

0:00

Hello. And thank you so much for joining us for today's Just Series webinar, Working with Male, Transgender, and non binary Minor Survivors. My name is Brittany, and I am Shared Hope, Senior Director of Training. And it's an absolute privilege to have you all join us today for this really important topic, for super excited to have our presenters joining us as experts, And I'm looking forward to learning a lot with them.

0:26

Before I introduce our presenters, I just want to go over a few housekeeping notes with you all.

0:34

First off, this webinar is being recorded, and transcribed all attendees are muted. If you would like to ask a question, you may do so by entering it into the question box, into the chat box. If you're having any technical difficulties, you can also submit your question to me, your moderator there, and I will do my best to assist you. Our questions are going to be held until the very end, and I will ask the presenters, any of your questions on your behalf if we have time. If not, we can always follow up after today's presenter.

1:06

And we just want to note that this discussion forum may contain content that's not suitable for for all audiences.

1:13

So, if you have any littles or anyone in the room that might not be comfortable with any of the content discussed today, your discretion is advised.

1:28

For those of you in our audience who may not have met us before, I'd like to briefly introduce you to Shared Hope International, the host of today's webinar. Shared Hope International is a non-profit organization that is working with many awesome partners, like our presenters, today, to fight for children and youth who are being bought and sold for \*\*\* in the United States.

1:47

And we take a three pronged approach in doing so by working to prevent the conditions that foster \*\*\* trafficking, restoring and empowering survivors, and bringing justice to vulnerable youth.

2:03

And now it is my absolute pleasure to introduce our presenters and ask them to also take a few minutes to introduce themselves. So first I will introduce Mercy Deizon. Mercy is a founding partner of Cruise Uniting to End Exploitation. She speaks nationally on social justice, LGBTQIA+ issues, commercial sexual exploitation and homeless youth.

2:28

Mercy is a human trafficking survivor expert, spoken word poet and community leader in Seattle, Washington. Mercy, can you please tell us a little bit more about yourself?

2:40

We thank you for the intro, I hope everyone is having a good Day. My name is Mercy Dizon.

2:47

I'm from the ... people of the Philippine Islands.

2:51

I'm so grateful to be here today to share.

2:55

To visit my story with you too support you in your growth and development and just sharing community with you.

3:03

Thank you for having me.

3:04

I have a poem for us to open with when we're ready for it.

3:10

I'd love that. I will introduce Audrey, and then if you want to start with that, that would be great. Whatever you all are comfortable with.

3:19

So thank you so much for joining us. Also joining us is Audrey Bad Key co-founder and program director at rest, Feel Escape from the \*\*\* Trade.

3:28

Their current role focuses on creating policies and procedures to build agency and clients and wellness in staff.

3:37

Audrey, would you like to take a few moments to introduce yourself?

3:41

Absolutely, and thank you for having me.

3:43

I have worked in the anti trafficking field since 2005.

3:48

I started off working with homeless youth but always had a number of youth.

3:51

Both of all genders that I worked with that were involved in the \*\*\* trade.

3:57

I started working at rest when we began about 12 years ago and then came full-time on staff about eight years ago. I have stood on the streets and handed out coffee and condoms.

4:09

And I have been in this director role of writing those policies. It is my honor to be a part of this anti trafficking movement and to see an end to \*\*\* trafficking.

4:22

Thank you so much Audrey, Audrey and Mercy, we're really excited to have you both, like I said. It's a really important topic that we wanna make sure we're highlighting, serving male, transgender and non binary minor survivors. I know I'm gonna learn a lot today, and, I hope our audience does as well, So, with that, I'm going to hand things over to you, and I'm gonna pass over.

4:44

Presenter controls to Audrey, so may be Mercy, this would be a great time for you to read your poem.

4:51

Thank you, sorry just give me a second..

4:56

I know, Audrey, someone who has been such a special person in my life, and if it wasn't for Audrey, I doubt that I would even be presenting today.

5:06

So, if you're looking for someone under volunteer, I'm volunteering Audrey today , for someone to connect with, and how to support survivors, it's important to first survivors.

5:16

Career goals, personal life, personal goals, Audrey, an angel my life.

5:25

So, with that, this poem is titled Some Man's Comfort

5:31

I'm going to comfort.

5:33

Do you find yourself living your life, with some man's comfort?

5:38

Keep the door open about the strange man's house.

5:42

Even in his mind.

5:45

Making sure he knows that.

5:47

His watch is still on the nightstand, cologne still in the medicine cabinet.

5:54

If you turn around at the checkout stand as he slides the card in, never mind how many times in the last hour that is you.

6:05

As his gaze pierced through you

6:09

So I bet you shouldn't be there.

6:12

Better if you weren't there at all.

6:16

Did he convince you that you're lucky to lay there with him that you're special.

6:23

Only because of him.

6:26

That you're worth something.

6:28

You think so, but he doesn't.

6:32

Are you convinced?

6:34

The speech on how your head must be filled with lots of stuff.

6:43

Perversion, commonality, characteristics only he can fix.

6:51

For comfort, it's feeds inside of you.

6:55

For his comfort.

6:58

Contracted with HIV.

7:01

For his comfort, so maybe, for his comfort.

7:08

Hide up in a motel for his comfort.

7:12

Do you ever find yourself looking away from his eyes?

7:17

Was the collapse on yourself?

7:19

Down, Making me hate Myself, maul, for his comfort, the rate myself he's always right.

7:32

Do you find yourself with just the words with anger?

7:37

Do you ever find yourself?

7:38

Wondering, what can I do better next time?

7:42

Why is it always my fault?

7:46

Not your fault.

7:49

I know we just got started, but I'm going to invite everyone to take a deep breath in.

7:55

And let it out.

7:58

Take a deep breath in.

8:01

and let it out.

8:05

And Mercy, thank you for both your words to me as well as your poem.

8:11

And I will share that.

8:13

I also have learned because of other people.

8:17

And I think that as we are here today, the best stance that we can take as the stance of openness to be able to hear some things that might be really close to home.

8:26

Or some things that feel really distant to our experience.

8:31

And our invitation is to receive it like that breath that you breathed in.

8:36

And consider how to exhale it in a way that brings life.

8:41

Mercy words stood out to me that you don't belong.

8:47

That you are there for someone else's comfort.

8:51

And as we start this training, we need to look at where do our male and transgender and non-binary survivors belong, and what does it look like for us to make a place that is comfortable for all, instead of expecting all to attend to our comfort?

9:13

I'm so excited to have you all here today.

9:15

I'm going to dive in, and I will say, our goals today are to be able to look at what is the prevalence of our male, transgender, non-binary, trafficking survivors.

9:28

How do we see that their needs are similar to female survivors and how are they different, then most importantly, explain the considerations.

9:38

And I told Mercy, we could probably talk about this for three hours. We're trying to cram it into this like hour and a half. So we're gonna try to move through some sections quickly and then we're gonna have some fun dialog mostly with Mercy and I hopefully a little bit of Q&A at the end.

9:54

But we really appreciate you being with us here today.

9:58

I also like to always start by saying, I make mistakes.

10:02

So I love training. I love presenting, also give me some grace because I'm a human being.

10:08

And we're doing one take on this. So I appreciate you receiving my humaneness. And even though I can't even see you all, and I don't know who all is there, I want you to know that I feel encouraged just by having you here today and interested in this topic. Now, let's look a little bit at prevalence.

10:27

When we start talking about statistics, it's exceptionally hard to find statistics on the \*\*\* trade or \*\*\* trafficking, because oftentimes people do not want to be counted.

10:38

People are often reluctant to feel safe enough to raise their hand and say, yes, me.

10:44

But there are a few studies that we can look at and learn from.

10:47

This first one comes from Norene Roberts, who compiles research to learn when looking at boys who are accessing homeless youth services.

10:55

How many of those boys have traded \*\*\* for something of value?

10:59

Researchers built trust and asked questions using trauma informed practices.

11:05

And in cities across the United States, there's a very clear trend, which is that the percentage of boys who said, yes, they have traded \*\*\* for something of value, is comparable to the number of girls who said yes.

11:19

And in some places where there might be a bigger discrepancy, there still are boys who said, yes, me, I have traded \*\*\* for something of value.

11:30

Brittany will send these slides out at a later time.

11:34

But I will breeze through these to show that in 2016, looking at Los Angeles, Austin, Denver, from a sample of 601 youth.

11:44

5.5% of boys said, yes, they've traded \*\*\* for something of value, while 6.5 of girls said yes.

11:52

In 20 14, in Arizona, and a sample of 246 years, 21.8% of boys said yes, while 24.8% of girls said yes.

12:05

Looking at New York City from a sample of 80 youth, 35.9% of boys said yes, while 31% of girls said yes, and in Toronto.

12:16

From a sample of 360 youth, 25 boys said yes.

12:20

Sorry, 25% of boys said yes, while 27% of girls said yes.

12:26



We can look at a few more studies, which now start to get a little old. But, the conclusion is very, very clear.

12:34

The percentage of boys experiencing homelessness that say, yes, they've traded \*\*\* for something of value as comparable to the number of girls.

12:43

I will note that when I asked Norene Roberts, if I could use her slides, she shared some great words that I want to share with you.

12:50

She said, If we are just asking teens, if they're prostitutes, or \*\*\* workers, we will get a wildly different answer than if we build trust and rapport and ask the question in a less loaded, more trauma informed way.

13:05

With that being said, well taken across the decades, looking across the US, the conclusion continues to be the same.

13:17

Some things for us to learn is: listen for signs of involvement in the \*\*\* trade, what the people that you are working with.

13:27

And ask questions in a way that might resonate with where they're at.

13:32

When I worked with homeless youth and at rest, I've worked with a number of boys and men and none of them ever identified with the word prostitute And definitely not with the concept of trafficking.

13:44

I did have one client who called himself a gigolo.

13:46

I had another who called himself an escort.

13:49

But a lot of times, we identified it more by them talking about how they got their needs met.

13:55

So, for example, if I'm working with a young man who doesn't have a place to stay.

14:00

But there's an older man who takes him in, I can ask that question.

14:03

Is he expecting anything from you in order for you to stay there?

14:08

Or, if I'm working with a young man who has substances on a regular basis but doesn't have money, I can ask, how are you getting those? And do you have to do things that you don't want to do to get them?

14:21

It is critical for us to be able to listen to what our clients are saying, to listen to what human beings are saying, and to watch for these signs and know just this basic premise that male survivors exist.

14:39

I do have one more side which is not from Narene, this comes from a study done by Covenant House and Loyola that also asked youth that were experiencing homelessness about their experiences with \*\*\* trafficking, labor trafficking, or both.

14:55

And you can see, even in these more recent studies, the trend continues and really shows, male survivors exist.

15:07

As we look at statistics, I can't help but take the opportunity to also highlight not only gender, but the intersectionality of race, because no one shows up as just their gender but all identities present.

15:23

And when we're talking about male survivors, it's critical for us to see this primary intersectionality, which is race.

15:31

While the studies that we looked at didn't track demographics by race, all studies that I've seen indicate that bi-POC boys are disproportionately experiencing \*\*\* trafficking.

15:43

And rest, client demographics reflects this.

15:46

If we look at 111 male clients of all ages who shared their demographic information with rest, we can see that the majority of boys and men are Black and African American at 38%.

15:59

And our American Indian or Alaska Native is 8%.

16:04

Even though in the community that we live in, African Americans only comprise of 7% of our general population and Native Americans comprise of 1%.

16:14

So, while today, our focus is on working with boys, transgender, and non binary youth, we also need to incorporate cultural competency, in order to respond to all of a person's identity.

16:28

I also want to humanize who male survivors are by being able to share a few quotes that came from our clients.

16:37

I'm going to just read them while taking a deep breath and between them, and then I'm going to hand slides over to mercy.

16:45

one client said, my parents kicked me out, and I slept at a bus stop.

16:50

Someone about my age came by, and showed me how I can make money.

16:55

It was scary to stay at an old man's house that was outside, or it was more scary. Bleh!

17:00

Sorry everyone. It was less scary to stay at an old man's house than outside, so I was willing to do the work.

17:09

Sometimes you get a rich man that treats you like his son.

17:13

Only he has \*\*\* with you, but he loves you and that feels good.

17:20

My mom needed rent money so she took me to a man's house.

17:23

I was told to do whatever they said when I did it, I was punished even more.

17:30

Once I was addicted, I did whatever I could to keep it up. Bathhouses gave me both substances and \*\*\*.

17:36

I kept going back for more.

17:40

That I'm going to hand this to Mercy.

17:45

I want to also highlight, thank you Audrey.

17:49

In the US.

17:50

Trans Survey, which is the largest survey done of trends, people by transgender people, over 21,000 thousands on them , nationwide, 81% of trans youth experienced exploitation , You think about me.

18:09

Or in theory, you've been in America, think about the community centers, classrooms, were the 81% of you.

18:17

Hi.

18:18

Next slide, please.

18:21

When we look at one in five transgender and non binary, both co-created by suspending value, 1% of women that we see now on the disproportionality here.

18:33

How does that revolution position or within the transgender community, particularly with transgender women of color, not neglecting that trans men and non binary people.

18:45

Also, I love it.

18:49

It is worth mentioning.

18:53

Being a part of the \*\*\* trade on the latest passage within our transgender community, because of the vast level of discrimination in housing, our own community, and family.

19:05

That oftentimes leaves folks with, that was the only path to empowerment or sustainability within one's life.

19:14

I don't think you can be.

19:16

When we look at income based textbook among transgender women, we see here the overrepresentation of the Intersections of Group and Gender.

19:24

with 42% of black transgender women being represented, if we look at the break down to the more with them, which are not listed here, you get 62% within ACO obligations for all of whom center, not neglecting that, oftentimes with American Indian, and other indigenous communities.

19:46

There is a total disconnection between reporting, likely a lower number, from what it actually is.

19:55

I'm going to read a couple of slides here, um, I've worked legal job, that paid less, but felt more exploitative than \*\*\* work. at least with sex work, I make a livable wage and can be my own boss

20:10

I couldn't find work, I watched one guy my application literally 30 seconds after turning it in. I resorted to escorting

20:17

The only way to keep food in my belly and roof over my head. and I will say that when you go experience this , doesn't feel like a resort to you if you like, what I'm gonna do.

20:28

The world will plug in, no other option, um, this is why people, oftentimes, because of empowerment, because it is empowering to be able to feed yourself, empowering to be able to take care of your body, you know.

20:45

This look is not cheap, you know, and look, as part of what keeps me sane, sober and pay.

20:54

So, when we think about why people turn to \*\*\* work as a path to, Oh, let us live our life. We have to also think about all the systems that reject us.

21:08

Whether that be universal health care, a lack of trans health care, within state legislation, whatever that may be, all of the system for transgender people, out of systems that support everyone else

21:27

No way of supporting myself.

21:28

I turned off to allow me to do things for myself that I couldn't before, like by boat, out of pocket for my doctor prescribed Hormone Replacement and I was in over my head.

21:42

As I mentioned, the sensitive level surgery, nutrients, that people should be due to gender dysphoria, a topic that we will get into today.

21:53

What are their similarities among all genders of youth experience \*\*\* trafficking.

22:01

I really do, probably do a little back and forth, and I don't remember, but I'm happy to share.

22:09

Um, I think we have a poll.

22:13

Brittany, we didn't get to practice our polls and I don't know how to administer it. Do you know how to pop that up?

22:18

We do that a poll. And I can pull that up for you. All right.

22:26

OK, so it is live for attendees to participate in. Audrey Mercy, I'm not sure if you can see it, but the poll is open for the guests.

22:35

Yes, we can see it. So, we'd love for you to answer what similarities are there and trends among all genders of youth that experienced \*\*\* trafficking.

22:45

So please go ahead and select your answer.

22:49

Also, take this moment to breathe. And just remember that there's a lot of information to take in.

22:55

And then we will look at this together.

22:57

Once folks have submitted it, and Brittany, you'll have to step in, because I'm not sure when it will let us know.

23:04

I've got you covered.

23:06

So we are getting responses And we'll just wait a couple more seconds.

23:14

Yeah.

23:16

Great moment and reminder from Audrey to breath.

23:23

All right, I'm anxious. What's the answer? What do people think?

23:28

Let me share them, OK! So, we have 7% entry into trafficking, zero for types of buyers or locations.

23:36

That's a double my, my apologies, signs of involvement, 7% and 85% said all of the above. excellent.

23:45

You all have made this easy because I can now share my next slide and say, there are so many similarities, and the answer is all of the above.

23:56

And particularly when we are looking at how a person enters trafficking, we know from the stories that we hear, as well as a few different places that have pulled statistics together, though nothing that's substantial enough that I've found to be able to present today.

24:14

We know that the entry points are very similar to what girls experience.

24:19

There's often one person who recruits an individual into \*\*\* trafficking.

24:23

And that person is often a parent, or up here, a partner, or there's involvement in organized crime.

24:32

There also, however, is this example of poverty, which tends to lure someone in. Though, again, oftentimes there is somebody who facilitates or shows how to go about that.

24:46

We don't know what percentage comes from which area.

24:49

So, you all, I forgot to mention that the University of Southern Florida is doing a redo of the study that Narene had done, and is asking questions about this now. So, hopefully, we will get more information.

25:04

But one thing to keep in mind is to not be surprised when you're talking with someone for them to have similar entry points to girls.

25:14

Let me add to that the NITAAC rapid report that shows the highest prevalent the relationship between trafficker, and the individual is actually familial.

25:28

With the stranger, would be the least common type of relationship, and a partner, or a romantic partner being the second most.

25:38

We also know in looking at types of buyers that it is predominantly men who are purchasing \*\*\*, so whether they are purchasing a female, someone who is male, someone who is transgender, non binary, then primary buyers are men.

25:55

They also tend to be white men.

25:57

Those numbers, again, come from different studies and different statistics that show disproportionately white men show up as buyers.



26:05

And there are a few reports of female buyers but there aren't many.

26:10

I always think about one of my clients who said they're female prostitutes, and they are male prostitutes but there's only one type of buyer and it's always an ugly old a\*s man.

26:20

We share there are more than just that, but I think one thing to keep in mind is that we look at it as gender-based violence.

26:27

When we're talking about it with women and when we're working with people of all genders, there tend to be triggers from men at large because that's who buyers primarily are.

26:41

Eric, do you want mercy? Would you share this slide?

26:45

Absolutely, this is where location Bertrand.

26:49

Both are engaged in the \*\*\* rate so that's what's the word of mouth.

26:55

Oftentimes just know people and you keep on getting referencethat way.

27:00

Let's look advertised online, snapshot, kik, send around.

27:07

They knew about all the different website, other place, back page, webcam more, or combination of all of this thing.

27:17

There are three things that work, but it would be limited to certain area.

27:22

For instance, in Honolulu, the big trends, big trends drop, but maybe Houston as well. But there's not necessarily somewhere to walk in Seattle, Bertrand woman. You just would walk on the same as the.

27:38

Uh, other women and this phone call goal within the agency as well using a third party agency may or may not be what it is, but oftentimes within the transgender community, that's what really hard to 49.

27:58

That exploitation now, because we don't receive assistance from first responders typically, I work right now for the prosecutor attorney's office.

28:08

one of the biggest phone call with the advocate is how do I get a law enforcement officer to receive this support?

28:17

And I think, but something I didn't realize was such an issue prior to my role here.

28:24

To create that rapport, but these are all the locations might see someone, and it's not an exhaustive list.

28:35

Online location for boys.

28:37

Inperson location for boys, The homeless shelter and other providers, bus stops, bath houses, about coffee.

28:43

I would call it, a drug dealer house, trap houses.

28:46

There's often times

28:49

Are places where the hub of underground economy would think all of our community go right under the radar.

28:56

And anytime you're living your life on the streets, or in a live stream, you know where these places are, they're in commerce.

29:07

So if you know what people are going to get, more like, if they want \*\*\* and have \*\*\* with you, you can make money.

29:16

And you might rely on that area, that person or that home to you, to house you afterwards, to feed you, feed your friends

29:25

So those are places where a person, or the only location B is for Adam, can actually do a search.

29:37

You can say I'm looking for an expert for the size of a community, the preferred type of activities, and I want them to be online now, I want to laugh.

29:47

And get them the other thing. And it will show you the location region that all the people who knew.

29:56

So, it's almost like going on Amazon and saying.

29:58

Oh, you know, I would really like this specific, um, sure, something. But it's a gut.

30:06

Then the other area you might find online, but really any value snapshot grindr, less likely, we're going to do that.

30:22

Involvement you see upon its window where homeless little bitty I, myself, with petition, when I was a kid, that a judge ordered that everything.

30:35

My opinion or bargaining told me to do the label.

30:39

Yes.

30:40

Out with you, at the time, the hyper presidential center can go away, for all these maps.

30:50

Of cash, clothing, style, blocking you, you know, how being able to pay for gender affirming clothing, that was really important to me. when I was younger. I need more androgyny, although, I do know now.

31:06

And that wasn't some my family was willing that for me, by the Appalachian on my home.

31:14

And when you have occupying different things like drug therapy, you know you can only buy within most, we'll tell them to work on them.

31:23

Things that show through typically aren't buying are allowed to buy.

31:27

Really big question, where do they get these items?

31:32

I want to say that not any of these one.

31:36

Let's look at the traffic, but really a conglomerate of them using these tools of analysis for your own law.

31:43

Really, listen to your gut.

31:46

Most importantly, listen to the person.

31:49

Hmm.

31:50

There are other similar ball notch, those gender women, you're in love but doesn't talk about the person at all, particularly when the view of the child or young person doesn't know a young person in love that they can talk about Oh my God blah blah blah blah , especially 15 year olds, obsessed with that.

32:13

And yet, people who are being trafficked all the little bit apart.

32:21

I keep them out of income.

32:23

And when someone has no schedule whatsoever, yet they fix all their needs.

32:27

Personally, I would love to have no schedule whatsoever but I wouldn't be able to meet my needs.

32:33

So All the time that make logical, we really think about it.

32:39

And that's like a top abuse.

32:41

Where you look for, oftentimes are in front of us, of the logical relationships, or explain away alot of things that don't make sense .

32:50

And we'll offer you could, convince you that they've been through.

32:54

That is something that \*\*\* workers and trafficking survivors of, big, charismatic, you have, the gift of gab, were able to prevent people a lot more money, not hurting the content they do and prevents you that nothing is wrong.

33:12

But that's part of it.

33:16

Funny that show the \*\*\* trade. I wouldn't say that oftentimes, and that's how you'd have to prove that. I was traveling to the age of 14 out of the state of Washington, Nevada and Oregon.

33:27

And when I'm 14, I have to present at 18, because A, people just want them to go.

33:34

And maybe if they got into trouble, that you told them that you are 18, in then B it was a lot easier to get funded that way.

33:42

Oftentimes, with my team, that seems to be a problem.

33:47

And one of my regular customers was A UPS worker.

33:53

And I remember one day I asked him, you would figure out with my money, ask them to buy alcohol.

34:01

You gave me a long piece about ethics with alcohol, because UPS worker, and I should figure out, OK, OK.

34:16

And these are the people are sleeping with my children, and their children to sleep with them.

34:23

I think they have a very sick mind.

34:27

I don't know.

34:27

I just thought I'd share that with you though, Aubrey.

34:32

When someone over 18, don't try to look younger where you've under the big ideas, as well.

34:40

A little bit about the risk factors, So discrimination barriers to the relationship integration.

34:51

At the end of the day, we're all looking to belong

34:55

So when you buy the home, drug and alcohol, the home in poverty, always likely, basically.

35:04

Those are really, really good. Old two.

35:07

Those who have done a good job.

35:09

You can.

35:13

I'm here. And I'm going to let Audrey take it away.

35:19

Thank you, Mercy.

35:21

So this comes from Norene Roberts study as well.

35:25

That found that boys that are involved in the \*\*\* trade do face increased harm. Not comparable to their female counterparts that are involved in the \*\*\* trade. But in comparison to other boys.

35:37

So this is actually similar, because we know that all individuals involved in the \*\*\* trade experienced greater harm.

35:47

So you can see here some of those different things that have been measured physical and sexual assaults from a stranger substance use, rates of depression, as well as rates of suicidal ideation and attempts.

36:03

We see that says also the same for individuals who are transgender and involved in \*\*\* trafficking, that there is an increase of living in poverty, an increased likelihood of experiencing sexual assaults, and an increase of intimate partner violence.

36:21

So, again, I think a lot of us know this, but \*\*\* trafficking causes harm, and these statistics show that, that is experienced by all genders.

36:33

We now get into the best part. Oh, oh, OK. Bring it back go for it, Marcy.

36:39

And I just want to address the question from the audience. How is very different from El Madani transient terms here?

36:46

I just went over some of the statistics I encourage you to reflect on some of that, but the experience being on pretty similar. Honestly, very, pretty similar, especially when you're in dropping.

36:59

You hear people sharing support group The stories are strikingly similar and that's why we connect so much when you bring the survivors together.

37:12

Audrey, go ahead.

37:14

That's so good.

37:16

All right. We're getting into the good stuff, though.

37:19

I realize I'm not quite there yet, so I'm just getting some excitement and building it, but the main thing that I want to really start with is for us to look at ourselves and to be able to recognize that there are strong biases in the anti-trafficking field that cause discrimination against boys, men, transgender, and non-binary survivors.

37:41

I know this is a bold statement.

37:43

And we're going to look at some of the numbers to show this as well as some of the hesitancy to provide services to all genders.

37:51

And I will emphasize what Mercy had just said, that a common thing we had at rest is that when we started serving all genders, we would have clients and staff alike.

38:02

that would say, there is a man in the building.

38:05

There's a man in the building, and they would literally just scream this multiple times, every day.

38:10

And we would have to say, he's able to be here.

38:13

He is a survivor. And you might find that you have things in common.

38:18

And when we started talking with our clients about including all genders, we found they would say, We don't want any boys or men here at all.

38:27

And then we'd say, Well, what about this guy? And they'd say, Oh, yeah, he's OK.

38:31

Well, what about this guy? Oh, yeah, he's OK.

38:34



And there was this commonality that once they got to know one another, there were so many similarities, because of the similarities that come from experiencing \*\*\* trafficking.

38:47

All right. We're not to the good stuff yet.

38:49

We're going to do some more of these eye opening numbers, so that we can see one of the other things that we want to look at, is how many human trafficking organizations are willing and able to serve kirsch, commercially sexually exploited, boys and young men.

39:05

So, this is your moment, you should see a poll that has popped up on your screen, I want you to select what percentage do you think this number is.

39:16

And, Brittany, once you've got the answer, will you pipe in to let us know?

39:22

Absolutely. So, people are responding right now.

39:25

We have 95% responded, zero to 25%, and 5% responded: 25%.

39:34

OK, I see you are all feeling pretty pessimistic and I can understand exactly why.

39:41

I'm going to breeze through some of these that Narene found when researchers were asking organizations, I will note this does come from 2011.

39:50

And so some of these have changed since then, but we'll look at a number two that shows us that they haven't changed significantly.

39:58

So, first of all, when asking all human trafficking service providers, is your program willing and able to serve boys and young men, the answer that said yes is 41%, so the willingness is 41%.

40:16

When asking CSEC specific service providers, the answer went down 16%.

40:24

So, this shows, again, looking at who was asked in this survey, Homeless youth providers are more opening, open to working with C SEC individuals, and specifically ... boys.

40:37

But when looking at just our anti trafficking folks, our CFC providers, then it becomes 16%.

40:46

When asking all human trafficking service providers has your program served boys or young men, so have you actually done it. The number is 27%.

40:58

And when asking CSEC specific service providers, the percentage is 16%.

41:07

So, I realized I messed up that last slide to saw Just Note, it wasn't asking homeless service providers.

41:12

It was asking people that are serving both \*\*\* trafficking and labor trafficking compared to the CSEC specific.

41:20

Thanks for helping me get all my words right.

41:25

Then, when asking trafficking service providers who reported they do not currently serve boys, has your program considered serving CSC boys and young men, only 36% of them said that they've even considered it.

41:44

So, if we look at some numbers that are more recent, the best place that I need to go to was the National Trafficking Sheltered Alliance, which is a network of 111 organizations that are working with trafficking survivors.

41:59

And they primarily work with residential programs. They provide a referral system and knowledge center, and accreditation.

42:07

And I know that they have sought out organizations that work with all genders, because they have a difficult time placing, in particular, male and transgender non binary survivors into programs.

42:19

And what we see when we look at their numbers is that, of those 111 organizations, only 17 of them work with boys and men, which is about 15%.

42:35

All right, we've got one more quiz for you all, which is, How many organizations do you think are working with transgender and non binary survivors?

42:48

We'll let your answers come in.

42:51

I will note, as we're doing this, we don't have the comprehensive study that we had that looks at boys and organizations willing to work with boys.

43:01

We will look at NCS A's numbers.

43:05

But again, there is a study that is happening now to be able to look at how many organizations are working with transgender individuals. So, hopefully, we'll get some better numbers on that in the near future.

43:17

All right, Brittany, you got an answer?

43:20

What do people think?

43:22

Yeah, we've had quite a few people respond. so let me go ahead and close that poll and share the results.

43:27

Yeah, 73% zero to 25%, 19% said 25 to 50%, 8% said 50 to 70.

43:40

All right, You all are not far off.

43:43

When we look at NTSA's numbers, we see that there are 19% of their organizations that work with transgender survivors.

43:54

So of 111 organizations, 19%.

43:59

Marcy, do you want to step in here or do you want me to keep going?

44:04

Good. Well, either or nothing.

44:08

Go for it.

44:10

Special consideration to consider what are your concerns about serving boys, transgender and non binary?

44:17

And I would take a moment to start off.

44:21

They've got a fears centered response.

44:25

And fear centered responses here, some enter the community and the people we're serving, what does it provide?

44:35

Encourage both of you who are survivors center you need to ask yourself why when it comes to voice and gender non binary people.

44:47

So that's how we can productively address the conflict.

44:50

Next slide, please.

44:54

Oftentimes, when we talk about the boy, there's a concern about the options that might occur after that.

45:01

But triggering female, client, sexuality, and boundaries.

45:06

I'm going to pull up one bird.

45:08

When you pull E on a photo or over 50% of the people old identified as non heterosexual.

45:21

So we have concerns about petroleum boundary.

45:24

I encourage you to think about that a moment.

45:28

Meaning, do I assume everyone in the world should be or is heterosexual, or the predominant number of people are heterosexual? Perhaps that may be true, perhaps not.

45:36

Considering that this is very different within both sex work and the survivor community.

45:44

And so, concerns about sexuality and boundaries should be extended to same sex.

45:49

If you have a same sex shelter, or a same sex housing program, those concerns should then be extended there as well or there may be some level of bias.

46:00

Concerns about some people's type of actions, that's really real. Particularly when someone is raised as a boy.

46:07

Often times, boys are not allowed or permitted to feel anything other than angry, violent, or sexually aroused.

46:13

That's something that I learned from Peter Flakey whose version's from off. And something about the other people come in who

46:24

Are cultured in that way of being angry can really be addressed by having some technique and a strong culture within the community with community leaders.

46:35

Next slide, please.

46:37

Marcy, I'm gonna pause for a moment too and everyone, this is really the good stuff and where mercy and I are going to likely go back and forth for because we want to acknowledge that people have concerns about working with all genders and those concerns are real and valid.

46:54

And we need to be able to move through them in order to respond to the individuals who are human beings and experiencing \*\*\* trafficking.

47:05

Um, I think it's important to note, when we're talking about working with boys, that this gender based violence does change the way that we view men.

47:15

Even when those men are boys, even when they are survivors.

47:20

And we find that for a lot of our staff, they are female, and used to working with females and comfortable working with females.

47:28

And men can feel very scary because of the personal and secondary trauma that we've experienced.

47:36

And so we need to be able to ground ourselves and understand this bias that exists, and consider how to still be able to work with all individuals who have experienced \*\*\* trafficking.

47:49

Even when we have heard so many stories.

47:52

We'll note in a little bit to what that looks like to increase our de-escalation skills.

48:00

But the other thing that I will note is that, for all of our survivors, as Marcy was saying, there is this uhm, this looking at one's identity around sexuality.

48:14

And for all genders.

48:15

It is challenging to go from the \*\*\* industry, which is so highly sexualized to working with an agency.

48:24

For clients of all genders, though, we do find at rest even more for our male clients, it can be confusing working with an advocate when the advocate listens to you and cares about you.

48:36

And it feels so familiar to the romantic relationships you've had before.

48:42

That it can be hard to understand what this new relationship is of an advocate.

48:47

And so our staff do have to be clear about their boundaries, but it can be done.

48:54

All people are capable of learning and changing.

49:01

All right, Marcy, I can now change the slide and hand it back to you.

49:06

Here are some of the items listed on the slide about those concerns about serving transgender folx, concerns about triggering other women, concerns of deception to get their needs met

49:16

And concerns about deception with the intention to harm women.

49:19

Um, there is a very JK Rowling stance on transgender women, which is what we call TERF, transgender exclusionary radical feminists or FERF which is for exclusionary radical feminists.

49:34

If you look it up on Twitter, you'll find a lot of funny comments and memes.

49:38

Um, but HAHAAH

49:43

This is also assuming that people will be able to tell that you're transgender, right?

49:48

Like, transgender people come from a variety of different presentations, body sizes, types. And you probably have interacted with transgender people in the past, and just are not made aware of it.

50:01

So, we're also putting some of the services in this, right, so if you're not a passable transgender person, then you'll be discriminated against.

50:09

And if whether you're not passable is depending on whose standard of quality care, um it's very dynamic.

50:17

And, why is it, that when a transgender woman comes to a program that has concerns about deception with intention to harm women

50:25

That, that same level of concern for other people within the program, that level of concern should be extended to all participants.

50:34

And it's odd to just transgender women within that because uhm as a transgender woman we are highly deceptive or if there was some beta driven response that shows transgender women are deceptive.

50:48

I think the same argument was made around, having gender neutral bathrooms, or transgender women in bathrooms, that more women would get raped or sexually assaulted.

50:57

But we actually know that transgender people are the least likely people to actually sexually assault you.

51:09

And so, it's just an odd thing to express because our data shows that it is actually the least likely. So, there's a lot of bias there.

51:15

And I think anyone who's in survival mode is going to use deception to get their needs met.

51:20

I think rarely are they going to use an identity to do that.

51:27

And working in culture programs is sometimes to get someone who would claim to be indigenous who is not

51:33



Um, but you still serve them in a way that works for them without bringing them to a cultural event or bringing them into an intimate space.

51:45

Um, and so that's what it means to meet people where they're at, which is the Golden Standard of Care within Social Work and Social Services.

51:52

There should also be a golden standard, that it doesn't matter who we're serving, whether they're transgender women or not. And there are those concerned about triggering other women,

52:00

But women trigger other women all the time within the program.

52:04

So why is it that transgender women cannot be triggering to other women, too? Or, is it the concern that it does not know how to facilitate the MOU?

52:14

And I think that's what the real concern may be, is that these are topics that staff are not familiar with or that the organization is not familiar with it.

52:22

So, maybe they don't know how to proceed forward. And that can be the real barrier there.

52:27

And perhaps that's triggering for the team.

52:29

That they feel inadequate or for doing something on that day.

52:33

It should be good.

52:36

I will add to this by saying, I remember talking with a woman who said, Why would I ever pretend to be transgender.

52:44

This makes my life so much harder.

52:48

I will now face more discrimination than I did before, but I'm doing it because to live another way feels like a lie.

52:55

And in order for me to fully be myself and love myself, I need to do be who I know I am.

53:02

And I would hate for us to continue the discrimination that already exists

53:08

So prevalently in the world, when we are doing work to reduce harm for all people.

53:18

Listen, if I did not dress this way, I would be in a mental health collapse today, I may or may not be high on drugs,

53:26

I would get arrested for something, uhm, because it turns me to a place of dysphoria.

53:34

And this dysphoria should not be conflated with mental health issues.

53:37

Although they do have similarity, dysphoria is related to my presentation in of me in my body, feeling like a woman, but having a different kind of body and a different kind of presentation.

53:52

And so, like Audrey said, who would choose that?

53:55

And your experience of that is very abrupt in spins you out of your body.

54:06

Concerns about serving non-binary survivors can look like confusion about a non-binary person's policies.

54:09

That might look like, just changing your intake form, to include non-binary within the form.

54:17

And changing the policy to be accepting of that, uhm, confusion about what non-binary means, and confusion about pronouns and preferences.

54:25

And the preferences can be accomplished with training. And, with non-binary, often times when non-binary folks will come into a program and not be aware of how much you listed in general.

54:38

If I need to eat today, how much of a woman do I have to be?

54:42

If I need access to this rental assistance, do I need to be a man? Do I need to be this, do I need to be that? When in fact they're just non-binary.

54:52

And that can be probably more confusing for them than it is for you.

55:00

I will note that at breast, this was a huge challenge for us because we have a women's shelter and it's an emergency shelter, and our clients were very clear. They wanted it to be women only because they're in a place of triggering and crisis already, and having one of their biggest triggers (men) present is uncomfortable.

55:20

So we were very clear that we accept transgender and cisgender women.

55:25

But when we would have somebody that would call in and say, I don't identify as female, I'm not a woman.

55:31

Our staff wouldn't know what to do, because they weren't sure, where will this fit.

55:37

And so we needed to be able to do more in-depth training to be able to change the way that we do ask those questions.

55:45

And one question that we've changed it to is, We are a women's shelter. Are you comfortable being in this environment?

55:52

We also do a lot to normalize and make it comfortable for everyone, our staff, and our clients, to understand, um, what different gender expressions can look like, and how to be able to respect someone's pronouns.

56:08

We'll talk that much more soon as we look at how do we do this work and how do we include all genders.

56:17

I want us to start by remembering the humanity in one another.

56:22

And I imagine that if you are doing this work, with any gender's, even just female, you have likely had to face your personal and systemic biases that exist.

56:35

And we are inviting you to continue to do this as we look at working with all genders, because what we're looking at is working with all humans.

56:45

When we're looking at working with all genders, it is important to create an informative and uniform response so that people aren't confused about what the expectation is

56:57

Um, and if they need to be held accountable around that.

57:00

And so, that address, they do, as well as my physical harm and a relationship of respect is the most effective prevention, acknowledging that respect, as well

57:11

Can usually come from trying to define what does respect look like.

57:18

And no other client is based on prior weight, and so, why do we eat when it comes to someone who identifies as cisgender?

57:24

I'll emphasize on this relationship is the best way to minimize escalations.

57:31

And so being able to build a relationship with someone who is male or someone who is transgender or non-binary, is the best way that when that crisis comes, or those hard moments come to be able to step in, and that allows our staff to staff to step in with confidence, as well as for our clients to respond better.

57:51

And so I cannot emphasize enough the best way that we can approach this is by being able to build that relationship and build that rapport and that trust.

58:01

So that when those vulnerable moments come, we can use all the same de-escalation skills that we use with females, with the person that we know. That is now Heumann.

58:11

And understanding who they are and being able to have that rapport for them to listen when we say, All right.

58:18

You can go outside, and we can talk.

58:24

But if you're going to keep yelling, then I'm going to end this conversation and being able to have that rapport for that person to listen and respond.

58:36

You need to ask where it comes from, you know, like, you have a relationship with that person. Maybe it comes from their family of origin, maybe that's how they were taught, maybe they reached out another time uhm in a different way and that wasn't valued and respected so to speak.

58:52

And to address the question in the audience, as well, why isn't it prominent or perhaps not recommended for men to work as advocates for those for those who identify as trans men, boys, and non-binary people.

59:03

I think that the same reason that in any social work, advocates are generally women. Uh, what that reason is, probably because women are divine.

59:13

Ha, ha ha ha.

59:18

In addition to that, it's worth noting that we've had male advocates who have been able to work really well with all genders.

59:25

The thing that we have found when we've asked our clients about their feedback and their preferences, is that when they are in an emergency state of crisis, they don't want to work with a man. Because so many of the men that they've worked with before have been people that harmed them.

59:43

But when somebody is in recovery or talking about their goals, or what they want next in life, they're split 50, 50, whether they want it to be a man or a woman. And this comes from people of all genders.

59:56

And that is because part of the healing process requires that we do the interpersonal work of facing somebody who looks like the people that have harmed me, to be able to re-establish what that relationship can look like.

1:00:10

And so it's been very valuable to have male advocates and male staff and volunteers.

1:00:16

We just find that it's best to place them in areas where our clients are not, in that triage moves or crisis, and that is a more triggering experience for them.

1:00:28

And you shouldn't assume that your client doesn't want to work with a male advocate. I've had numerous clients who will only work with a male advocate or a non-cisgender female advocate because they've been hurt a lot by the women in their lives as well.

1:00:42

And so it, it's just the odd one thing over the other.

1:00:51

And then looking at it, uh how to create safe spaces for everyone.

1:00:56

Will we create policies that do not allow for the disrespecting of others, uhm, and there's accountability that and a clear accountability for what happens when you need to do so.

1:01:05

So, you know, when there's a lack of respect around that policy for the adjustment and communication of the policy, you want to hold that person accountable when they're not doing that.

1:01:18

Trained staff and model for clients with what inclusion looks like.

1:01:22

They shouldn't have to ask, they should be able to see what it looks like from interaction. Address clients and staff when respect is not given.

1:01:30

And not doing it only when it seems really obvious, but really looking for it and making that across the board.

1:01:38

Like, for instance, you're having a meeting and bring up that you don't just say your pronoun, and someone is obviously, transgender, but you always both things.

1:01:49

Because you can really tell when someone does that, and it doesn't feel welcoming.

1:01:56

Uhm, ensure accountability is a part of the process and the outcome of the process.

1:02:03

At rest, one thing that we do is we include these clear guidelines and our intake paperwork, so that it's not acceptable for people to use racial slurs, or disrespect, another person's gender.

1:02:16

We're clear about the language that is expected.

1:02:18

And in the moment, when we hear it, we call it out because it was set in the moment. But we also do a lot to be able to make it clear in the background as well.

1:02:28

Another challenge that we have is staff using the correct pronouns. And we'll talk this more in a minute.

1:02:35

But one thing that we do is take it seriously so that we would give a verbal warning, or even look at a performance improvement plan for someone that is regularly continually using incorrect pronouns from what our clients have requested.

1:02:51

I love what Marcy said.

1:02:54

If accountability isn't a part of the process, then policies aren't effective to create that safety.

1:03:02

And it should be noted that its it impacts more than just gender diverse people. It impacts any kind of large group or minority.

1:03:20

To look at our next slide, another thing that we really encourage is hire staff that reflect all survivors.

1:03:25

So higher, male individuals, higher transgender, non-binary individuals, hire people of all races.

1:03:34

Have diversity and ages. I know, because I do a lot of hiring.

1:03:39

This is challenging, and we don't want to tokenize people.

1:03:43

We don't want to hire people that aren't a good fit for the position, but we do want to look at being able to have reflections of survivors and our staff.

1:03:54

We also can use our written paperwork and printed materials to be able to reflect all survivors, so Marcy has shared having name tags or asking people about their pronouns in places where we write people's names for, sometimes, put pronouns behind that.

1:04:13

In our intake paperwork, we use gender inclusive pronouns, and we have flyers that are up so that if people want to know more, they can see a little bit about what pronouns are about.

1:04:25

We also make sure that when we have flyers, we include all genders and all races. Because the goal is that someone would look at the information that we have printed and say, I belong here.

1:04:38

Marcy, is your audio back?

1:04:43

Yes. Can you hear me?

1:04:45

I hear you.

1:04:48

Yeah, I don't see the slides now though. I'll take it.

1:04:52

Um, the other thing to look at is what activities are you hosting?



1:04:57

Are you hosting activities?

1:05:01

We also do want to make sure that we host activities that are appealing to all genders, and we want to be able to use images and colors that appeal to all genders.

1:05:12

If you're always doing things that have hearts and are pink and have flowers and are talking about things that are very female gendered activities, you're not going to have a lot of all genders say, This is for me.

1:05:29

So being able to look at what's important to your clients, and what would be appealing.

1:05:34

We heard feedback that we had clients that wanted to learn about cars.

1:05:39

And honestly, this feedback came from our male, female, transgender, and non-binary clients, but that wasn't something we had on our radar because we were thinking of activities that females would appreciate.

1:05:53

When we looked at our branding, we also looked at what colors are going to resonate with all genders.

1:05:59

If we have only colors that appeal to one gender, then that's who we're going to see come.

1:06:06

So how do we make things that are welcoming and inclusive for all?

1:06:13

We need to support sexuality and gender expression, and we need to be able to create spaces of safety for our clients to be able to talk about their experiences.

1:06:26

We need to not make assumptions, and we need to let our clients guide in that journey.

1:06:33

And I will note, again, this is, honestly, for all genders, right?

1:06:37

Because when I think about rest, I think about some of our female clients who've talked about Masturbation, or have talked about the only way for them to \*\*\*\*\* is through experiencing violence.

1:06:51

We have some clients who identify as \*\*\* addicts.

1:06:54

We have others who just cringe or even shut down entirely when they hear the word.

1:07:01

So, it shouldn't be surprising that when someone has experienced sexual abuse and \*\*\* trafficking, for there to be a lot of different questions and exploring about what sexuality and gender expression looks like, and it's important for us to create this space of safety so that a person can explore that for themselves, to understand themselves, and know what's best for themselves.

1:07:29

And for us, not to put our judgement into that but to really allow somebody to have that safety and non-judgmental space. Add anything before I go to the next slide.

1:07:43

Let me think, no, uhm.

1:07:46

I know what to do in a moment like this. Think about your favorite auntie. Think about how your favorite auntie, no matter what's going on in life, I have an uhm favorite auntie tita Yolanda uh and I call her a bunch of different names I call her ... which means over the river. And any time I'm sad and I'm with my auntie she always makes me laugh.

1:08:14

She's very, very, very conservative.

1:08:20

But no matter what, I know that she loves me and I know that she can put up with me.

1:08:24

I know that as I'm beside her and I'll be ok.

1:08:30

So, I think, sometimes we overthink this a lot. We think we need some specific training to do this, but really this is about uhm loving someone in front of you and not having opinions about who they are as a person. And I think if we do that more, no matter who we are working with, or in community with, we'll make...

1:08:47

I think you figured out more no matter who you're working with, or community with, we'll make are on pieces.

1:08:55

Sorry, that's an oversimplification, but it is, I think, what we need.

1:09:02

Now that is such a beautiful illustration, and I think it's worth noting that I know a lot of people that have different perspectives on sexuality and some that get really flustered or frustrated or uhm

1:09:21

Or don't understand what a different experience looks like, and I think what's important is that we don't have to understand it.

1:09:29

We don't have to deem it as bad, we can sit with that person and let them be human and connect to that humanness that regardless of what their behavior, their expression, what's going on, that they would leave knowing that they are cared about.

1:09:51

And is that not, not true to the word? You know, when I was working with more evangelicals something that I learned from the evangelical peoples was that uhm they were concerned about someone's eternal salvation, and that was truly at the center of their heart, right? And when, for some, not everyone, uhm

1:10:13

And when I uhm and when I learned of that I was really touched by that, but my response to them was, why not?

1:10:22

Why don't we worry about the hell that we imprison them in today? And not the hell that they may or may not be in down the road.

1:10:29

And the hell that is inherently relative to your work, which is fine, uhm, but oftentimes there's diversity in those kinds of beliefs, and it's a privilege to choose that at the priority, over a different one.

1:10:46

I'll also note, when we're looking specifically at boys, it's important to remember that the shame often runs deeper than what girls experience.

1:10:56

And if you work with female survivors already, you often know that there probably has a lot of shame there, and that is because, when experiencing \*\*\* trafficking, people are often told similar messages.

1:11:11

So people of all genders are often told, this is your fault.

1:11:15

You chose this life.

1:11:17

Your good for nothing but \*\*\*.

1:11:20

In addition to that, boys are often told messages about their gender.

1:11:26

Boys can't be raped.

1:11:28

Boys like \*\*\* and want endless \*\*\*.

1:11:31

What's wrong with you that you don't?

1:11:35

Boys are also often taught that a victim is someone who is weak and unworthy of respect.

1:11:42

And so because of that, we need to allow more safe spaces for boys to be able to process through this shame and to know that they are fully accepted.

1:11:57

one thing that really helps us being able to have peers, I think one of the best things we've done is have male survivors who are open to talking about their experience.

1:12:09

Be able to connect with other young men who are beginning to conceptualize what they've gone through, being able to see someone that they respect, that they see as strong and know that they've gone through a similar experience, helps to expand what their own identity looks like.

1:12:29

The other thing that helps us being able to use their words and move at their pace.

1:12:33

I remember working with a client who called it the whoop de do, last night, you did the whoop de do, and we both know that that meant he got his needs met.

1:12:42

And, I always use the language that he used, because then we could connect, and I would introduce some language at different times for him to be able to consider some other ideas.

1:12:54

But I moved at his pace and was intentional to identify the way he identified.

1:13:00

Marcy, anything to add there?

1:13:04

I just want to, uhm, quote Maureen's study again in that study she has a quote from a law enforcement officer during a sting operation, that involved a male who has a child and in the law enforcement officer's quote was

1:13:22

Um, well, he got himself into it. He wanted to be doing these things. And that often adds to shame uhm

1:13:31

I'm very thankful for our law enforcement partners I have who

1:13:33

Support our work and all of our officers do to support our communities, but they need to be accountable, as well.

1:13:42

I know for myself, when I was pulled over with trip in the car at fourteen years old with a man I had no business being with at three in the morning on an old country road.

1:13:53

When I looked at that law enforcement officer for help and was told that he had better things to be doing tonight uhm something happened for me you know, I began to see my experience as my fault. Uhm

1:14:11

Because the lack of approval was my fault, right?

1:14:16

I had someone who I, as a child, looked up to my father within the military police.

1:14:24

I come from a very proud and background, but after 25 years with Navy chief, and I grew up with the idea that people in uniform should be trusted and respected and will help you.

1:14:38

But when you grow up with that, you live that, you support, if they do then, um, you don't lose these things, or even ...

1:14:48

read it.

1:14:50

That's something new. You're dealing with something strange

1:14:51

Do you deal with them?

1:14:57

I'm so thankful for the stories and experiences that people have shared to be able to help us understand what this looks like on the human level.

1:15:09

I'll also note that when talking about transgender individuals, we need to understand that beauty comes with privilege.

1:15:18

And some of the most important things we can do is to use money to pay for basic needs that include wigs that include razor's that include different items That a person needs to be able to care for themselves.

1:15:33

To look the way that they want to look.

1:15:36

It is common for us to have individuals that come into our shelter, that appear disheveled.

1:15:43

And it's or appear masculine when they want to appear feminine, and it's not because that desire isn't there, but it's because the funds are not, and the stability is not.

1:15:55

And so we want to support that and encourage for a person to be able to feel confident about who they are, and look the way they want to look.

1:16:04

Though I will also note that sometimes on the flip side, somebody might choose to keep a disheveled appearance because of the areas and experiences they've had.

1:16:16

They have needed to look that way in order to keep themselves from experiencing rape or further harm.

1:16:23

So it is important for us to follow a person's lead, but to support them with the goals that they have.

1:16:30

And being able to appear the way that they want to appear, that this is, this is it in the program.

1:16:40

It will change the level of the story.

1:16:43

And I know that many people on the call probably don't have an understanding of what that means.

1:16:50

But anytime you have an unmet need, you would like to act out of, um, act in ways you don't want to act.

1:16:58

And I think that will further push transgender people out of programs

1:17:02

And so, this can be either way.

1:17:04

Um, really, the positivity and overflow, as well as supporting the incentives.

1:17:13

And I think when we have that in place, we'll have better results, and how to interact with one another, and also how they love themselves.

1:17:24

Ends are probably the only way to do it, you know, and so you'll be, you'll have a really strong rapport with the person.

1:17:31

You may, you change your mind about some things, and you may learn a lot, like How to ....

1:17:41

That's a skill.

1:17:42

Everybody needs to practice on food.

1:17:47

I know we're getting towards the end of our time, so I'm going to breeze through a few of these quickly, um, but it's important to highlight that there are certain microaggressions that male trans gender, non-binary folks are often asked or shared.

1:18:04

And it's important for us to be aware that these might be questions that we have.

1:18:09

But when we ask them, because it's a question that's been asked so many times before, it can feel hurtful harmful aggressive because it has been at common question or a statement that's made.

1:18:23

So, we encourage folks to understand microaggressions, and avoid them.

1:18:31

We also highly encourage people to use correct pronouns.

1:18:35

So, our little grammar lesson of the day is that a pronoun is what is used to reference others without using that person's name.

1:18:45

And, most common pronouns are she, her, She him, they them, xe xer, at Rest what we just ask people is: what pronouns do you use and then they can share that with us.

1:18:58

We also practice saying their name and their pronouns when they aren't with us so that, if I'm using they them pronouns, then it rolls off of my tongue and instead of coming out awkwardly or me continuing to slip to use she, her or whatever pronounce pronoun as kind of registering in my brain.

1:19:18

And then the other thing to note is that if you do make mistakes, the best thing to do is acknowledge it and move on.

1:19:25

It can be tempting to really make a big deal about it. Apologize profusely. But then when you do that, you make it about yourself and you make it awkward.



1:19:35

So if you make a mistake in someone's name or in their pronoun, just correct yourself and keep going really, really quick. There there are examples of how we view gender neutral language for you here.

1:19:54

Paperwork little example of how we use it why for instance in a courtroom The honorific for all gender neutral, Your Honor, condition, and so on.

1:20:05

And, even with council, council so and so, and Reverend, doctor, pastor, father, all of the areas we have whose gender neutral on this and we don't question them.

1:20:21

But yet, when it comes to a marginalized identity, we refuse to use gender neutral, at all.

1:20:33

Great point.

1:20:35

It's also worth noting that there are words that have historical use and meaning, and because of that, come across as verbal abuse.

1:20:46

So, some things to know is that the word tranny or transvesite, I, should never be used.

1:20:52

I won't share what that's comparable to. But if you think of that word that somebody uses to describe you, that makes you cringe.

1:20:59

This might be that comparable.

1:21:01

Also, using somebody's birth name or former name without their consent is disrespectful and harmful, and feels like abuse.

1:21:12

Using the wrong pronoun can feel abusive.

1:21:16

If you're continually calling me, he, him, then I'm going to feel put off by that, and it's the same thing for all pronouns of all genders.

1:21:26

Focusing on reproductive organs, or asking questions about that, is uncomfortable at all times, for everyone, and should not happen.

1:21:36

And asking intrusive questions about intimate details is not appropriate.

1:21:41

These things aren't only naive, but they're harmful.

1:21:48

I am going to skip a few of these to speak to this slide to be able to say, we need to keep in mind that discrimination can provoke frustration.

1:22:02

And what we sometimes see is that our clients can really gang up on our gender and sexual minorities.

1:22:11

And then our gender and sexual minorities can act out, and then they're the ones who are exited from services or lose access to services.

1:22:20

And this is not helpful, fair, honoring to anyone.

1:22:25

And so, we need to pay attention to provoke things that might be happening and really believe an act to counteract this harm because it can cause further harm and merci you head.

1:22:40

Added in this piece that I think is critical and worth focusing on for our last minute, which is, we need to believe survivors, no matter how unbelievable it may seem.

1:22:51

So, if somebody is telling you about their experience, being able to understand just because it's not something you've heard before or experienced yourself.

1:22:59

Doesn't mean it's not true.

1:23:03

Mercy, I'm going to hand it to you if there's a last thing you want to share as we conclude.

1:23:10

Maybe if you believe that that would be true so many other time, not really, the lens is not from the problem with not.

1:23:19

The Berkeley giving testimony.

1:23:22

True? But from your own button looks like comes from.

1:23:27

Um, I just want to finish up with a poem.

1:23:31

Do you want to do the quote or the poems bird?

1:23:35

I'll share this quote and again say thank you to you all for being here today.

1:23:41

As we do this work we have to really live in the trenches and Audre Lorde reminds us unless someone lives and loves. And the trenches it is difficult to remember that the war against dehumanization is ceaseless.

1:23:57

So let us stay there.

1:23:59

Let us remember that the war is not with one another.

1:24:03

But what we are acting against is the dehumanization of human beings who are valuable.

1:24:10

Mercy, please. Share your poem.

1:24:15

I work for the mom, another survivor.

1:24:19

And it's called I may not Know.

1:24:23

May not know, may not know the law or the love songs, but I know the warmth of my period against the buildings.

1:24:34

I may not know fear of violence, you know?

1:24:40

But I tend to know from scars from yesterday

1:24:49

May not know the pain or why.

1:24:53

But I know what it means for my spirit, but I know what it means

1:24:56

But I love my sister

1:24:59

Love you, too.

1:25:01

We're not know the world. We go.

1:25:04

Walking the way he or she structure, scratch on your heel , why your heart or stomach rumbles We even have morning coffee.

1:25:18

But I know the joy of waking up over, I know the whole new day.

1:25:25

Getting out of bed, please.

1:25:28

I know that you had beforehand.

1:25:31

I may not be you, but I love you.

1:25:36

I know the nuances, causes both.

1:25:40

Dancing in the rain

1:25:45

I want to thank everybody.

1:25:47

We'll be here today letting allow me to tend to my heart.

1:25:52

I hope in some way you feel.

1:25:56

Why?

1:25:57

Careful, Thank you so much. That was a beautiful ending.

1:26:00

I really appreciate you sharing poetry with Us Mercy. And thank you both so much for joining us. Thank you all, again, all of our attendees, for joining us, for today's discussion. It's really important consideration serving, now, transgender and non-binary minor survivors. And I think we learned so much today. I learned a lot today. So I'm really, really grateful for you. So thank you again, Mercedes. On an ..., thank you for sharing your expertise with us and your vulnerability and your stories.

1:26:32

And for leading our conversation.

1:26:33

Attendees will receive an e-mail after today's presentation with the handouts, and then any other additional resources shared with you.

1:26:41

That also includes a survey which will pop up at the end of this presentation.

1:26:45

We'd love for you to fill it out because we do share feedback with our presenters, and it helps us build our programs feature. So, thank you all so much. Thank you to our presenters.