



BUILDING PROFICIENCY IN WORKING WITH LGBTQ+ CLIENTS IN CORRECTIONS

Maria Kamenska, M.S.

Senior Probation Officer,

Hennepin County



NORMS & GROUND RULES

- Be respectful
- Actively listen and be open to learning
- Not everyone is going to agree with everything discussed
- Participation will look different for everyone
- None of us is perfect in these issues – mistakes are okay!
- I won't have the answers to everything
- This is the beginning, not everything

- Others?



GOALS AND OBJECTIVES

- **DO NO FURTHER HARM**
- **THIS TRAINING WILL HELP YOU WITH:**
 - Learning LGBTQ+ & GNC terminology and concepts
 - Explore issues LGBTQ+ & GNC people face and how these issues intersect in corrections
 - Explore options for personal actions that can make a difference for clients
 - Use situations and experiences that have proved challenging in the past as case studies for learning



WHY IS THIS SOMETHING THAT WE NEED TO DISCUSS?

- Disproportionate representation of LGBTQ+ clients within justice involved populations
- Jurisdictional policies
- Laws, statutes, and legal precedent



THE S.O.G.I.E. SPECTRUM

- SEX ASSIGNED AT BIRTH
- SEXUAL ORIENTATION
- GENDER IDENTITY
- GENDER EXPRESSION

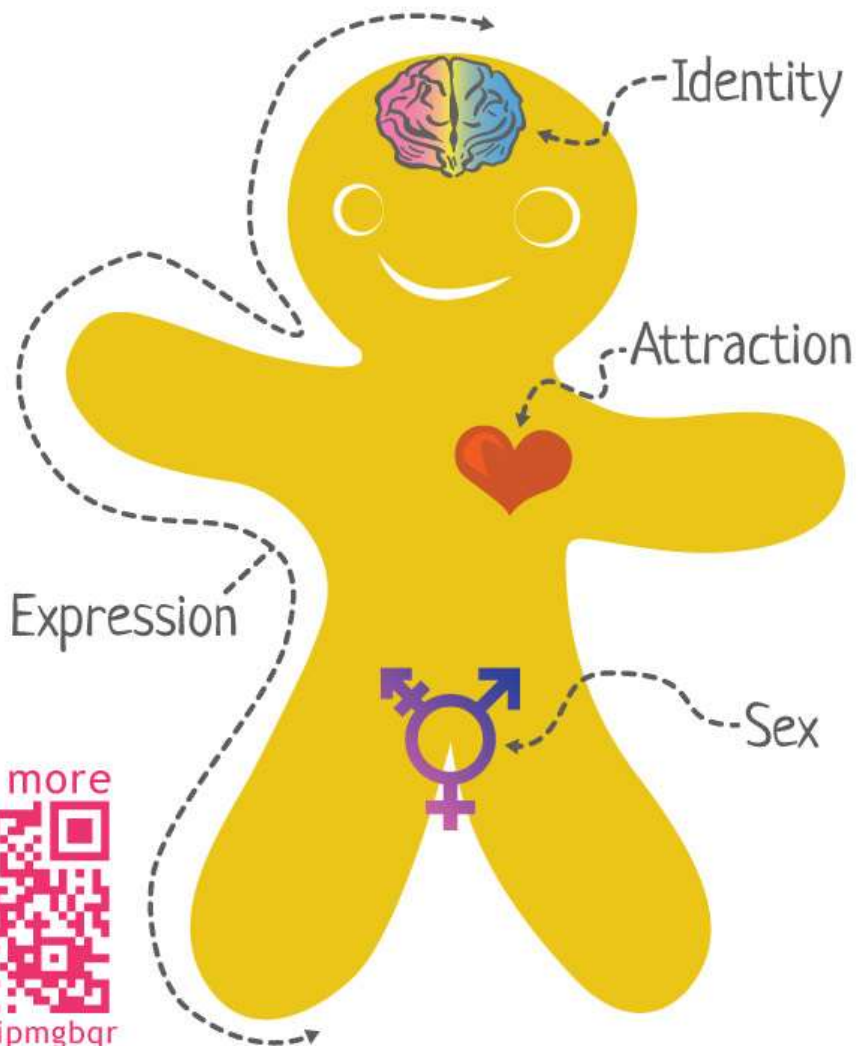
Reference handouts #1-2



The Genderbread Person v2.0

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for understanding. It's okay if you're hungry for more.



read more

bit.ly/ipmgbqr

Gender Identity

Nongendered { Woman-ness
 Man-ness

5 (of infinite) possible plot and label combos

"woman" "man" "two-spirit" "genderqueer" "genderless"

Gender Expression

Agender { Masculine
 Feminine

5 (of infinite) possible plot and label combos

"butch" "femme" "androgynous" "gender neutral" "hyper-masculine"

Biological Sex

Asex { Female-ness
 Male-ness

5 (of infinite) possible plot and label combos

"male" "female" "intersex" "female self ID" "male self ID"

Attracted to

Nobody { (Men/Males/Masculinity)
 (Women/Females/Femininity)

5 (of infinite) possible plot and label combos

"straight" "gay" "pansexual" "asexual" "bisexual"

LGBQ+ & TGNC+

Why are they treated differently in this presentation?

- **GENDER BINARY**
 - Language vs. services and programming



NATIONAL CENTER FOR TRANSGENDER EQUALITY SURVEY RESULTS

Reference handout #7-8





"SHE'S MY SISTER"

PERSONAL ASSESSMENT

1. I would be comfortable knowing that my child's third grade teacher is gay.
2. If I found out that my daughter or son was lesbian or gay, I would have difficulty telling other people.
3. I would feel comfortable dating a bisexual person.
4. I should be informed if a co-worker is transgender.
5. It would not bother me at all if someone thought I was gay or lesbian.
6. I would feel uncomfortable if my young son wanted to wear dresses.



BIAS AND PRIVILEGE

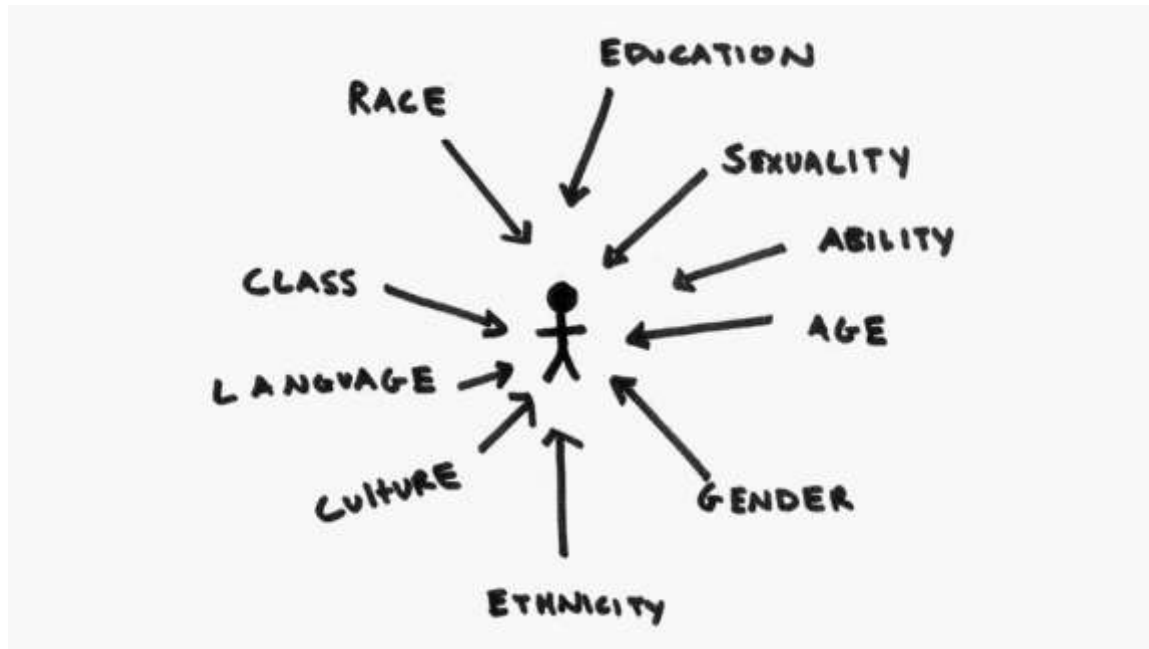


"What's the matter?
It's the same distance!"

If you don't
have to think about it,
it's a privilege.



INTERSECTIONALITY



THERE IS NO SUCH THING
AS A SINGLE-ISSUE
STRUGGLE BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES.

- AUDRE LORDE

THE POWER OF LANGUAGE

- THE MENTOR SKIT
- Heteronormativity & Cis-centrist language
- Pronouns

Reference handouts #11-12





CASE STUDIES

"THERE IS NO RIGHT OR WRONG"

THINGS YOU CAN DO

- Create policies to protect LGBTQ+ and GNC clients
- Listen & acknowledge
- Create an affirming environment
- Think about the language you use
- Have empathy



CLOSING THOUGHTS



THANK YOU

Maria Kamenska

☎ 612-348-4783, 612-281-2077

✉ *Maria.Kamenska@hennepin.us*

