

LGBT Community Awareness for Law Enforcement

Face-To-Face Format

Hourly Distribution 4-Hour Course

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| I. Introduction | 0800-0815 |
| II. Common Stereotypes | 0815-0900 |
| III. Sexual Orientation | 0900-0915 |
| IV. Gender Identity | 0915-0930 |
| V. LGBTQ+ History with Law Enforcement | 0930-1000 |
| VI. Creating a Safe and Inclusive Work Place | 1000-1045 |
| VII. LGBTQ+ Community Concerns | 1045-1130 |
| VIII. Conclusion | 1130-1200 |

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4-Hour Course

Learning Outcomes

1. The student will explain the difference between sexual orientation and gender identity and how both relate to race, culture, and religion.
2. The student will define terminology used to describe sexual orientation and gender identity.
3. The student will identify key moments in the LGBT civil rights movement.
4. The student will identify ways to create an inclusive workplace and to support LGBT co-workers.
5. The student will describe how hate crimes and domestic violence impact the LGBT community.

- I. Introduction .25 hours
 - a. Instructor introduction
 - i. Law enforcement experience
 - ii. Personal history
 - b. Purpose and goals for the training
 - i. Learning outcomes
 - ii. Improve effectiveness of law enforcement to provide service
 - iii. Support LGBT co-workers
 - c. Rules and agreements for discussion
 - i. Engage and participate fully
 - ii. Don't worry about offending instructors
 - iii. Ask tough questions
- II. Common stereotypes related to the LGBT community .75 hours
 - a. What determines sexual orientation and gender identity
 - i. Genes and other biological factors
 - ii. Choice, abuse, experimentation

- iii. Failed relationships
- b. How can you tell if someone is L, G, B, or T?
 - i. Masculine behaviors in women
 - ii. Feminine behaviors in men
 - iii. Clothing and physical appearance
- c. What jobs do LGBT people have?
 - i. Typically masculine jobs for women
 - ii. Typically feminine jobs for women
- d. What does religion say about LGBT community
 - i. Bible, Quran, Torah
 - ii. Origination of biblical documents
 - iii. Evolving religions and interpretations
- e. What are names and terms commonly used to describe LGBT people
 - i. LGBTQIAAP
 - ii. Slang terms
 - iii. Derogatory terms
- f. Origins of stereotypes
 - i. Media
 - ii. Family
 - iii. Peers

III. Sexual Orientation

.25 hours

- a. What science has discovered
 - i. Attraction is not a choice
 - ii. Behavior is a choice
 - iii. Homosexuality removed from DSM in 1973
- b. Kinsey Scale
 - i. 17,000 sexual histories in 1948
 - ii. Spectrum of 0 to 6
- c. Common terminology

- i. LGBTQ+QQIAA
 - d. Intersectionality of sexual orientation and race, religion, and culture
- IV. Gender Identity .25 hours
 - a. What science has discovered
 - i. Intersex births
 - ii. Gender dysphoria
 - b. Common terminology
 - i. Transgender
 - ii. Unacceptable terms
 - c. How does gender identity relate to sexual orientation?
 - i. No relationship
 - ii. Sexual orientation doesn't change with sex change
 - d. Intersectionality of gender identity with race, religion, and culture
- V. LGBTQ+ History Related to Law Enforcement .5 hours
 - a. Key moments
 - i. History of public decency laws prior to 1970
 - ii. Compton Cafeteria riots
 - iii. Stonewall Riots
 - iv. The creation of the rainbow flag
 - b. Current LGBT civil rights issues
 - i. Marriage equality
 - ii. Religious freedom
 - iii. Employment discrimination
- VI. Creating Safe and Inclusive Law Enforcement Work Spaces .75 hours
 - a. LGBT identities within the rank and file
 - i. LGBT people have always been part of rank and file
 - ii. 2013 and 2015 Williams Institute Studies on Law Enforcement culture
 - b. Creating an inclusive environment
 - i. Workplace language

- ii. LGBT liaison officers
 - iii. Policies preventing harassment and discrimination
 - c. The coming out process
 - i. Steps to coming out
 - ii. Common fears experienced by law enforcement professionals
 - iii. Supporting employees when they come out
 - iv. Extra challenges present in communities of color, religion, and culture
 - d. Becoming an effective ally
 - i. Reaching out to the LGBT community
 - ii. Supporting co-workers
- VII. LGBT Community Concerns .75 hours
- a. Hate crimes
 - i. Accounts for 2nd or 3rd most common bias motive
 - ii. Gay men are most commonly targeted
 - b. Domestic violence
 - i. Significant problem equal to straight community
 - ii. Response strategies
- VIII. Final Quiz and Conclusion .5 hours
- a. Final quiz
 - b. Review quiz answers
 - i. Address additional questions
 - c. Course evaluation