



Engaging and Building Relationships with **Transgender Communities**





What is

CRS

COMMUNITY
RELATIONS
SERVICE ?

Created under **Title X of
Civil Rights Act of 1964**

CRS, a U.S. Department of Justice
agency, is the Federal government's

“**peacemaker**”

for community conflicts and
tensions arising from differences
of race, color and national origin.

Photo: President Lyndon Baines Johnson signs the Civil Rights Act of 1964, surrounded by civil rights and congressional leaders. Taken from the 2015 Annual Report.





What is **CRS** COMMUNITY RELATIONS SERVICE ?

Services expanded under the Hate Crimes Prevention Act of 2009, CRS acts to prevent and respond to violent hate crimes:

- Gender
- Gender Identity
- Sexual Orientation
- Religion
- Disability
- Race
- Color
- National Origin

CRS Services



Facilitation

Convening parties in dialogue to identify issues and solutions



Mediation

Structured process to reach agreement



Consultation

Technical assistance, best practices, models, and evidence-based resources



Training

Knowledge or skills-based programs

Who We Work With



CRS Service Areas



Administration of Justice

- Police-community relations
- Controversial incidents
- Alleged bias or hate incidents/crimes



Education

- Intergroup tensions in schools
- Alleged bias or hate incidents/crimes in schools
- Alleged bullying



General Community Relations

- Demographic shifts
- Language-based conflicts
- Public demonstrations or controversial events
- Alleged bias or hate incidents/crimes

Training to Support Your Community

Why This Training Is Important for Law Enforcement Officers

- ▶ Improve respect and understanding between communities and officers
- ▶ Serve communities more effectively
- ▶ Develop trust and rapport with communities
- ▶ Identify and respond to bias incidents and hate crimes
- ▶ Develop a network of reliable community resources
- ▶ Improve community safety for all

Course Goals



Speak with, to, and about transgender communities and individuals in a way that improves communication and enhances public safety



Increase awareness of civil rights-related issues that impact transgender communities and individuals



Identify misconceptions that impact the prevention of, and response to, hate crimes against transgender communities and individuals



Use recommended tools, processes, and best practices to increase communication and collaboration with transgender communities and individuals



Develop the components of a community engagement plan

Day of Agenda

Lesson 1 Introduction

Lesson 2 Building Awareness and Understanding

Lesson 3 The Importance of Community Awareness

Lesson 4 Planning Community Engagement

Lesson 5 Wrap-up

Total recommended time:

3.0 hours

Lesson 2 Topics: Building Awareness and Understanding

Definitions

Gender	Refers to the socially constructed characteristics of women and men, such as norms, roles, and relationships of and between women and men.
Gender Identity	One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves.
Assigned Sex	An individual's physiological characteristics that typically are categorized as male, female or intersex at birth.
Gender Expression	How a person represents or communicates their gender to others , maybe through behavior, clothing, hairstyles, activities, voice, or mannerisms
Sexual Orientation	Individual or individuals someone is attracted to physically, emotionally or romantically .
Intersex	Intersex people are born with ambiguous sex characteristics (including genital, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies .

Types of Transitioning

Legal	Social	Medical
<ul style="list-style-type: none">▶ Changing name on state-issued identification (driver/non-driver license) to include name and sex▶ Amending sex designation on a birth certificate	<ul style="list-style-type: none">▶ Coming out to friends and family as transgender▶ Asking people to use pronouns that match identity▶ Going by a different name▶ Expressing/grooming in ways that match gender identity	<ul style="list-style-type: none">▶ Hormone therapy▶ Gender confirmation surgery

Activity: What Would You Do?

Objective



Build your awareness and understanding of engaging with transgender individuals

Your Work Time



10 minutes

Instructions



1 Break into groups of 3 - 4

2 Read the assigned scenario

3

Prepare to report out:

- How the officer obtained the requisite information
- Whether the officer asked appropriate questions
- Any barriers to communication



Scenario: Traffic Stop

An officer pulls over an individual for a routine traffic stop who is believed to be a male. The driver gives the officer their ID, the name on the ID is Natasha, and the gender says female.



Lesson 3 Topics: The Importance of Community Awareness

Why Community Awareness Matters



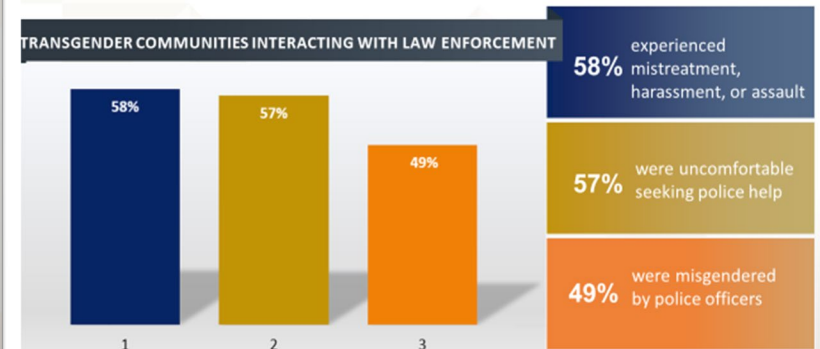
Community Awareness Begins With You



Transgender Individuals Live in All Communities



Transgender Communities and Law Enforcement Interactions



Lesson 4 Topics: Planning Community Engagement

Engagement



Individual engagement
How you interact one-on-one with a community member.



Community engagement
Community engagement is the process of working collaboratively with community groups to address issues that impact the well-being of those groups.



Individual Engagement: Do's and Don'ts

Do show respect by:

- ▶ Asking for gender identity
- ▶ Using the correct name
- ▶ Asking questions appropriately
- ▶ Asking for ID in an appropriate manner

Don't show disrespect by:

- ▶ Expressing your assumptions
- ▶ Labeling an individual
- ▶ Using offensive terms, such as transvestite, hermaphrodite, he-she, shemale, it, shim, tranny
- ▶ Asking if someone has undergone gender conformation surgery

Individual Engagement: Interacting and Interviewing

- ▶ **Respect** the individual's self-identification
- ▶ **Ask**, "How would you like to be addressed?"
- ▶ **Use pronouns** that conform to the transgender individual's gender identity
- ▶ **Explain** why you are asking certain questions pertaining to their identity
- ▶ Know your limitations and **personal biases**
- ▶ If you misgender an individual, **apologize and move on**



Helpful Tip:
When in doubt or uncertain, ask clarifying questions.

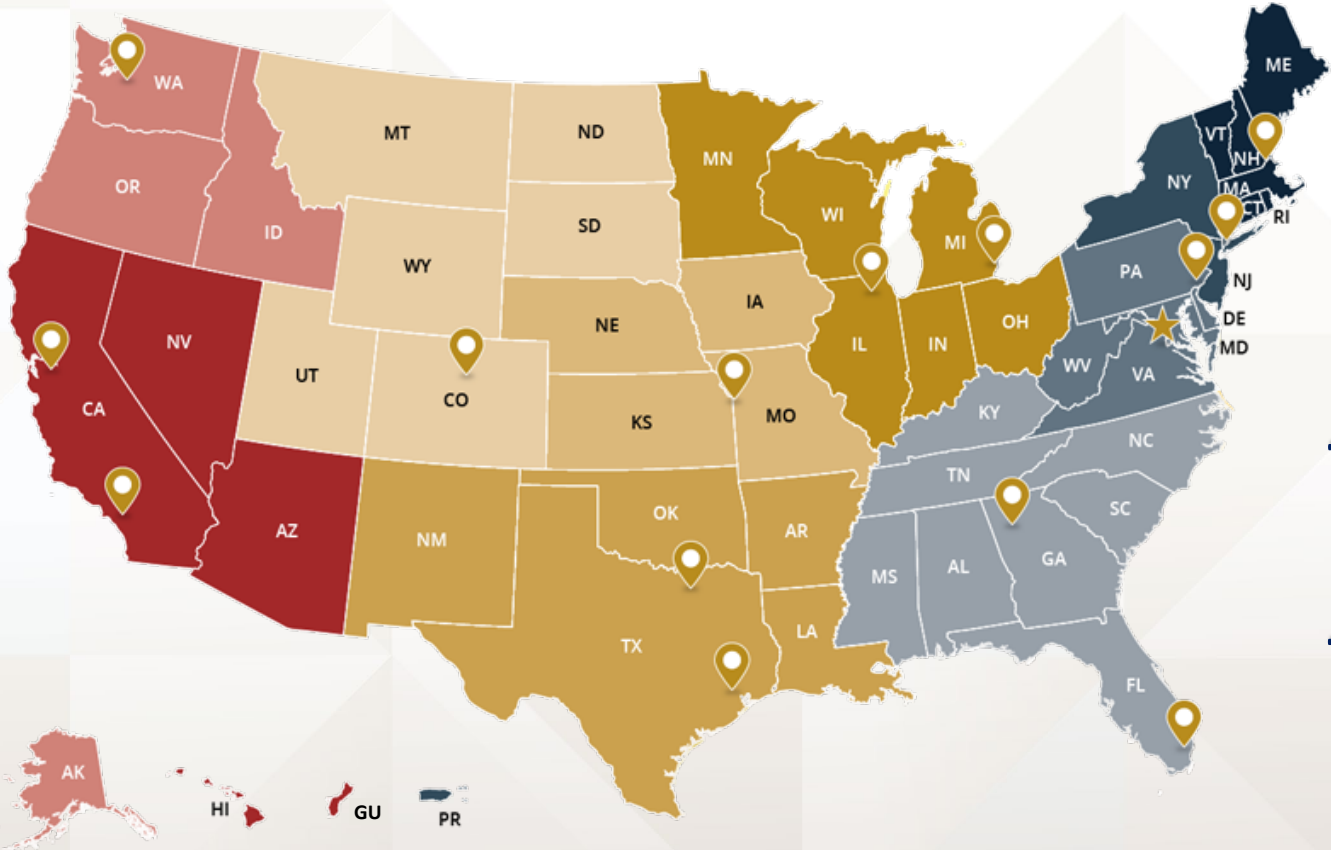
Ask:
How would you like to be addressed?

Community Engagement Ideas

- Create advisory boards or working groups
- Attend transgender community events
- Attend annual International Transgender Day of Remembrance
- Develop recruitment and hiring plans aimed at making the police department reflective of the communities served
- Build trust via non-enforcement contacts
- Assure the community you are there to protect and serve
- Educate communities on their rights and police procedures
- Be proactive instead of reactive
- Engage communities in policy making



CRS Regional and Field Office Locations



legend

- New England Regional Office (ME, VT, NH, MA, CT, RI)
- Northeastern Regional Office (NY, NJ, VI, PR)
- Mid-Atlantic Regional Office (DC, DE, MD, PA, VA, WV)
- Southeastern Regional Office (AL, FL, GA, KY, MS, NC, SC, TN)
- Midwestern Regional Office (IL, IN, MI, MN, OH, WI)
- Central Regional Office (IA, KS, MO, NE)
- Southwestern Regional Office (AR, LA, NM, OK, TX)
- Rocky Mountain Regional Office (CO, MT, ND, SD, UT, WY)
- Northwestern Regional Office (AK, ID, OR, WA)
- Western Regional Office (AZ, CA, GU, HI, NV)
- Regional and Field Office Locations

Regional and Field Offices Contacts (1 of 2)

Office	Address	Telephone and Fax Number
New England Regional Office (Region I) (ME, VT, NH, MA, CT, RI)	408 Atlantic Avenue, Suite 222 Boston, MA 02110	T: 617.424.5715 F: 617.424.5727
Northeastern Regional Office (Region II) (NY, NJ, VI, PR)	26 Federal Plaza, Suite 36-118 New York, NY 10278	T: 212.264.070 F: 212.264.2143
Mid-Atlantic Regional Office (Region III) (DC, DE, MD, PA, VA, WV)	200 2nd & Chestnut Street, Suite 208 Philadelphia, PA 19106	T: 215.597.2344 F: 215.597.9148
Southeastern Regional Office (Region IV) (AL, FL, GA, KY, MS, NC, SC, TN)	61 Forsyth Street, SW, Suite 7B65 Atlanta, GA 30303	T: 404.331.6883 F: 404.331.4471
Southeastern Field Office	51 SW First Avenue, Suite 624 Miami, FL 33130	T: 305.536.5206 F: 305.536.6778
Midwestern Regional Office (Region V) (IL, IN, MI, MN, OH, WI)	230 South Dearborn Street, Room 2130 Chicago, IL 60604	T: 312.353.4391 F: 312.353.4390
Midwestern Field Office	211 West Fort Street, Suite 1404 Detroit, MI 48226	T: 313.226.4010 F: 313.226.2568

Regional and Field Offices Contacts (2 of 2)

Office	Address	Telephone and Fax Number
Southwestern Regional Office (Region VI) (AR, LA, NM, OK, TX)	Harwood Center Building 1999 Bryan Street, Suite 2050 Dallas, TX 75201	T: 214.655.8175 F: 214.655.8184
Southwestern Field Office	515 Rusk Avenue, Suite 12605 Houston, TX 77002	T: 713.718.4861 F: 713.718.4862
Central Regional Office (Region VII) (IA, KS, MO, NE)	601 E. 12th Street, Suite 0802 Kansas City, MO 64106	T: 816.426.7434 F: 816.426.7441
Rocky Mountain Regional Office (Region VIII) (CO, MT, ND, SD, UT, WY)	1244 Speer Boulevard, Suite 650 Denver, CO 80204	T: 303.844.2973 F: 303.844.2907
Western Regional Office (Region IX) (AZ, CA, GU, HI, NV)	888 South Figueroa Street, Suite 2010 Los Angeles, CA 90017	T: 213.894.2941 F: 213.894.2880
Western Field Office	90 Seventh Street, Suite 3-300 San Francisco, CA 94103	T: 415.744.6565 F: 415.744.6590
Northwestern Regional Office (Region X) (AK, ID, OR, WA)	915 Second Avenue, Suite 1808 Seattle, WA 98174	T: 206.220.6700 F: 206.220.6706

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For More Information

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