

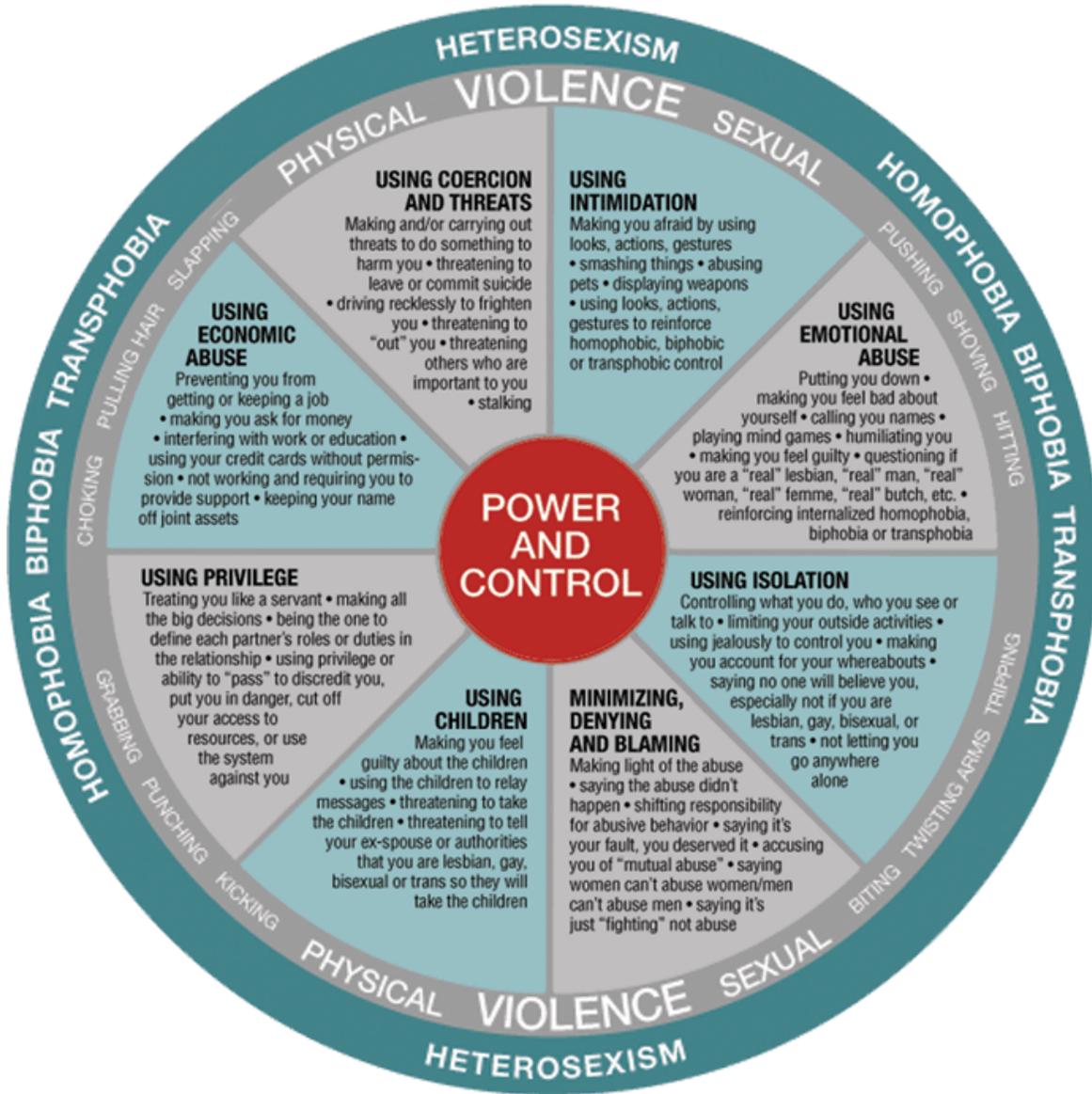
# A Quick Guide to Gender Pronouns\*

\*note that this is not an exhaustive list of gender pronouns.  
When in doubt, just ask and share!



Subjective	Objective	Possessive Adjective	Possessive Pronoun	Reflexive	Example
She	Her	Her	Hers	Herself	She loves herself.
He	Him	His	His	Himself	He loves himself.
They (singular)	Them	Their	Theirs	Themselves	They love themselves.
Ze (Zee)	Zim	Zir (zeer)	Zirs (zeers)	Zirself	Ze loves zirself.
Zie (zee)	Hir (here)	Hir	Hirs (heres)	Hirself (hereself)	Zie loves hirself.
Ey (A)	Em (M)	Eir (ear)	Eirs (ears)	Eirself (earsself)	Ey loves eirself.
Per	Per	Pers	Pers	Perself	Per loves perself.

# Power and Control Wheel: LGBTQIA Relationships



Developed by Roe and Jagodinsky for the Domestic Abuse Intervention

Adapted from <http://stopabuse.umich.edu/about/same-sex.html>

## Expanding Access to LGBTQIA Communities: Summary

- I. Communicating Inclusivity
  - a. Agency materials, documentation, and brochures being LGBTQIA inclusive
    - i. Mission and Values—do they include LGBTQIA survivors?
    - ii. Agency Name—does it communicate that it serves all survivors?
  - b. Website and social media—including information that will speak to LGBTQIA communities (don't exclude ANYONE)
  - c. The people doing the work—do we represent who we (wish to) serve?
    - i. Be intentional about volunteer, staff and board recruitment and representation
    - ii. Have regular trainings on serving LGBTQIA survivors and rates of violence
    - iii. Reflect client's language on their own identities and use the correct pronouns
  - d. Policies
    - i. Create and display anti-discrimination policies
      1. Include sexual orientation, gender identity and gender expression
  - e. Physical Space
    - i. Posters that feature LGBTQIA people?
    - ii. Do you have unnecessary gendered spaces? (single stall restroom)
      1. Are there gender inclusive restrooms?
  - f. Programs and Services (Advocacy and Prevention)
    - i. Clearly communicate who they are for
      1. People of all genders and identities
      2. Gendered Groups (ex. Women's Group...are all women welcome?)
        - a. Be sure to follow VAWA's new guidelines!

- ii. Integrate diverse identities and experiences
      - 1. Include LGBTQIA examples in training materials
      - 2. Highlight positive examples of LGBTQIA relationships/identities
      - 3. Integrate LGBTQIA info where you can
      - 4. Create LGBTQIA specific workshops/materials when necessary
        - a. Ex. Queering Consent!, I Love My Boo
- II. Messaging and Outreach
  - a. What's your public messaging look like?
    - i. Use gender inclusive language
    - ii. Avoid assumptions about survivors and/or their experiences
    - iii. Include LGBTQIA imagery (people, flags, symbols)
  - b. "Sexual violence affects people of all genders and all identities"
    - i. Steering clear of the gender binary
    - ii. Avoiding common assumptions that perpetrators will be "of the opposite sex" in your language and marketing materials
    - iii. Remember...LGBTQIA is not a singular, homogenous group—there are many diverse experiences and identities within this acronym
  - c. Attending Pride events and gatherings where LGBTQIA survivors may be present, and then making sure that you have brochures, materials that speak to their specific needs.
    - i. Making sure that LGBTQIA outreach is part of your program's outreach plan. It's not enough to know about LGBTQIA communities—you have to do some legwork to ensure that they know you are a friendly, safe space they can come to and find support from.
- III. Working Together
  - a. Does your program work well others?
    - i. Reach out to local LGBTQIA organization or community leaders

- ii. Showing initiative and showing follow-through shows that you're reliable.
- b. What is co-advocacy? What does co-advocacy look like?
  - i. What do we have to do to as an agency set the stage so that this is successful?
  - ii. This can be overwhelming; where's a good starting place? (College groups, LGBTQIA centers, local spaces where LGBTQIA folks may frequent ,etc.)
  - iii. Remember these types of relationships/collaborations take time and effort
  - iv. Build relationships to increase referral network (mutually beneficial)
- c. Be visible at local events
  - i. Bringing other organizations into SAAM, but then also reaching out to partner w/ LGBTQIA organizations for other events
    - 1. Pride Month, Queer History Month, Transgender Day of Remembrance, National Coming Out Day, local happenings, etc.

# **Resources to Support Staff Development**

There are a lot of resources out there, here a just a few to get you started

## **Personal Development**

Microaggressions and the LGBT Community from Dr. Kevin Nadal

<https://www.youtube.com/watch?v=U7fR9Ye8xYk>

A Guide Towards Trans Allyship <http://transwhat.org/allyship/>

## **Organizational Development**

Model Policies from Virginia Anti-Violence Project

[http://www.avp.org/storage/documents/Training%20and%20TA%20Center/VAVP\\_LGBTQ-Inclusive\\_Model\\_Policies.pdf](http://www.avp.org/storage/documents/Training%20and%20TA%20Center/VAVP_LGBTQ-Inclusive_Model_Policies.pdf)

Creating Inclusive Agencies

[http://www.nsvrc.org/sites/default/files/Publications\\_NSVRC\\_Guides\\_Creating-Inclusive-Agencies.pdf](http://www.nsvrc.org/sites/default/files/Publications_NSVRC_Guides_Creating-Inclusive-Agencies.pdf)

## **Program Development**

Community Action Toolkit for Addressing IPV Against Transgender People from Anti-Violence Project

[http://avp.org/storage/documents/ncavp\\_trans\\_ipvtoolkit.pdf](http://avp.org/storage/documents/ncavp_trans_ipvtoolkit.pdf)



Supporting and Caring for our Latino LGBT Youth from the Human Rights Campaign

<http://hrc-assets.s3-website-us-east-1.amazonaws.com//files/assets/resources/LatinoYouthReport-FINAL.pdf>

Injustice At Every Turn: A Report of the National Transgender Discrimination Survey from National Gay & Lesbian Taskforce and National Center for Transgender Equality

[http://www.thetaskforce.org/static\\_html/downloads/reports/reports/ntds\\_full.pdf](http://www.thetaskforce.org/static_html/downloads/reports/reports/ntds_full.pdf)

### **National Resources and Technical Assistance**

Anti-Violence Project → <http://www.avp.org/>

National Coalition of Anti-Violence Programs -- NCAVP 2015 Hate Violence Report Toolkit → includes research data, graphics and social media content

[http://www.avp.org/storage/documents/ncavp\\_hvreport\\_toolkit\\_201\\_final.pdf](http://www.avp.org/storage/documents/ncavp_hvreport_toolkit_201_final.pdf)

FORGE Forward → National transgender anti-violence organization, featuring reports, technical assistance and webinars on supporting transgender and gender non-conforming survivors <http://forge-forward.org/>

Gay, Lesbian & Straight Education Network → National reports, toolkits, webinars and resources on working with LGBTQ Youth and in school settings

<http://www.GLSEN.org>

