

# ENHANCING SERVICES TO MALE-IDENTIFIED SURVIVORS SERIES:

## GENDER NEUTRAL ADVOCACY

National  
LGBTQ  
Institute on  
IPV



National Resource Center  
on Domestic Violence



# WELCOME!

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Edric Figueroa & Amarinthia Torres



National Resource Center  
on Domestic Violence



**What interested you  
about this topic?**

**What are you hoping  
to take away?**

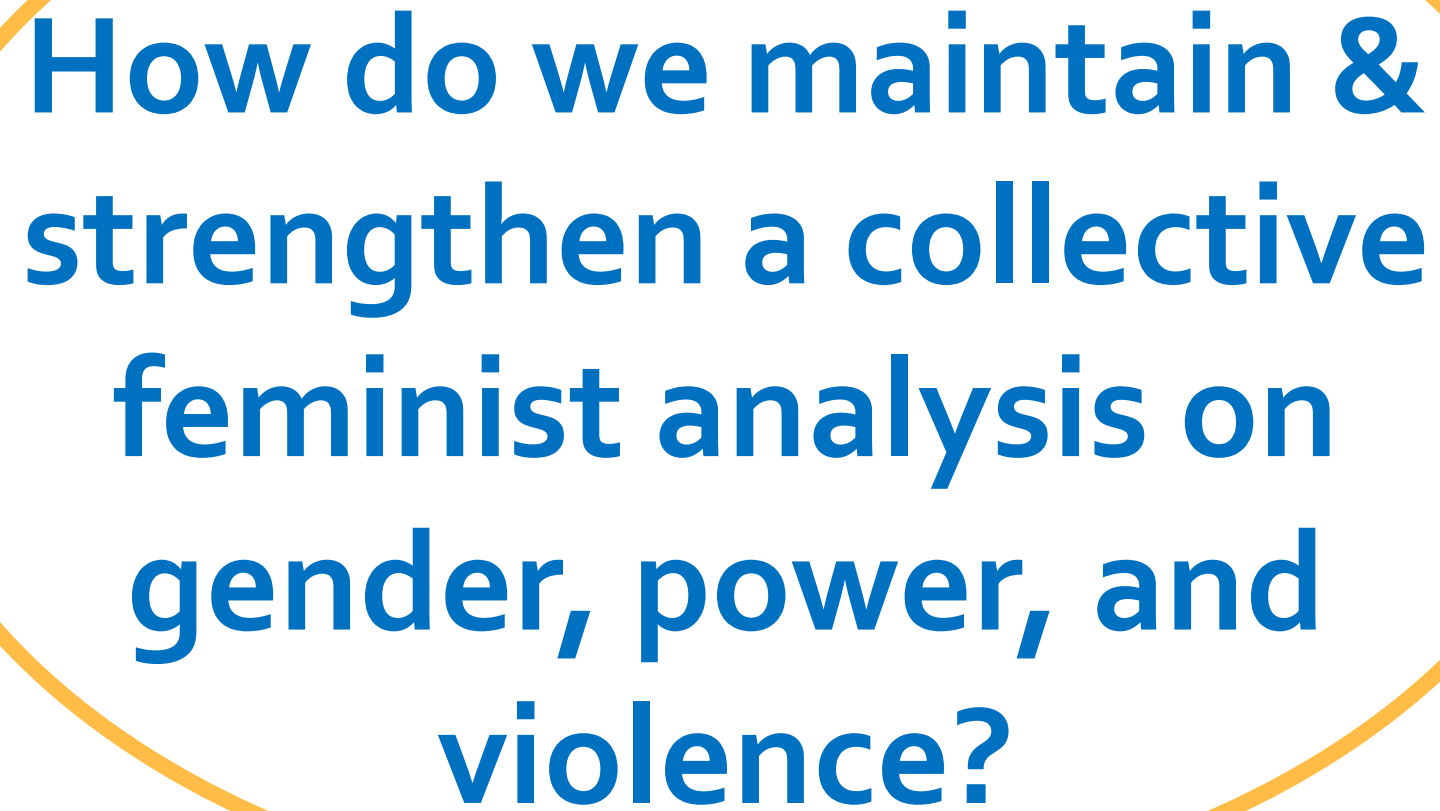
**WHAT ARE WE  
NOTICING?**

**WHY THIS TOPIC?**

**How do we  
meaningfully  
support survivors of  
all genders?**

**How do we  
meaningfully  
support survivors of  
all genders?**

**How do we maintain &  
strengthen a collective,  
feminist analysis on  
gender, power, and  
violence?**



**How do we maintain &  
strengthen a collective  
feminist analysis on  
gender, power, and  
violence?**





## 2013 VAWA:

FIRST TIME GENDER  
IDENTITY & SEXUAL  
ORIENTATION HAVE  
EVER BEEN  
PROTECTED UNDER  
FEDERAL LAW.

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“

**There has to be a shift in culture. We have to have conversations about systems that are in place that allow sexual violence to flourish.**

- T A R A N A B U R K E

@UN\_Women



Photo: Courtesy of Tarana Burke

# Tactics Across Scale

- Dominant groups have long used the language of liberation to entrench their privilege and power. These techniques inevitably work to muddy the waters about who is actually facing discrimination or disparity in a given situation.
- Ignores known statistical data and research about who is disproportionately impacted.
- Undermines the experiences of marginalized communities and works to redefine oppression by framing dominant groups as its primary victims.

More widespread knowledge &  
use of terminology from the  
field

Tendency to collapse a lot of  
experiences into domestic  
violence.

Collapsing of community-based advocacy  
and criminal legal system in response to DV.

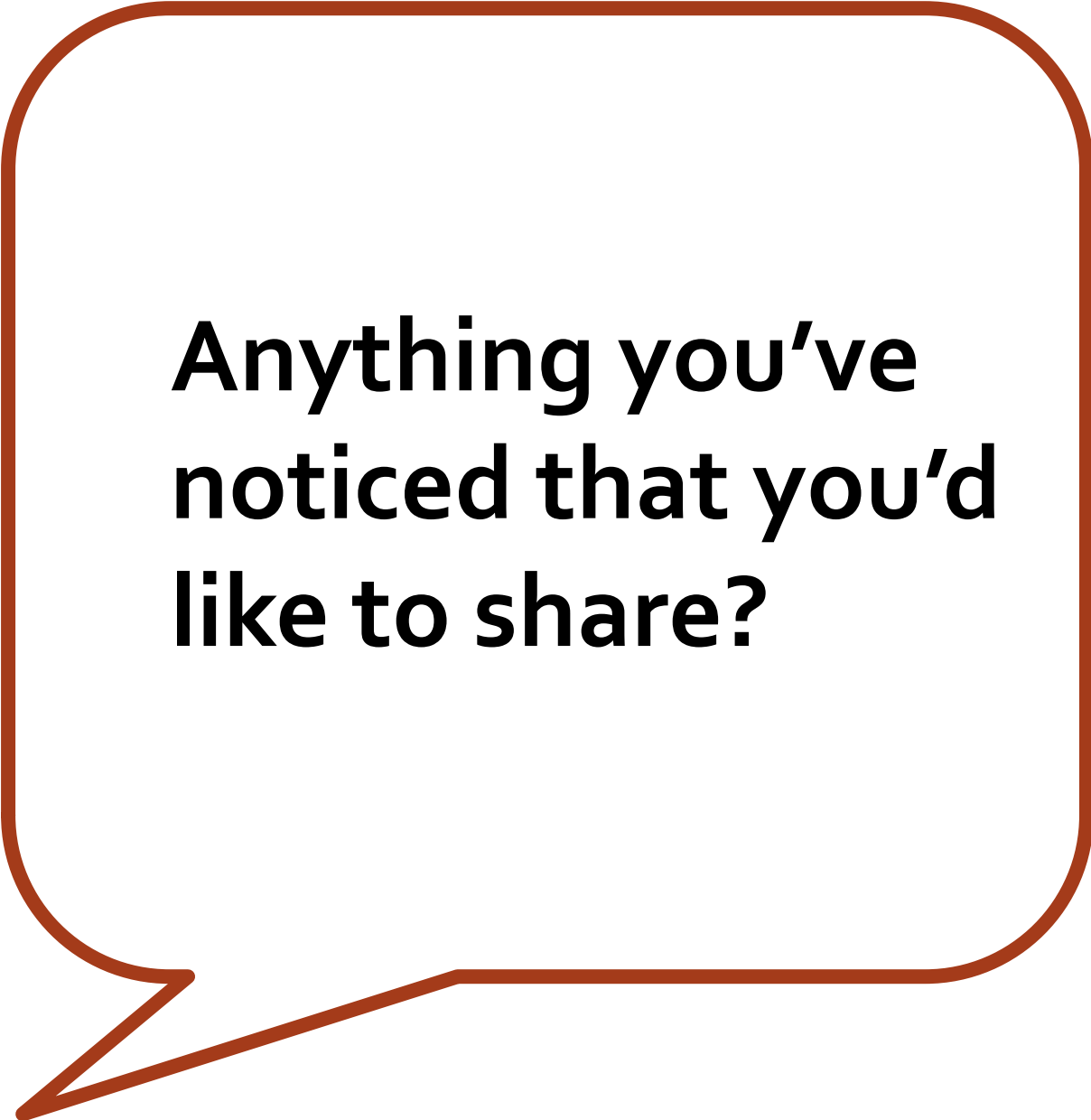
Increase in "victim defendants"

"we wanted to increase  
our male survivor support  
group, so we posted  
flyers asking if men felt  
emotionally abused by  
their partner"

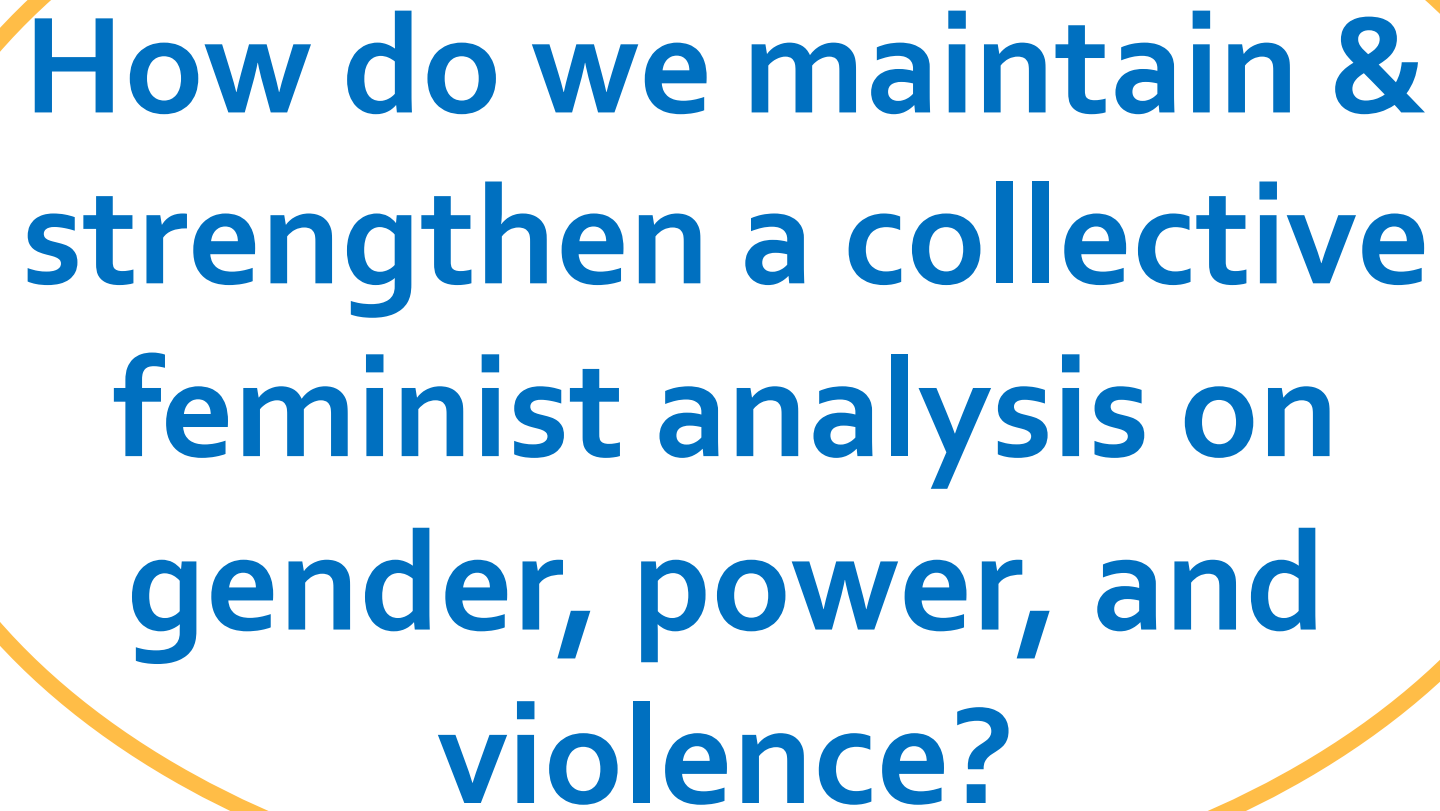
Conflict Tactics Scale

Gender Symmetry

Use of checklists of abusive behaviors



**Anything you've  
noticed that you'd  
like to share?**



**How do we maintain &  
strengthen a collective  
feminist analysis on  
gender, power, and  
violence?**

The good news is:

We already have the skills, and  
tools we need to do this!

The less good news is...its difficult and  
we have to be diligent and savvy and  
persistent...

Understanding institutional inequality and oppression is **essential** to this work...from safety planning to systems advocacy to making referrals.



racism, disproportionate impact of criminalization to people of color, sexism, poverty, ableism, immigration laws, transphobia and all the intersections in between.

People who are abusive **rely on inequality** and systems of oppression to establish and maintain abusive control.



## LGBTQ Abuse & Oppression

**Oppression**, at its core, is the systematic over-valuing of some people and simultaneous under-valuing of other people, based on their membership within particular social groups.

## LGBTQ Abuse & Oppression

We understand that abuse happens when one of us believes **that we have more value than another person** and creates a dynamic which, over time, gives us more access to resources, relationships and decision-making than the other person.

# Patriarchy

A system of institutional, cultural and individual beliefs and practices which establishes a binary gender system of two distinct genders (“man” and “woman”)...

within which men are given power and privilege at the expense of women, transgender and gender-non conforming folks.

## Co-Created Models of Subordination & Domination

White supremacy

Colonization

Patriarchy (Heteropatriarchy)

Unchecked Capitalism

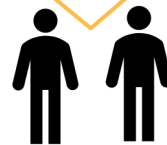
“Interpersonal violence usually belies a whole host of **social conditions** that are hard to qualify and quantify (i.e. privilege, race, poverty, gender, oppression, resistance, wealth, cultural norms, etc...).”

~Crunk Feminist Collective

# Coercive Power Tactics Across Scale



using physical & sexual violence  
using intimidation/coercion/threats  
using economic abuse:  
using children:  
minimizing, denying and blaming:  
using psychological/  
emotional abuse  
using isolation



individual/interpersonal

Each person within the pyramid  
(which is to say, all of us)  
is capable of prejudice, abuse, and violence

**{however}**

Only individuals/groups with ***access to institutional and cultural power*** are able to back up their prejudices through policies, laws, and norms.



## *Lesbian Loses Court Appeal For Custody Of Daughter*

By MIREYA NAVARRO

MIAMI, Aug. 30 — A Florida appeals court today upheld a decision by a trial judge transferring custody of a girl, now 12, from her lesbian mother to her father, who served eight years in prison for murdering his first wife 22 years ago.



Harvard University, Schlesinger Library on the History of Women in America





## Issues | Employment

Choose Issue ▾

More than one in four transgender people have lost a job due to bias, and more than three-fourths have experienced some form of workplace discrimination. Refusal to hire, privacy violations, harassment, and even physical and sexual violence on the job are common occurrences, and are experienced at even higher rates by transgender people of color. Many people report changing jobs to avoid discrimination or the risk of discrimination. Extreme levels of unemployment and poverty lead one in eight to become involved in underground economies—such as sex and drug work—in order to survive.



While many states, D.C., Puerto Rico, and over 200 local jurisdictions, and hundreds of employers have adopted clear laws or policies to prohibit this discrimination, just about half the nation still lives without these clear protections. Trans people can also face discrimination in the jobs programs meant to connect them with job opportunities and/or training. In recent years, courts and federal agencies have increasingly taken the view that job discrimination against transgender people is prohibited by existing laws against sex discrimination. This inclusive understanding of sex discrimination laws, accepted by the Equal Employment Opportunity Commission in 2012, has the potential to be a powerful tool to combat employment bias. The EEOC has now investigated and settled many cases on behalf of

Advocacy Model Language	Criminal Legal System Language
<p>A person who experiences a pattern of power and control by another.      Survivor</p> <p>A person who establishes a pattern of power and control over another.      Abuser/Batterer</p>	<p>Victim      A person against whom a crime of battery has been committed.</p> <p>Perpetrator      A person who has been convicted of committing a crime of battery.</p>
<p><b>The advocacy model understands that people who abuse their partners may:</b></p> <ul style="list-style-type: none"> <li>• Establish a pattern of control that occurs 24-7,</li> <li>• Control/exploit their partner over time,</li> <li>• use a number of tactics—some of which are illegal, <b>most of which are legal,</b></li> <li>• rely on systems of oppression and social inequalities to maintain their control over their partner.</li> </ul>	<p><b>Meanwhile, the criminal legal system:</b></p> <ul style="list-style-type: none"> <li>• is designed to address specific incidents and determine if they are legal or illegal,</li> <li>• evaluates “moments in time”, not patterns of abusive control,</li> <li>• ignores bias and posits everyone as agents under the law—regardless of institutional inequalities.</li> </ul>



**QUESTIONS/PAUSE**

**How do we  
meaningfully  
support survivors of  
all genders?**

# LGBTQ Institute's Approach:

All programs are “All Genders”

*Survivor Supports* are “no people causing harm”.

*Community Engagement* activities are open to all.

We know:

“men” ≠ “batterers”

“women” ≠ “survivors”

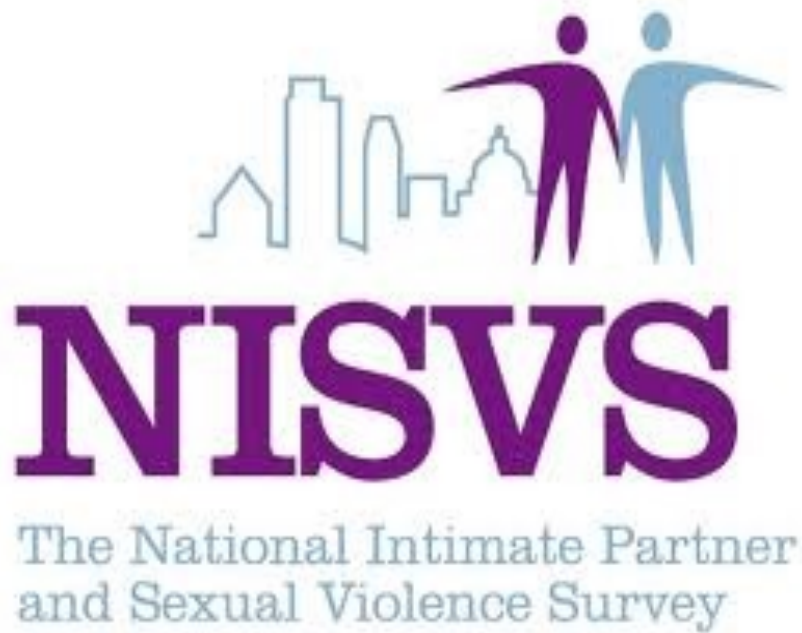
“women’s space” ≠ “safe space”

Advocates **cannot rely** on gender or a *checklist of behaviors* to determine who is abusing power.

Of people who have experienced rape, stalking, or physical violence by a partner: 83% of women and 35% of men reported **significant impact.**

National Intimate Partner and Sexual Violence Survey; Special Reports, 2010 Findings on Victimization by Sexual Orientation. CDC.





### How NISVS Measured the Impact of Intimate Partner Violence

For each perpetrator of intimate partner violence, respondents were asked about whether they had experienced:

- being fearful
- being concerned for safety
- symptoms of post-traumatic stress disorder (PTSD)
  - having nightmares
  - trying hard not to think about it or avoiding being reminded of it
  - feeling constantly on guard, watchful, or easily startled
  - feeling numb or detached from others, activities, or surroundings
- being injured
- needing healthcare as a result of the intimate partner violence experienced
- needing housing services
- needing victim's advocate services
- needing legal services
- contacting a crisis hotline
- missing days of work or school because of the intimate partner violence experienced
- for those reporting rape by an intimate partner – contracting a sexually transmitted infection or becoming pregnant (for women)

The questions were assessed in relation to specific perpetrators, without regard to the time period in which they occurred. Because violent acts often do not occur in isolation and are frequently experienced in the context of other violence committed by the same perpetrator, questions regarding the impact of the violence were asked in relation to all forms of violence (sexual violence, physical violence, stalking, expressive aggression, coercive control, and reproductive control) committed by the perpetrator in that relationship. Such information provides a better understanding of how individual and cumulative experiences of violence interact to result in harm to victims and provides a more nuanced understanding of the overall impact of violence.



83% of women and 35% of men  
reported significant impact



People of **all genders** need support to survive the impacts of abuse.

The impacts of abuse are **not** *gender neutral*.

“gender neutral” is not the answer.

The DV Movement needs a  
shared, **robust** gender analysis.

“Neutrality” is not the answer.

The DV Movement needs a shared, **robust** analysis of oppression, systems of subordination, patterns of power and control.

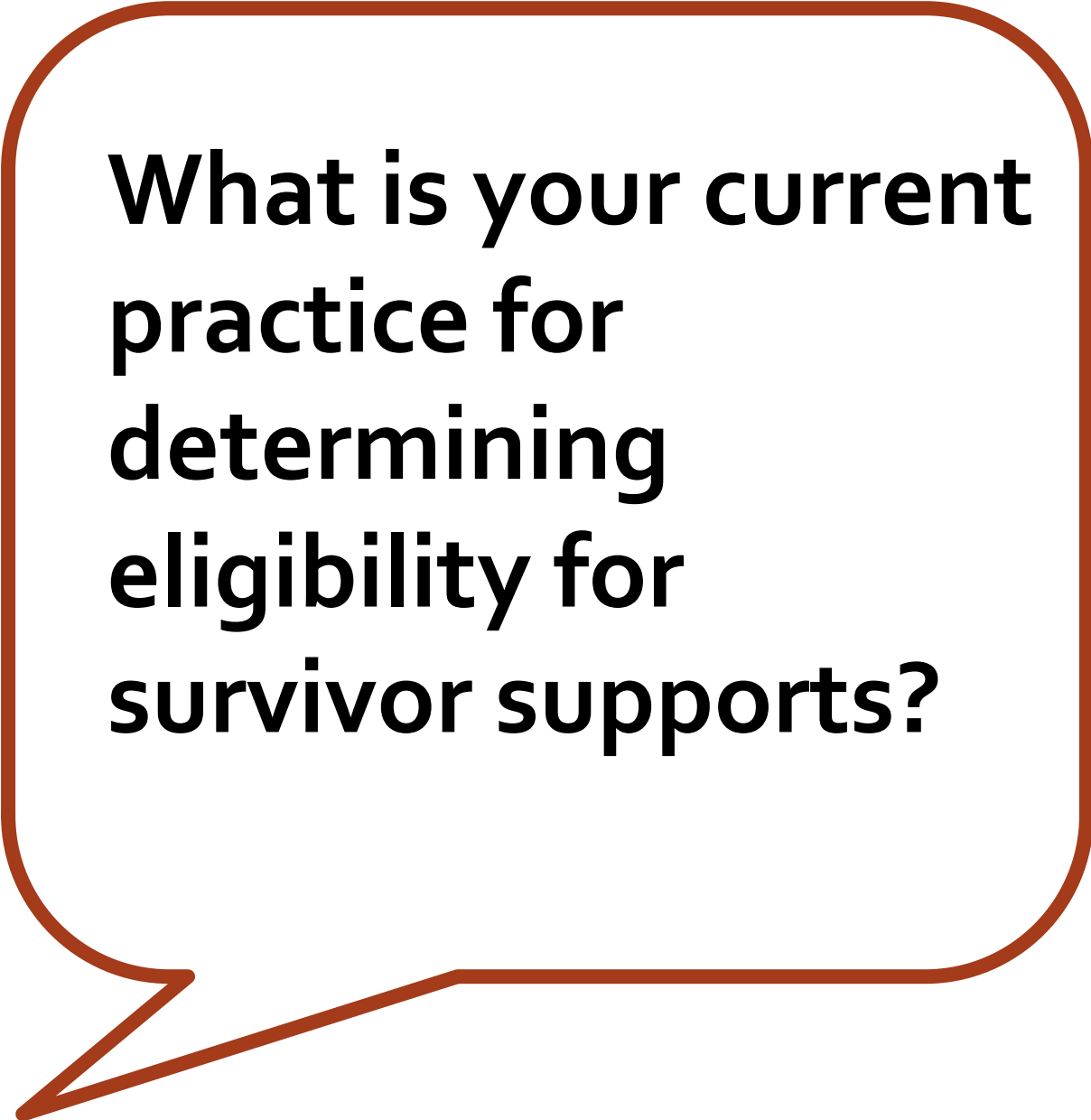
To say it plain:

Survivors need  
*survivor supports.*

(“abuser segregated” not “sex  
segregated”)

**QUESTIONS/PAUSE**

# **ASSESSING FOR A PATTERN OF COERCIVE CONTROL**



**What is your current  
practice for  
determining  
eligibility for  
survivor supports?**

# Assessing for a **PATTERN** of coercive control

(vs **incidents** of harm or violence)



# The Assessment Tool...

There is **no simple formula** to determine who is abusing or who is surviving that abuse.

We do have a **strong framework and intake process, rooted in an understanding of oppression** for discerning patterns of power, control and exploitation in relationships.

**Advocates use this approach to clarify the:**

- **Context**
- **Intent**
- **Effect**

**of behaviors, agreements, and events in order to determine who is establishing a system of power and control in an abusive relationship.**

## Assessing for Coercive Control

Ensures you are serving all survivors,  
even if their behaviors  
are complicated & that you have the  
information needed to direct people  
who are abusive to intervention  
programs or other community  
supports.

When people who batter  
have access to survivor  
services and advocacy,  
their control over their  
partner **INCREASES.**

When survivors are placed  
in perpetrator treatment,  
their self-determination  
and safety **DECREASES.**

Understanding institutional inequality and oppression is **essential** to this work...from safety planning to systems advocacy to making referrals.

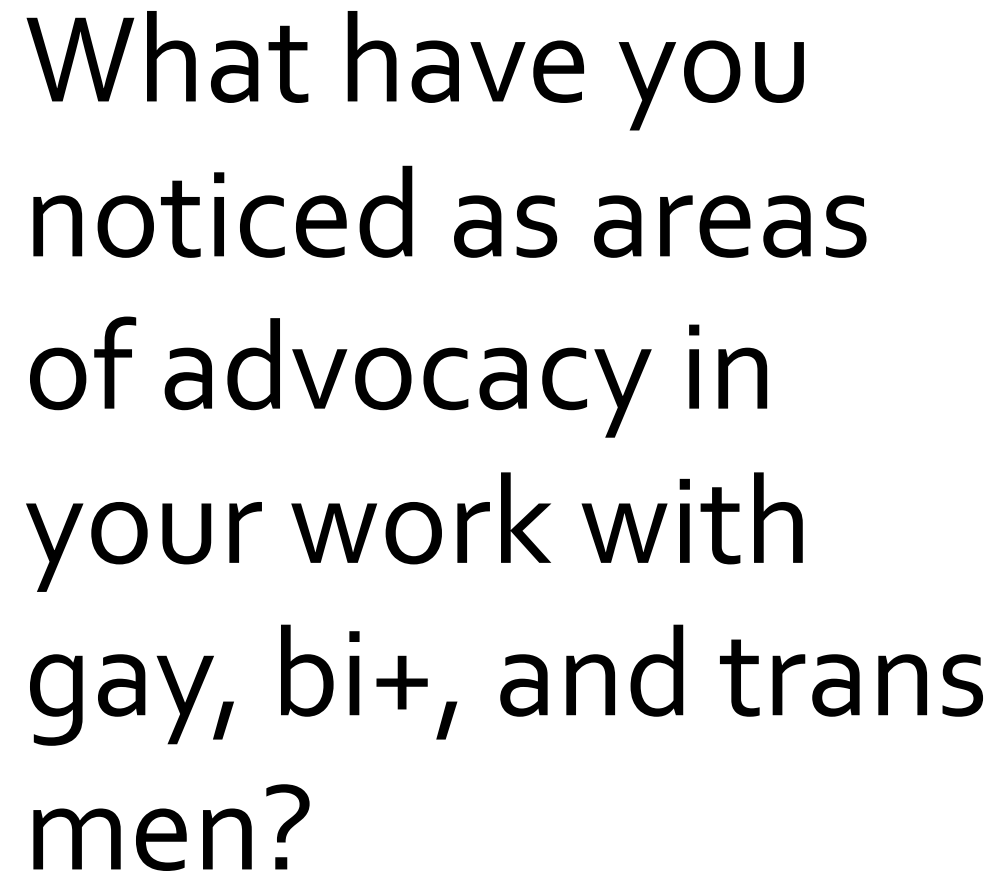
People who are abusive **rely on inequality** and systems of oppression to establish and maintain abusive control.

**QUESTIONS?**

**MEANINGFUL  
ADVOCACY  
WITH BI+, TRANS  
& GAY MEN**



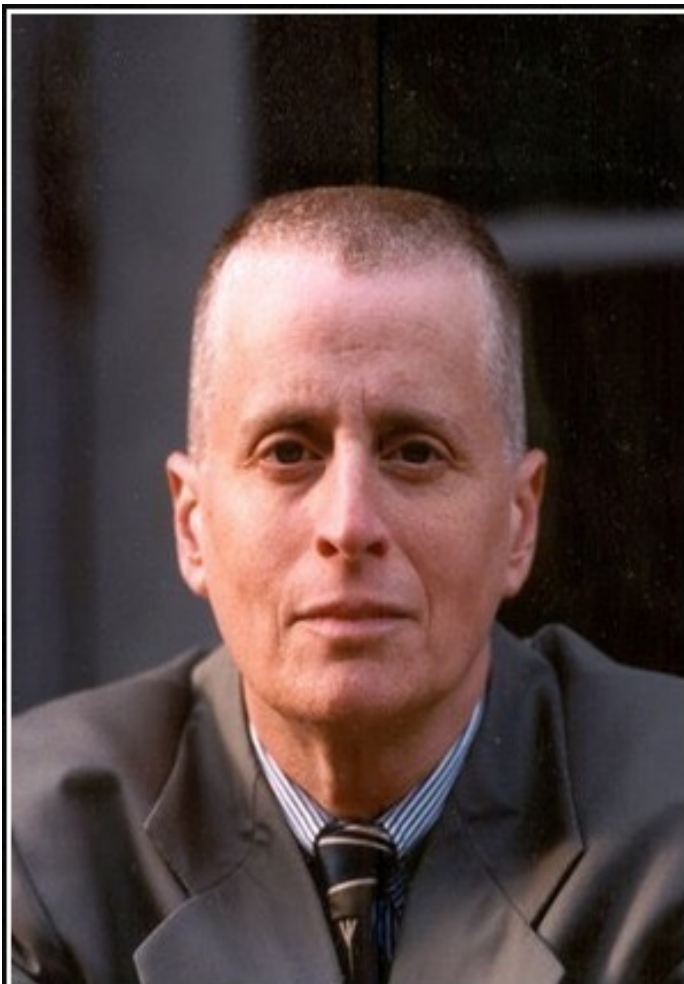
**How do we  
meaningfully  
support survivors of  
all genders?**



What have you  
noticed as areas  
of advocacy in  
your work with  
gay, bi+, and trans  
men?

# Rich areas of advocacy:

- Understanding disparities & impacts of oppression in survivor's life and in rebuilding from abuse
- Gender socialization & gender roles-redefining rigidness of masculinity and gender roles
- Equity in relationships
- Power and parenting
- Addressing entitlement when it comes up
- Trans parents & custody, parenting
- Disrupting notions of normalized use of violence in relationships/conflict
- Biphobia
- Femme-phobia
- Internalized oppression
- Skill building re: emotions
- Cost of Patriarchy and Toxic Masculinity



People of all sexes have the right to  
explore femininity, masculinity-and  
the infinite variations  
between-without criticism or  
ridicule.

— *Leslie Feinberg* —

AZ QUOTES

# EVERY GIRL EVERY BOY

FOR EVERY GIRL WHO IS TIRED OF ACTING WEAK WHEN SHE IS STRONG, THERE IS A BOY TIRED OF APPEARING STRONG WHEN HE FEELS VULNERABLE. FOR EVERY BOY WHO IS BURDENED WITH EXPECTATION OF KNOWING EVERYTHING, THERE IS A GIRL TIRED OF PEOPLE NOT TRUSTING HER INTELLIGENCE. FOR EVERY GIRL WHO IS TIRED OF OVER-SENSITIVE, THERE IS A BOY WHO FEARS TO BE CALLED GENTLE, TO WEEP. FOR EVERY BOY WHO WISHES COMPETITION IS THE ONLY WAY TO PROVE HIS MASCULINITY, THERE IS A GIRL WHO IS CALLED UNFEMININE WHEN SHE COMPETES. FOR EVERY GIRL WHO THROWS OUT HER E-Z-BAKE OVEN, THERE IS A BOY WHO WISHES TO FIND ONE. FOR EVERY BOY WHO STRUGGLING NOT TO LET ADVERTISING DICTATE HIS DESIRES, THERE IS A GIRL FACING THE AD INDUSTRY'S ATTACKS ON HER SELF-ESTEEM. FOR EVERY GIRL WHO TAKES A STEP TOWARD HER LIBERATION, THERE IS A BOY WHO FINDS THE WAY TO FREEDOM A LITTLE EASIER.



# Creating Structures for Difference

## Examples:

- Built Environment—You are welcome here!
- Let folks know what to expect in your advocacy and groups. Be clear & flexible.
- Share values, expectations, & negotiate in a fair and equitable manner
- Support group agreements focused on holding difference, normalizing conflict and setting expectation that racism, sexism, trans/phobia will be addressed.
- Support Group: Create intentional structure for welcoming folks into the group and saying goodbye when folks leave group. (Welcome Group, Good-bye Group)

# Plan for Conflict

*Conflict is internal discord that occurs because of a difference in ideas, values or perceptions or in the interpretation of a situation (Kelley, 2006).*

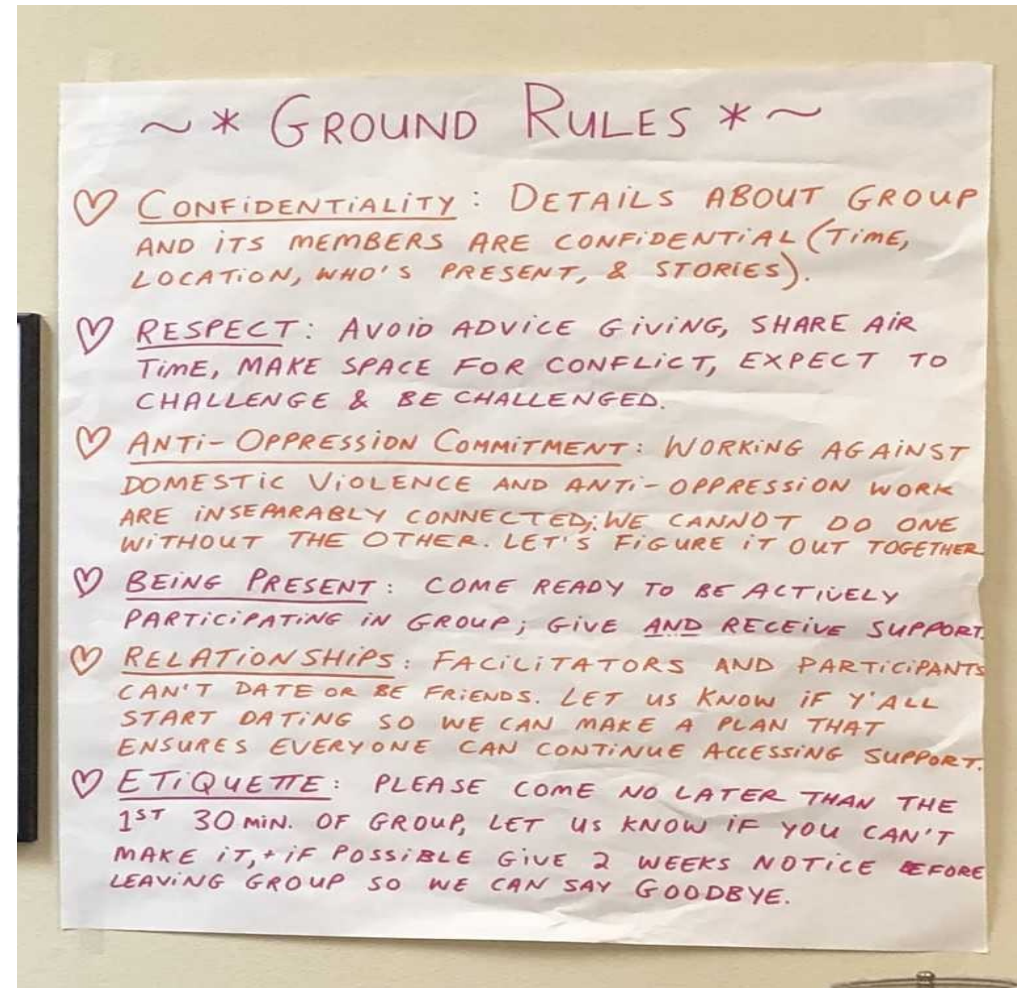
**Conflict is an inevitable part of all human relationships.**

When we expect & plan for conflict, we are in a better position to intervene earlier and put in place more effective intervention strategies.

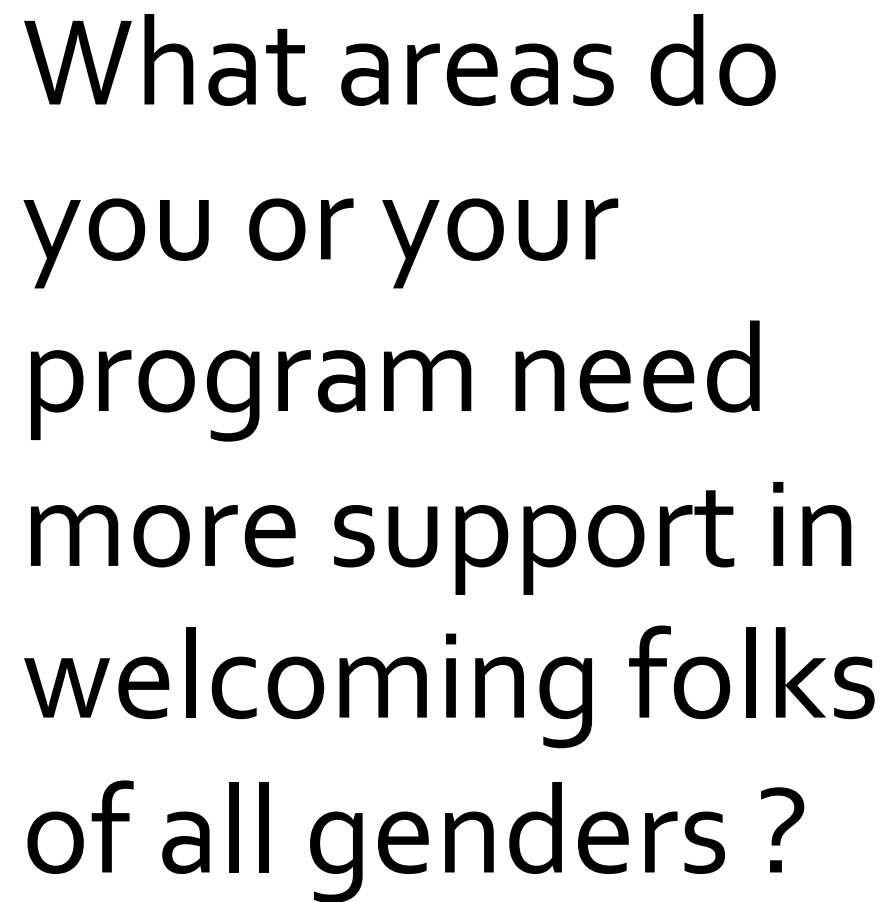


# Conflict in Support Group

- Conflict is not the same thing as abuse
- Group Agreements and Values Statements are displayed regularly as reminders
- *Old Business* as a regular agenda item
- Two Facilitators
- Model asking & being asked







What areas do  
you or your  
program need  
more support in  
welcoming folks  
of all genders ?

# Remembering strengths of LGBTQ communities

- Self-Determination
- Pride
- Resilience
- Diversity
- Creativity
- Resourcefulness



**QUESTIONS?**



**NATIONAL  
LGBTQ  
INSTITUTE  
ON IPV**

**THANK YOU!**

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## NOTE:

The following slides are just extras or for reference or just didn't make the final slide-deck.

# Cis-gender

- Referring to an individual who has a match between the sex they were assigned at birth and the roles and behaviors considered by society to be appropriate to their particular gender.

See more at: <http://www.revelandriot.com/resources/lgbtq-and-trans-definitions#sthash.EafKEufo.dpuf>

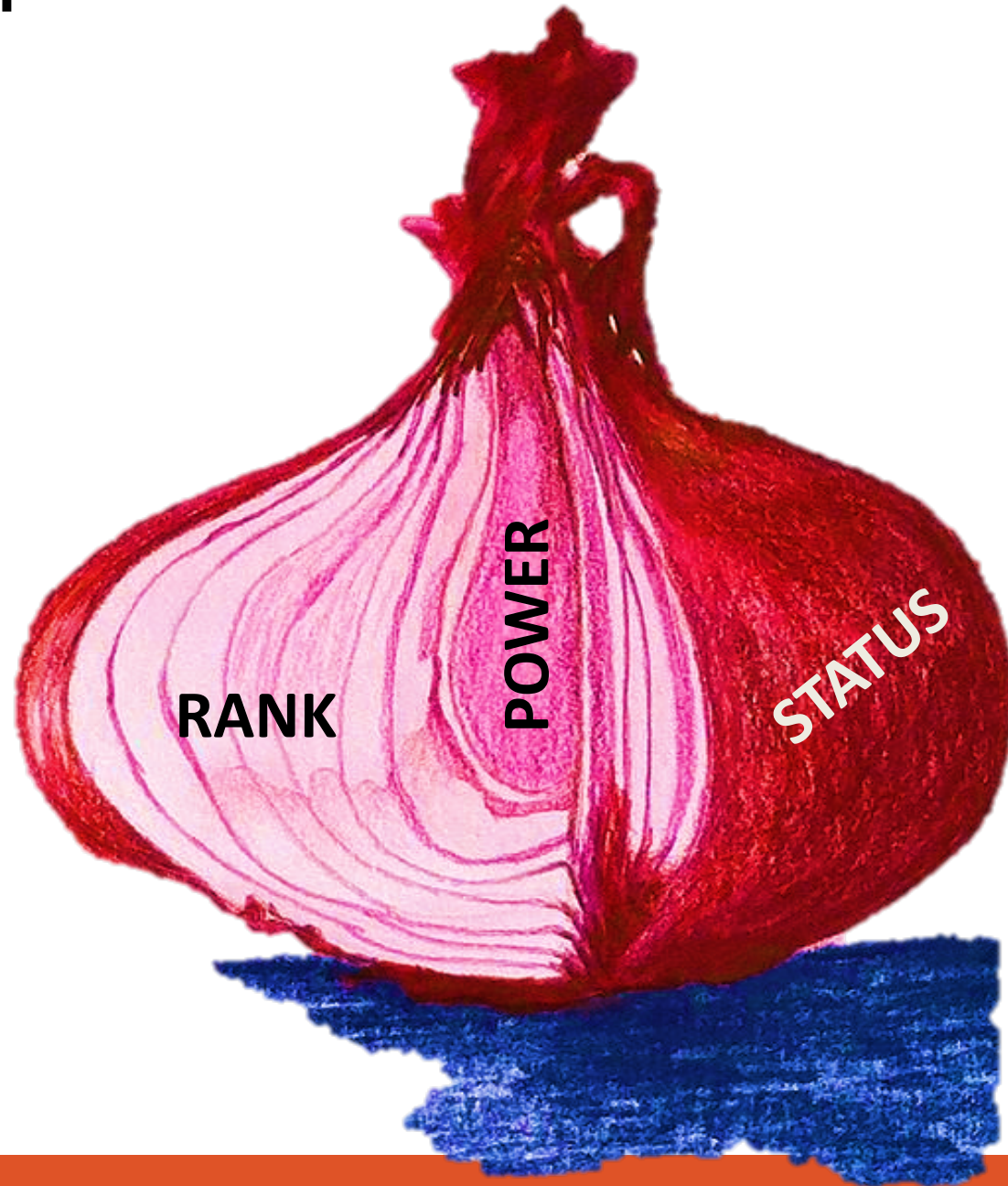
# LGBTQ Abuse & Oppression

**Power:** “the person we are at our best moments.”

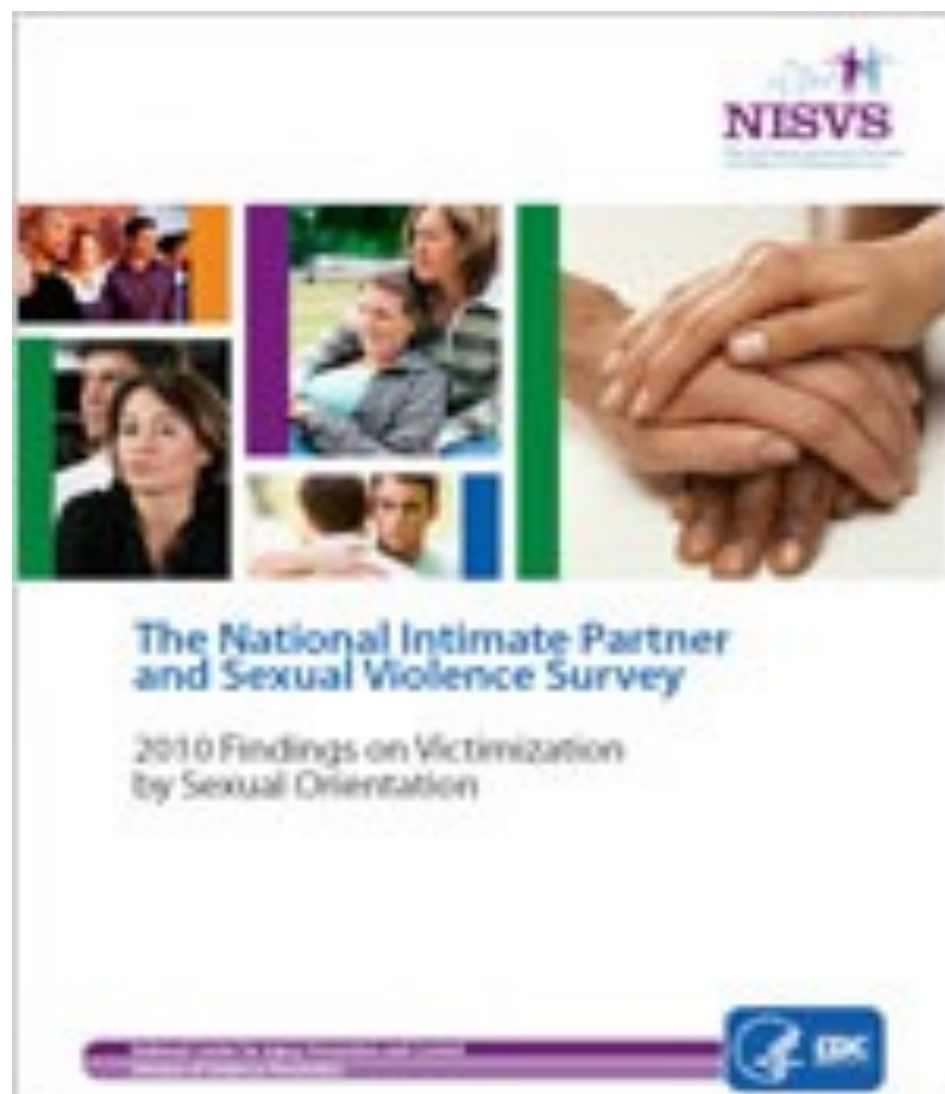
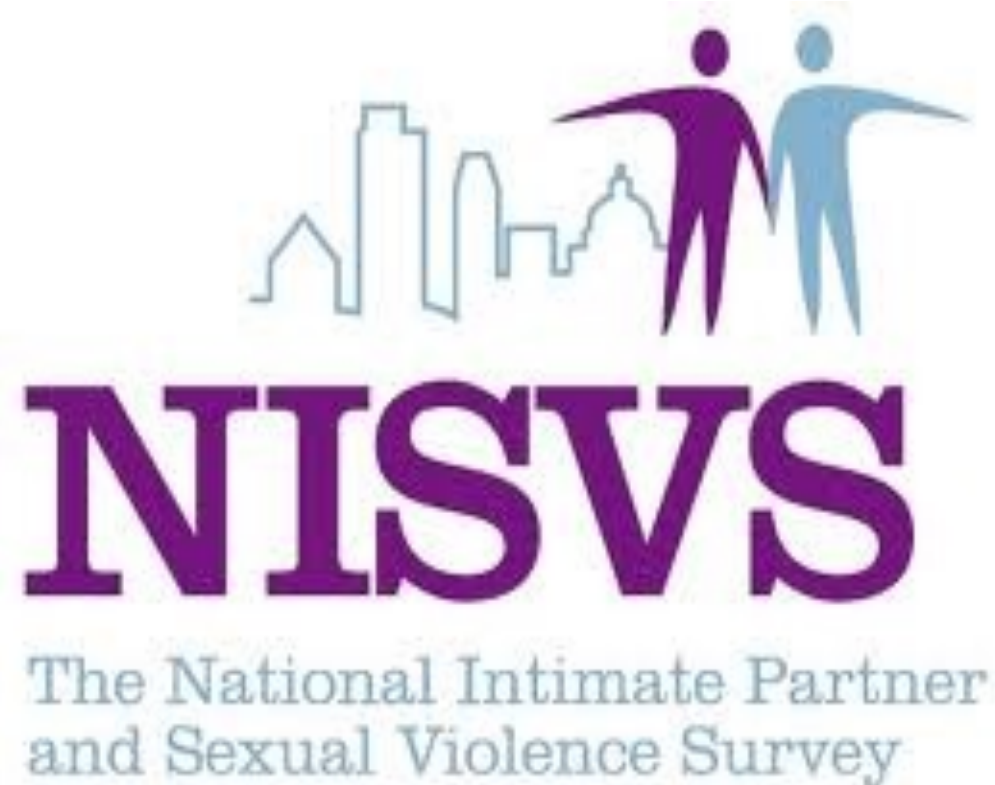
**Status:** “the up-and down dynamics of interactions”

**Rank:** “how society systematically and consistently advantages the same people while marginalizing others.”

**Leticia Nieto's Onion**









# Stay conscious. Get skills.

## **Internalized sexism & sexism**

really complicates relationships.

Newsflash! So does racism. Classism. Transphobia. Heterosexism. Ableism. And so many forms of domination and control.

The tensions from  
where we have  
come from and  
**where we are going**

**Chat Question:**

What does  
**Feminist Program**  
mean to you or to  
your agency?

# Impacts of Trauma & Oppression

- Scarcity
- Lack of Creativity
- Attachment
- Rigidity

## Chat Question

[CHANGE]What have programs (not necessarily yours) found **challenging** about supporting survivors who identify as men, trans, or gender nonconforming?



# National Resource Center on Domestic Violence

## Connect with us:

The National Resource Center on Domestic Violence ([www.nrcdv.org](http://www.nrcdv.org)) provides a wide range of free, comprehensive, and individualized technical assistance, training, and specialized resource materials. Access our publications online at [VAWnet.org](http://VAWnet.org).

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