

## Competencies to Reduce Barriers for LGBT Survivors of Intimate Partner Violence

Practices:	Examples Include:
<p>Be aware of your own beliefs and knowledge about LGBT individuals</p>	<p>Reflect on how your own identities, personal biases, and cultural experiences affect your practice</p>
<p>Listen to LGBT voices and become familiar with LGBT culture</p>	<p>Attend educational events sponsored by LGBT organizations</p> <p>Build working alliances with LGBT organizations</p>
<p>Challenge homo/bi/transphobia in your agency</p>	<p>Confront statements and jokes that discriminate or make fun of LGBT people or communities</p> <p>Establish zero indifference to and consequences for LGBT discrimination (e.g. policies, LGBT competence training)</p>
<p>Make it visible that LGBT clients are welcome and belong in your organization</p>	<p>Include LGBT partner abuse in outreach materials</p> <p>Assess inclusivity of organization (e.g. Positive Spaces Initiative through OCASI)</p>
<p>Use inclusive language</p>	<p>Use the terms partner or spouse when asking</p>

<b>Practices:</b>	<b>Examples Include:</b>
	<p>about sexual or abusive partner</p> <p>Approach intake questions in a sensitive, open-ended manner that allows for disclosure of sexual orientation and/or gender identity, experiences of abuse, and trauma</p>
<p>Offer programs that are responsive and accessible to LGBT individuals and families</p>	<p>Separate group programs for LGBT survivors and abusive partners to reduce impact of heterosexism and homo/bi/transphobia</p> <p>Address violence in LGBT parent relationships in children’s exposure to violence groups</p>
<p>Establish service protocols that promote the safety of both partners in abusive LGBT relationships</p>	<p>Respect confidentiality and refrain from “outing” client to others without explicit permission</p>
<p>Distinguish abused partner from the abusive partner</p>	<p>Assess for a dominant aggressor in cases of so called “mutual violence”</p> <p>Do not assume person accompanying LGBT survivor to appointment is not the abusive partner</p>
<p>Establish an empathetic and non-judgmental relationship with LGBT clients</p>	<p>Recognize that LGBT relationships are valid</p> <p>Refer to clients and their partners with the words and pronouns used by the client</p>

<b>Practices:</b>	<b>Examples Include:</b>
Develop strength-based safety plans	<p>Build on the strengths of the LGBT individual (e.g. individual's "family of choice") as well as the strengths of the rainbow community (e.g. resources)</p> <p>Be aware that resources for IPV survivors may be unavailable to, or viewed as not accessible by, LGBT clients (e.g. shelters for transgender or gay survivors)</p>