

## **Mending the Rainbow: Working with the Native LGBT/Two-Spirit Community**

### **OVC Grantee Regional Training 2018**

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### **Introductions**

- Name
- Tribal affiliation (if any)
- Agency you represent
- Why you are interested in this workshop?
- Favorite musical icon?

### **Learning Objectives**

- Explain the GBLQ, Transgender, Two Spirit Identities.
- Explain how Native culture interacts with GLBTQ2S Identities.
- Discuss intimate partner violence and myths.
- Define the health considerations for Transgender individuals.
- Discuss barriers and challenges for GLBTQ2S victims.
- Identify strategies and resources to assist GLBTQ2S individuals.

### **Group Activity**

**WALK THE RUNWAY!!!**

*Sashay, Shante . . .*

### Lesbian, Gay, Bi-Sexual, Queer, & Two-Spirit Definitions

- **Lesbian:** Woman whose enduring physical, romantic, emotional and/or spiritual attraction is to other women.
- **Gay:** Man whose enduring physical, romantic, emotional and/or spiritual attraction is to other men
- **Bisexual:** An individual who is physically, romantically, emotionally and/or spiritually attracted to men and women.

### Lesbian, Gay, Bi-Sexual, Queer, & Two-Spirit Definitions

- **Queer:** An inclusive term which refers collectively to lesbians, gay men, bisexual and transgender folks and others who may not identify with any of these categories but do identify with this term. While once used as a hurtful, oppressive term, many people have reclaimed it as an expression of power and pride
- **Two Spirit:** A contemporary term used to identify Native American Lesbian, Gay, Bisexual, and some Transgender individuals with traditional and cultural understandings of gender roles and identity.

### Two Spirit Definition

- Two Spirit term refers to Native American/Alaskan Native Lesbian, Gay, Bisexual individuals.
- A contemporary term used to identify Native American Lesbian, Gay, Bisexual, Transgender individuals with traditional and cultural understandings of gender roles and identity.
- Encompassing term used is "Two Spirit" adopted in 1990 at the 3<sup>rd</sup> International Native Gay & Lesbian Gathering in Winnipeg, Canada.

### Two Spirit Definition

- Term is from the *Anishinabe* language meaning to have both female and male spirits within one person.
- Has a different meaning in different communities.
- The term is used in rural and urban communities to describe the reclaiming of their traditional identity and roles.
- The term refer to culturally prescribed spiritual and social roles; however, the term is not applicable to all tribes

## Two Spirit History

- Historically, NA/AN had alternative gender roles & responsibilities.  
Community vs. Individual  
Gender vs. Sexuality
- Lakota view the *Wintke* as sacred people whose androgynous nature is an inborn character trait or the result of a vision.  
Example: Lakota Naming Ceremony
- For many tribes, oral traditions revealed that Two-Spirit people were considered to exist by deities and/or were among the sacred beings.  
Example: Navajo Creation Story The Separation of Sexes.

## Two Spirit History

- After European contact, homophobia & acculturated worldviews of gender/sexuality were adopted.
- Some tribal languages still use traditional names for Two Spirit/LGB among their communities.

## Tribal Language & Two Spirit Terminology

Tribe	Term	Gender
Crow	boté	male
Navajo	nádleehí	male and female
Lakota	winkte	male
Zuni	lhamana	male
Tongva	Wehee'ahiiken Kuuyat	male and female transgender (MTF)



We-Wha (Zuni)  
1849-1896

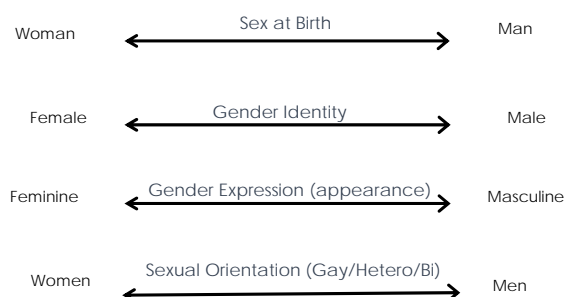


Pine Leaf (Crow)  
1806-1858

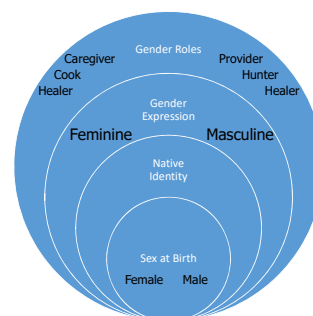


Hastiin Klah (Diné)  
1867-1937

### Western/American Perspective



### Native Perspective



### NCAVP's Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Intimate Partner Violence in 2016

- 15 LGBTQ intimate partner violence homicides and over 2,032 reports of intimate partner violence from LGBTQ survivors from 14 LGBTQ Anti-Violence organizations in 9 states with 2% (24 individuals) identifying as Native American/Indigenous.
- The most common types of violence that survivors reported experiencing were physical violence (19%), verbal harassment (18%), threats and intimidation (11%), isolation (9%), and online harassment (6%).
- Survivors reporting experiencing sexual violence increased from 4% in 2015 to 7% in 2016.
- Transgender women were 2.5 times more likely to be stalked, 2.5 times more likely to experience financial violence, and 2 times more likely to experience online harassment, compared to survivors who were not transgender women.

### Common Myths of LGBT2S Victimization

- **Myth #1:** *Abusers are usually bigger, stronger or more "Butch" than their partners.*
- **Myth #2:** *LGBT2S victims can easily leave abusive partners because they have no legal ties to them.*
- **Myth #3:** *Transgender people wouldn't get hurt if they didn't dress or try to act like something they're not (e.g. If "he" didn't dress and act like a woman, "he" wouldn't get hurt).*

### Abusive Behaviors Particular to LGBT2S Violent Relationships

- “Outing” or threatening to out a partner to friends, family, employers, police or others.
- Reinforcing fears that no one will help a partner because s(he) is LGBT2S, or that for this reason, the partner “deserves” the abuse.
- Justifying abuse with the notion that the partner is not “really” LGBT2S.
  - i.e., s(he) may once have had or may still have relationships with other people, or express a gender identity inconsistent with the abuser’s definitions of those terms.

### Abusive Behaviors Particular to LGBT2S Violent Relationships

- Telling the partner that abusive behavior is a normal part of LGBT2S relationships, or that it cannot be domestic violence because it is occurring between LGBT2S individuals.
- Portraying the violence as mutual or even consensual, especially if the partner attempts to defend against it, or as an expression of masculinity or some other “desirable” trait.
- A common attitude about abuse in LGBT2S relationships is that a “power differential” cannot be expressed because, in theory, people who share the same gender have the same amount of power.
  - However, in domestic violence a flow from some type of power differential exists, whether it be economic self-sufficiency, class, race/ethnicity, education, or health status.

### Barriers to Addressing LGBT2S Domestic Violence

- Poor or inconsistent law enforcement response
- No access to family courts
- Lack of accessible and sensitive services
- Victims’ fear of being “Outed” (publicly declaring or revealing another person’s sexual identity without her/his consent)
- Victims’ hopelessness or fear of reprisals
- Victims may not be aware that services dedicated to LGBT2S victims because LGBT anti-violence organizations lack the resources to publicize their services very widely.

### Group Activity

## IT’S ALL IN THE CARDS: EXERCISE FOR ADVOCATES

## Transgender Definition

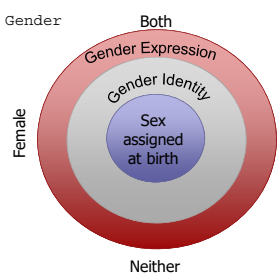
- Transgender is an umbrella term for persons whose gender identity, gender expression or behavior does not conform to that typically associated with the sex to which they were assigned at birth.

-Cross-dresser	-Bi-gender
-Transvestite/fetishist	-Transgender
-Drag king/Drag queen	-Transsexual
-Androgynous	-Transwoman/Transman
-Genderqueer	-Gender Non Conforming
-Omni Gender	-Gender Variant
	-Gender Fluid
	...

## Basic Concepts:

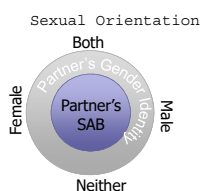
- Sex (*assigned at birth*)
- Gender Identity
- Gender Expression
- Sexual Orientation

## Where Do I Fit?



Each of us has one (or more):

1. Sex assigned at birth
2. Gender identity
3. Gender expression
4. Sexual orientation



## Inappropriate Terms:

- Fag
- Queer (for some who don't use the term)
- Tranny
- She-male
- He-she
- Hermaphrodite
- It

### Injustice at Every Turn

- 6500 participated in survey
- US, US virgin Islands, Puerto Rico, Guam
- violence & discrimination
- Suicide statistics: 1.6% vs. 41%
- 44% people experience harassment, violence, or being excluded from establishments when documents out them

### Injustice at Every Turn

Grades K-12 reported:

- **alarming rates of harassment (78%)**
- **90% experienced job discrimination**
- **55% harassed by Homeless staff or orgs**
- **53% reported public harassment**
- **40% who presented ID not matching name were harassed**
- **One fifth (22%) reported harassment by law enforcement**
- 19% got denied for medical care
- 50% teach their health provider
- **43% maintained family bond**
- 63% experienced serious discrimination

### Injustice at Every Turn

#### Resilience...

- Healthcare - 76% of transgender respondents have been able to receive hormone therapy
- Education - Participants returned to school
- Over three-fourths (78%) reported feeling more comfortable at work
- 94% reported being currently housed
- 58% reported being currently employed

### Injustice at Every Turn

- 56% Suicide attempt
- Highest rates of being denied housing
- 86% harassed in school K-12
- 37% lost job due to bias
- 60% were denied jobs
- 65% harassed at work, 14% Physically assaulted, 10% sexual assaulted
- 39% refuse housing, 20% evicted due to bias
- 40% experienced homelessness

### U.S. Trans Survey 2015

- 27,715 respondents
- Started June 2015
- Outreach to Trans Populations
- Ended September 21, 2015
- Pervasive Mistreatment and Violence
  - 1 in 10 reported violence because of identity
  - K-12

### U.S. Trans Survey 2015

- Severe Economic Hardship and Instability
  - 29% live in poverty
- Harmful Effects on Physical and Mental Health
  - 40% attempted suicide; 5% of national average
- Compounding impact of Other Forms of Discrimination
- Increased Visibility and Growing Acceptance

### U.S. Trans Survey 2015 - Report on Experiences of American Indian and Alaska Native Respondents

- 23% of AI/AN respondents were unemployed
- 41% of AI/AN respondents were living in poverty
- 57% of AI/AN respondents have experienced homelessness
- 21% of AI/AN respondents have lost a job because of being Transgender
- 65% of AI/AN respondents have been sexually assaulted
- 50 % of AI/AN respondents have had negative healthcare experience
- 46% of AI/AN respondents experienced serious psychological distress

### U.S. Trans Survey 2015 - Report on Experiences of American Indian and Alaska Native Respondents

- Education : K-12
  - 92% experienced mistreatment, such as being verbally harrassed, prohibited from dressing according to their gender identity, disciplined more harshly, or physically or sexually assaulted because people thought they were transgender

Family  
55% were generally supportive



- Unemployment
- Poverty
- Sources of income
- Military Service
- Individual and household income
- Sex work and other underground Economy Work
- Experiences in workplace
- Housing, Homelessness, and Shelter Access
- Public Accommodations
- Harassment and Violence
- Police Interactions and Prisons
- Health
- Identity Documents

## Healthcare for Transgender Individuals

- Hormones- how young? If you get ?'s
- Gender confirmation Surgery
- Mental Health – seeking services
- Overall Health – school clinics? LGBTQ
- MTF – prostate, breast exams, Heart, Hormones
- FTM – pap smears, hysterectomy, top surgery
- Asking appropriate Questions
- Educational Settings, Hospitals, Clinics, Nursing Homes, Hospice Care, Therapy Care, Assisted Living, Retirement Homes, ...

## Things to remember:

- Remember the Etiquette tips!
- Be mindful of GLBT people in office or waiting rooms
- Don't police public restrooms
- Don't ask about a Transgender person's genitals unless it has to do DIRECTLY with the care or treatment they are seeking from you!
- Remember being GLBT is not a "Choice"
- Transgender people have always been a part of the Lesbian, Gay, Bisexual Civil Rights Movement!

## Things to remember:

- However, not all trans people identify as being part of the LGBT Community
- Trans people identify as queer, straight, bi, gay, lesbian, asexual, pansexual, etc., just as non-trans people do!
- GLBT issues are everyone's issues also
- Respectfully ask someone how they would like to be addressed
- Paperwork/Documents, Policies/Procedures, Data, Safety, Laws

## Appropriate Data Collection

### ► What sex were you assigned at birth?

Male  
Female  
Decline to State

### ► What is your sex or current gender? (Check all that apply)

Male  
Female  
TransMale/Transman  
TransFemale/Transwoman  
Genderqueer  
Additional Category (Please Specify): \_\_\_\_\_  
Decline to State

Center of Excellence for Transgender Health

## The “Phobias” Definitions

- **“Homophobia** encompasses a range of negative [attitudes](#) and feelings toward [homosexuality](#) or people who are identified or perceived as being [lesbian](#), [gay](#), [bisexual](#) or [transgender](#) (LGBT). It has been defined as [contempt](#), [prejudice](#), aversion, [hatred](#) or [antipathy](#), may be based on irrational [fear](#), and is often related to [religious beliefs](#).”
- **“Transphobia** is a range of negative attitudes, feelings or actions toward [transgender](#) or [transsexual](#) people, or toward [transsexuality](#). Transphobia can be emotional disgust, fear, violence, anger or discomfort felt or expressed towards people who do not conform to society's [gender](#) expectations.”
- **“Biphobia** is aversion toward [bisexuality](#) and toward bisexual people as a [social group](#) or as individuals. It can take the form of denial that bisexuality is a genuine sexual orientation, or of negative stereotypes about people who are bisexual (such as the beliefs that they are promiscuous or dishonest).”

## How to be an awesome Ally & Provider

- Never deny a GLBT person care or service because of your personal beliefs!
- Treat GLBT people with the courtesy & respect you would like to be treated with.
- Be sensitive that most Transgender medical needs are not covered by insurance.
- Advocate for Cultural Fluency
- Be aware that Transgender people may have a name or other information on records that may be incongruent with appearance or preferred name and pronoun.
- Don't just add the “T”:
  - Make your organization is truly Transgender Inclusive/Accepting/Aware
  - Don't tokenize Transgender people!

## How to be an awesome Ally & Provider

- Become an active ally for lesbian, gay, bi and Transgender people in your CommUNITY.
- Call out Trans-phobic/homophobic remarks and jokes.
- Resist the urge to place others into a male box or female box....gender stereotypes suck for everyone, not just Transgender people!

### How can we “*Mend the Rainbow*”

- Create supportive systems
- Build Trust
- Honor Traditions and Culture
- Eliminate Homophobia/Transphobia
- Educate Services and Law Enforcement of Special Issues, i.e. same partner domestic violence, etc.
- Identify appropriate Resources
- Reassess Protective Protocols, i.e. shelters, jails, hospitals, services
- Become knowledgeable in LGBT State, Federal, & Tribal Laws
- Creating Tribal ordinances and/or policies to protect Native LGBT/Two Spirit people
- Address Homelessness, Substance Use/Abuse, Same Partner Violence, Discrimination, Hate, HIV/AIDS & STI, Employment, Adequate Healthcare, etc.

### Strategies For Supporting LGBT2S

- Avoid being judgmental—keep an open mind
- Address your own phobia and biases
- Ask questions and be willing to learn
- Recognize that LGBT2S people are often especially vulnerable to being targets of violence.

### Strategies For Supporting LGBT2S

- Be honest with your feelings, concerns and wishes with LGBT2S and about the risks that they may place themselves in
- Include LGBT2S people in all aspects of community life and cultural activities
- Assist in finding the local traditional roles that LGBT2S played or held in your community, prior to European contact

### Strategies For Supporting LGBT2S

- Speak out against homophobia, transphobia, hate crimes, including jokes against LGBT2S people.
- Encourage and support LGBT2S people to share their stories of domestic violence and hate crime experiences
- Support LGBT2S victims of domestic violence and hate crimes by listening and by being empathetic

## Strategies For Supporting LGBT2S

- Encourage the media to report accurately and on all crimes of hate
- Educate young people to not tolerate violence and hate against anyone

## Resources – Organizations

**National Coalition of Anti-Violence Programs**

24-Hour Hotline 212-714-1141

[www.avp.org](http://www.avp.org)

**NCAVP's Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Intimate Partner Violence in 2016**

<http://avp.org/wp-content/uploads/2017/11/NCAVP-IPV-Report-2016.pdf>

**GLBTQ Domestic Violence Project**

24-Hour DV Hotline: 800-832-1901  
Sexual Assault Help Line: 617-779-2179

[www.glbtqdv.org](http://www.glbtqdv.org)

**Southwest Indigenous Women's Coalition LGBT Advisory Council**

[www.swiwc.org](http://www.swiwc.org)

**National Indigenous Women's Resource Center**

[www.niwrc.org](http://www.niwrc.org)

**Tribal Law and Policy Institute**

[www.tlpi.org](http://www.tlpi.org)

## Resources – Organizations

**National Transgender Center for Equality**

[www.transequality.org](http://www.transequality.org)

**National Gay and Lesbian Task Force**

[www.thetaskforce.org](http://www.thetaskforce.org)

**Transgender Law Center**

[www.transgenderlawcenter.org](http://www.transgenderlawcenter.org)

**Center for Excellence for Transgender Health, University of California, San Francisco**

[www.transhealth.ucsf.edu](http://www.transhealth.ucsf.edu)

## Resources

**Injustice at Every Turn, Executive Summary**

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

**US Trans Survey 2015, Executive Summary**

[www.transequality.org/sites/default/files/docs/usts/USTS-Executive-Summary-Dec17.pdf](http://www.transequality.org/sites/default/files/docs/usts/USTS-Executive-Summary-Dec17.pdf)

**AIDS United Consensus Statement**

[www.aidsunited.org/resources/stepping-up-a-consensus-statement-by-trans-leaders](http://www.aidsunited.org/resources/stepping-up-a-consensus-statement-by-trans-leaders)

**Office of Victims and Crime**

[www.ovc.gov/pubs/forge/sexual\\_numbers.html](http://www.ovc.gov/pubs/forge/sexual_numbers.html)[https://www.ovc.gov/pubs/forge/tips\\_five\\_keys.html](https://www.ovc.gov/pubs/forge/tips_five_keys.html)

[www.ovc.gov/pubs/forge/printerFriendlyPDF/tips.pdf](http://www.ovc.gov/pubs/forge/printerFriendlyPDF/tips.pdf)

## Resources – Toolkits

### **National Coalition of Anti-Violence Programs**

Community Action Toolkit for Addressing Intimate Partner Violence Against People of Color  
Community Action Toolkit for Addressing Intimate Partner Violence Against Transgender People

[www.avp.org/about-avp/coalitions-a-collaborations/82-national-coalition-of-anti-violence-programs](http://www.avp.org/about-avp/coalitions-a-collaborations/82-national-coalition-of-anti-violence-programs)

### **Tribal Equity Toolkit: Tribal Resolutions and Codes to Support Two Spirit/LGBT Justice in Indian Country**

Bias-Motivated (Hate) Crimes  
Criminal Offenses with Bias Motive  
Prohibiting Specific Actions  
Enhanced Penalties

Bias-Motivated Crime Reporting and Training

[https://graduate.lclark.edu/programs/indigenous\\_ways\\_of\\_knowing/tribal\\_equity\\_toolkit](https://graduate.lclark.edu/programs/indigenous_ways_of_knowing/tribal_equity_toolkit)

## QUESTIONS AND/OR COMMENTS



Ahe'hee  
(Thank you)