

COMPETENCIES TO REDUCE BARRIERS FOR LGBT SURVIVORS OF INTIMATE PARTNER VIOLENCE

Practices:	Examples Include:
Be aware of your own beliefs and knowledge about LGBT individuals	<ul style="list-style-type: none"> • Reflect on how your own identities, personal biases, and cultural experiences affect your practice
Listen to LGBT voices and become familiar with LGBT culture	<ul style="list-style-type: none"> • Attend educational events sponsored by LGBT organizations • Build working alliances with LGBT organizations
Challenge homo/bi/transphobia in your agency	<ul style="list-style-type: none"> • Confront statements and jokes that discriminate or make fun of LGBT people or communities • Establish zero indifference to and consequences for LGBT discrimination (e.g. policies, LGBT competence training)
Make it visible that LGBT clients are welcome and belong in your organization	<ul style="list-style-type: none"> • Include LGBT partner abuse in outreach materials • Assess inclusivity of organization (e.g. Positive Spaces Initiative through OCASI)
Use inclusive language	<ul style="list-style-type: none"> • Use the terms partner or spouse when asking about sexual or abusive partner • Approach intake questions in a sensitive, open-ended manner that allows for disclosure of sexual orientation and/or gender identity, experiences of abuse, and trauma
Offer programs that are responsive and accessible to LGBT individuals and families	<ul style="list-style-type: none"> • Separate group programs for LGBT survivors and abusive partners to reduce impact of heterosexism and homo/bi/transphobia • Address violence in LGBT parent relationships in children's exposure to violence groups
Establish service protocols that promote the safety of both partners in abusive LGBT relationships	<ul style="list-style-type: none"> • Respect confidentiality and refrain from "outing" client to others without explicit permission
Distinguish abused partner from the abusive partner	<ul style="list-style-type: none"> • Assess for a dominant aggressor in cases of so called "mutual violence" • Do not assume person accompanying LGBT survivor to appointment is not the abusive partner
Establish an empathetic and non-judgmental relationship with LGBT clients	<ul style="list-style-type: none"> • Recognize that LGBT relationships are valid • Refer to clients and their partners with the words and pronouns used by the client
Develop strength-based safety plans	<ul style="list-style-type: none"> • Build on the strengths of the LGBT individual (e.g. individual's "family of choice") as well as the strengths of the rainbow community (e.g. resources) • Be aware that resources for IPV survivors may be unavailable to, or viewed as not accessible by, LGBT clients (e.g. shelters for transgender or gay survivors)