

# **Building Inclusive Services for Native LGBTQ and Two Spirit Survivors of Sex Trafficking**

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# Praxis International

- A nonprofit training and capacity-building organization that works to eliminate all forms of gender-based violence through local, statewide and national social justice initiatives.
- Praxis promotes social change advocacy by engaging with gender-based violence programs and their communities through:
  - The Advocacy Learning Center
  - Strengthening Rural Advocacy Program
  - Institutional Analysis Program

# Goal and Objectives

## Goal:

To prepare advocates and service providers to provide effective and inclusive support for LGBTQ2S (Lesbian, Gay, Bisexual, Transgender, Questioning/Queer, Two Spirit) survivors of sexual violence.

## Learning Objectives:

- ❑ Become familiar with best practices for providing inclusive and affirming services to LGBTQ2S survivors
- ❑ Identify unique barriers to safety for LGBTQ2S survivors
- ❑ Identify effective support strategies for LGBTQ2S survivors of sexual violence

# History of Two Spirit & Native LGBTQ People



# Areas to Focus On:

1. Building and Physical Spaces
2. Policies and Procedures
3. Services Offered
4. Partnerships

# 1. Building and Physical Space

- ❑ Imagine you walk into a new office building. What are the first things you notice? What makes you feel welcome? Are there any red flags you pay attention to?
- ❑ Now imagine you're going to this office because you need them to help you with something (healthcare, advocacy, legal, etc.). Are there other things you pay attention to? What things might you notice that would make you feel confident that you would be treated with respect?

# Making Your Space Welcoming for LGBTQ2S Survivors:

- ❑ Bathrooms
- ❑ Signage/brochures/posters
- ❑ Registration or intake forms
- ❑ Other visible signs you work with LGBTQ2S survivors

## 2. Policies and Procedures

- ❑ Clarify and affirm access to services.
- ❑ Ensure anti-discrimination policies include sexual orientation and gender identity.
- ❑ Update language in policies so that they are gender neutral.
- ❑ Establish protocol for addressing problematic behavior/language (for staff and survivors).



# Policies and Procedures

“A recipient may not make a determination about services for one [survivor] based on the complaints of another [survivor] when those complaints are based on gender identity.”

*–U.S. Department of Justice, 2014*

# 3. Direct Services

- ❑ Staff training:
  - ❑ Familiarity with terminology.
  - ❑ Understanding of unique issues LGBTQ2S survivors face.
  - ❑ Clear expectations for respectful interactions with LGBTQ2S survivors.
  - ❑ Guidance around addressing conflict between survivors on the basis of gender identity or sexual orientation.
  - ❑ Provide training opportunities at least once a year.

# Helpful Terminology

- ❑ Two Spirit
- ❑ Gay
- ❑ Lesbian
- ❑ Bisexual
- ❑ Transgender
- ❑ Queer
- ❑ Pansexual
- ❑ Questioning
- ❑ Asexual
- ❑ Aromantic
- ❑ Genderqueer
- ❑ Nonbinary
- ❑ Gender non-conforming
- ❑ Cisgender
- ❑ Intersex

And many more.....

# Pronouns



Ask how survivors would like to be addressed!

# 4. Ensuring Partners are Inclusive

- ❑ Make sure healthcare and clinic staff in the area are comfortable and informed about how to effectively work with LGBTQ2S survivors.
- ❑ Verify applicable laws and codes in your jurisdiction(s) are inclusive of violence against LGBTQ2S survivors.
- ❑ Strategize with judges, prosecutors, etc. ahead of time about how to respectfully work with LGBTQ2s survivors.

# Ensuring Partners are Inclusive

- ❑ Meet with law enforcement to understand how their training and policies guide their work with LGBTQ2S survivors.
- ❑ Discuss how law enforcement would document a transgender or nonbinary survivor in their reports.
- ❑ Check with mental health practitioners in your area to see if any have experience working with LGBTQ2S individuals.

# Remember:

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Your efforts to make your agency inclusive for LGBTQ2S survivors should include a comprehensive look at their needs and how that aligns with the services you provide.



# Contact Information

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