

COMMUNITY ACTION TOOLKIT FOR ADDRESSING INTIMATE PARTNER VIOLENCE AGAINST PEOPLE OF COLOR

1 INTRODUCTION AND BRIEF HISTORY

The National Coalition of Anti-Violence Programs works to prevent and respond to all forms of violence against and within lesbian, gay, bisexual, transgender, queer (LGBTQ), and HIV-affected communities. NCAVP is a national coalition of local member programs and affiliate organizations who create systemic and social change. We strive to increase power, safety, and resources through data analysis, policy advocacy, education, and technical assistance. NCAVP partnered with GLAAD, the National Black Justice Coalition, National Center for Transgender Equality, Trans People of Color Coalition, and National Gay and Lesbian Task Force to produce this toolkit.

Intimate partner violence affects many LGBTQ and HIV-affected people, but it is not a high priority in the LGBTQ movement. Why is it that an issue that directly affects so many of us remains low on our list of priorities? There remains a great deal of silence surrounding IPV, and many conversations about intimate partner violence outside LGBTQ communities are facilitated in a heteronormative context, focusing solely on men's violence against women. Many of us don't realize that it's an issue that we should care about. As a result, LGBTQ survivors of intimate partner violence often feel isolated and alone in their experience. Resources are not devoted to supporting LGBTQ survivors, prevention efforts, and transforming our culture to end the stigma and silence around intimate partner violence. People of color who are survivors of intimate partner violence in particular can face pervasive and unique barriers to support.

Raising awareness and education about an issue is one of the first steps to mobilizing and organizing communities to action. This toolkit was designed to provide our communities with strategies to create dialogue on intimate partner violence in communities of color, ways to support survivors, and identify resources for intimate partner violence.

2 WHAT IS INTIMATE PARTNER VIOLENCE

Violence within intimate relationships, known as domestic violence, intimate partner violence, dating violence, and/or partner abuse, has been documented as a national and international epidemic. Intimate partner violence is a pattern of behavior where one intimate partner coerces, dominates, or isolates another intimate partner to maintain power and control over the partner and the relationship. NCAVP's national report on intimate partner violence in 2012 documented 21 LGBTQ intimate partner violence homicides and over 2,500 reports of intimate partner violence from LGBTQ survivors across the country¹. NCAVP also found that transgender survivors of violence were 1.81 times more likely to report experiencing sexual violence than people who were not transgender. In January 2013, the Centers for Disease Control found that lesbian, gay and bisexual people experienced intimate partner violence and sexual violence at the same or higher rates as heterosexual people: nearly 44% of lesbians and 26% of gay men have been the victim of rape, physical violence, and/or stalking by an intimate partner over the course of their lifetime. The lifetime prevalence of sexual violence by any perpetrator was: lesbian (46.4%), bisexual (74.9%), gay men (40.2%), and bisexual men (47.4%)².

Abusive partners may use tactics to maintain control over their partners, including: psychological and emotional abuse, economic abuse, physical abuse, verbal abuse, sexual abuse, cultural abuse, isolation, and intimidation. Psychological and emotional abuse can include name calling, threats, degrading someone, not respecting gender identity and pronouns, and emotional coercion and manipulation. Economic abuse is when someone controls or exploits their partner's financial situation. This can include making all the financial decisions, forcing a partner to pay for everyone, not allowing someone to work, or other financially controlling behavior. Physical abuse includes physical violence like hitting, slapping, punching, and kicking, but also placing people in physical danger like driving recklessly. IPV can occur in short or long-term relationships, with current or past partners, and affects all communities.

In the early 1980s, some of the first LGBTQ-specific intimate partner violence projects began to form. Some projects began as lesbian-specific support groups where lesbian women could safely share their experiences of abuse, others were focused on creating dialogue about lesbian battering in mainstream domestic violence spaces, and others were focused on creating safe havens specifically for LGBTQ survivors, who often experienced homophobia, biphobia, and transphobia from current domestic violence programs. This work helped forge the legacy of LGBTQ-specific anti-intimate partner violence initiatives.

3 LGBTQ IPV INVISIBILITY

In our culture, intimate partner violence is framed as something that only happens in heterosexual, cisgender relationships. As a result, there are many misunderstandings about how LGBTQ, and particularly transgender, people experience intimate partner violence. In order to lead effective conversations to raise awareness about intimate partner violence in transgender communities, we need to have a shared understanding of intimate partner violence.

4 BARRIERS FOR LGBTQ COMMUNITIES

LGBTQ survivors of IPV face a host of barriers in attempting to seek safety and healing. Many intimate partner violence programs have denied LGBTQ survivors access to services, such as domestic violence shelters. In addition, due to a history of the criminalization of LGBTQ communities by law enforcement and health-service organization, many LGBTQ survivors of violence experience discrimination and violence when reporting intimate partner violence incidents to the authorities.

More than 61% of LGBTQ survivors were turned away from domestic violence shelter in 2012 and nearly 1/3 were wrongly arrested as the abusive partner. Additionally, fewer than 3% of all survivors sought orders of protection and fewer than 50% reported violence to the police⁴. In 2010 a groundbreaking report⁵ highlighted the stark inequality and the numerous barriers LGBTQ survivors of violence face in trying to obtain culturally competent services to prevent and address the violence against them. 94% of the respondents⁶ said they were not serving LGBTQ survivors. Studies have shown that only one in five survivors of same-gender sexual assault and intimate partner violence received victim services⁷ and many LGBTQ people do not feel that supportive services are readily accessible⁸.

¹ *Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-affected Intimate Partner Violence in 2012*. Rep. 2013 ed. New York: National Coalition of Anti-Violence Programs, 2013. (Last ret. 1/17/2014).

² Walters, M.L., Chen J., & Breiding, M.J. (2013). *The National Intimate Partner and Sexual Violence Survey (NISVS): 2010 Findings on Victimization by Sexual Orientation*. Atlanta, GA: National Center for Injury Prevention and Control, Centers for Disease Control and Prevention.)

³ Cisgender is a term to describe people who are not transgender.

5 IMPACT OF IPV ON COMMUNITIES OF COLOR:

NCAVP research has shown that LGBTQ people of color are especially vulnerable to violence in intimate partner relationships. As LGBTQ people of color belong to multiple marginalized communities, it is even more difficult for these survivors to access services due to historical and institutional barriers along with personal and cultural challenges; where services do exist, they may not be culturally affirming and relevant to the lived experiences of LGBTQ communities of color.

In 2012, 52.4% of LGBTQ homicide victims of intimate partner violence identified as people of color, with 28.6% of homicide victims identified as Black/African American and 23.8% identified as Latin@.

People of color were a majority of the survivors who reported to NCAVP programs in 2012.

LGBTQ people of color were more likely to suffer injuries, require medical attention, experience harassment, or face anti-LGBTQ bias as a result of IPV.

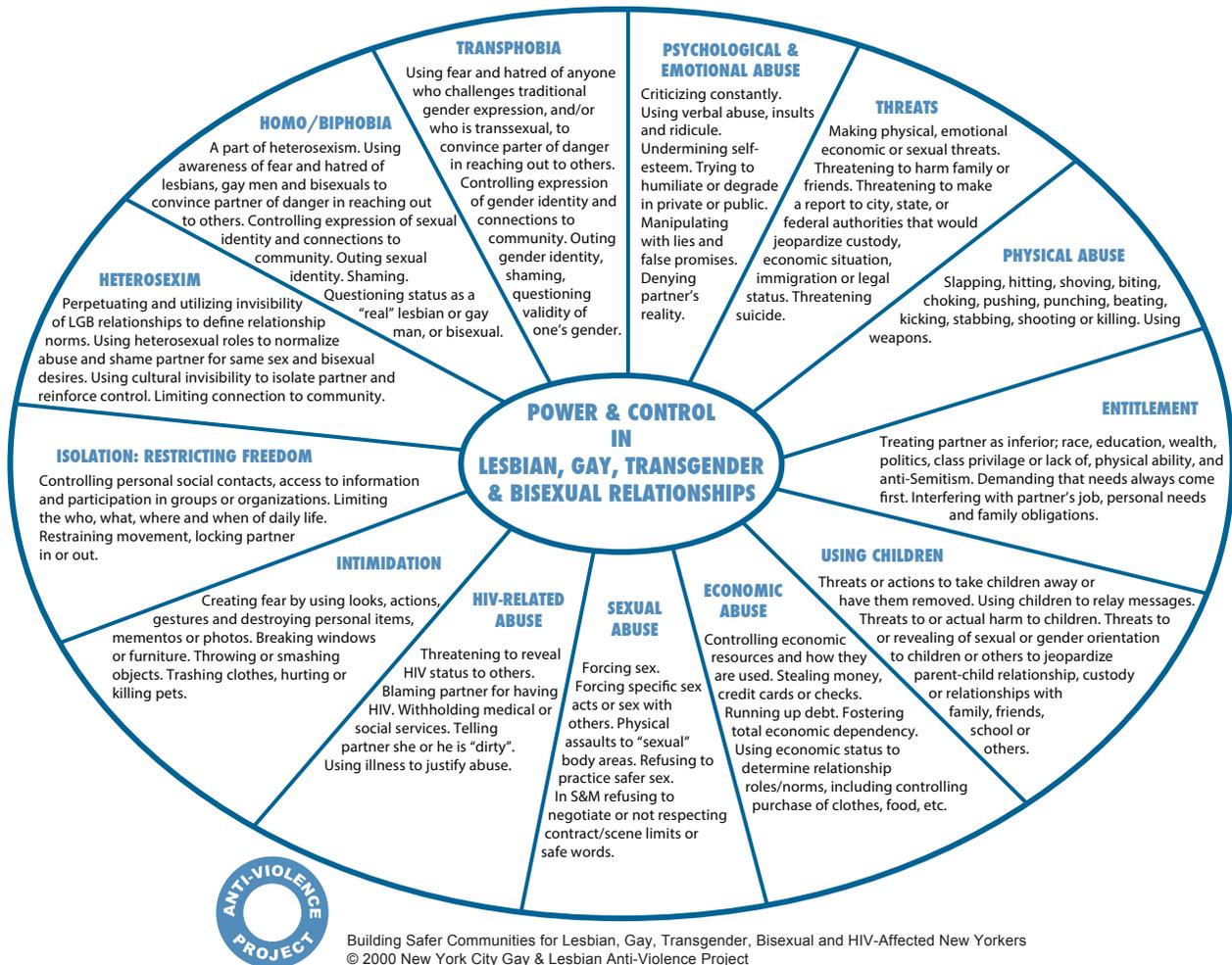
People of color were more likely to experience threats/intimidation within an intimate partner relationship.

LGBTQ people of color may be cautious in approaching law enforcement to report incidents of intimate partner violence due to past experiences and the history of police brutality towards communities of color.

Programs and services catering specifically to LGBTQ people of color are limited.

6 POWER AND CONTROL WHEEL

Power and control wheels, first developed by the Domestic Abuse Intervention Programs in the 1980s, are widely used tools that illustrate the myriad forms of tactics that abusers in intimate partner relationships can use to exert control over a partner. The power and control wheel, below, describes the ways in which abusers in intimate partner relationships can exert control on their partners and restrict choices for survivors in LGBTQ relationships. As the wheel illustrates, intimate partner violence is not always about physical abuse, which is just one of the many ways in which abusers affect their partners. The power and control wheel is especially useful tool for survivors of IPV as it allows them to understand the nature of intimate partner violence as well as advocates supporting or working with survivors.



⁴ National Coalition of Anti-Violence Programs, *Lesbian, Gay, Bisexual, Transgender and Queer Intimate Partner Violence in the United States in 2011* (Oct. 2012). (Last ret. 1/17/2014).

⁵ National Center for Victims of Crime and NCAVP (2010). *Why It Matters: Rethinking Victim Assistance for Lesbian, Gay, Bisexual, Transgender, and Queer Victims of Hate Violence & Intimate Partner Violence*. (Last ret. 1/17/2014).

⁶ Domestic violence agencies, sexual assault centers, prosecutors' offices, law enforcement agencies, child victim services.

⁷ McClennen, Joan C., Domestic Violence Between Same-Gender Partners: Recent Findings and Future Research, *Journal of Interpersonal Violence*; 2005, Vol. 20; 149.

⁸ Waterman, C.K., Dawson, L.J. & Bologna, M.J., Sexual Coercion in Gay Male and Lesbian Relationships: Predictors and Implications for Support Services, *The Journal of Sex Research*, Vol. 26, No. 1 (Feb., 1989), pp. 118-124.

7 TACTICS SPECIFIC TO POC INTIMATE PARTNER VIOLENCE

LGBTQ people of color experiencing violence in an intimate partner relationship are especially vulnerable to tactics of abuse that are based on their racial, ethnic, or national identity. NCAVP's research shows that LGBTQ people of color are disproportionately impacted by violence in intimate partner relationships. Below are some examples of tactics that can be employed by abusive partners:

- Using racist epithets in the relationship
- Using stereotypes of people of color as an abusive tactic
- Threatening to 'out' partner to family, friends, and other community members
- Threatening to report to the police, knowing that in many instances people of color are assumed to be the abusive partner by law enforcement
- Using white or light-skin privilege as a tactic of abuse
- Using partner's reluctance to call the police as a tactic of abuse
- Berating a partner's cultural practices as a form of abuse
- Isolating partner from their racial or ethnic communities

8 PUBLIC AWARENESS CAMPAIGN:

There are various strategies that you, your organization, or friends can use to begin creating dialogue about intimate partner violence in LGBTQ communities. We've outlined some standard strategies that can be used and tailored to your goals and needs.

OUTREACH

Outreach is any activity to reach and engage community members around your issue, campaign, or organization. Outreach can include going out to events, gatherings, parties, or bars, getting people involved, reaching people on the street, online, or other channels. There are many different goals for doing outreach including engaging community members, base building, listening to community concerns, letting people know about resources and services, and getting people involved.

Outreach includes five main components:

1. ENGAGE community members by getting their attention and letting them know why you're out in the community doing outreach.

2. LOCATE community members by engaging in a community mapping exercise. Community mapping is process whereby organizers and advocates determine where community members can be reached through outreach, apart from events and locations that are typically well-outreached.

3. LISTEN to what community members have to say about intimate partner violence and what they think about the issue.

4. EDUCATE community members about your issue to let them know why they should care and why they should get involved.

5. GET community members involved, by taking down their name and contact information for follow up and by giving them handouts and materials that let them know how to get involved with your issue, campaign, or organization.

COMMUNITY SPEAK-OUTS, FORUMS, AND DISCUSSIONS

Community speakouts, forums, and discussions can be an effective way to start dialogue about LGBTQ intimate partner violence. These events are organized to gather community members together to raise awareness about and discuss the issue of intimate partner violence in LGBTQ communities. October is intimate partner violence awareness month, and many events occur during this month. However, community speakouts can also be organized in response to intimate partner violence incidents, when new reports are released, or simply to provide community education about the issue. Goals for community speakouts and forums range from raising awareness, education, and visibility for an issue, to identifying community concerns for campaigns, to allowing space for community members to express their feelings after high profile incidents and homicides in their communities. Community speakouts can be effective venues for survivors to tell their stories and raise visibility for the issue, but organizers should be careful that survivor stories are not being used in a tokenizing or alienating way and only with their consent.

COMMUNITY WORKSHOPS In addition to community discussions, organizers can facilitate workshops and trainings with community members to raise awareness and education about transgender intimate partner violence. Workshops can be for various community groups and organizations, school groups, or can be organized for the general public.

(Sample workshop module available upon request)

COMMUNITY EDUCATION

Organizers can facilitate community education by dispersing information about IPV to educate community members. Below is a factsheet developed by NCAVP along with several partner organizations that highlight the impact of IPV in POC relationships:

INTIMATE PARTNER VIOLENCE AND COMMUNITIES OF COLOR: FACTSHEET

Intimate partner violence (IPV) is a devastating and deadly problem facing lesbian, gay, bisexual, transgender, queer (LGBTQ) and HIV-affected communities of color. Violence within intimate relationships, known as domestic violence, intimate partner violence, dating violence, and/or partner abuse, is a pattern of behavior where one intimate partner coerces, dominates, or isolates another intimate partner to maintain power and control over the partner and the relationship.

LGBTQ and HIV-affected people of color who are survivors of IPV face a many barriers to support and safety caused by homophobia, biphobia, and transphobia and racism. LGBTQ and HIV-affected people of color face a "triple jeopardy": racism from direct service providers and the LGBTQ communities, heterosexism within one's community of color, and abuse from their partners. LGBTQ Black/African American and Latin@ survivors are less likely to seek support to address IPV.

FACT: 62% OF LGBTQ IPV SURVIVORS ARE PEOPLE OF COLOR.



People of color, specifically transgender people of color, Black/African American survivors, and Latin@ survivors, experience higher rates of threats and intimidation from abusive partners, police violence, physical violence, and/or transphobic abuse when reporting IPV to the police.

FACT: LGBTQ AND HIV-AFFECTED PEOPLE OF COLOR ARE ALMOST TWICE AS LIKELY TO EXPERIENCE THREATS OR INTIMIDATION IN THEIR INTIMATE RELATIONSHIPS.



66.4% LGBTQ survivors of color report facing threats or intimidation. Latin@ people are 2 times as likely to experience threats or intimidation as compared to non-Latin@ people. Of those who identified as Latin@, 74.4% reported experiencing threats or intimidation in intimate partner relationships. LGBTQ and HIV-affected people of color may be more vulnerable to threats and intimidation because of the "triple threat" of racism, heterosexism and homo- and transphobia.

FACT: LGBTQ BLACK/AFRICAN AMERICAN PEOPLE ARE MORE LIKELY TO EXPERIENCE PHYSICAL VIOLENCE FROM INTIMATE PARTNERS.



Black/African American people are 1.6 times as likely to experience physical violence when compared to non-Black/African American people and 70.7 percent of Black/African American LGBTQ survivors experienced physical violence in intimate partner relationships.

FACT: TRANSGENDER LATIN@ PEOPLE ARE MORE LIKELY TO EXPERIENCE THREATS OR INTIMIDATION FROM THEIR PARTNERS.



Transgender Latin@ people are 3 times as likely to experience transphobic abuse from their partner.

ACTION STEPS

PREVENT: NCAVP encourages policy makers and funders to create programs, campaigns, and curricula to raise awareness about IPV in communities of color. Communities should also demand appropriate responses from service providers, healthcare, and law enforcement agencies when interacting with people of color survivors of IPV. Policymakers and funders should also create and support programs that seek to prevent

IPV in LGBTQ people of color communities and provide support for survivors.

RESPOND: NCAVP recommends increasing support for LGBTQ people of color survivors of intimate partner violence by increasing funding for services and banning barriers to service and discrimination based on race, sexual orientation, and gender identity/expression.

REPORT VIOLENCE: NCAVP encourages anyone who has experienced violence to contact a local anti-violence program.

GET INVOLVED: Join NCAVP in our efforts to prevent and respond to LGBTQ and HIV-affected violence. NCAVP's efforts include policy advocacy, education, data analysis, and technical assistance.

NCAVP is a resource for anyone who experiences violence. For more information, or to locate an antiviolence program in your area, please contact us at info@ncavp.org or visit us online. Join NCAVP in our efforts to prevent and respond to LGBTQ and HIV-affected violence. To learn more about our national advocacy and receive technical assistance or support, contact us at info@ncavp.org.

Additional information in this fact sheet is supported by research conducted by the Wisconsin Coalition Against Domestic Violence.



SELF-ADVOCACY AND SAFETY

Providing support for survivors of color includes advocating for the safety of survivors. Below are some tools that can be used by survivors to increase safety.

Advocates and survivors should know that there are protective laws and policies that can help empower survivors when seeking services and support, although there is no guarantee of fair treatment. Because the laws and policies that cover specific service providers or government agencies may vary a great deal, advocates should be prepared to help survivors file complaints of discrimination, or to refer them to LGBTQ-friendly legal help. Additionally or alternatively, groups using this toolkit may want to take on non-legal advocacy on behalf of individual survivors with service provider groups.

Between the reauthorized Violence Against Women Act (VAWA), Family Violence Prevention and Services Act (FVPSA), Accessibility Policy, Affordable Care Act Section 1557 which prohibits gender-based discrimination in Health and Human Services (HHS) funded activities, and HHS Acquisition Regulation which requires nondiscrimination language in all HHS contracts for services to the public, a great many government agencies and service providers in all states have nondiscrimination obligations.

SAFETY PLAN AND ACTION WORKSHEET ⁹

The worksheet below can be used by survivors of IPV along with advocates working with survivors. The worksheet can be used to plan a route to safety in the short-term. It is important to remember that this is just one of many tools that survivors can use and it is recommended that survivors reach out to an anti-violence program to seek support when possible. LGBTQ specific anti-violence programs can be found using NCAVP.org. Safety plans are designed to help reduce risk and increase safety, but regardless of whether you follow a safety plan or not, it is not your fault if you experience abuse.

This safety plan is for the following situation (describe the intimate partner violence):

This safety plan covers the time period (describe the period of time for which survivor is planning):

The safety plan is as follows. This may include (actions survivor can take to ensure safety from abusive partner):

What are the risks and the dangers? Or what can go wrong?

Who do we need to look out for? Who or what can cause risks and dangers – people, situations or systems?

⁹ Adapted from the Kansas City Anti-Violence Project and the New York City Anti-Violence Project's Community Action Committee.

Who can get hurt? How?

What can we do to stay safe?

Who is responsible for what part of the safety plan?

Do we have all the bases covered? Do we need to bring in more people?

Is there an emergency back-up plan? What is it? How will we know we should go into emergency mode? Is there a signal or code?

What are the needs/desires of the survivor?

RISK ASSESSMENT CHART

RISK, DANGER, OR HARM	WHO OR WHAT IS THE CAUSE	TARGET OF RISK, DANGER OF HARM	WHAT IS THE LEVEL OF DANGER

SAFETY PLANNING CHART

RISK, DANGER, OR HARM	WHO OR WHAT IS THE CAUSE	TARGET OF RISK, DANGER OF HARM	WHAT IS THE LEVEL OF DANGER

Is there an emergency back-up plan? What is it? How will we know we should go into emergency mode? Is there a signal or code?

“EMERGENCY” PLAN

- Avoid staying alone
- Plan how to get away if confronted by an abusive partner
- If you have to meet your partner, do it in a public place
- Vary your routine
- Notify school, work or other contacts of places you go to regularly
- Call an anti-violence program in your area
- Other _____
- Other _____

If you leave the relationship or are thinking of leaving, you should take important papers and documents with you to enable you to apply for benefits or take legal action. If you are planning to leave or think that you may need to, keep these items in a place that is easy to grab if you are running or keep originals or copies with a safe friend, co-worker or neighbor.

IMPORTANT PAPERS AND ITEMS YOU SHOULD TAKE INCLUDE:

- Driver’s license or other identification for you and your children
- Social security cards and birth certificates for you and your children
- Marriage license
- Birth certificates for yourself and your children
- Passport for you and your children
- Immigration documents for you and your children
- Leases or deeds in your name or both yours and your partner’s names
- Medication
- Your checkbook
- Your charge/credit cards
- Bank statements and charge account statements
- Insurance policies
- Proof of income for you and your spouse or domestic partner (pay stubs or W-2’s; past taxes)
- Documentation of past incidents of abuse (photos, police reports, medical records, etc.)
- Set of keys to the house and car
- Title to your vehicle
- Other _____

KNOW YOUR RIGHTS WHEN INTERACTING WITH LAW ENFORCEMENT:¹⁰

Because many LGBTQ survivors experience police misconduct, and LGBTQ survivors of color have an increased risk of negative interactions with law enforcement, it is important to know what rights you have when engaging with the police.

GENERAL SAFETY WHILE INTERACTING WITH LAW ENFORCEMENT:

- Contact and seek help from law enforcement only if you are comfortable doing so.
- Some people have called 911 while they were being harassed by the police and felt unsafe. This ensured that the exchange was documented and recorded for use later in court. Other people have discreetly recorded the conversation on their cell phones or called someone so they could listen as a witness to the conversation.
- Document your interactions with the police using audio or video recording devices but only if it is safe for you to do so and if you have informed the officers detaining you.
- Know your surroundings- if you are stopped by the police and feel unsafe, look to see if there are any stores that are open, crime cameras or private security cameras, or other bystanders.
- Remember, law enforcement agents don't always have to truthfully answer you, but you can't lie to them.

BEING STOPPED BY LAW ENFORCEMENT:

- Remember, walking while transgender is not a crime.
- You have a constitutional right to not answer questions.
- Only in some states do you have to give your name (some states also require driver's license and insurance information if stopped for a traffic violation) when asked by law enforcement personnel.
- Respectfully ask why you are being stopped and questioned.
- If no reason is given, ask if you are free to leave. If the response is 'yes' then you can walk away.
- Anything that you say can be used against you and lying to law enforcement is also a crime. It is best not to provide any personal information.

IF YOU ARE SEARCHED BY LAW ENFORCEMENT:

- If you are being stopped and searched by law enforcement know that they can only frisk you if they have "reasonable suspicion" that you are armed and dangerous. This means they cannot touch your genitals just to try to tell what gender you are.
- If a more thorough search is demanded, you have a right to express that you do not consent to the search. This applies to searches of your car as well.
- The only legal way law enforcement personnel can search your house or workplace if they have a warrant or your consent.
- If law enforcement personnel come to your house or workplace, ask to see a warrant before letting them enter.
- If law enforcement is at your house asking to search it, ask for a warrant through a closed door or step outside to talk to them and close the door behind you.
- Remember that you still have a right not to answer any questions.

IF YOU ARE BEING ARRESTED BY THE POLICE:

- Do not resist the officers making the arrest; this may cause them to use excessive force.
- Law enforcement must read you your Miranda rights before arresting you – these include the right to remain silent and a right to an attorney.
- Ask the police what crime you are being charged with.
- Contact an attorney as soon as it is possible.
- Remember you always have a right not to answer any questions.
- If you have been detained by the police or other law enforcement agencies you have the right to request being held in facilities that align with your gender identity, according to the Prison Rape Elimination Act (PREA). Law enforcement agencies act on these requests on a case-by-case basis and there is no guarantee that your request will be granted.

IF YOU EXPERIENCE VIOLENCE OR MISCONDUCT AT THE HANDS OF LAW ENFORCEMENT

- Write down the badge number, name and any other information of the offending officer.
- Document, however possible, the nature, time, date, and place of the misconduct.
- If you have been injured while interacting with law enforcement, take pictures and seek medical attention when possible.
- Contact NCAVP to report the violence.
- If the agency responsible for the misconduct has a process for registering complaints, do so as soon as possible.
- Complaints of discrimination by law enforcement may be filed with the US Department of Justice, see <http://ojp.gov/about/ocr/complaint.htm>.
- Find out if there is another local board, such as a civilian review board, or state agency, such as the state attorney general, that investigates reports of police misconduct.

¹⁰ Adapted from BreakOUT! Materials (youthbreakout.org)

FURTHER RESOURCES

FOR SEEKING SUPPORT FOR AND REPORTING INCIDENTS OF VIOLENCE:

NATIONAL COALITION OF ANTI-VIOLENCE PROGRAMS (NCAVP) NCAVP works to prevent and respond to all forms of violence against and within lesbian, gay, bisexual, transgender, queer (LGBTQ), and HIV-affected communities. NCAVP is a national coalition of local member programs, and affiliate organizations who create systemic and social change. We strive to increase power, safety, and resources through data analysis, policy advocacy, education, and technical assistance. To receive local support and report an incident of violence please visit NCAVP.org.

THE NETWORK/LA RED The Network/La Red is a survivor-led, social justice organization that works to end partner abuse in lesbian, gay, bisexual, transgender, BDSM, polyamorous, and queer communities. Rooted in anti-oppression principles, our work aims to create a world where all people are free from oppression. We strengthen our communities through organizing, education, and the provision of support services. The Network/La Red offers many resources including training and technical assistance in both English and Spanish on LGBTQ intimate partner violence. (tnlr.org)

THE NORTHWEST NETWORK The NW Network increases our communities' ability to support the self-determination and safety of bisexual, transgender, lesbian and gay survivors of abuse through education, organizing and advocacy. We work within a broad liberation movement dedicated to social and economic justice, equality and respect for all people and the creation of loving, inclusive and accountable communities. The Northwest Network provides national training and technical assistance on LGBTQ intimate partner violence. (nwnetwork.org)

IN OUR OWN VOICES In Our Own Voices works to ensure the physical, mental, spiritual, political, cultural, and economic survival and growth of the lesbian, gay, bisexual, and transgender people of color communities. Survivors of IPV can find support and resources through In Our Own Voices. (<http://www.inourownvoices.org/>)

RESOURCES TO ADDRESS POLICE VIOLENCE AND MISCONDUCT:

STREETWISE AND SAFE Streetwise & Safe (SAS) is a multi-strategy initiative working to build and share leadership, skills, knowledge and community among LGBTQ youth of color who experience criminalization, particularly in the context of the policing of poverty, "quality of life" offenses, and involvement or perceived involvement in survival economies. We conduct "know your rights" workshops specifically tailored to LGBTQ youth of color where we share critical information about rights in the criminal legal system as well as strategies to increase safety and reduce the harms of interactions with police. SAS works to create opportunities for LGBTQ youth of color to claim a seat at policy discussion tables as full participants speaking out on their own behalf, act collectively to protect and advance their rights, and demand choices that allow them to maximize their safety, self-sufficiency, and self-determination. (streetwiseandsafe.org)

BREAKOUT! BreakOUT! seeks to end the criminalization of lesbian, gay, bisexual, transgender, and questioning (LGBTQ) youth to build a safer and more just New Orleans. We build on the rich cultural tradition of resistance in the South to build the power of LGBTQ youth ages 13-25 and directly impacted by the criminal justice system through youth organizing, healing justice, and leadership development programs. (hyouthbreakout.org/)

AMERICAN CIVIL LIBERTIES UNION "KNOW YOUR RIGHTS"

<https://www.aclu.org/national-security/know-your-rights-when-encountering-law-enforcement>

DEPARTMENT OF JUSTICE INFORMATION ON REPORTING POLICE MISCONDUCT

www.justice.gov/crt/about/spl/documents/polmis.php

OTHER RESOURCES:

THE NATIONAL BLACK JUSTICE COALITION The National Black Justice Coalition (NBJC) is a civil rights organization dedicated to empowering Black lesbian, gay, bisexual and transgender (LGBT) people. NBJC's mission is to end racism and homophobia. As America's leading national Black LGBT civil rights organization focused on federal public policy, NBJC has accepted the charge to lead Black families in strengthening the bonds and bridging the gaps between the movements for racial justice and LGBT equality. (NBJC.org)

NATIONAL CENTER FOR TRANSGENDER EQUALITY The National Center for Transgender Equality (NCTE) social justice organization dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment. NCTE was founded in 2003 by transgender activists who saw the urgent need for a consistent voice in Washington DC for transgender people. NCTE provides this presence by monitoring federal activity and communicating this activity to our members around the country, providing congressional education, and establishing a center of expertise on transgender issues. NCTE also works to strengthen the transgender movement and individual investment in this movement by highlighting opportunities for coalition building, promoting available resources, and providing technical assistance and training to trans people and our allies. NCTE sees this type of assistance as strengthening new and existing transgender organizations and our allies, initiating coalition building, and empowering state and local advocates who can mobilize on the federal level. (transequality.org)

TRANSGENDER LAW CENTER Transgender Law Center works to change law, policy, and attitudes so that all people can live safely, authentically, and free from discrimination regardless of their gender identity or expression. The Transgender Law Center connects transgender people and their families to technically sound and culturally competent legal services, increase acceptance and enforcement of laws and policies that support California's transgender communities, and work to change laws and systems that fail to incorporate the needs and experiences of transgender people. (transgenderlawcenter.org)

TRANS PEOPLE OF COLOR COALITION Trans People of Color Coalition (TPOCC) is the only national social justice organization that promotes the interests of Trans People of Color. TPOCC is an organization to inspire and nurture collaboration among communities of color dedicated to anti-racism and fighting transphobia and the empowerment of transgender persons of color. We work to strengthen and mobilize individuals, families, and communities by changing laws, educating the public, and building social and economic strength among all persons of color. (transpoc.org)

GLAAD GLAAD amplifies the voice of the LGBT community by empowering real people to share their stories, holding the media accountable for the words and images they present, and helping grassroots organizations communicate effectively. By ensuring that the stories of LGBT people are heard through the media, GLAAD promotes understanding, increases acceptance, and advances equality. (GLAAD.org)

