



Law Enforcement and the Transgender Community

Training Preview



About CRS

- Created by the Civil Rights Act of 1964, the Community Relations Service (CRS) is a U.S. Department of Justice agency and is the Federal government's “peacemaker” for community conflicts and tensions arising from differences of **race, color, and national origin**.
- CRS also works with communities to help them prevent and respond to violent hate crimes committed on the basis of: **gender, gender identity, sexual orientation, religion, and disability** in addition to race, color, and national origin under the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act of 2009.
- CRS Conciliators offer the following services: **Mediation, Facilitation, Training, and Consulting**.



Why This Training Is Important For Law Enforcement Officers

- Build trust and rapport with the community, victims, and witnesses
- Improve mutual respect and understanding
- Properly identify and respond to hate crimes
- Develop a network of reliable resources
- Serve communities more effectively



Training Objectives

1. Learn relevant **terminology**
2. Understand **misconceptions** that impact the prevention of and response to hate crimes
3. Develop an awareness of **strategies and resources** for successful collaboration



1. Importance of Terminology

Learning about transgender and gender non-conforming people requires you to understand relevant vocabulary and think about the distinctions between assigned sex, gender, sexual orientation, and gender identity.



What Are ...

Assigned
Sex

Gender

Sexual
Orientation

Gender
Identity



Assigned Sex

The biological and physiological characteristics that define an individual as male or female at birth

- **Intersex:** “Intersex” is a general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn’t seem to fit the typical definitions of female or male.



Gender

The socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate as masculine or feminine



Sexual Orientation

A person's physical, romantic,
and/or emotional attraction to members
of the same gender and/or
different gender



Gender Identity

A person's internal sense of gender, which may be different from one's assigned sex

- **Gender Expression:** How a person represents or communicates their gender to others, often through behavior, clothing, hairstyles, activities, voice, mannerisms, or physical characteristics
- **Gender Non-Conforming:** A term for an individual whose gender expression, gender characteristics, and/or gender identity do not conform to gender stereotypes



Transgender

An umbrella term that describes individuals whose gender identity is different from their assigned sex at birth

- **Male to Female (MTF):** Also known as transgender women, refers to an individual assigned as male at birth who now identifies as a female
- **Female to Male (FTM):** Also known as transgender men, refers to an individual assigned as female at birth who now identifies as a male



Acceptable Terminology

Although “transgender” and “trans” are considered acceptable terms for non-transgender individuals to use, some individuals may prefer being recognized as a man or a woman.

Best Practice: Use the pronouns and adjectives that reflect the individual’s preferred gender.



Offensive Terminology

- It
- Shim
- Tranny
- Transvestite
- Use of a non-preferred pronoun
- Hermaphrodite
- He-she
- Shemale



Interviewing Transgender People

- When interviewing someone, do not express your assumption of a person's gender until you have had the chance to speak to the person and ask respectful questions
- Use pronouns that conform to the transgender person's preferred gender

Best Practice: When in doubt or uncertain, ask clarifying questions, such as, “How would you like to be addressed?” or “What name would you like for me to call you?”



Role Plays

- A variety of scenarios will be discussed to help you identify, improve, and reinforce Best Practices in your area.



Critical Issues to Consider

- **How was the tone set for positive interaction?**
- **Were questions posed in a respectful manner to gather the relevant information needed?**
- **What were the barriers to communication?**

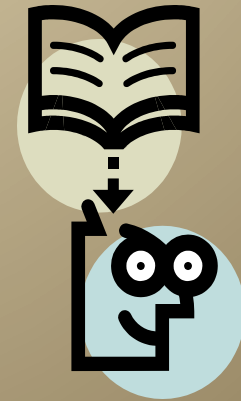
Other critical issues to consider?



2. Understand Misconceptions That Impact the Prevention of and Response to Hate Crimes

“Transgender people are at fault for putting themselves in harm’s way by choosing to go against society and revealing their gender identity to others.”

True or False?



The Answer Is: **False**

Transgender people are simply being true to themselves.

- **Victim Blaming** occurs when the victim of a crime inappropriately is held partially or completely responsible for the crime.
- **Re-victimization** describes the experience of a survivor of a crime being victimized or traumatized after the original crime. Re-victimization can occur at the hands of law enforcement officers, counselors, and/or the courts, among others.



National Coalition of Anti-Violence Programs (N-CAVP) Hate Violence Against Lesbian, Gay, Bisexual, Transgender, Queer and HIV-Affected Communities in the United States in 2012*

Transgender People



3.32 times

More likely to experience police violence compared with non-transgender people

Transgender People of Color



2.46 times

More likely to experience police violence compared with white non-transgender people

Transgender Women



2.90 times

More likely to experience police violence compared with overall people reporting violence



*Violence Against Transgender People National Coalition of Anti-Violence Programs (N-CAVP) 2012 Report – <http://avp.org/resources/avpresources/248> (data from 2,078 individuals)

Why Transgender People Are Reluctant to Report Hate Crimes to Law Enforcement

- General mistrust of police
- Perceived indifference of police
- Previous negative experiences with police

22% Of transgender individuals who had interacted with police reported police harassment

6% Of transgender individuals reported that they experienced assault by officers

* Grant, Jaime M., Lisa A. Mottet, Justin Tanis, Jack Harrison, Jody L. Herman, and Mara Keisling. Injustice at Every Turn: A Report of the National Transgender Discrimination Survey. Washington: National Center for Transgender Equality and National Gay and Lesbian Task Force, 2011



Large Group Scenario: 911 Call

- A variety of scenarios will be discussed to help you identify, improve, and reinforce Best Practices in your area.



Critical Issues to Consider

- Could this incident be considered a hate crime?
- Does it matter for processing this crime whether or not the woman is transgender?
- Should officers responding to this scenario require proof of an individual's gender or challenge an individual's gender identity?

Are there any other critical issues to consider in this scenario?



As a Reminder:

Interviewing Skills

- Respect the person's self-identification
- Use pronouns that conform to the transgender person's preferred gender
- If a search is required, consider asking the person if they prefer a male or female officer to conduct the search

**Best Practice: When in doubt or uncertain,
ask clarifying questions.**



3. Develop an Awareness of Strategies and Resources for Successful Collaboration

Proactively engage by:

- Getting to know the community **BEFORE** concerns arise
- Inviting community members to visit the local precinct, academy, and other service agencies to build relationships

Encourage communication by:

- Developing community contacts & creating liaisons
- Supporting educational initiatives



CRS offers special thanks and recognition to the many LGBT advocacy groups, law enforcement agencies and officers, and individuals for their collaborative support and assistance in the development of this training

| | | | | | | |
|---|---|---|--|---|--|--|
| Casa Ruby | Dallas County, Texas Sheriff's Department | Denver, Colorado Sheriff Department | Florida L.E.G.A.L. (Law Enforcement Gays and Lesbians) | Gay, Lesbian & Straight Education Network (GLSEN) | The GLBT Community Center of Colorado | Human Rights Campaign |
| International Association of Chiefs of Police (IACP) Diversity Coordinating Panel | Key West, Florida Police Department | Los Angeles County, California Sheriff's Department | Miami Beach, Florida Police Department | National Black Justice Coalition | National Center for Lesbian Rights | National Center for Transgender Equality |
| National Gay and Lesbian Task Force | PFLAG National | Portland, Oregon Police Bureau | Prince George's County, Maryland Police Department | San Francisco, California Police Department | Transgender Community of Police & Sheriffs International, Inc. (TCOPS) | The Trevor Project |
| | United States Marshal Noel C. March | United States Transgender Advocacy | University of Vermont Police Services | Washington, DC Metropolitan Police Department | West Valley City, Utah Police Department | |

COMMUNITY RELATIONS SERVICE

U.S. DEPARTMENT OF JUSTICE

Community Relations Service

For more information, contact us:

(202) 305-2935

www.justice.gov/crs

AskCRS@usdoj.gov

