



*Researchers
LGBTQ orgs
Funders*

Recommendation: *Build Evidence*

Rationale

Research repeatedly demonstrates that the success of interventions can hinge on community ownership and buy-in, which is influenced by the extent to which an intervention reflects the values and realities of communities. Interventions developed by and for the communities in which they will be practiced often have a greater likelihood of capturing those values and realities.

Numerous programs developed by LGBTQ organizations and communities, reflecting the concerns, creativity, and values of those communities, are ripe for evaluation. A recent survey conducted by the National LGBTQ DV Capacity Building Learning Center found that LGBTQ DV providers and agencies knew of more than 30 programs, models, and approaches to address DV in LGBTQ communities that they considered successful. However, few of these have been systematically evaluated or documented.

To expand what we know about effective approaches to addressing DV in LGBTQ communities, the field needs culturally responsive researchers and LGBTQ organizations to build practice-based evidence of the efficacy of these innovative interventions.

Recommendations for Researchers

1. Train new researchers and students on how to conduct culturally responsive research, especially with marginalized and underserved communities.
2. Partner with LGBTQ communities to collaboratively document innovative DV interventions and approaches. Documentation can include outlining the logic model, theory of change, and core components of these programs.
3. Partner with LGBTQ communities to collaboratively evaluate innovative DV interventions and approaches, employing rigorous and responsive methods that capture a wide breadth of data and evidence, including contextual and experiential evidence from participants and providers.
4. Partner with LGBTQ communities to help build their capacity to conduct future evaluations and research on their own.

Recommendations for LGBTQ Organizations

1. Expand the reach of your innovations by systematically documenting them and building evidence of their implementation and effectiveness.
2. Seek training and/or technical assistance to build agency capacity to document and evaluate innovative, community-based work.
3. Explain to funders the need to include a budget for evaluation in grants or funding applications to facilitate improving, documenting, and disseminating culturally specific approaches.

Resources

- [Domestic Violence Evidence Project](#)
- [CDC Understanding Evidence Framework](#)
- [National Latin@ Network's Building Evidence Toolkit](#)
- [National LGBTQ DV Capacity Building Learning Center's Online Library](#)
- [Center for Culturally Responsive Evaluation and Assessment](#)

ⁱ Durlack, J. A. & DuPree, E. P. (2008). Implementation matters: A review of research on the influence of implementation on program outcomes and the factors affecting implementation. *American Journal of Community Psychology* (41), 327–350. DOI 10.1007/s10464-008-9165-0; Miller, R. L. & Shinn, M. (2005). Learning from communities: Overcoming difficulties in dissemination of prevention and promotion efforts. *American Journal of Community Psychology* (35) 3/4. DOI: 10.1007/s10464-005-3395-1; Green, L. W. (2008). Making research relevant: If it is an evidence-based practice, where's the practice-based evidence? *Family Practice* (25), i20–i24.



*Mainstream
and LGBTQ
Organizations
Funders*

*LGBTQ Domestic Violence
Targeted Recommendation:*

**Compensate
LGBTQ
organizations for
their expertise**



National
LGBTQ DV Capacity Building
Learning Center

Rationale

As “by and for” organizations, LGBTQ domestic violence (DV) and anti-violence organizations have highly developed expertise, tools, and practices for supporting LGBTQ survivors, as well as innovative models to prevent violence in our diverse LGBTQ communities. These practices, such as building relationships and trust within diverse LGBTQ communities, creating more inclusive built environments, and innovative, culturally specific models and frameworks for addressing DV, are increasingly relevant to mainstream DV programs seeking to increase access for LGBTQ people or improve their work with all survivors.

In their efforts to increase LGBTQ competence and accessibility, general and regional DV programs may turn to LGBTQ programs for formal and informal training and consultation. For example, organizations may call on LGBTQ organizations to assist with regular volunteer trainings, to provide staff in-service trainings, or to find referrals for basic services and community resources when their own staff are unfamiliar with diverse LGBTQ communities.

While advocates know co-advocacy and resource sharing are critical to supporting diverse survivors, the lack of compensation for this work by non-LGBTQ organizations can unintentionally erode LGBTQ organizational and community resources and undermine relationships.

In a recent survey conducted by the CBLC,ⁱ LGBTQ DV organizations reported that they spent substantial organizational resources, some more than 75% of their total organizational resources, providing training and technical assistance to non-LGBTQ organizations, often with little or no compensation or reciprocating support from those organizations in return. LGBTQ advocates note that even in the course of routine referrals to mainstream programs, they frequently must offer time-consuming informal training and coaching regarding sexual orientation and gender identity.

This puts culturally specific organizations in a difficult position: either continue to provide on-demand training and technical assistance to non-LGBTQ programs, stretching staff thin and neglecting urgent needs within LGBTQ communities, or cut back that uncompensated support and leave LGBTQ survivors who seek services in mainstream settings even less likely to receive competent help.

Non-LGBTQ anti-violence agencies can change the equation. By compensating culturally specific programs for training and technical assistance (TA), including short-term TA, non-LGBTQ anti-violence agencies can build their own capacity to serve diverse survivors without draining culturally specific programs.

Building relationships based on reciprocity, mutual support, and an awareness of resource difference is critical as we move toward more inclusive service and support for LGBTQ survivors and beyond. Such relationships create a stable foundation for vital partnerships and future collaborations, as well as the potential for concerted action and co-advocacy in the future. When general and regional organizations value and fairly compensate LGBTQ organizations for their time and expertise, they support the long-term sustainability of those organizations and strengthen our movement to end violence.

Recommendations for Mainstream Domestic Violence Organizations

1. Understand the funding picture for culturally specific programs in your region. Many culturally specific programs receive less funding from local, state and national sources, and may not receive foundation funding because they are seen as a "boutique," not universal, agency. Relatively few culturally specific programs are awarded funds through non-competitive formula processes, which means these programs have fewer baseline dollars to count on.
2. Always compensate partners and consultants included in funding applications. This is a basic building block of a fair partnership.
3. Include "culturally specific consultation" as a routine direct service cost. Use consultation and training funds to pay your local LGBTQ organization for volunteer training, staff training, and consultation on educational materials or grant proposals.
4. Always compensate culturally specific programs for their expertise. If funds are not available immediately, suggest a barter. Reciprocating with in-kind support can have a big impact. For example, few LGBTQ specific organizations have development, administrative, or IT staff. Can you introduce their leadership to local foundations? Can your board members volunteer at their annual auction? How about printing? Host a webinar series using your platform? What do you have of value to offer in return?
5. Recognize the leadership of LGTBQ organizations in the DV field as both experts on LGBTQ DV and as experts in innovative advocacy and alternative programming that can benefit the larger DV field.
6. Partner with LGBTQ organizations to co-advocate and collectively serve DV survivors.

Recommendations for LGBTQ Organizations

1. Ask for compensation. If an organization does not have the funds this time, suggest a barter and request that they write the costs into their budget for the next year. Authentic partnerships require reciprocity.
2. Know how much training and technical assistance work costs your organization. Make sure you figure the “fully loaded” costs, including preparation time of all staff involved, travel time, and consideration of the program staff’s lost opportunities in terms of furthering other priorities in their own program or community.
3. Be prepared to say “No” when programs ask you to sign MOUs or provide services to their organizations without compensation. Use a priority grid to help you decide when you will make exceptions and when you will stand firm. Don’t let FOMO (fear of missing out) make the decisions.
4. Practice explaining your position with compassion and clarity. We recognize that non-LGBTQ programs have broad demands on their scarce resources, but hiding the cost of training and technical assistance by culturally specific organizations by absorbing it without compensation does nothing to help change the equation.

Recommendations for State Administrators of FVPSA and other funds

1. Encourage non-LGBTQ-specific programs to seek (and pay for) LGBTQ organizations’ expertise as they work towards becoming more accessible for LGBTQ survivors.
2. Work with non-LGBTQ- and LGBTQ-specific programs to ensure that LGBTQ organizations are paid for their education and advocacy on LGBTQ DV. For example, create a contract with an LGBTQ organization to provide TA to local FVPSA-funded programs.
3. State administrators should assess how discretionary funds can be used to promote innovative programming at LGBTQ organizations, including alternative emergency and long-term housing options that increase privacy for all survivors, including LGBTQ survivors

ⁱ LGBTQ DV CBLC, *By and For: The unique services, experiences and approaches of LGBTQ domestic violence and anti-violence agencies.* in press. contact Carrie Lippy or Margaret Hobart for details. (206)568-7777

Resources

- [National LGBTQ DV Capacity Building Learning Center's Online Library](#)
- [NCAVP Membership Directory](#)
- [Roadmap for Collaborative and Effective Evaluation in Tribal Communities](#): A useful framework that can guide researchers aiming to collaborate with many marginalized populations, including LGBTQ communities.

*LGBTQ Domestic Violence
Targeted Recommendation:*

Accurately and
responsively collect
sexual orientation
and gender identity
data

*Researchers
Mainstream
and LGBTQ
organizations*



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Accurately, responsively collect data

Rationale

Many DV programs regularly collect data on the survivors they serve, and increasingly, this includes measures of sexual orientation and gender identity. Gathering this data provides more opportunity to learn about the unique strengths, needs, and experiences of LGBTQ survivors. However, it also poses challenges for researchers and DV advocates and programs in ensuring the accuracy, utility, and privacy of the data they collect on survivors.

One challenge in collecting this data is the historic well-founded mistrust of research by LGBTQ communities. Some research has been used to further stigmatize LGBTQ communities, so demonstrating trustworthiness remains a challenge and a relevant consideration for programs and researchers. Further, accurately and sensitively identifying members of LGBTQ communities can be challenging due to emerging terminology and expanding notions of gender and sexuality.

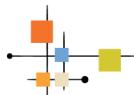
While some LGBTQ survivors will experience questions related to gender identity and sexual orientation as an affirming example of inclusion and visibility, others will fear their answers will result in extra scrutiny or discriminatory service by staff.

There is no “one right way” to gather this information. Numerous measures of sexual orientation and gender identity exist, and different questions may work better or worse depending on the intended use of the data, the target population, and the varied experiences of diverse LGBTQ communities.

The data from each measure can be analyzed in a multitude of ways, so programs and researchers need to understand why they are collecting the data and how they are hoping to use it. Finally, the sensitivity of sexual orientation and gender identity data underscores the need for researchers and programs to ensure the confidentiality and privacy of the data they collect from survivors.

Recommendations for Researchers

1. Work with LGBTQ people and experts in LGBTQ anti-violence to shape sexual orientation and gender identity questions used in research studies.
2. Be clear on how you intend to use and analyze any sexual orientation and gender identity data you collect. This should influence how you measure these constructs.
3. To avoid further stigmatizing LGBTQ people and communities, ensure that your research examines not only weaknesses or risks but also strengths and opportunities related to LGBTQ communities.



- Given the sensitivity of sexual orientation and gender identity data, it is important to honor the participants who risked vulnerability in sharing this information. One way to do this is by sharing the findings of the study with participants, giving back to them as a way to show respect and appreciation.

Recommendations for mainstream and LGBTQ organizations

- Ensure advocates who collect sexual orientation and gender identity information receive comprehensive and ongoing training around distinctions of gender, sexuality, LGBTQ identities and terminology, and needs and experiences of LGBTQ survivors.
- Be prepared to explain the rationale for gathering sexual orientation and gender identity data to service recipients, as well as how your agency will ensure confidentiality and containment of the data within and outside of programs.
- Participation in data collection must be voluntary. Providing information for the purpose of programs' or funders' data collection purposes should never be a requirement to access services. This allows LGBTQ people and others to make decisions about the risks of revealing sensitive information without sacrificing access to needed services.
- Identities and orientations are complicated. Understand that what an LGBTQ person reveals for data gathering purposes might not correspond with what they are ready to share with other participants or even staff. For example, a trans or bi woman may not wish to be identified as such in support group. Respect survivor's preferences about revealing sexual and gender identity.
- With funders, advocate for more expansive categories (including options for self-identification outside of established categories) regarding sexual orientation and gender identity data in required reporting forms.
- Take guidance from LGBTQ programs and researchers regarding best practices for collecting sexual orientation and gender identity data.

Resources

- Williams Institute (2016), [Reachable: Data collection methods for sexual orientation and gender identity](#)
- Williams Institute (2014), [Best Practices for Asking Questions to Identify Transgender and Other Gender Minority Respondents on Population-Based Surveys](#)
- Williams Institute (2013), [Gender-Related Measures Overview](#)
- Greftak, E., Gutierrez, E., Greene, K. (2012) [Don't Ask, Can't Report: A practical guide to collecting data on LGBT people in a culturally responsive way](#). Presentation to American Evaluation Association



*DV Advocates in
mainstream and
LGBTQ
organizations
Funders
Policy makers*

LGBTQ Domestic Violence

Targeted Recommendation:

Integrate economic and educational access and empowerment into domestic violence (DV) advocacy, particularly for transgender survivors.



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Integrate economic and educational empowerment into DV Advocacy

Rationale

[Injustice at Every Turn: a Report of the National Transgender Discrimination Survey](#) highlights pervasive discrimination in education and employment as well as common experiences of poverty and homelessness among transgender people, especially transgender people of color.ⁱ

Trans people face a variety of barriers to employment in addition to discrimination. These include lack of identification that corresponds to their gender and name, and criminal records or warrants for nonviolent crimes that are the result of excessive policing, over criminalization, and gender/race profiling. Economic vulnerability can drive dependence on abusive partners and lead to difficult choices for obtaining housing and meeting other basic needs.

Further, many transgender people face disruptions in their education due to unsafe schools, lack of family support, and bias. This weakens their options for employment, setting the stage for economic exploitation, poverty, and vulnerability to abuse.

To effectively and competently serve transgender DV survivors, advocates and organizations need to address the economic and educational barriers that disproportionately impact trans communities.

Recommendations for DV advocates in mainstream and LGBTQ organizations

1. Identify economic and educational advocacy as key prevention and early intervention strategies for domestic violence and as important parts of long-term safety planning.
1. Broaden the concept of “DV legal advocacy” to encompass resolving warrants, name changes, and old convictions.
2. Routinely ask people if they need help with the following: warrants, name changes, identification, and old convictions that prevent them from being employed or housed.
3. Learn how to request that the court quash a warrant. This work can be presented as alleviating the impact of profiling and over-criminalization and as a step toward reducing court caseloads.
4. Learn how to help a person file for legal name change; treat name changes as an important aspect of legal advocacy. This is a simple civil process, less complex than getting a protective order.



5. Learn and educate survivors about how to get a misdemeanor conviction vacated (removed from a person's record).
6. Address and destigmatize sex work in advocacy. Advocates should gain the skills, knowledge and collaborative relationships necessary to help survivors resolve charges related to sex work.
7. Seek out and create relationships with attorneys willing to help with the criminal-legal issues facing trans survivors (as well as other survivors).
8. Create job-readiness programming, including help with resumes, applications, and interviewing skills. Include information on how to manage interview questions about sex/gender identity and past convictions.
9. Think creatively about how to make job training and supporting entrepreneurship routine parts of your programming. For example, what job training can your program bring into your space? Does your building have a commercial kitchen that could be used for catering or making small-batch food products?
10. Work with local community colleges to ensure a welcoming atmosphere for trans people; build relationships with Adult Basic Education, General Educational Development (GED) and occupational skills instructors so that your program can provide a "warm referral" to these resources. Normal text

Recommendations for Funders

1. Recognize working to prevent LGBTQ (and particularly transgender) discrimination in grade schools, high schools, and colleges as important prevention work that impacts the social determinants of DV.
2. Recognize legal advocacy around name changes, warrants, and past convictions as an important component of eliminating barriers to autonomy and expanding choices.

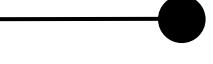
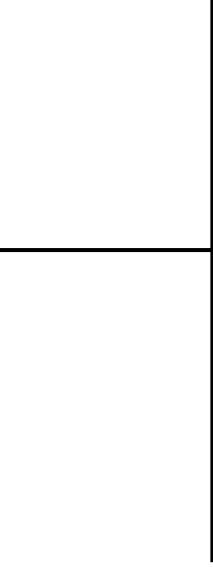
Recommendations for Policymakers

1. Work with local trans communities to reform police policies and practices that result in profiling trans people. For example, eliminate "possession of condoms" as evidence of prostitution or any other crime.
2. Reduce or eliminate the cost of community college. This makes it possible for people to access education without family support or good credit.
3. Remove barriers to attending community college for undocumented immigrants and refugees.

Resources

- <http://www.lawhelp.org/>
 - ["When and How to Vacate Misdemeanor and Gross Misdemeanor Convictions"](#) on Washington Law Help (2014)
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ⁱ Grant, J. M., Mottet, L. A., Tanis, J., Harrison, J., Herman, J. L., & Keisling, M. (2011). Injustice at Every Turn: A Report of the National Transgender Discrimination Survey. Washington: National Center for Transgender Equality, National Gay and Lesbian Task Force.



*LGBTQ and
Mainstream
Organizations
Funders*

*LGBTQ Domestic Violence
Targeted Recommendation:*

Ensure family-provider wages and benefits in order to recruit and retain qualified staff members from diverse LGBTQ communities.



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Ensure family provider wages and benefits

Rationale

While LGBTQ people encounter the same socioeconomic vulnerability faced by other people who share their race, ethnicity, sex, age, and disability, they also must confront challenges stemming directly from trans-, bi-, and homophobia. These challenges include a higher risk of homelessness when they are young, less access to family financial or other supports, harassment and discrimination at school and at work, and the long-term consequences of having been historically denied the economic benefits of marriage.ⁱ

LGBTQ people are likely to be the only or the primary breadwinner in their household. Further, LGBTQ people have less access to the extended-family supports that can help bridge a troubled financial time or reduce the need to pay for certain kinds of assistance. For example, LGBTQ people are less able to rely on family to contribute money to offset costs of unexpected illness or other expenses, to help with childcare, or to otherwise assist with daily life events. An LGBTQ worker's income must be sufficient to meet all their real-time expenses, plan for retirement, and handle any "rainy day" costs.

Domestic violence (DV) agencies and anti-violence nonprofits may not be aware of how much they rely on spouses' salaries and benefits, family wealth, or other supports to buttress their staff members' economic stability. By underpaying workers, organizations undermine their ability to employ and retain staff members from diverse backgrounds who cannot rely on family wealth or a partner's income to make working for very low wages viable.ⁱⁱ

Many DV and anti-violence nonprofits have trouble recruiting and retaining qualified LGBTQ staff. Connecting the dots between the the socioeconomic vulnerabilities that LGBTQ people face, and the low wages anti-violence nonprofits pay helps explain why: LGBTQ people (along with anyone else who needs to make a family wage) literally cannot afford to work in the field.

Recommendations for Organizations

1. Review pay scales and benefit packages and establish family-provider compensation. Consider the costs of housing, degrees required, childcare, and other expenses incurred by your staff as providers for a household.
2. Do not rely on spouses' healthcare benefits or pay when establishing wages.
3. Establish an "ethical bottom line" for pay and benefits.
4. Ask "Could a survivor leave an abusive relationship on our wage scale?" Adopt this question as part of your organization's criteria for establishing wage levels.

5. Use tools such as the Massachusetts Institute of Technology's Living Wage Calculator to evaluate compensation packages for your area.
6. Be transparent about your organization's pay scale, internally, externally, and in job announcements.

Recommendations for Coalitions

1. Conduct a compensation review with your member organizations.
2. Evaluate compensation (wages and benefits) against regional family-provider wage indexes.
3. Build program directors' knowledge regarding the importance of adequate employee compensation to overall mission.

Recommendations for Funders

1. Invest new funds in improving compensation for current anti-violence program staff before increasing the number of full-time employees.
2. Evaluate proposed salary and benefit budgets for their likelihood to provide sufficient compensation to recruit and retain a diverse staff that represents the client/participant constituents the agency proposes to serve.
3. Educate organizations about the importance of robust benefit packages (e.g., long- and short-term disability, retirement, health benefits) and adequate wages to the ability to recruit and retain qualified staff.

Resources

- [MIT Living Wage Calculator](#)
- ["All Right, We Need to Talk About Nonprofit Salaries"](#)

ⁱ Lee Badgett, M. V., Durso, L. E., & Schneebaum, A. (2013, June). *New patterns of poverty in the lesbian, gay, and bisexual community*. Retrieved from <http://williamsinstitute.law.ucla.edu/wp-content/uploads/LGB-Poverty-Update-Jun-2013.pdf>

ⁱⁱⁱ For example, the Washington State Coalition Against Domestic Violence [2015 Wages and Benefits Survey](#) reported that 84% of advocates responding to the survey relied on some form of outside support to make ends meet, such as a second job, WIC, subsidized housing, food stamps, food banks, or family. The Texas Council on Family Violence 2012 [salary survey](#) indicated the average wage for part-time staff in domestic violence programs was \$9–10 per hour. The Indiana Coalition Against DV 2013 [salary survey](#) indicated a similar wage of \$24,561 for an advocate. These wages would qualify a family of three for food stamps, and place them at or below the poverty level according to the MIT living wage calculator.

Mainstream DV
Programs
Funders
Policymakers
Researchers

LGBTQ Domestic Violence
Targeted Recommendation:

Improve privacy as a strategy to increase LGBTQ access to existing domestic violence (DV) shelter programs



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Improve Privacy to Increase Access

Rationale

Emergency domestic violence shelter can be an important and potentially life-saving resource for DV survivors. Both the Violence Against Women Act (VAWA) and the Family Violence Prevention and Services Act (FVPSA) affirm the importance of making DV shelter and advocacy accessible to LGBTQ people. The mainstream DV field has agreed in principle but is continuing to learn how to put these principles into practice.

In our conversations with providers and survivors, increasing privacy emerged as a strategy for reducing barriers faced by diverse LGBTQ (and other) survivors.

Healing from trauma is promoted when survivor self-determination is increased and isolation is decreased. Private rooms/units paired with voluntary access to collective space advances both of these goals.

Increasing privacy for LGBTQ DV survivors and their children can provide substantial benefits for all DV survivors and will increase access for diverse LGBTQ survivors.

- *Private rooms/units can increase survivors' control over their environment. Privacy is a fundamental antidote to the demand for constant emotional/physical/sexual access that many survivors have faced from abusive partners and intrusive institutions and systems.*
- *Privacy gives survivors more control over when they are able and available to interact with other residents and program staff. Privacy allows the opportunity to retreat when needed from secondary exposure to trauma, taxing microaggressions, and the emotional and physical demands of public social interaction.*
- *Private rooms/units substantially reduce barriers to serving diverse populations of survivors. It allows survivors to practice their traditions and culture, parent their children, cook familiar foods, adhere to religious obligations, choose which TV shows to watch, and otherwise feel at home, free of excessive scrutiny, questions, and judgment.*
- *Private rooms/units increase time available for advocacy by substantially reducing the time advocates spend resolving conflicts between residents.*
- *Private rooms/units can support survivors' parenting by making it easier for them to follow routines, help their children with homework, and bond with them. A strong parent-child bond is one of the most important resiliency factors for children exposed to domestic violence; privacy helps survivors reclaim this bond and their family lives.*
- *An emerging evidence base indicates the benefits of housing models that enhance privacy. Programs moving to housing models that allow greater privacy have reported positive housing outcomes. For example, one study revealed that 90% of DV survivors assisted using a Housing First models were successfully in permanent housing at the end of the 18-month study.ⁱ*



Recommendations for Mainstream DV Programs

1. Engage in short- and long-term planning to improve privacy. In the short term, examine the existing shelter facility with privacy in mind: How can privacy be improved? For example, can a room currently being used to house multiple single women be subdivided? For long-term planning, consider how the emergency housing facility and practices align with survivors' privacy needs and the program's aspirations to empower survivors, support parenting, and serve diverse populations with minimal barriers; then plan to ensure alignment between program values and housing design.
2. In communal shelters, make sure bedrooms feel like nurturing retreats. Each bedroom should contain a comfortable chair and a good reading light so that a person may rest without lying down and parents and small children can cuddle, read, and connect.
3. End the practice of asking strangers to share bedrooms: Commit to putting only one family or one survivor in each room.
4. If funding exists for remodeling, consider:
 - a. Adding bathrooms. Bathroom designs can increase access and privacy by separating function (i.e., bathing vs. toilet use) and prioritizing single users or parent-child dyads—as opposed to group use. Ideally each bedroom would have its own bathroom.
 - b. Dividing a many-roomed single-family house into smaller apartments.
5. Consult the Washington State Coalition Against Domestic Violence (WSCADV) Building Dignity website for additional ideas on how the built environment can support program values and increase accessibility.
6. Leverage the evidence base being built by programs evaluating alternative (and more LGBTQ accessible) ways of housing DV survivors.ⁱⁱ
7. Call your [state coalition against domestic violence](#) to identify DV programs in your area that have made the shift to private rooms or private dwellings.

Recommendations for Funders, State Administrators, and Policymakers

1. Note that FVPSA and most state laws provide considerable flexibility regarding the form that "safe refuge" takes; communal shelter is not required. Allow and encourage programs to innovate the form in which they offer shelter, and support their efforts to evaluate improvements in access and outcomes for survivors.
2. State administrators: Consider how discretionary funds can be used to provide incentives for programs to move toward best practices regarding privacy, with the

understanding that this increases access for LGBTQ and other marginalized survivors. For example, programs offering individual apartments might receive an “access bonus.”

3. Help programs engage in conversations about quality versus quantity of services.

Recommendations for Researchers and Evaluators

1. Partner with DV and LGBTQ organizations to study accessibility and effectiveness of multiple DV emergency-housing models for diverse groups of survivors, including LGBTQ survivors.
2. Partner with DV organizations to continue examining the efficacy of alternative housing models, including Housing First, flexible funding, and mobile advocacy.

Resources

- [Building Dignity: Design Strategies for Domestic Violence Shelter](#)
- [1+ \(a resource for pro bono design services\)](#)
- [WSCADV's Housing First Toolkit](#)
- [WSCADV's evaluation results on DV Housing First](#)
- [The DASH \(District Alliance for Safe Housing\) Model](#)
- [“DASH’s Empowerment Project: Rapid Re-Housing for Survivors of Domestic Violence”](#)
- [“How Do Survivors Define Success?](#)

ⁱ Mbilinyi, L. & Krieter, A. (2013). *The Washington State Domestic Violence Housing First Program Evaluation Summary: Cohort 2 Agencies*. Seattle: Washington State Coalition Against Domestic Violence.

ⁱⁱ Ibid

*Mainstream and
LGBTQ DV
Advocates
and
LGBTQ
Anti-Violence
Organizations*

*LGBTQ Domestic Violence
Targeted Recommendation:*

Ensure that all referrals to 911 and law enforcement are informed, individual, and based on a reasonable expectation of benefit in the specific situation



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Ensure referrals to 911 and law enforcement are informed and based on expectation of benefit

Rationale

Nationally, domestic violence (DV) survivors cannot rely on consistent or helpful treatment from 911 and law enforcement responses. In a 2015 survey of domestic violence survivors, the National Domestic Violence Hotline found that 83% of respondents reported that their contact with law enforcement was either harmful or resulted in no benefit to them.ⁱ Additionally, 25% of DV survivors who participated in the survey said that they would not call 911 for assistance again no matter what.ⁱⁱ Law enforcement involvement in domestic violence cases often results in unwanted complications and increased harm to survivors of DV.ⁱⁱⁱ In the hotline study, survivors across diverse identities expressed their dismay at treatment by police.

For LGBTQ survivors, harm resulting from law enforcement involvement is even more pronounced. The long and well-documented history of violence, sexual exploitation, and extortion by police against transgender, lesbian, gay, bisexual, and queer people has resulted in a well-founded reluctance of people in LGBTQ communities to access law enforcement. The arrest and prosecution of LGBTQ people (and particularly transgender people and people of color) negatively impact LGBTQ survivors' ability to get a job, keep custody of children, utilize public benefits in housing and assistance, get scholarships for higher education, be judged as credible when victims of crime, and exercise the right to vote. Such treatment involves a host of other collateral costs as well.

The role of advocates is not to change LGBTQ people's perception of law enforcement and prosecution. Rather, the field must take seriously the impacts of biased policing and prosecution against diverse survivors and their families, and integrate that understanding into day-to-day advocacy work. One way to do this is by eliminating default 911 referrals. Understanding the reality of the discrimination and bias that LGBTQ people experience at the hands of law enforcement means that advocates should actively discuss potential benefits and harms of police involvement when safety planning with survivors.

Recommendations for Mainstream and LGBTQ DV Advocates and LGBTQ Anti Violence Organizations

1. Do not make referrals to law enforcement a default recommendation (for example, outgoing voicemail messages should *not* say, "Please hang up and call 911").
2. Make specific and informed referrals to law enforcement only when advocacy reveals that police involvement is likely to result in a net benefit to a survivor in a given situation.



3. Make referrals to trusted officers and detectives whenever possible, rather than referring a survivor to general dispatch.
4. Do not require police reports or law enforcement involvement as a condition of service.
5. Always consider racial, sexist, and class bias, criminalization of drug use or sex work, and other factors that may shape a survivor's treatment by the criminal legal system.
6. Be prepared to engage in systems advocacy on behalf of survivors.
7. Understand rights related to arrest and detention, and safety plan with survivors about what to do if they are arrested.

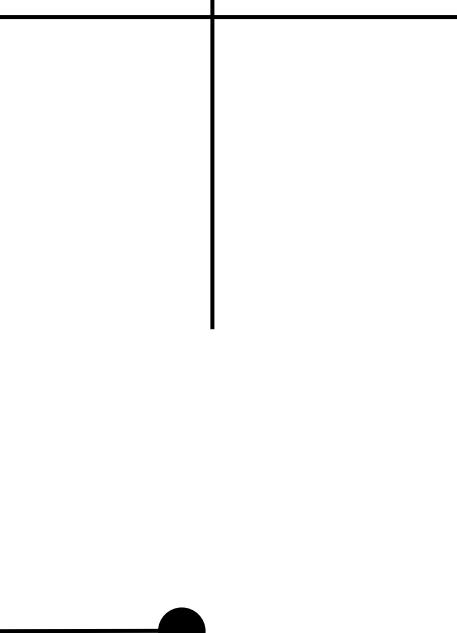
Resources

- [ACLU's Know Your Rights When Encountering Law Enforcement](#)
- [Who Will Help Me? Domestic Violence Survivors Speak Out About Law Enforcement Responses](#)
- [Campaign Zero](#)

ⁱ Logan, T. K. & Valente, R. (2015). *Who Will Help Me? Domestic Violence Survivors Speak Out About Law Enforcement Responses*. Washington, DC: National Domestic Violence Hotline. Retrieved from <http://www.thehotline.org/resources/law-enforcement-responses>

ⁱⁱ Ibid.

ⁱⁱⁱ Ibid.



Mainstream and
LGBTQ
Intervention and
Prevention
programs
Funders
Researchers

*LGBTQ Domestic Violence
Targeted Recommendation:*

Involve, learn
from, and build
the leadership of
LGBTQ youth



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Involve, learn from and build LGBTQ youth leadership

Rationale

The National Crime Victim Survey has consistently demonstrated over the past 20 years that young people ages 12 to 24 experience violent crime at rates higher than the rest of the population. This is true for all forms of violence, including domestic violence and sexual assault.

Like all young people, LGBTQ youth are vulnerable to intimate partner violence, along with other forms of violence and abuse, including sexual exploitation, bullying, and street violence.ⁱ LGBTQ youth are more likely to experience physical and psychological dating abuse, sexual coercion, and cyber dating abuse than their heterosexual and cisgender peers.ⁱⁱ

Working closely with young people is a critical component to building beloved, just communities, effective prevention, and early intervention. Yet many organizations hesitate or stumble when approaching meaningful violence prevention work with youth.

We believe it is impossible to create meaningful, successful programming for youth without the direct involvement of youth. Youth leadership and advisory boards are a promising practice for meeting this goal. Developing youth as sources of information and expertise and working with youth to identify the issues most relevant to them have multiple advantages:

- A youth advisory board can help define community needs, research questions, outreach materials, and prevention work.
- Involving youth provides a forum for both learning from young people and building youth leadership and expertise. Particularly with marginalized populations, such as young LGBTQ people of color (POC) for example, this is a significant investment anti-violence, DV, and SA organizations can make toward the future of our work.
- Involving youth as paid consultants and experts helps programs keep on track ethically by centering the target population's needs, concerns, and perceptions.
- Keeping youth-oriented materials relevant is an ongoing process that requires regular input from young people. The "shelf life" of language, messages, and imagery for young people is relatively short. Language about sexual orientation and identity, as well as violence and intimacy, changes quickly.

Many organizations avoid substantial work with youth because the legal obligations regarding mandatory reporting, confidentiality, and consent can get confusing and difficult: Organizations get overwhelmed trying to figure out what needs to be reported to law enforcement or child welfare, and what does not. Can a young person consent to services and at what age? Do confidentiality requirements apply to people under 18? When and with what limits?



Organizations need to address these issues directly and create clear policy which centers youth self-determination, connection to community, and well-being. To accomplish this, youth input is critical.

Recommendations for Mainstream and LGBTQ DV/SV Prevention and Intervention

Form effective youth advisory boards:

1. Pay youth for their time and expertise. This makes participation accessible to a wider range of young people and dignifies the skill and insight youth bring.
2. Ensure inclusion of marginalized youth on any advisory committee that goes beyond tokenism. Diverse LGBTQ and homeless youth have much to offer.
3. Have adequate staffing devoted to recruiting for, developing, and supporting youth participation. This may be a substantial portion of an FTE; some organizations fund these sorts of positions with a mix of prevention and intervention funds
4. Ensure youth advisory boards or consultants go beyond rubber stamping decisions which have already been made by staff, but are instead empowered to raise questions and issues, investigate community needs, and propose strategies and solutions.
5. If your organization has an effective youth advisory/youth involvement component, document and evaluate your approach so that others can learn from and replicate your successes.

Take steps to overcome barriers to working with youth in terms of liability, confidentiality, and mandatory reporting.

1. Refer to [our targeted recommendations](#) regarding mandatory reporting.
2. Understand your state's law(s) regarding consent and confidentiality for youth: Review current law(s) and get help to interpret it in the most empowering way possible for youth.
3. Replace rigid rules and policies about notification of adults, guardians, parents, or other institutions with focused, effective, well-supported, survivor-centered advocacy.
4. Problem solve, safety plan, and center the self-determination of each young person. Avoid cookie cutter solutions and policies.

Recommendations for Funders

1. Recognize that meaningful youth involvement in programming requires funding and staff support. Paid advisory boards supported by staff accomplish multiple goals an organization or funder may hold: job training, developing community leadership, empowering youth, ensuring cultural relevance, and broadening the pool of potential staff.
2. Ask organizations to demonstrate that they are involving the communities they hope to impact (e.g. youth, or LGBTQ youth) in ways that allow members of those communities to act from a position of strength and expertise (as advisory committees) and not just from a position of need (as clients).
3. Support program evaluation and documentation of youth advisory boards and other forms of youth involvement and empowerment in programming.

Recommendations for Researchers

1. When researching questions regarding youth, ensure that youth have significant voice in informing research questions, methods, and tools.
2. Assist community-based programs in documenting and evaluating effective youth advisory boards or other forms of youth involvement in programming.
3. Ensure that information created with the help of youth is disseminated and shared with youth, and that youth are credited for their contributions.

Resources

- For detailed recommendations related to LGBTQ youth inclusion in events, social services, and medical and educational settings, please see [the series of tip sheets](#) created collaboratively by Break the Cycle and the LGBTQ DV CBLC.

ⁱ For example, one study of 140 LGBTQ youth found that approximately half of them had experienced some form of intimate partner violence. (Langenderfer-Magruder, L., Walls, N. E., Whitfield, D. L., Brown, S. M., & Barrett, C. M. (2015). Partner Violence Victimization Among Lesbian, Gay, Bisexual, Transgender, and Queer Youth: Associations Among Risk Factors. *Child and Adolescent Social Work Journal*, 33(1), 55–68.

<http://doi.org/10.1007/s10560-015-0402-8>

ⁱⁱ Dank, M., Lachman, P., Zweig, J. M., & Yahner, J. (2014). Dating violence experiences of lesbian, gay, bisexual, and transgender youth. *Journal of Youth and Adolescence*, 43(5), 846–857.

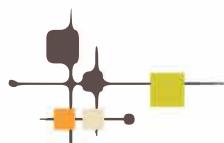




*Youth-
serving DV
and LGBTQ
programs
Policymakers*

*LGBTQ Domestic Violence
Targeted Recommendation:*

Direction
regarding
mandatory
reporting and
youth



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Direction Regarding Mandatory Reporting and Youth

Rationale

Youth experiencing intimate partner violence (IPV) frequently avoid bringing their concerns to an otherwise trusted adult because of the fear that person will break their confidentiality and report IPV to child welfare or law enforcement based on mandatory child abuse reporting laws.ⁱ

In a survey conducted by the LGBTQ DV CBLC, respondents under 18—and particularly LGBTQ respondents—indicated high levels of concern about mandatory reporting. Almost half of people under 18 said they had avoided reaching out for help because of fears about mandatory reporting. Trans and gender non-conforming young people reported high levels of having been reported to child welfare or law enforcement at some point. Fully 50% of respondents of all genders, ages, and races consistently indicated that the outcomes of mandatory reports had made their situation *much worse*.ⁱⁱ

LGBTQ youth may particularly worry about mandatory reporting because law enforcement or child welfare responses may “out” a person who is not ready to be public about their relationship, sexuality, or gender identity. Exposure before the young person is ready may erode relationships with friends, family, or school, undermine support systems, and even result in homelessness.

Child abuse reporting laws were not intended to address teen peer-to-peer violence; rather, they were designed to focus on abuse perpetrated against children by parents, caregivers, and guardians, and people responsible for children’s well-being. Some state laws make this clear by specifying the relationships of particular concern in the definition of child abuse.ⁱⁱⁱ

Because its primary focus is on familial and caregiver relationships, the child welfare system is not designed to respond to peer dating violence. Law enforcement responses to teen IPV may also be problematic, and are not focused on the well-being of the survivor. While IPV is unacceptable, criminalization and involving large bureaucratic systems is not always the most effective or best intervention, especially for youth.

Recommendations for Mainstream DV, LGBTQ Anti-Violence and All Youth Serving Programs

1. Youth safety, self-determination, and harm reduction should drive mandatory reporting policies and decisions, not fears about agency liability. “When in doubt: report” policies are damaging to advocacy relationships and to youth.
2. Reread your state’s mandatory reporting law(s) and get help from a youth rights-oriented attorney to interpret it as narrowly as possible. If the law clearly states that



child abuse involves a caregiver, guardian, parent, or other responsible adult, consider making clear to your community, and to the youth you serve, that your agency interprets this to mean that peer-to-peer violence does NOT fall under mandated reporting statute.

3. Never assume that making a report is neutral or will increase youth safety. Advocates need to be aware that the act of reporting something a young person has told them to the police or child welfare may in and of itself have negative impacts on the young person. Even if a report is not followed up on or is classified as "unfounded," making a report and any subsequent investigation can result in substantial damage to relationships and community support. Because reporting may increase danger or bring harm to a young person, it is critical that advocates absolutely avoid over-reporting and are extremely conservative with regard to what triggers a mandatory report.
4. When a report seems necessary, recognize and anticipate with the youth the repercussions which may come from making a report. Safety plan with the youth about those repercussions and their options if a report must be made: What will happen if a social worker reveals the specifics of their relationship and any abuse within it to their parents, teachers, or other supportive adults? Will their housing or education be threatened? Safety plan for the negative impacts of involving a bureaucracy in the teen's life, including loss of housing and support.
5. Avoid using mandatory child abuse reporting requirements to stigmatize or penalize LGBTQ youth..
6. Provide advocacy staff with substantial training and support to ensure they have the capacity to use discernment in making decisions about reporting teen dating violence. This includes regular supervision, education regarding the child welfare system and its impact on youth, and a mechanism for thinking through decisions for filing reports.
7. Work with youth and schools in your community to create transformative/restorative justice programs that provide space outside punitive systems so that people who do harm can get support in taking accountability for abuse, especially in cases in which the person doing harm is a youth themselves.^{iv}
8. In strategic and program planning, ask: What do young people entering intimate relationships need to create relationships that are healthy and consensual? When youth find themselves in unhealthy relationships, what do they need in terms of support and information? What will empower young people to create healthy and beloved communities? The answers to these questions should drive youth programming.
9. See our recommendation "Involve, learn from, and build the leadership of LGBTQ youth" to get information about involving youth in program planning. A youth advisory council can provide insight regarding youth needs and the impacts of mandatory reporting.

Recommendations for Policymakers

1. Consider offering mandated reporters an alternative to reporting teen peer-to-peer violence that more meaningfully meets the professional obligation to contemplate the safety and well-being of the vulnerable young person. For example, in the case of peer-to-peer violence, rather than making a mandatory report, a professional may be allowed to record that consultation occurred regarding the following: the incident or safety concern; considerations of the cost/benefit of reporting to law enforcement or child welfare in terms of the young person's well being and how official reporting may further endanger a young person; and what steps were taken to further the young person's safety, self-determination, well-being, and connection to supportive community and resources.
2. In states in which the definition of child abuse is open to "any person" harming a minor, add clarifying language to narrow the definition of child abuse to clearly refer to adults in authoritative, parental, or caregiving roles harming children, and excluding peer-to-peer violence or abuse.

Resources

- [There's No One I Can Trust: The impact of mandatory reporting on the help-seeking and well-being of domestic violence survivors](#)
- [Creative Interventions](#)
- [Generation Five: Toward Transformative Justice](#)

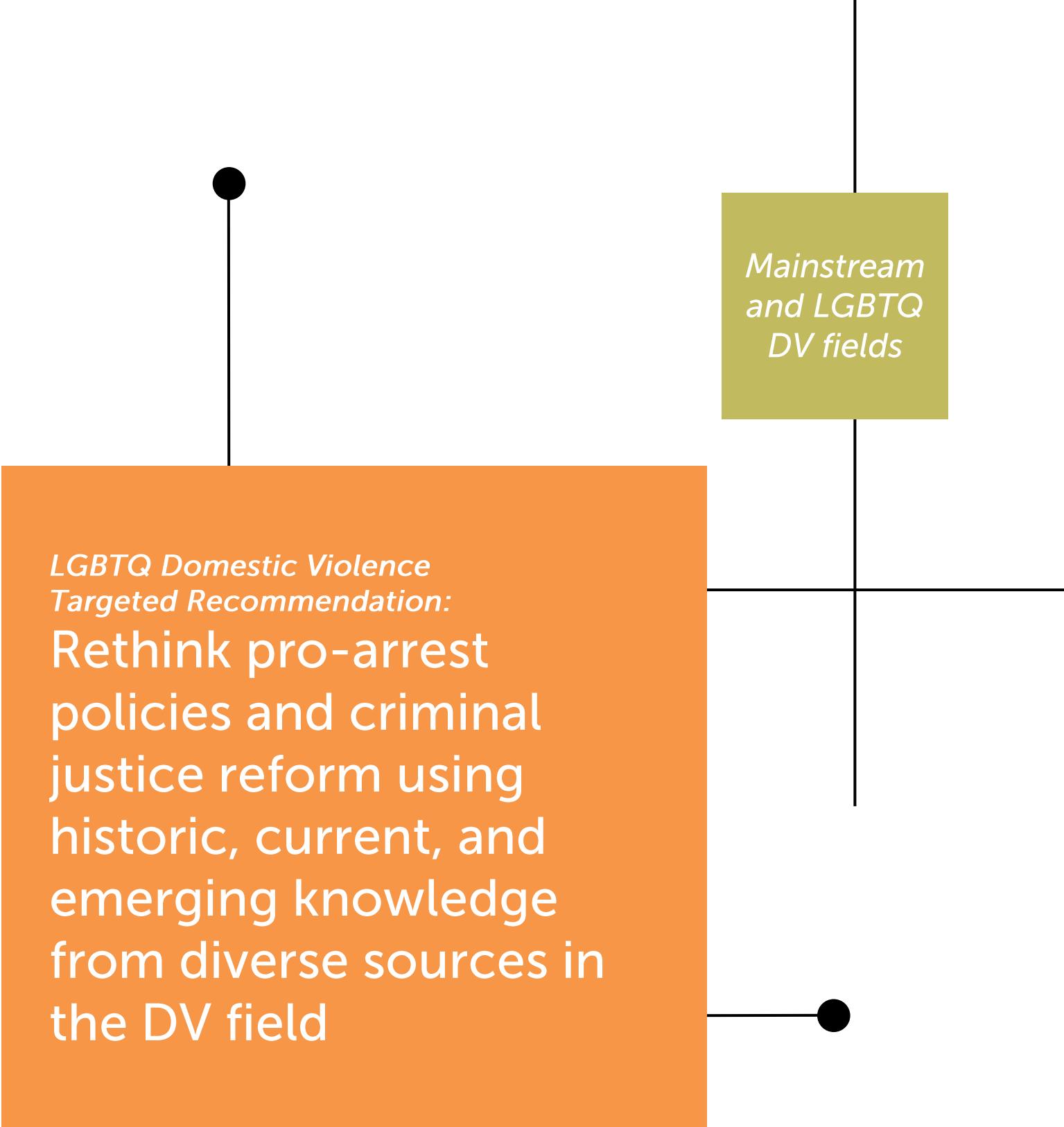
ⁱ National LGBTQ DV Capacity Building Learning Center (2016). *There's no one I can trust: The impact of mandatory reporting on the help-seeking and well-being of domestic violence survivors*. Seattle, WA: Lippy, C., Burk, C., & Hobart, M.

ⁱⁱ Ibid

ⁱⁱⁱ The following states' laws contain language specifying some sort of guardian, caregiver, or parental relationship in their definitions of child abuse: AZ, CA, HI, IL, IN, IA, MI, MO, ME, MD, NJ, NM, NY, NC, ND, OK, SC, TN, VA, WV and Washington, DC. Other states' laws may also include limiting language: check your state law and interpret narrowly.

^{iv} See Creative Interventions.





*Mainstream
and LGBTQ
DV fields*

*LGBTQ Domestic Violence
Targeted Recommendation:*

**Rethink pro-arrest
policies and criminal
justice reform using
historic, current, and
emerging knowledge
from diverse sources in
the DV field**



National
LGBTQ DV Capacity Building
Learning Center

Recommendation: Rethink pro-arrest policies and criminal justice reform

Rationale

We must not pretend that the countless people who are routinely targeted by police are “isolated.” They are the canaries in the coal mine whose deaths, civil and literal, warn us that no one can breathe in this atmosphere.... Until their voices matter too, our justice system will continue to be anything but.

—Justice Sandra Sotomayor, in her dissent re: Utah v Strieff

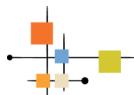
In her powerful dissent in *Utah v. Strieff*, Justice Sotomayor points to a fundamental tension in understanding the meaning and impact of individuals' negative interactions with law enforcement: Some believe that when policing does not work sometimes for some people, these problems are random, the fault of bad apples or bad luck, and the system as a whole is not implicated. Others maintain routine policing (and prosecution and prison) has negative impacts on particular groups of people that are systematic, predictable, over-determined, expected, and perhaps even intended.

Sotomayor demands that we take seriously the possibility that the second explanation is most accurate. She is not the first to do soⁱ, but she may be the most powerful voice to make this point.

We know from both research and practice that many survivors, and particularly survivors in marginalized communities, have problems with police response. Just a few examples:

- When asked if involving the police made them feel more or less safe, one third of domestic violence (DV) survivors across sexual orientation and gender identities said they felt *less safe after police intervention*.ⁱⁱ
- The US Department of Justice has reported that DV victims in same-sex couples are 30 times more likely to be arrested along with their abuser than female victims with male offenders.ⁱⁱⁱ
- Transgender people, and particularly transgender people of color, report discrimination and abuse at the hands of law enforcement at high rates. A national survey of transgender people found that almost half reported being uncomfortable seeking police assistance.^{iv} NCAVP's 2014 Report on LGBTQ DV, compiled from data collected by 14 organizations around the country, notes that of the survivors who reported IPV to the police, 14% found responding law enforcement officers hostile, and another 32% found them indifferent.^v

The response of the DV field to recent research makes clear that significant conflict exists within the movement regarding how to understand, integrate, or evaluate evidence that challenges the assumption that strong criminal justice responses to DV benefits survivors.^{vi} In the meantime, even as dramatic examples of police brutality toward communities of



color, and women of color in particular, flood our airwaves, most DV programs continue to direct survivors to the police as a resource—without carefully helping those survivors consider all the possible outcomes (including the negative ones) of a call to 911.

Recommendations for the mainstream and LGBTQ DV fields

The fields need to invest adequate resources and time to revise the operating consensus around the role of criminal justice system in helping survivors of DV. A series of convenings of leaders in the DV fields (with particular emphasis on advocates and leaders representing marginalized communities), academics, and researchers should take place to integrate LGBTQ community and other communities' perspectives regarding such issues as:

- The utility of mandatory and pro-arrest policies, given the persistent limitations of the criminal justice field with regard to sexism, racism, and classism.
- The meaning of the numerous critiques, research findings, and narratives from survivors over the last 30 years pointing to the damaging impacts of criminal justice interventions for DV.
- Where the DV movement should situate itself in the current conversations about systemic police bias, police brutality, and the role of intersectional oppressions in driving the experience of the criminal justice system by immigrants, people of color, and LGBTQ people.
- Assessment of the opportunity cost of focusing on the criminal legal system as opposed to other systems that substantially impact survivors' self-determination and options, such as access to housing, education, childcare, and economic justice.
- How to re-orient STOP and GTEA grant reporting guidelines to yield better information about the impact of funds on desired outcomes (e.g., decreased assaults, increased victim safety) versus outputs (e.g., number of training sessions).

Recommendations for Researchers

Create information that will assist the fields in nuanced discussion of the impacts of the last 30 years of criminal justice reform (mandatory arrest laws, training, collaboration) by the DV movement.

- Conduct a critical literature review to identify and assess the research on the impacts of pro-arrest/mandatory misdemeanor arrest policies on victims. Such a review should not assume that arrest or prosecution is in itself a positive impact for victims. The review should include evidence on the impact of pro-arrest policies on victim safety, stability, self-determination, community connectedness, and access to meaningful resources.
- Conduct studies to compare alternatives to mandatory or pro-misdemeanor arrest practices as it is currently being implemented, again centering the impact on survivors.

- Any research on criminal or civil justice systems should account for the presence of community-based advocates and the advocacy that participants receive. Advocacy is a significant variable that should not be ignored.

Resources

- Arrested Justice: Black Women, Violence, and America's Prison Nation, by Beth Richie (2012)
- [INCITE! Women of Color Against Violence and Critical Resistance: Statement on Gender Violence and the Prison Industrial Complex](#) (2001)
- [Injustice at Every Turn](#)
- [Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Intimate Partner Violence in 2014](#)
- [Who Will Help Me? Domestic Violence Survivors Speak Out About Law Enforcement Responses](#)
- [The Criminal Justice System Response to Intimate Partner Violence Victims: Developing a Research Agenda](#)

ⁱ Voices from within and outside the domestic violence movement have repeatedly raised questions about the risks involved with reliance on the criminal justice system (CJS) to address violence against women, and the transformation of the problem of intimate partner violence into a criminal problem that may be solved by reforming criminal justice institutions as opposed to a problem rooted in expansive and systemic social injustices interwoven with patriarchy, white supremacy, and capitalist ideologies. Writing in the early 1980s, Susan Schechter pointed to the skepticism within the "battered women's movement," especially on the part of women of color, regarding a focus on criminalizing domestic violence. She notes advocates at that time pointed to the risk of the unintended consequences that communities of color might bear as a result, further empowering a racist criminal justice system. (Women and Male Violence, p 178) Thirty years later, in her powerful book *Arrested Justice*, Beth Richie catalogues the strategic decisions made within the DV movement that have led to a broad "consensus" that criminalizing IPV and then training CJS actors represents the way forward, and the impact of those decisions on disadvantaged Black women, in particular. She notes that along the way, advocates in communities of color raised concerns regarding differential impacts, institutional racial bias, and the potential for survivors to end up as targets of criminal interventions, and concludes that "Black women, and other women of color, lesbians, immigrant women, human rights activists, women involved in prostitution, and outspoken survivors of rape and battering continue---30 years later---to find themselves in conflict with leaders in the anti-violence movement." (Richie, B. E. (2012). *Arrested Justice: Black Women, Violence, and America's Prison Nation* (pp. 97). New York: NYU Press.)

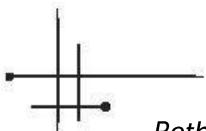
ⁱⁱ National Domestic Violence Hotline (2015). [Who Will Help Me? Domestic Violence Survivors Speak Out About Law Enforcement Responses](#). Washington, DC: Logan, T. & Valente, R.

ⁱⁱⁱ Hirschel, D., Buzawa, E., Pattavina, A., Faggiani, D., & Reuland, M. (2007). [Explaining the Prevalence, Context, and Consequences of Dual Arrest in Intimate Partner Cases](#) (No. 218355). U.S. Department of Justice.

^{iv} National Center for Transgender Equality and National Gay and Lesbian Task Force. (2011) *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey*. Washington, DC: Grant, J.M., Mottet, L.A., Tanis, J., Harrison, J., Herman, J.L., & Keisling, M.

^v National Coalition of Anti-Violence Programs. (2015). *Lesbian, Gay, Bisexual, Transgender, Queer, and HIV-Affected Intimate Partner Violence in 2014*. New York, NY: Jindasurat, C. & Waters, E.

^{vi} For example, the mainstream DV field has soundly rejected Laurence Sherman's recent research following up on mortality rates of subjects in the Milwaukee Arrest Experiment, which demonstrated that African American women in the "arrest" had much higher mortality rates than those in the "warn/no arrest" condition. (Sherman and Harris, 2015). The Wisconsin Coalition Against Domestic Violence issued a [strong statement](#) disputing the relevance of the findings; this statement has been referenced by other coalitions across the country in responding to the findings.



Rethink Pro-Arrest Policies and Criminal Justice Reform

One in a series of targeted recommendations from the LGBTQ Domestic Violence Capacity Building Learning Center intended to improve policy, research, intervention and prevention efforts regarding LGBTQ DV.

The LGBTQ DV CBLC is a project of the Northwest Network for Bisexual, Trans, Lesbian and Gay Survivors of Abuse with foundational partner the National Coalition of Anti Violence Programs

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