

Understanding Hate Crimes in Minnesota

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Understanding Hate Crimes in Minnesota



WHO ARE WE?

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DISCUSSION GUIDELINES

HOW DO I FEEL?

- Cultural contexts and assumptions that we bring to the table
- Assumptions vs. truth
- How/Where do we get those assumptions?

Language and Terminology

Developing an understanding of the words, definitions and concepts commonly used to describe the LGBT communities

Language should not be used to demean, exclude or offend. People should feel free to or need to change the language used to describe themselves.



Language and Terminology: *Keep in mind...*

- Language is not universal
- We suggest you reflect the language of the survivor:
 - It can reduce anxiety and prevent you from contributing to trauma following a violent incident
 - It helps to ensure a more complete and accurate medical history and health information from your patient and providing appropriate care
 - This helps establish an ethical relationship whereby the patient is not afraid of the advocate or service provider



Language and Terminology:

Why Self-definition?

- It allows people to tell others positive aspects of being who they are
- With self identification may come the ability to demand more respect
- One gets to choose for what words best describe who they are
- Claiming one's own identities is the claiming of one's power and the stopping of assumptions, therefore, stopping various identity-related oppressions.



Language and Terminology:

Gender Essentialism

- **Common American social theory**
 - “Gender” can be used interchangeably with “Sex”
 - Why? Because both are rooted in nature and are essentially, naturally, and biologically linked
 - Rooted in binaries of “female” and “male”
- **However, there are other theories:**
 - Sex / Gender / Sexual Orientation Triangle

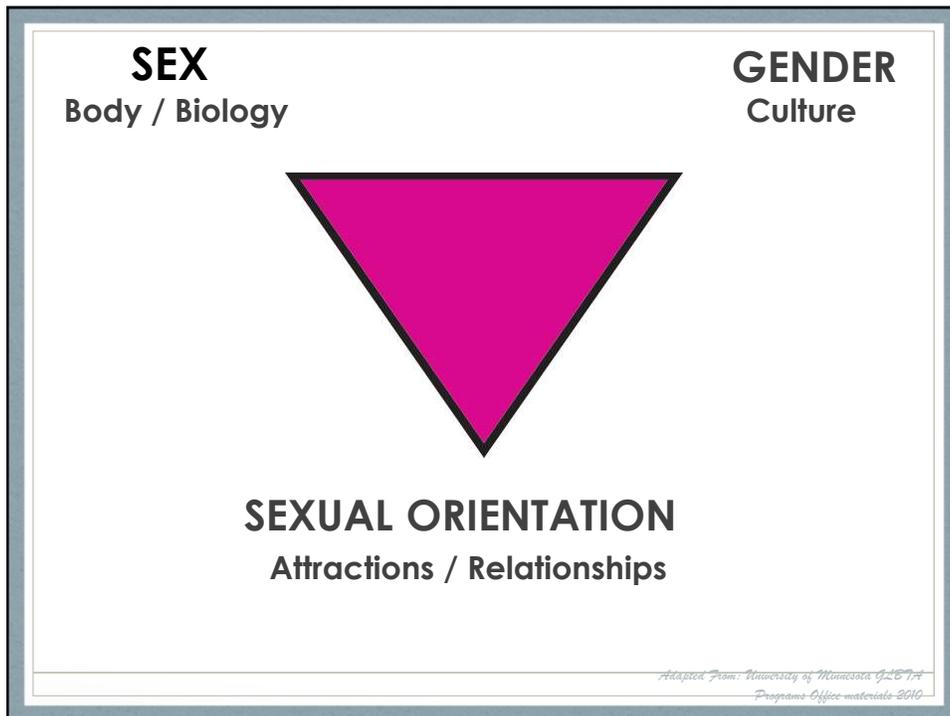
Adapted From: University of Minnesota GLETA
Programs Office materials 2010

Language and Terminology:

Sex/Gender Sexual Orientation Triangle

- Sex, gender and sexual orientation are three separate components of our gender and sexual identities
- Each one of us have a sex, gender, and sexual orientation, and the combinations of these three components are endless
- Our gender and sexual identities, combining these three components, are as unique as our fingerprints

Adapted From: University of Minnesota GLETA
Programs Office materials 2010



Language and Terminology:

SEX: BODY / BIOLOGY

- What is **Sex**?
 - Category assigned to each of us at birth based on a variety of physical and biological characteristics
- **Components**
 - Chromosomes
 - Genitals
 - Hormones
 - Reproductive Organs
 - Secondary Sex Characteristics
- **Variations**
 - Female
 - Male
 - **Intersex**

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Programs Office materials 2010

Language and Terminology:

GENDER: CULTURE

- What is **Gender**?
 - System of meanings and symbols and the rules, privileges and punishments for their use
- Components
 - **Gender expression**
 - **Gender roles**
 - **Gender identity**



Adapted From: University of Minnesota GLE 7A
Programs Office materials 2010

Language and Terminology:

GENDER: CULTURE-Transgender

- What is **Transgender**?

An umbrella term for people whose gender identity or gender expression differs from the sex they were assigned at birth and/or whose gender is not validated by the dominant culture
- Other terms for transgender
 - **Gender non-conforming (GNC)**
 - **Gender variant**
 - **Gender non-normative**

Adapted From: University of Minnesota GLE 7A
Programs Office materials 2010

Language and Terminology: *GENDER: CULTURE-Gender Identity*

- What is **Gender Identity**?
 - Internal sense of who you are in terms of gender
 - Again, society traditionally has assigned us one of two categories
 - Woman or
 - Man

Adapted From: University of Minnesota GLE TA
Programs Office materials 2010

Language and Terminology: *GENDER: CULTURE-Transgender*

- What is **Transgender**?
 - Trans people may or may not choose to (or may or may not be ABLE to) alter their bodies with surgery or hormone therapy
 - Transitioning is a complex process that varies for each individual
 - May determine to change name, pronouns, gender markers, clothing, hairstyles, mannerisms, etc.

Adapted From: University of Minnesota GLE TA
Programs Office materials 2010

Language and Terminology:

GENDER: CULTURE-**Gender Identities**

- **Various gender identities include:**
 - **Androgynous**
 - **Bi- / Multi-gendered**
 - **Butch / Femme**
 - **Cross Dresser**
 - **Drag Queen / Drag King**
 - **FTM (female-to-male)**
 - **Genderqueer**
 - **Intersex**
 - **Man / Male**
 - **MTF (male-to-female)**
 - **Trans-man / -woman**
 - **Transexual**
 - **Two Spirit**
 - **Woman / Female**
- Not exhaustive list

Adapted From: University of Minnesota GLETA
Programs Office materials 2010

Language and Terminology:

SEXUAL ORIENTATION: ATTRACTIONS/RELATIONSHIPS

- What is **Sexual Orientation**?
 - It can be understood as the relationships between your sex (body) / gender and others' sexes (bodies) / genders
- Components
 - **Sexual desire**
 - **Sexual behavior**
 - **Sexual identity**

Adapted From: University of Minnesota GLETA
Programs Office materials 2010

Language and Terminology:

SEXUAL ORIENTATION: ATTRACTIONS/ RELATIONSHIPS

- Various sexual orientations include:
 - **Ambisexual**
 - **Asexual**
 - **Bisexual**
 - **Fluid**
 - **Gay**
 - **Heterosexual / Straight**
 - **Lesbian**
 - **Multisexual**
 - **Omnisexual / Pansexual**
 - **Queer**
 - **Same-Gender Loving**
 - **Two Spirit**
- Not exhaustive list

Adapted From: University of Minnesota JGLB T&A
Programs Office materials 2010

Beginning the Discussions About Marginalization

Language of Marginalization

Language of Marginalization: Homophobia/Heterosexism

Heterosexism-

System of oppression that reinforces the belief in heterosexual superiority/validity over LGBTQ orientations

Homophobia-Negative feelings, attitudes and behaviors against LGBTQ people/ active fear and hatred of "homosexuals"

□ Heterosexual Privilege-

Basic civil rights, social privileges and status automatically awarded to heterosexuals that is automatically denied to LGBTQ communities based solely on sexual or gender orientation

Language of Marginalization: Additional Root Components of Oppressions

- **Sexism**-Fear of someone who "violates" social sex/gender roles and identities, or judgments about who a person is or what a person is capable of because of their gender (assigned or self-identified)
- **Racism** – Fear of or bias towards who a person is or what a person is capable of because of their race or ethnicity (assumed or self-identified)
- **Erotophobia**-Individual and cultural anxiety about issues relating to human sexuality
- **Xenophobia**-Fear of difference or perceived difference

Internalization of Phobic Messages-The process of claiming bias/hate-based social and cultural messages as internal/core truths without seeing the root of those messages as methods to maintain control by those in positions of power and the goal of those messages being to limit or deny access

Methods and Mechanics of Marginalization

The Riddle Scale and Social Attitudes Toward Difference

Methods and Mechanics of Marginalization: *The Riddle Scale*

Repulsion (Step 1)

People who are perceived as different are sick, strange, crazy and aversive

Pity (Step 2)

People who are perceived as different are somehow born that way and that is sad and pitiful



Methods and Mechanics of Marginalization:
The Riddle Scale

**Tolerance
(Step 3)**

Being different is an abnormality of species; the difference is understandable but still unfortunate

**Admiration
(Step 4)**

Acknowledges that being different in our society takes strength



Methods and Mechanics of Marginalization:
The Riddle Scale

**Appreciation
(Step 5)**

Values the diversity of people and is willing to confront the insensitive attitudes of others and social systems

Nurturance (Step 6)

Feels that differences in people are valuable and even indispensable in society; Actively works to safeguard the rights of those perceived as different



Methods and Mechanics of Marginalization

*The Cost of Coming Out and
Understanding Invisibility*

Methods and Mechanics of Marginalization: *Why do we come out?*

- Authenticity
- Development of Personal Pride in Identity
- Congruence of Identity
- Need for Integrity of Identity



Methods and Mechanics of Marginalization: *The Costs of Coming Out*

- Outing
- Fear of homophobic responses
- Heterosexual focused climate
- Fear of reprisal from family and friends
- Having to educate those they reach out to
- Being seen as a traitor to their friends or community
- Belief in societal myths about being LGBT
- “Gay-bashing” is still fairly accepted in our society
- Using the system may be a major life decision
- Less resources/ systemic support
- Fear of not being taken seriously



Methods and Mechanics of Marginalization: *Ramifications of Roadblocks*

- Sub-standard care
- Partial histories given and partial care received
 - The assault is not situated in a lifetime potentially filled with bias related violence
- A lifetime of bias related trauma may cause minimizing of incident or an inability to see the violence
- Ineffective safety planning



Methods and Mechanics of Marginalization:
Ramifications of Roadblocks

- Further involvement with red tape
- Labeling: crazy, sick, uncooperative, resistant
- Client/Participant may feel that the relationship is tense and thus may not follow suggestions
- Stereotypes lead to missing information on family
- Legal definitions (family, gender, sexual assault) may hamper services and healing



**Understanding the Culture of
Violence and Hate Incidents**

- *What is a Hate Crime?*
- *Examining the Impacts*

What is the Hate Crime Prevention Act?

The Matthew Shepard and James Byrd, Jr. Local Law Enforcement Hate Crimes Prevention Act was passed in the fall of 2009

- *This legislation is the first federal-level protection for survivors of anti-LGBTQ hate crimes and empowers the federal government to step in if local- and state- level legal systems are not addressing these incidents in accordance with protections.*
- *It includes provisions for people experiencing violence because of an actual or perceived sexual orientation or gender identity.*
- *Many people are critical of this legislation because it is in fact about responding to and punishing hate crimes rather than education and prevention efforts.*

STATE AND LOCAL HATE CRIME LAWS:

- Tend to include penalty enhancements for acts that are already considered criminal offenses
- Tend to have wording that reflects that the perpetrator targeted someone or a group based in whole or in part upon their perception of who they believed their victim was or represented.

FEDERAL LAW AND ANTI-LGBTQ CRIMES

- There is a federal law that requires law enforcement agencies to report anti-LGBTQ crimes.
- This law is flawed because:
 - Officers underreport
 - They are often not adequately trained to identify these types of crimes
 - Many are not kept up to speed on legislative changes
 - Many do not encompass what we call hate violence
 - Many LGBTQ people choose not to report to police because of systemic oppressions
 - There are no repercussions for not making reporting better.

So, take look at NCAVP's stats to get a better idea of the prevalence and types of bias incidents that are perpetrated against the LGBTQ communities.

Identifying a Bias Incident Related to Sexual Orientation or Gender Identity

WHY THE DISTINCTION?

- All hate-motivated incidents occur because the offender:
 - 1) has a perception about their victim's identity and
 - 2) had a prejudice against that perceived identity
(ie. People in this group are weak, people in this group are easy targets, people in this group are evil, people in this group are deserving of abuse, people in this group will be ignored by police, etc.)

- Different laws might protect sexual orientation but not gender identity.
The police and the media often conflate the two and this may lead to difficulties down the road such as finding help for the victim and looking for patterns in attacks.

WHAT DOES HATE VIOLENCE AGAINST LGTBQ FOLKS LOOK LIKE?

- | | |
|---|--|
| <input type="checkbox"/> Vandalism | <input type="checkbox"/> Verbal harassment |
| <input type="checkbox"/> Direct attack | <input type="checkbox"/> Police misconduct |
| <input type="checkbox"/> Sexual assault | <input type="checkbox"/> Stalking |
| <input type="checkbox"/> Pick-up violence | <input type="checkbox"/> Internet, mail or literature harassment |

FORMS OF HATE VIOLENCE

- | | |
|--|---------------------|
| <input type="checkbox"/> Between only two people | • Community-based |
| <input type="checkbox"/> State-sanctioned | • Culturally-based |
| <input type="checkbox"/> Institutional | • Religiously-based |
| <input type="checkbox"/> Systems-based | • Media-related |

MESSAGES OF HATE VIOLENCE

- “We want you gone/ We hate you”
- “You don’t deserve to exist”
- “You do not deserve to feel safe”
- “We will just further victimize you when you ask for help”
- “You do not deserve respect or equality”

Overcoming the Barriers: *Moving Forward*

- Service Provision
- Workplaces
- Community Outreach

Overcoming the Barriers: *Safer and Supportive Service Provision*

- **DO NOT ASSUME ANYTHING!**
- Assess your own comfort level in working with LGBT community
- Assess the stereotypes and myths that you have believed in the past or currently believe
- Does someone know from their first contact that you are safe and respectful?
- Do you have safe workplace climates that support identity without making sexual orientation/gender identity the primary focus?
- Become comfortable with fluidity
- Appreciate the risks that LGBT people take when they come out.
- Know that someone who is absolutely comfortable with their trans identification may be fluid in their sex/gender identity
- Check out your bathrooms!
- Do not tolerate transphobic/homophobic remarks. If someone assumes that you are transgender because you are an ally, don't rush to deny it.



Overcoming the Barriers: Safer and Supportive Service Provision

- Use inclusive language on forms/documents
- **Do** ask “How do you identify?” when appropriate. *Check out **why** you need to know this information. Is it for you or to truly provide better consumer services?*
- **Do** pay close attention to pronouns and names. *Always use the name and pronoun that you are given. Use the client’s preferred terminology and pronouns*
- Train your advocates and anyone else who might come into contact with the survivor. Support change in others. Educate yourself on LGTB issues.



Overcoming the Barriers: Safer and Supportive Workplaces

- Make certain that the agency is committed to creating a welcoming environment
- Adjust organization statements and other relevant documents to include an affirmative nondiscrimination clause concerning membership, hiring practices, and the communities served.
- Use inclusive language and content in organization structure and meetings.
- Welcome LGBT persons in your organization’s brochures.
- Create an environment in which people feel comfortable to come out at work.
- Interrupt homophobic remarks/jokes.
- Put up posters from LGTB organizations, events.



Overcoming the Barriers: *Safer and Supportive Community Outreach*

- Celebrate and affirm bisexual, gay, lesbian, and transgender issues and history during the year (possibly including Gay Pride Week in June or [National Coming Out Day](#) in October).
- Participate in and/or support efforts to create justice, freedom, and equality for LGBT people in the larger society.
- Establish and maintain contact with local LGBT groups to offer support and promote dialogue and interaction.
- Advertise in the local press and/or other media that reaches the LGBT communities.
- Provide use of building space on an equivalent basis with other organizations when requested by members for programs and meetings for LGBT groups.
- Recognize same-gender couples in directories and other publications as they desire.
- If you place signs for upcoming events, solicit and include ones from LGBT organizations



CONTACT OUTFRONT!

- ▣ **Crisis counseling**
 - Short term counseling
 - Support Groups
- ▣ **Advocacy with other agencies or systems**
 - Buffering between the person who needs assistance and law enforcement
 - Explaining the criminal justice system processes
- ▣ **Help with community organizing**

Other Organizational Support Programs

- National Coalition of Anti-Violence Programs: www.ncavp.org
 - 212-714-1141 (hotline), 212.714.1184 x50 (NCAVP Technical Assistance)
- The National Gay and Lesbian Task Force: www.thetaskforce.org
 - 212.604.9830
- National Center for Lesbian Rights: www.nclrights.org
 - 415.392.6257
- The Survivor Project: www.survivorproject.org
 - (503) 288-3191
- The National Resource Center on Domestic Violence: www.nrcdv.org
 - 800-537-2238

Thank you!

- When you exit the webinar, you will be asked to complete a short survey. We value your input. Visit our website to download the slides.
- Upcoming Minnesota Alliance on Crime events include these live professional trainings: “Navigating Through the Challenges of CVH/CVO Cases” on August 2nd in St. Paul and “Giving a Voice to the Voiceless: Advocating for and Supporting Child Victims and Witnesses in the Criminal Justice System.” This training will be held on September 28th at the St. Cloud Police Department.
- To receive monthly e-updates with information about victim-related trainings, resources, legislation, and court decisions, send me an email.

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