



Sexual Violence
**PREVENTION
& RESPONSE**
Summit



**Implementing Humanity in the Title IX
Complaint Process:**
Supporting 2SLGBTQIA+ People

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Overview

Ground Rules for Learning

Agreements for us feel ready to learn together.

Humanity and Empathy & Storytelling

What do these words mean to us and our work?

2SLGBTQIA+ 101 Information

What does 2SLGBTQIA+ mean? What are pronouns?

Oppression, Intersectionality & Polyvictimization

How does oppression affect different groups of people?

Scenarios & Putting Empathy into Action

How can we apply what we have learned?

Open Q&A

What questions do you have for us today?



Ground Rules for Learning

Confidentiality

Take what you learn here and share, but leave people's personal stories and wonderings here so we can feel safe to share.

Use "I" Statements

"I feel confused about pronouns"
vs. "Nobody gets pronouns, they're too hard"

Ask Questions

THIS IS A PRACTICE SPACE. In this space we will practice putting on new ideas, trying out new language and thinking differently about previously held ideas. Remember that there will be a Q&A at the end!

Accept No Closure

Hang out in uncertainty even though it is uncomfortable.
Avoid rushing to quick solutions and trust the process.

What does “humanity” mean to you?

Humanity is the quality or state of being human.

Humanity is the quality or state of being human, compassionate, sympathetic or generous behavior or disposition.

American Association of Colleges & Universities describes “recognizing human dignity, displaying **genuine empathy**, grace, and **compassion toward ourselves and others**, realizing that we’re complete, complex human beings

Humanity in the Title IX Complaint Process

Title IX

Although, Title IX was put in place to prohibit discrimination on the basis of sex (ex. sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, sexual coercion) in education programs and activities, it doesn't mean discrimination, bias and harm don't happen in the complaint process.

Storytelling

Survivors of sexual misconduct, assault, violence and/or discrimination based on gender & sex end up needing to tell their story countless times in order to receive support.

This can be traumatic, emotionally challenging, embarrassing and ultimately demoralizing. Repeatedly talking about a traumatic event can in itself be a barrier to people engaging in the Title IX complaint process.

In what ways do the systems you work
within *lack* empathy and compassion?

What are some *barriers* for accessing
empathy and how does that affect the
integrity of your work?

When has someone made you **safer** in a conversation that might have made you feel uncomfortable?

Trauma Informed Care & Listening Tips

- Being prepared and ready for conversation. Aim to make the person repeat themselves as possible.
- Open mindedness and calm confidence. No judgmental facial expressions or reactions.
 - Eliminate any tones of judgment or blame in questions & responses.
 - If a question could be interpreted as judgmental/blameful, explain the purpose of the question (i.e why it is being asked). If you can't clearly explain the purpose, don't ask.
- Reflecting the person's language they are using
 - Correct Names & Pronouns
 - Identities
 - Body Parts (when asking for clarity, you can explain why this is essential)
 - Sexual Acts & Behavior

Basic Concepts

Sex/Gender Assigned at Birth

Sex in a medical context refers to a set of physical characteristics affected by your body's combination of hormones and chromosomes.

In other contexts it leads to assumptions about who you are.

Gender Identity

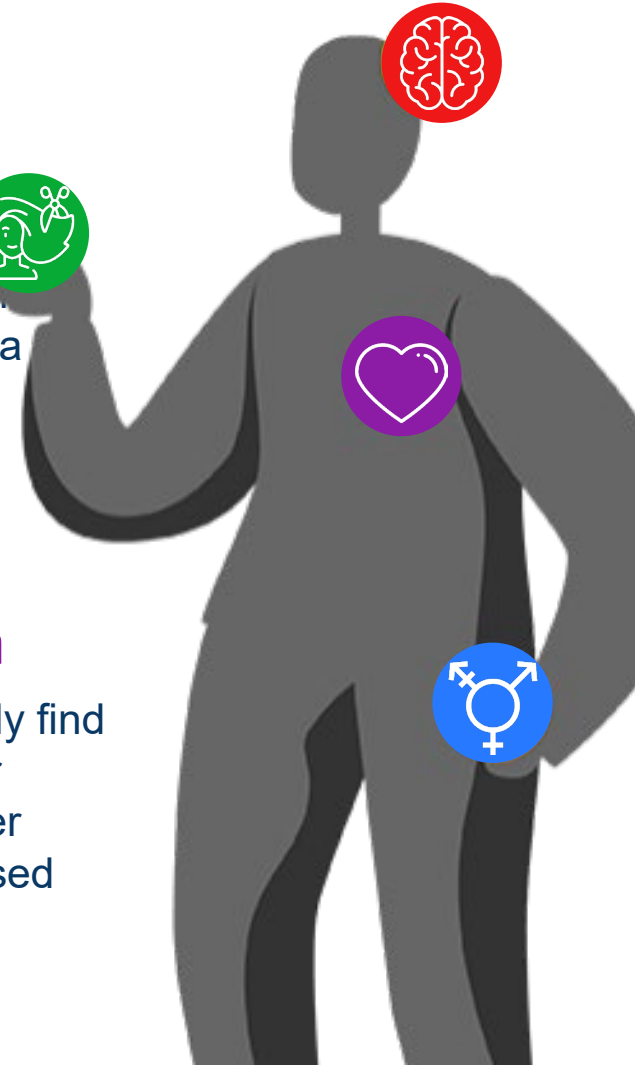
A person's own sense of if and in what way they are a man, a woman, a mix of multiple genders, no gender, or another gender entirely.

Gender Expression

A person's behavior, mannerisms, interests, and appearance in a cultural context.

Sexual & Romantic Orientation/Attraction

Describes how people generally find themselves sexually and/or romantically attracted to other people based on the expressed gender of those people.



LGBTQIA2S+ Explained

L

Lesbian



A woman who is emotionally, romantically or sexually attracted to other women. Women and non-binary people may use this term to describe themselves.

G

Gay



A person who is emotionally, romantically or sexually attracted to members of the same gender. Men, women and non-binary people may use this term to describe themselves.

B

Bisexual



An individual who is emotionally, physically and/or sexually attracted to multiple sexes/genders.

T

Trans



A term for people whose gender identity differs from the sex they were assigned at birth.

Q

Queer



Often used as an umbrella term used to describe anyone who is not heterosexual or cisgender, or the community as a whole.

LGBTQIA2S+ Explained cont.

Q

Questioning



A term used to describe people who are in the process of exploring their sexual orientation and/or gender identity.

I

Intersex



Intersex people are born with a variety of differences in their sex traits and reproductive anatomy including differences in genitalia, chromosomes, gonads, internal sex organs, hormone production, hormone response, and/or secondary sex traits.

A

Asexual & Aromantic



Asexuality exists on a spectrum. It is a term used to describe someone who does not experience sexual attraction or experiences it very rarely or only under certain conditions. **Aromantic** is a term for individuals who do not experience romantic attraction.

2S

Two Spirit



A person who has both a masculine and a feminine spirit, and is used by some people indigenous to Turtle Island/North America to describe their sexual, gender and/or spiritual identity. As an umbrella term it may encompass same sex attraction and a variety of gender variance. *Cultural Roles & Responsibilities

+

Plus



The 'plus' is used to signify the ever growing list of the gender identities and sexual orientations that are not specifically covered by the other initials.

When greeting others

Avoid:

ladies gentlemen ma'am sir girls guys etc.

Consider using instead:

“Thanks, **friends**.
Have a great
night.”

“Good morning,
folks!”

“Hi, **everyone!**”

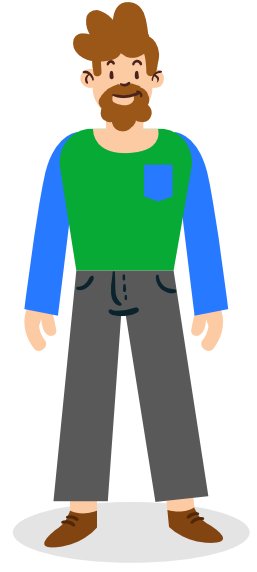
“And for **you?**”

“Can I get
you **all**
something?”

Why?

Shifting to gender-inclusive language respects and acknowledges the gender identities of all people and removes assumption.

Be mindful of language



Misgendering is to misgender someone to wrongly attribute a gender to them which they don't align with. This can be done intentionally or by accident.

- This can be simply using a word, especially a pronoun or form of address, that does not correctly reflect the gender with which they identify.

What are pronouns?

- Pronouns are helpful tools in language that allow us to refer to someone without having to use their name.
 - They help us identify people and can often communicate a person's gender.
 - Because of gendered associations, we need to be mindful of the misuse of one's pronouns.



<u>SUBJECT</u>	<u>OBJECT</u>	<u>POSSESSIVE</u>	<u>PRONUNCIATION</u>
she	her	hers	shee, her, herz
he	him	his	hee, him, hiz
they	them	theirs	thā, them, therz
ze	hir	hirs	zhee, here, heres
ze	zir	zirs	zhee, zhere, zheres
xe	xem	xyrs	zhee, zhem, zheres

NEO-PRONOUNS

Chosen Names & Deadnames

Chosen Name

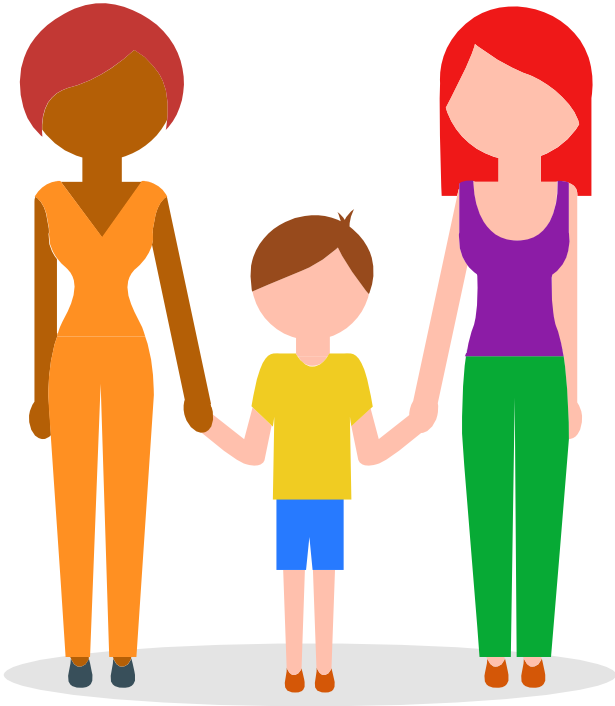
The name someone wishes to be known by and referred to in their community. It may be different from their legal first name.

Deadname/ Birth Name/ Legal Name/ Given Name/ Old Name

A name that someone no longer uses (or names) that a trans, non-binary, and/or gender-expansive person was called before adopting a more-affirming name later in life,

Deadnaming

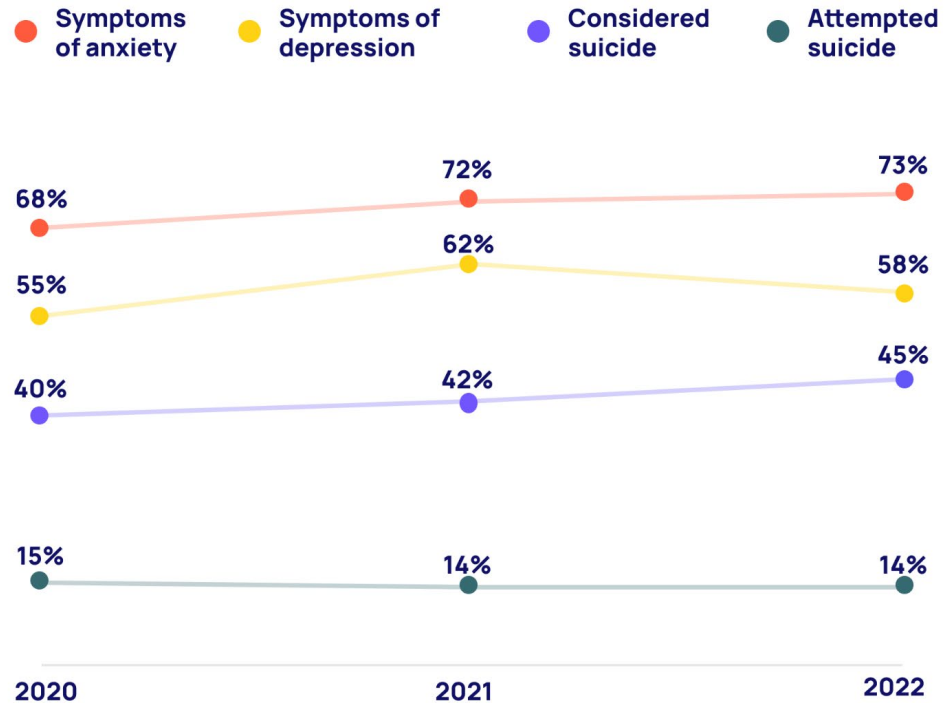
Occurs when an individual, intentionally or not, refers to the name that a transgender or gender-expansive individual used at a different time in their life. Avoid this practice, as it can cause trauma, stress, embarrassment, and even danger.



Is it that big of a deal to use the correct name and pronouns?

- **YES** It is a way to respect them and create a inclusive environment, just as using a persc name can be a way to respect them.
 - Just as it can be offensive or even harassing make up a nickname for someone and call t that nickname against their will, it can be offensive or harassing to guess at someone pronouns and refer to them using those pror if that is not how that person wants to be known.
 - Or, worse, actively choosing to ignore the pronouns someone has stated that they go l could imply the oppressive notion that inters transgender, nonbinary, and gender nonconforming people do not or should not

Trends in LGBTQ youth mental health & suicide risk from 2020-2022



- **Using the correct name and pronour literally saves lives.**

Pronoun Etiquette

1. When you slip up, correct yourself briefly and move on
2. When someone corrects you, say thank you, replace the pronoun, and move on
3. Get in the habit of interrupting people with corrections
4. For every time you get it wrong, practice it right three times
5. Recontextualize the person you're talking to

1. When you slip up, correct yourself briefly and move on



 tai.draws

2. When someone corrects you, say "thank you"

and just move on swiftly



 tai.draws

Oppression

Oppression

A social dynamic in which certain ways of being in the world, including certain ways of identifying or being identified, are normalized and privileged while other ways are disadvantaged or marginalized.

Heterosexism

The belief that heterosexuality is the only natural or moral mode of sexual behavior. This belief results in a system of bias and discrimination against same-gender sexuality and relationships.

Heterosexual Privilege actual or promised societal benefits accorded to individuals who identify as heterosexual or relationships perceived as heterosexual

Cissexism

The belief that transgender and non-binary identities are inferior to and/or less valid than cisgender identities. This belief results in a system of bias and discrimination against transgender, non-binary, and gender nonconforming individuals.

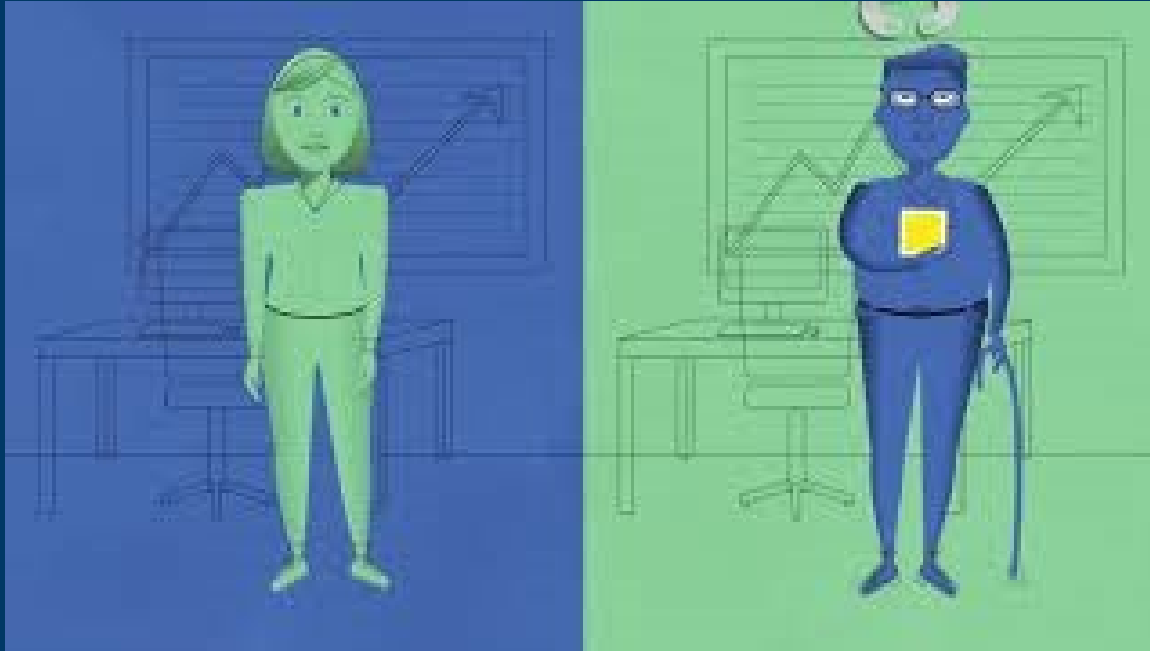
Cisgender Privilege actual or promised societal benefits accorded to individuals whose gender identity aligns with the gender they were assigned at birth

Intersectionality

Definition

- “Intersectionality is just a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles.”

Kimberlé Crenshaw *Developer of Intersectionality Theory*



Polyvictimization

Definition

Polyvictimization refers to the experience of multiple types of victimization such as sexual violence, physical abuse, neglect, bullying, and exposure to family violence versus multiple episodes of the same kind of victimization.

Polyvictimization & 2SLGBTQIA+ Identities

It is critical to remember that the majority of queer & transgender victims of violence have experienced multiple types of violence.

- Lifetime polyvictimization is defined as experiencing fifteen or more different forms of victimization by mid to late adolescence.
- According to research by the National Institute of Justice from 2019, gender and sexual ‘minorities’ experience rates of polyvictimization much higher than their cis/het counterparts, with over half of TGNC people having experienced more than one form of violence.
 - Genderqueer assigned male at birth (65.4%), transgender female (63.2%), transgender male (57.4%), genderqueer assigned female at birth (55.0%) are significantly more likely to be lifetime polyvictimized.
 - Additionally, pansexual (56.8%), queer (52.0%), questioning (47.0%), and bisexual (45.8%) participants were significantly more likely to be lifetime polyvictimized than gay-identified peers (32.7%).

How are you showing up in spaces with victim survivors as a person with privilege and power?

- White
- Heterosexual
- Cisgender
- Nondisabled
- Thin
- Higher Income Levels
- Christian (Dominant Religions)
- College Educated
- *Consider the visibility piece for some of these identity traits*
- *What else?*

Recommendations

Avoid Misgendering

Research shows that misgendering is associated with psychological distress. The frequency with which participants reported being misgendered was associated with depressive symptoms, stress and perceiving more transgender stigma in society. (McLemore, 2018)

Review All Communication for Incorrect Gendered Language

With system databases being limited with names, pronouns & sex options, be sure you are diligently reviewing any emails, reports, notes about the student(s) and their case and being sure chosen names and pronouns are being used every single time. This includes honorifics like Mr., Ms. & Mx.

When a Title IX Doesn't Meet the Threshold

Acknowledge that harm did in fact happen AND that this process can be invalidating especially a disappointing outcome. Offer alternative options for support both on campus and in community.

Thoroughly explain what a conduct route could entail (if applicable) and who specifically on campus can talk to. We don't want to leave victims hanging with nowhere to turn to and no one to talk to.

Scenario 1

Off Campus Sexual Misconduct

Rayn (they/them) | 19 Years Old | ~~Second Year Student~~
Lives On Campus

After a night of drinking, Rayn's partner Bre (they/them) made unwanted advances towards Rayn at Bre's off campus apartment. Rayn shares that Bre inserted their fingers into Rayn's pussy (vagina) after they repeatedly said they didn't want that.

- What might be challenging for you in dealing with this case?
- How can you be thoughtful around reflecting the language Rayn is using while also including accurate information on the report?
- How would you handle telling Rayn that this case would be dismissed due to the location of the incident?

Misgendering

Ella (he/him) | 18 Years ~~Old~~ *First Year Student*
Commuter Student

Ella shared with his Biology TA that he stopped going to Biology because of the incessant misgendering that was coming from the Professor and other students. Ella shared that Professor Ross continually uses she/her pronouns for him even after he sent an email to her reminding and asking her to use the correct pronouns.

Scenario 2

- What might be challenging for you in dealing with this case?
- How could you explain the “severe, pervasive and objectively offensive” requirements for Title IX cases without being invalidating?
- If this case doesn’t meet the threshold, what are some alternative options you could direct Ella to? What could you as a campus employee do?

Scenario 3

On Campus Sexual Assault

Dorian (he/him) | 18 Years ~~Old~~ *First Year Student*
Lives on Campus

Dorian's RA overheard that Dorian was assaulted last weekend by his boyfriend. Dorian did not willingly share this information with his RA or his Hall Manager and already feels uncomfortable in the conversation because he is the only Black person in the room.

- How would you make sure Dorian feels supported in this conversation?
- If Dorian refuses to share more information or engage in more conversation about this, how would you make sure Dorian is aware of resources and support?
- What are the challenges that might arise for you?

Questions?



SCAN HERE



Thank you for participating.

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