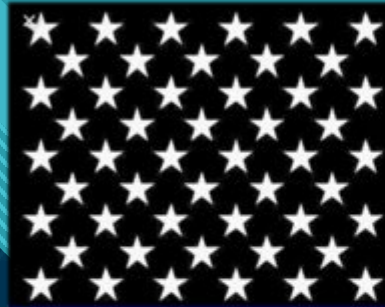


## OFFICER TORI NEWBURN



In Seattle, Officer Newburn is working to build trust. He is the first openly transgender officer on the department.

You will see other examples that suggest being transgender in law enforcement is no longer an anomaly.



**VICE News | HBO**



**3. Identify key moments in the LGBTQ+ history and the civil rights movement**

**"We may not be responsible for it (history), but we are responsible to it." - Chief Scott Thomson**

*Camden County Police Department in New Jersey*



# The New York Times

New York Times Company

NEW YORK, TUESDAY, MARCH 30, 1976

25 cents except Lo

**JUSTICES DECLINE TO REMOVE CURB ON HOMOSEXUALS**

**Justices, 6 to 3, Decline to End State Penalties on Homosexuals**

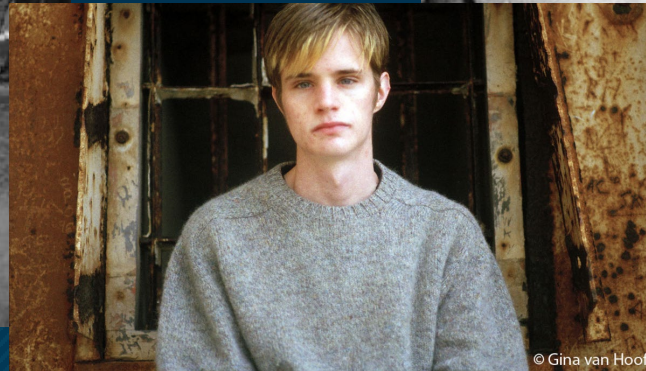
High Court Says States May Jail Violators Even if They Are Consenting Adults

Continued From Page 1, Col. 8

The lower court found, in fact, that the law violated the right to privacy. It also found that the law violated the right to expression. The lower court found, in fact, that the law violated the right to privacy. It also found that the law violated the right to expression.

They contended that homosexuals can obtain sexual fulfillment only through social acts and that the effect of the criminal prohibition of such acts has a chilling effect on their right to expression. The lower court found, in fact, that the law violated the right to privacy. It also found that the law violated the right to expression.

The ruling may weaken the force for change in these states as well. Today's decision may have little impact on the sodomy laws of 36 states now on the books. Thirty-six states now have sodomy laws on the books. Thirty-six states now have sodomy laws on the books.



© Gina van Hoof



# LGBTQ+ HISTORY

- Many significant LGBTQ+ events have been left out of history books...Even though there are historical events involving LGBTQ+ people from every country and continent.
- **It's important for LE professionals to understand this history, because, like so many other minority group struggles for civil rights, LE has been involved in the battle (quite literally).**
- For the next few slides, we will explore key figures and events from LGBTQ+ history.

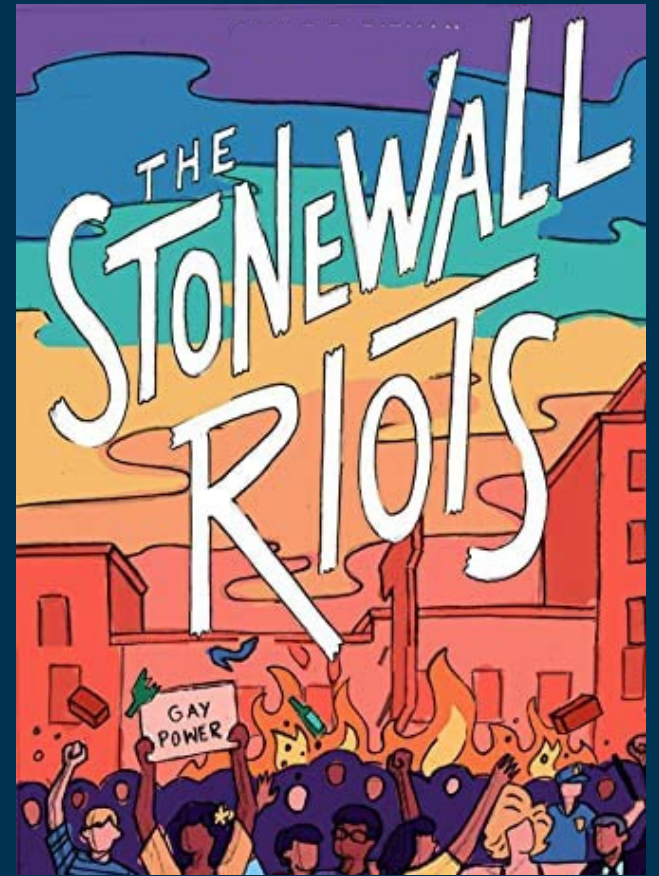


# Sexual Act Laws

- Laws prohibiting even consensual sexual acts between people of the same sex existed in every state in the nation until 1962 when the state of Illinois first decriminalized these acts.
- Sodomy laws were used by law enforcement to target especially gay men, who were thought to be "deviants and perverts."
- In 1986, in *Bowers vs. Hardwick*, the Court ruled that sodomy laws were legal and that states could regulate even consensual sexual acts between two adults in the name of morality and decency. In a rare action, the Supreme Court reversed its decision in *Bowers* with the **2003** *Lawrence vs. Texas* case. Sodomy laws across the United States were struck down and declared unconstitutional.

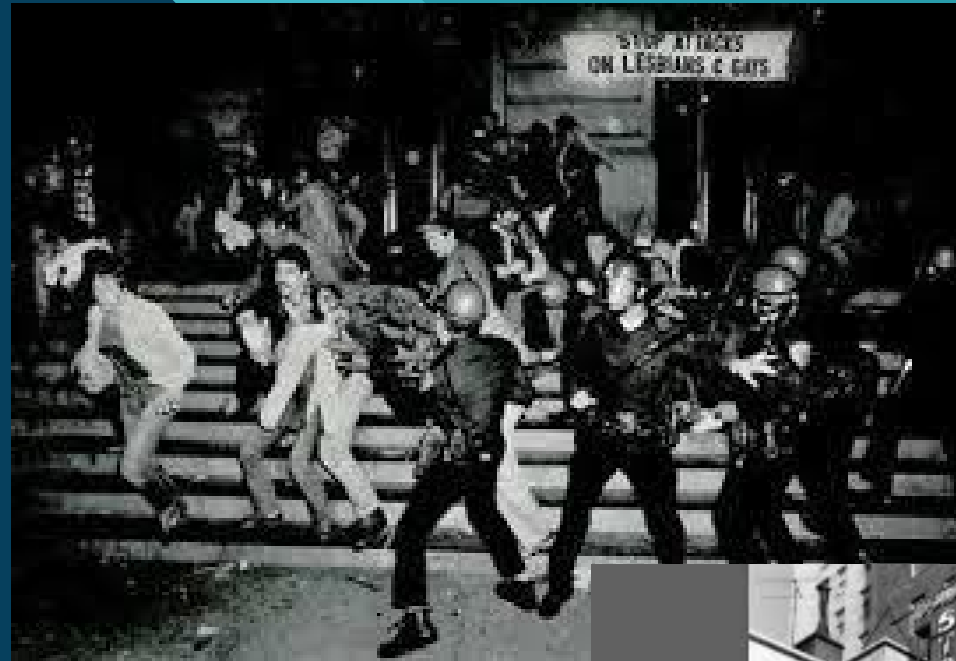


*Why is this important for law enforcement to know today? In 2003, The Lawrence decision effectively removed law enforcement from the private bedrooms of gay people. Thus, allowing law enforcement to begin building a more trusting relationship with the LGBTQ+ community. This decision also changed the path for existing LGBTQ+ members of the law enforcement community, allowing them to become more visible as they would no longer be considered felons...*



# Stonewall Riots ( June 1969)

Today pride celebrations across the country are held in the month of June to commemorate this important moment in history.



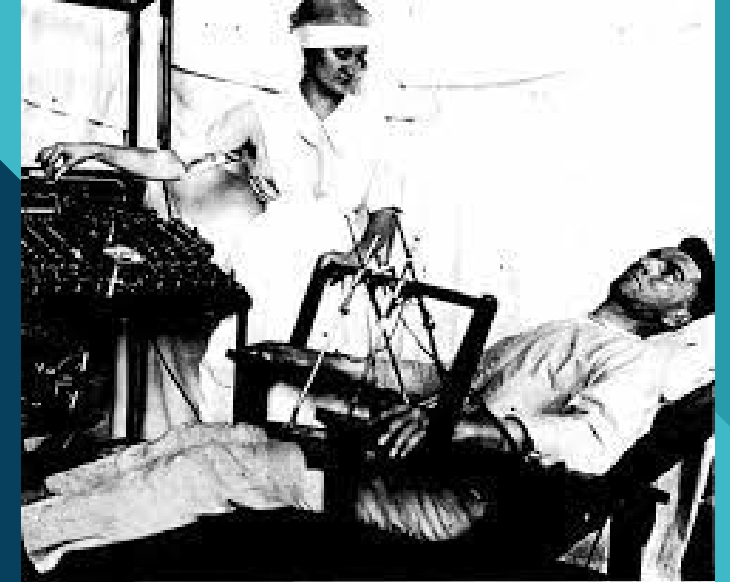
## *Why is this important for law enforcement to know today?*

*While LE should not be blamed for the creation of discriminatory laws, such as those in affect around the time stonewall occurred, police were accountable for how the laws were enforced. It was common for bar patrons to be beaten and publicly humiliated by police during the raids. The riots were violent and unnecessary and today that history still fuels the fear and the divide between police and the community...*



# Mental disorder classification

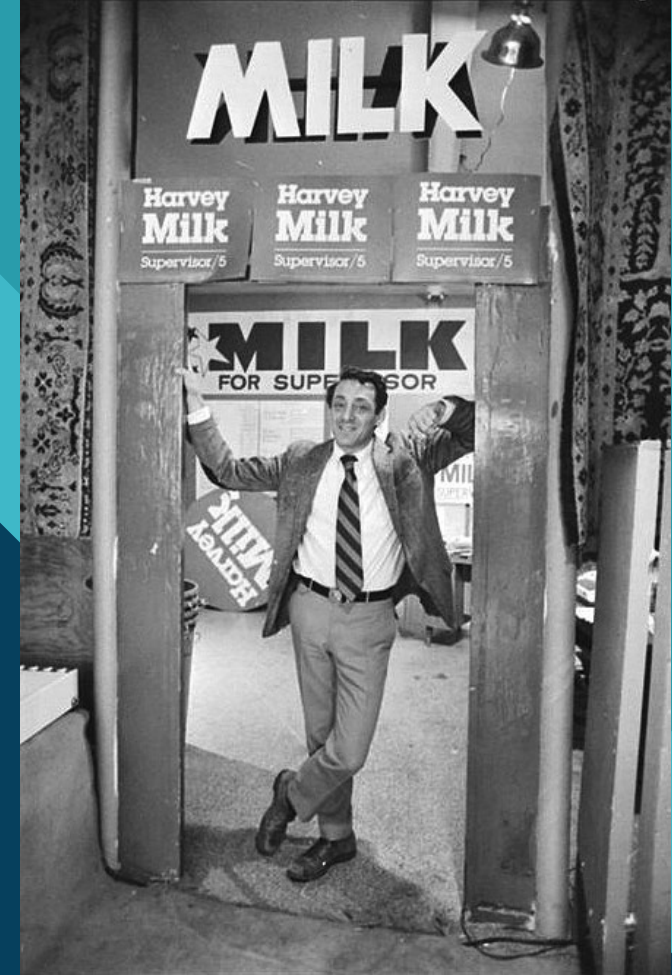
- The American Psychiatric Association, The American Medical Association, American Psychological Association and World Health Organization, among many other professional medical associations changed their position and understanding of non-heterosexual orientation from a 'mental disorder' to a naturally occurring variation that exists in human beings.
- Prior to 1973, men and women who were "caught" having sex with someone of the same sex were either criminally prosecuted and or institutionalized. They were sometimes subjected to barbaric forms of "treatment" including electro-shock therapy, chemical castration, and frontal lobotomies. Today, science recognizes that none of this works to change one's sexual orientation. More recently, these same medical entities have deemed conversion therapy, not only ineffective, but psychologically harmful.



*Why is this important for law enforcement to know today? The reclassification of homosexuality to a natural variation of sexual orientation became the foundation for decriminalizing consensual same-sex behaviors. It also stopped the forced institutionalization and the use of corrective therapies... All of this removed law enforcement's role in investigating and arresting people for being homosexual.*

# Harvey Milk

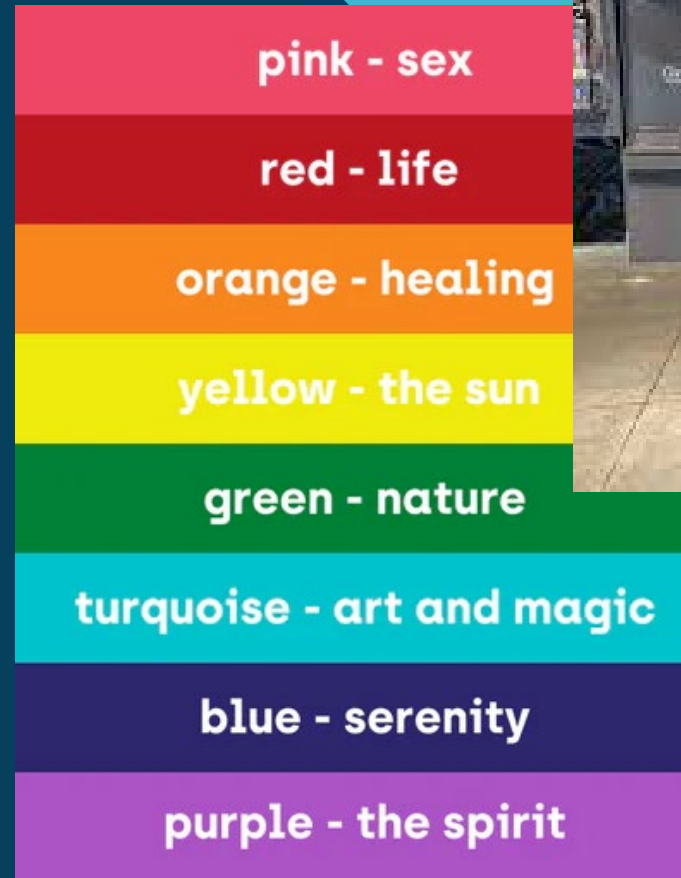
- Harvey Milk was born in New York and migrated to San Francisco after serving in the US Navy. He moved to be part of the emerging gay culture of the Castro District. He owned a business and became involved in local politics. He ran for the SF Board of Supervisors and was elected in 1977, where he served until his murder. Milk was the first openly gay person in CA to be elected to public office.
- The same year as Milk, a man named Dan White was elected to the Board. White was a former SF Police Officer and Firefighter. White frequently clashed with Milk and other members of the board and eventually resigned. He attempted to reverse his resignation and sought reappointment from Mayor Moscone, but was refused.
- Shortly after that refusal White entered City Hall through a window, went to Moscone's office, and fatally shot him. He then reloaded his weapon and shot Harvey Milk 5 times. The last two shots were fired with the weapon touching Milk's skull.
- For the murders, White was convicted of manslaughter serving less than 5 years of a 7-year sentence.



*Why is this important for law enforcement to know today? Despite his actions, White was convicted of manslaughter rather than murder. Many members of the gay community believed that White was granted favor because of his prior service in law enforcement. The 7-year prison sentence for the pre-meditated murder of two elected public officials was seen as a gross injustice. Milk was a political icon for the gay community and his murder by a former police officer created incredible divide and mistrust...*

# Pride Flag

- The rainbow 'Pride Flag' was created by San Francisco artist Gilbert Baker. The flag was created in 1978 and raised on the poles at U.N. Plaza in San Francisco for the first time in June of 1978, during the annual Pride celebration.
- The first version of the flag had 8 colors including pink and turquoise. The flag became instantly popular, but the colors pink and turquoise were removed because they were difficult to reproduce in mass quantities.
- The Pride Flag carries with it representation and power. In countries like Russia, Iran, and most African nations, displaying the flag can make someone subject to attack or arrest.



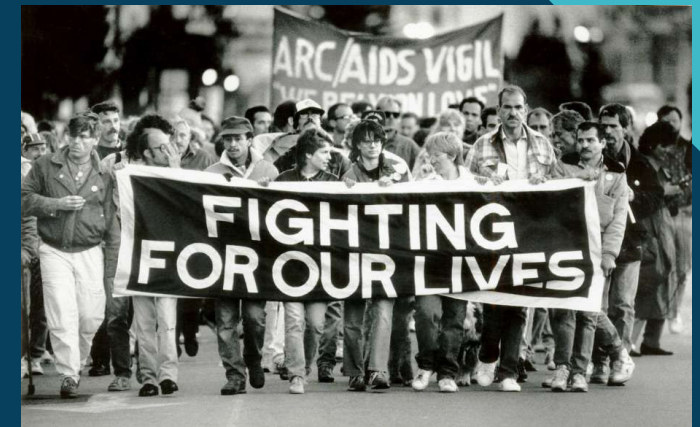
***Why is this important for law enforcement to know today? For most of the community the Pride Flag is a highly recognizable symbol of acceptance and inclusion. Awareness of this symbol can help LE officers be more mindful of the LGBTQ+ communities' presence. The flag can be used to indicate safe and inclusive spaces for the community to gather.***

- Displaying the Pride Flag on a pole, a sticker, or a pin can signal awareness, inclusion, and allyship.
- Agencies around the US are adopting Pride versions of their uniform patches and allowing personnel to wear them during the month of June and, in some cases, all year long.
- Whether it is a rainbow flag pin or a pride uniform patch, displaying these symbols on a police uniform signals support.
- Never underestimate the value of making yourself visible as an ally.



# The AIDS epidemic

- AIDS first emerged in the Centers For Disease Control's weekly publication, "Morbidity and Mortality Weekly Report" in 1981. Rare cases of pneumonia were identified in otherwise healthy young gay men. AIDS was first called "Gay Related Immune Deficiency" but it was soon discovered in heterosexual men and women and renamed Acquired Immune Deficiency Syndrome.
- In 1983, the public considered AIDS a gay disease. American government did little to address the epidemic, this failure to act has been attributed to the fact that HIV/AIDS primarily affecting gay men, intravenous drug users, immigrants and racial minorities.
- There are effective treatments for AIDS, but no cure. To date, more than 700,000 people in the United States have died from AIDS. More than a million people are living with HIV and an estimated 14% don't know they have it.
- AIDS is not a gay disease. Rates are disproportionally higher among members of the LGBTQ community, but it is by no means confined to LGBTQ people.
- Anyone—regardless of sexual orientation, gender identity, gender expression or other factors—can acquire HIV. Calling HIV a “gay” or “LGBTQ” disease is medically untrue and only serves to perpetuate harmful stereotypes about people living with HIV and members of the LGBT community.







*Why is this important for law enforcement to know today? AIDS was and is not a "gay disease." AIDS emerged during a time when it was still very difficult to be "out" as a gay in many communities. The fear of AIDS was significant and contributed to the divide between law enforcement and the LGBTQ+ community*

# Matthew Shepard

- On October 7, 1998, Matthew Shepard, a 21-year-old student at the University of Wyoming, was brutally attacked and tied to a fence in a field outside of Laramie, where he was left to die.
- There was no evidence of robbery or drugs being a motivation in the crime. Recorded admissions from the killers proved that Matthew's perceived sexual orientation was the motive for the attack.
- After his murder, it took 11 years for the federal government to expand federal hate crimes law to include sexual orientation and gender identity.



*Why is this important for law enforcement to know today? The murder of Matthew Shepard was not the first of its kind, but it was one of the first cases to gain such widespread attention.*

*The expansion of federal hate crimes law provided police and prosecutors with important tools to appropriately deal with hate crime offenders. The federal law provides funding and access to LE and supplies federal resources such as crime labs when a major hate crime occurs.*

# Marriage Equality



- Denial of marriage rights has historically meant exclusion from full citizenship.
- In 2015, the Supreme Court ruled in a 5-4 decision that the Constitution guarantees a nationwide right to same-sex marriage. Justice Kennedy delivered the opinion of the Court in the landmark decision. He was joined by Justices Breyer, Bader Ginsburg, Kagan and Sotomayor.
- In 2022, President Biden signed the Respect for Marriage Act into law. This legislation guarantees the federal rights, benefits and obligations of marriages in the federal code for same-sex couples; repeal the discriminatory Defense of Marriage Act (DOMA); and affirm that public acts, records and proceedings should be recognized by all states. It also codifies the same right for interracial couples.
- Religious leaders, ministers, and priests have never been required to officiate a marriage that was inconsistent with their faith or that they didn't support.

*Why is this important for law enforcement to know today? The marriage equality decision did not compromise the beliefs systems of any religious institution, but it did provide same-sex couples with the same 1138 federal rights and obligations available through the institution of marriage. This includes protections under domestic violence laws, property rights, and child custody laws.*

# Pulse Night Club

- The Pulse nightclub was a popular gay club located in Orlando, Florida. On June 12, 2016, a gunman entered the club and shot and killed 49 people. 50 other people were injured during the attack. At the time, it was the deadliest shooting at a single location in United States history. Orlando Police officers shot and killed the gunman after a three-hour standoff.
- Following the shooting the perpetrators father stated that he witnessed his son become very angry after seeing a same-sex couple kiss in public and suggested that incident could have been a motivating factor. The incident was ultimately deemed a terrorist attack with the shooter claiming allegiance to the Islamic state of Iraq.



*Why is this important for law enforcement to know today? There have been other attacks on gay nightclubs, but none with this extraordinary level of violence, death, and injury. It demonstrates the need for law enforcement to be attentive to the on-going threat that exists to LGBTQ+ gathering places, clubs, and events. While "gay bashings" were commonplace in the 1960's, 70's and 80's, an attack of this magnitude was unprecedented and created wide-spread and lasting fear in the LGBTQ+ community.*

**1867**  
German author Karl Heinrich Ulrichs is the first person to publicly "come out."

**1906**  
Edward Prime-Stevenson writes *Inne: A Memorandum*, one of the first American novels to portray a happy gay couple.

**1951**  
In May 1951, Roberts Cowell, a former World War II Spitfire pilot, became the first transgender woman to undergo vaginoplasty surgery in the UK.

**1969**  
The Stonewall riots in New York become a catalyst for the American gay rights movement.

**1976**  
Coos Huijsen of the Dutch House of Representatives becomes the first openly gay parliamentarian.

**1988**  
The first National Coming Out Day is observed on October 11 and the first World AIDS Day takes place on December 1.

**1997**  
Ellen DeGeneres comes out of the closet in both real life and on her sitcom, one of the most visible LGBTQ+ media moments.

**2004**  
UK Gender Recognition Act gave transgender people full legal recognition of their gender.

**2012**  
Argentina passes a law allowing transgender people to change their gender on government documents without first having to receive psychiatric counseling or transition surgery.

**2015**  
Same-sex marriage is legalized in the United States through the landmark civil rights case *Obergefell v. Hodges*.

**2017**  
Australia legalizes same-sex marriage.

**2019**  
Taiwan becomes the first Asian country to legalize same-sex marriage.

**1868**  
Austrian writer Karl Maria Kertbeny created the sexual terminology – homosexual and heterosexual.

**1951**  
Harry Hay founds the Mattachine Society, the first U.S. gay rights group.

**1955**  
The Daughters of Bilitis becomes the first lesbian rights group in the U.S.

**1970**  
UK Gay Liberation Front was founded.

**1978**  
Gilbert Baker designs and creates the first rainbow flag, then comprised of eight symbolic colors.

**1990**  
South Africa organized its first Pride parade – despite homosexuality being a crime.

**2000**  
The Netherlands became the first country in the world to legalize same-sex marriage.

**2009**  
Iceland's Jóhanna Sigurðardóttir became the first openly LGBTQ+ person in the world to serve as a prime minister.

**2013**  
New Zealand parliament passes a measure that legalizes same-sex marriage, making the Pacific island nation the 10th country in the world and the first in the Asia-Pacific region to do so.

**2017**  
The city of Philadelphia adopted a revised version of the Rainbow flag. The design adds black and brown stripes to the top of the standard six-color flag to highlight ethnic diversity within the community.

**2018**  
The World Health Organization no longer categorizes transgenderism as a mental disorder.

There are many more impactful events that have shaped LGBTQ+ history, and history as a whole. The events discussed here do not form a comprehensive list, but detail some significant events.

# BREAK Time!

Phew...that was a lot!



# LGBTQ+ Awareness for LE



4. Identify ways to create an inclusive workplace and to support LGBTQ+ co-workers

# LGBTQ+



## WITHIN THE RANK AND FILE

- There have always been non-heterosexual and non-gender conforming members of the law enforcement profession, but only recently have these individuals become more visible within the rank and file of agencies large and small across the country.
- Much like women and racial minorities struggled for acceptance in the 1970's, LGBTQ+ people are struggling today.
- Workplace discrimination based on sexual orientation and gender identity continue to be one of the most prevalent forms of harassment and discrimination in the profession today.
- In California, local law enforcement agencies account for about one third of the workplace complaints among all types of local government entities (more than the fire service and public works combined).





# Employment Discrimination

- Until 2020, in the vast majority of states, a same-sex couple could get married on a weekend, return to their employer on Monday, and be legally terminated without recourse, because of their sexual orientation. The same-sex marriage decision in 2015 did not have any impact on employment discrimination, in some cases it just created an obligation to report a change in marital status which could then result in negative actions or termination.
- In a landmark ruling, the U.S. Supreme Court voted 6 to 3 in favor of employment protection based on sexual orientation and gender identity. On July 8, 2020, the U.S. Supreme Court ruled in another case that private religious schools have a "ministerial exception" and cannot be sued for employment actions taken against someone because of their sexual orientation or gender identity.
- Certain policies are inherently discriminatory because they are not inclusive, they are intended only to silence non-heterosexuals. They do not create a safe or inclusive workplace; in fact, they do the opposite.
- You will learn more about how to create an inclusive law enforcement workplace later in this course. Law enforcement agencies can create a safer place for LGBTQ+ employees by creating department policies that prohibit harassment or discrimination based on sexual orientation and gender.

# Quotes from our LE family... about being LGBTQ+ at work.

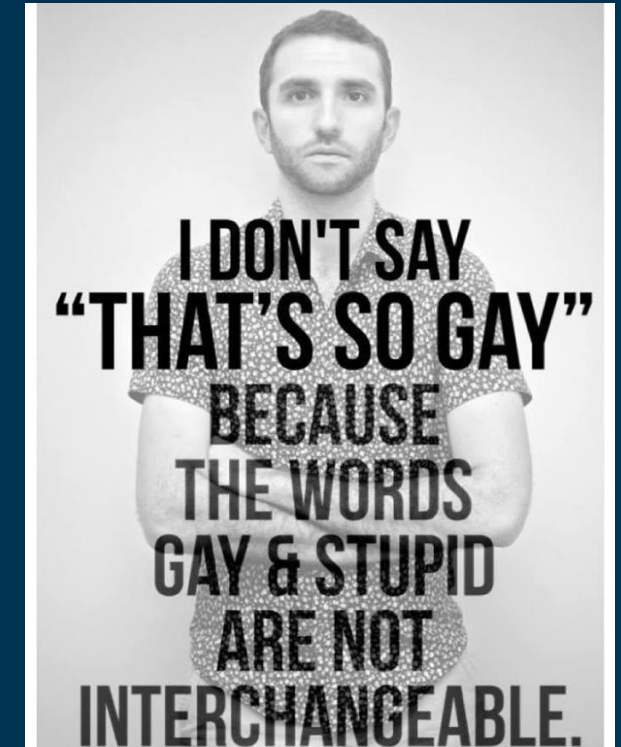
- “The first time I showed up in female clothes, my captain muttered, 'Oh God, here we go...and rolled his eyes.’”
- “The command staff has a problem with your sexuality,” a police commissioner board member told him. “If you ever want to see a white shirt [get a promotion], you should tone down your gayness.”
- “I didn’t know if I was going to lose complete respect from them [other officers],” she said. “Because here I was, going from masculine to feminine, in a primarily masculine profession.”
- “If I’m going to a serious call where there’s a knife or a gun, I might not get backup as quickly or they might not come at all,” the officer said. “There’s a couple of people at work who won’t even look me in the face.”
- “You will have this employee who’s an exemplary employee by all written accounts and personal accounts before their transition,” Callahan said. “But after they transition, they can do no right. They get written up and written up and even though the accusations, and the behaviors described are contrived, the officer has been fired.”
- “We’re starting to see agencies that are developing transgender interaction policies with the public, but they’re not developing policies like this for their employees, it hasn’t been a welcoming environment...”
- “If we drive motors at the front, it looks like we (and I) are in support of this parade. I won’t. I would feel the same way if this was an abortion parade. I would feel the same way if it was a marijuana parade. I won’t do it.”

# Creating an inclusive environment

- As you have learned, one of the challenges in supporting LGBTQ+ coworkers is that they are not readily visible. We must create an inclusive environment even if we think the need does not exist at our agency, because we can't 'see it.'
- It's critical that the demographics of the rank and file of law enforcement reflect the demographics of the community being served. We know there are LGBTQ+ people in every community no matter the racial, nationality, ethnic, or gender make-up of that community.
- One of the special things about working in law enforcement is the camaraderie among co-workers that is possible. For each member of the team to be fully effective, we need law enforcement officers to be comfortable coming to work. This means being able to participate fully in conversations about family, day-off activities, and being able to show up a department social events with a spouse even if that person is of the same sex.

# Creating an inclusive environment with language...

- One measure of an inclusive and welcoming workplace is the language used by employees. Even though slang may be used without an intent to harm or demean, for the LGBTQ+ employee, those phrases can send a message of intolerance, disapproval and dislike.
- Most states with workplace harassment and discrimination laws prohibit the use of such language, but if agency administration doesn't respond to inappropriate language, it becomes part of the culture, you might not even realize how often you hear it.
- Removing this kind of language from the workplace requires commitment from supervisors and peers to call-out the language when it is heard. The language must first be recognized, and peers must be willing to step up and call-out their colleagues when inappropriate language is used.
- This kind of cultural change requires more than a written directive. It requires conversation, understanding, and a commitment to make change. A change like this can go a long way to improving the workplace environment.



# COMING “OUT” AT WORK

- "Coming out" is the process of realizing, acknowledging, and sharing one's sexual orientation or gender identity. Coming out is not a one-time experience, but something that LGBTQ+ people do throughout their lives. For most LGBTQ+ people, the first time coming out to someone is the most challenging. Additionally, coming out in the workplace can create significant challenges.
- Coming out begins by the individual self-identifying their sexual orientation or gender identity. This can happen at any age. The timing of when someone can come out is also influenced by the culture of one's family, home life, faith traditions, social circles, support systems, workplace culture and several other factors.
- For Law enforcement professionals, making the decision to come out can be extremely stressful. LGBTQ+ officers' express reluctance in “coming out” based on the hyper-masculine culture prevalent in policing. There is hesitation and fear around speaking openly, officers question whether their administration’s rhetoric would match up with the reality when addressing these topics in the workplace.
- Keep in mind, the support a colleague receives from you when coming out may be the only source of support they have. Allies need to be ready to receive and support a colleague who comes out.

# The Coming Out Process

Have you ever thought about what you might say???

What is the best thing to say when someone comes out to you?



- Remember, you may be the first person the LGBTQ+ person is coming out to.
- It takes tremendous courage for someone to come out as a non-heterosexual or gender non-conforming person.
- Just listen.
- Always respect confidentiality and never share someone else's coming out with anyone else. It is always that individual's story to tell.
- Appreciate the individual coming out to you and honor the trust you have been given.
- Be patient. Allow time for the individual to express feelings, fears, and their story.
- Don't minimize the event or be overly dramatic. Encourage the individual to talk and share.
- Ask what you can do to be supportive and how to help the individual move forward.

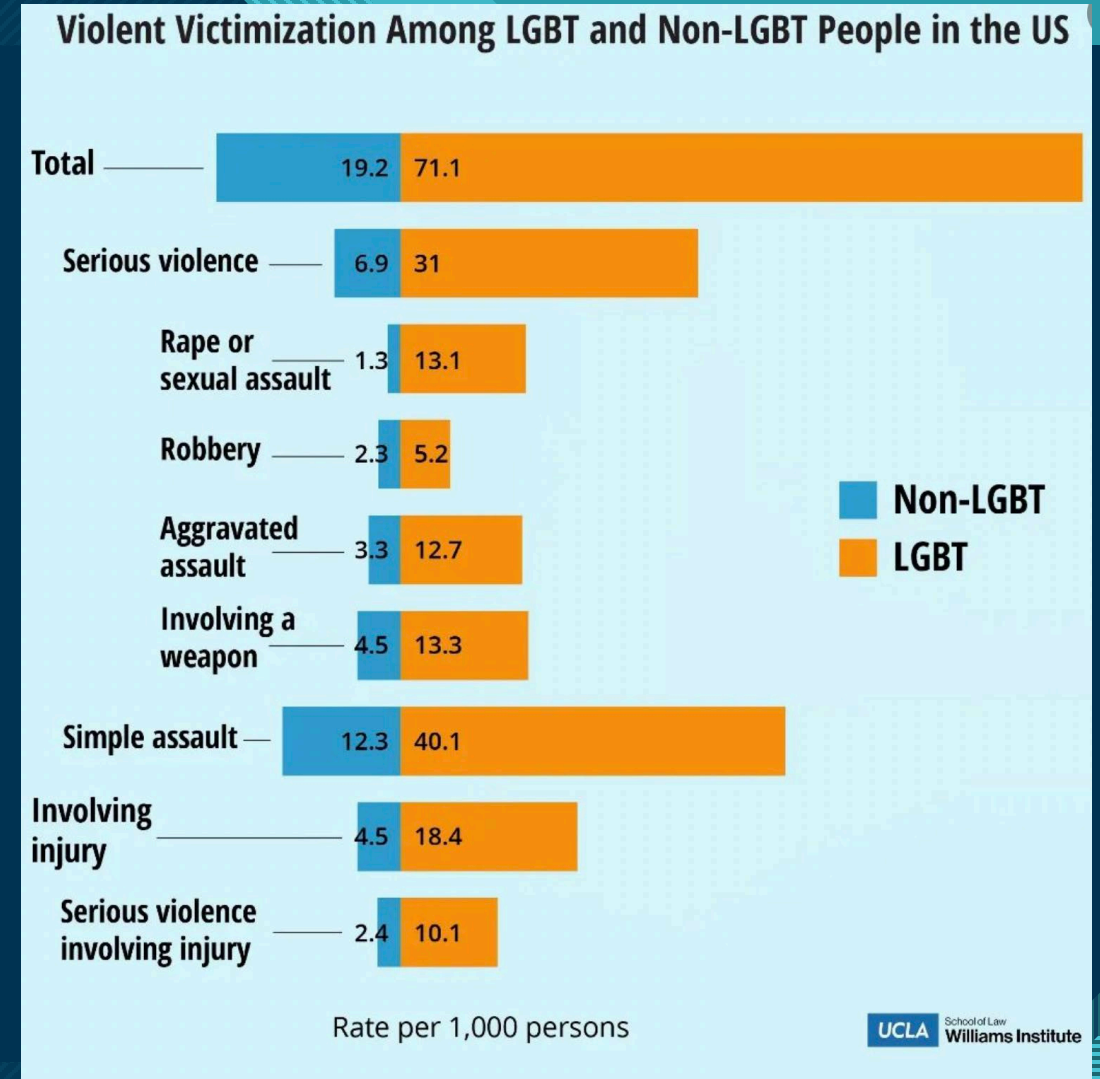
# LGBTQ+ Awareness for LE



**5.** Describe how hate crimes and domestic violence impact the LGBTQ+ community.

# Crime In The LGBTQ+ Community

- In this section, we will talk specifically about response to hate crimes, domestic violence, and calls for service involving LGBTQ+ youth. It is impossible to cover every aspect of these calls for service within this four-hour class, but we can will touch on some of the key points to remember when receiving and responding to these calls for service.





# LGBTQ+ Crime Stats

- Hate crimes committed because of a victim's sexual orientation or gender identity continue to be a serious problem in the United States. According to the F.B.I., each year, sexual orientation is the 2nd or 3rd most common bias motivation for all reported hate crimes across the United States.
- 1 in 4 transgender people reports being the victim of a hate crime or other crime of assault. **1 in 4 is a significant number.**
- Gay men are the most common victims to report a hate crime based on sexual orientation and transgender women are the most common victims based on gender identity.
- **The most common perpetrators of hate crimes are white males between the ages of 16-25.**
- LGBT people are nine times more likely than non-LGBT people to be victims of violent hate crimes.
- Transgender people (16+) are victimized over four times more often than cisgender people.
- In 2017-2018, households with a transgender person had higher rates of property victimization (214.1 per 1,000 households) than cisgender households (108 per 1,000 households).

# HATE CRIMES

- Although CA has comprehensive hate crimes law that includes sexual orientation and gender identity (PC 422.55 and 422.75), hate crime laws vary from state to state. Some states have no hate crime laws at all.
- Sexual orientation and gender identity are not elements included in many hate crime laws. In 2009, expanded federal law was signed that includes sexual orientation and gender identity hate crimes.
- That law provides a way to prosecute hate crimes in states where no such law exists. However, these provisions only include crimes of violence and exclude property crimes.
- It's critical that law enforcement encourage all victims of hate crimes to report. LGBTQ+ victims often do not report hate crimes to police. The reasons for this include; fear of having to "come out," fear of retaliation, and fear of discriminatory treatment by law enforcement. For some members of the LGBTQ+ community reporting creates risk of being further "victimized" by police, family, friends, religious community, etc.

# Domestic Violence

- Intimate partner violence and domestic violence within same-sex relationships occurs at a similar rate as in opposite-sex relationships.
- One of the most common stereotypes about a same-sex relationship is that each party plays a specific role of either the "man" or "woman" in the relationship. This is simply not true for either male couples or female couples.
- Law enforcement officers responding to a same-sex domestic violence call must be very careful to not make assumptions about who "appears" to be the aggressor or dominant role in the relationship.
- Remember LGBTQ+ people may be hesitant to call police for help, particularly in domestic violence (DV) situations.
- Officers responding to a disturbance call between same-sex individuals should be aware that same sex relationships can meet the same criteria for DV as an opposite sex relationships.

# Domestic Violence

- When responding, don't make assumptions, ask appropriate respectful questions. Don't assume. Check your stereotypes.
- Understand not everyone is "out" and this may cause the parties involved in domestic violence to be untruthful about their relationship out of fear of police and being "out" as an LGBTQ+ person.
- Remember intersectionality! Be aware race, culture, and religion can weigh heavily on one's comfort with sexual orientation and gender identity.
- Look for the obvious signs of a relationship (rings, pictures, living situation). Acknowledge what you see and build the trust of the parties involved by re-assuring them that it's okay. No judgements



# Domestic Violence

Let's look at an example:

You respond to a report of a dispute between "two roommates." You arrive and find the two involved people are the same sex. The individuals are living together in a one-bedroom apartment. They say they are "roommates" but you observe only one bed. Additionally, you see photos around the house of the two individual on trips in which they appear to be an intimate couple.

## What do you do???

- Establishing the relationship between the two involved parties is critical in any DV investigation. In this example, officers may have to work harder to gain trust and in order to get an accurate information.
- Just like any other investigation, ask questions. Be respectful and gather the information required to address the incident appropriately. Explain why you are asking.
- Fear of being outed or fear of LE may be a factor in someone's willingness to disclose information. Hesitation to share details may not be a sign of criminal activity.
- It's also critical that law enforcement officers keep their biases around same-sex relationships and same-sex marriage away from the investigation. The dynamics of a same-sex relationship are just as real as in an opposite sex relationship.

# LGBTQ+ Youth

- LGBTQ+ youth are 3 times more likely to attempt suicide than heterosexual youth. A 2021 study by the Williams Institute at UCLA School of Law found most suicide attempts (61%) among LGBTQ+ people occurred within five years of realizing one's sexual minority identity.
- The percentage for transgender children is significantly higher. For LGBTQ+ youth rejected by their families, the chance of suicide is 8 times greater.
- 82% of LGBTQ+ youth experience bullying in school and 44% said the bullying involved physical violence. In some states, this level of violence would be considered a hate crime.
- It's critical that you recognize how family culture, religion, and the school environment all can connect to create an intolerable situation for a young LGBTQ+ person.
- When contacting a young person who identifies as part of the LGBTQ+ community, it's important to build trust by effectively communicating, as well as demonstrating understanding and respect.



# LGBTQ+ Youth

1. Build trust by using proper terminology around sexual orientation and gender identity, attending celebratory or educational events, showing allyship!

2. If you are unsure how a young person is identifying, ask!!

3. If appropriate ask if they are "out" to their parents and assure them of your confidentiality when it is possible.

4. Provide resources.

5. Watch for signs of bullying and consider if those actions constitute a hate crime, then investigate it accordingly.

6. Remember, sometimes just finding community for an LGBTQ+ person can make all the difference.



# What Would You Do?

## Scenario:

- While on patrol, you see a car parked in the corner of a secluded parking lot. The windows are streamed up and no other cars are in the area.
- You approach the car and see what you believe are two people involved in sexual activity.
- After you direct the occupants to stop and open the door. You see two juveniles (under the age of consent) of the same sex partially dressed. (There is no alcohol, drugs, or weapons present.)
- You separate the occupants who both tell you they were consensually kissing. They have been parked for about 15 minutes prior to your arrival.
- Consider the totality of the circumstances...with all that you have learned how do you respond ??





# How do you handle it??

- Would you ask about their sexual orientation?
- Does the gender of the two juveniles involved make a difference in how you would proceed?
- If the two juveniles involved were both male, would you handle the situation differently than if both juveniles were female? Or if they were opposite sex?
- What do you do? Do you call the parents and tell them?
- There is no need to ask them about their sexual orientation, that information is not pertinent. Establish the necessary information relevant to the contact (age, curfew, etc.)
- The sex of the two juveniles shouldn't impact the next steps of your investigation. The sexual orientation of the involved parties has no relevance.
- Juveniles cannot consensually engage in sexual activity. Although there is no evidence of sexual activity beyond kissing, you did observe the two juveniles partially undressed and it's reasonable to assume what could have happened had you not made contact. There may be some discretion here depending on what you have observed and the information you have gathered.

- Here is the bottom line, the sexual orientation of the juveniles involved, doesn't matter.
- If having to make notifications to parents who might ask details, be neutral, do not emphasize details that do not have to do with the required enforcement action,
- Consider that LGBTQ+ juveniles may not be "out" to anyone else, including their parents.
- Ask juveniles about what might happen if their parents find out and at least consider safety.
- Talk to the juveniles about how you can do your job while trying to reducing the risk of harm from intolerance at home.



# We are finished!!

- Congratulations! You've completed The LGBT Awareness Training For California Law Enforcement training.
- The goal of this course was to provide information and understanding that may help you to support LGBTQ+ co-workers and citizens.
- Please feel free to stick around and ask further questions related to any of the topics presented today, or just to continue discussion!





# Thank You!

Thank you all for your participation and attention, I hoped you learned something!!