

Title of the webinar: Best Practices of Law Enforcement in Working With LGBTQ Victims

Slide 1: Best Practices of Law Enforcement in Working With LGBTQ Victims

- Sgt. Michael Crumrine & Rebecca Dreke, MSSW
- July 15, 2019

Slide 2: Thank you OVC !

This training was produced by FORGE under 2016-XV-GX-K015, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this training are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

Slide 3: Presenters

- Sgt. Michael Crumrine, Austin Police Department
- IMAGE: Black and white photo of Michael Crumrine in uniform (Austin, TX police)

- Rebecca Dreke, MSSW, Consultant
- IMAGE: Black and white photo of Rebecca Dreke.

Slide 4: Topics for Today's Discussion

- Learning from the past: Policing & the LGBTQ+ communities
- Tips for improving responses
- Lessons learned from one department
- Examples from other departments
- Questions and discussion

Slide 5: Policing & the LGBTQ+ Communities

- **What is our track record with this community?**
- Despite high levels of victimizations, we have some uncomfortable failures to face:
 - Failures to respond
 - Failures to identify crimes
 - Failures to engage
 - Failures to protect
 - Intentional harm

Slide 6: How Did We Get Here?

Slide 7: Law Enforcement & LGBTQ Communities

- Many in the LGBTQ communities have perceptions of the police, which may influence their interactions with law enforcement.
- To be effective, we need to understand law enforcement's role in enforcing the laws of the past and how this has created divisions and mistrust.
- IMAGE: Black and white photo of police riot / raid

Slide 8: Timeline (1 of 2)

1953

- Dwight D. Eisenhower signs Executive Order 10450: banned 'security risks' (neurotics, alcoholics, homosexuals) from working in federal gov't or any of its private contractors.

1952 (1973)

- APA lists homosexuality as a mental disorder:

- **Reversed its decision in 1973**

The 1950's & 1960's

- FBI sought out state & local police officers to supply arrest records on moral charges, regardless of whether there were convictions.
- During the 1950's more than 12 million workers or slightly more than 20% of the labor force faced loyalty-security investigations. Anti-homosexual policies spread from federal government to all levels of employment in U.S.

Slide 9: Timeline (2 of 2)

1990's

- Dallas PD – 1990's
- Texas Attorney General - 1990 Don't ask Don't Tell – 1992

DOMA - 1996

2000's

- Lawrence V. Texas – 2003
- Prop 8 - 2010
- Don't ask Don't Tell - 2011
- APA – Trans - 2012

DOMA – 2013

- Obergefell V. Hodges – 2015

IMAGE of rainbow flags on the supreme courthouse

Slide 10: That's all in the past though, right?

IMAGE: Secret Service Division screen capture

Old fashioned type:

- Complaint no: 86147.
- District: Secret Service Division.
- Subject: Special Excise Report. Homosexuals frequenting tavern, 620 Pine St. 7-Arrests: Investigation.

Slide 11: 2014 Survey of LGBTQ+ People (1/2)

- 73% of respondents had face-to-face contact with the police in the past five years:
- 21% reported encountering hostile attitudes from officers,
- 14% reported verbal assault by the police,
- 3% reported sexual harassment
- 2% reported physical assault at the hands of law enforcement officers.

Discrimination and Harassment by Law Enforcement Officers in the LGBT Community, Williams Institute, March 2015

[Discrimination and Harassment by Law Enforcement](#)

Slide 12: 2014 Survey of LGBTQ+ People (2/2)

- Police abuse, neglect and misconduct were consistently reported at higher frequencies by respondents of color and transgender and gender nonconforming respondents.
- [Discrimination and Harassment by Law Enforcement](#)

Slide 13: 2013 Survey of LGBTQ+ Violence Survivors

- Of the LGBT violence survivors surveyed who interacted with police:
- 48% reported that they had experienced police misconduct, including unjustified arrest, use of excessive force and entrapment.

Slide 14: 2013 Survey of LGBTQ+ Violence Survivors (cont.)

- Continued...
- Police officers accounted for 6% of all offenders reported by respondents;
- Of offenders who were personally unknown to the victim, police made up 23%.

Slide 15: 2015 Survey of Transgender People

- 57% reported being mistreated, verbally harassed, repeatedly referred to as the wrong gender, physically assaulted, and/or sexually assaulted, including being forced by officers to engage in sexual activity to avoid arrest
- 57% reported being afraid to ask the police for help
- 1 in 3 Black transgender women had an officer assume they were engaged in sex work
- [US Trans Survey](#)

Slide 16: Law Enforcement & LGBTQ+ Communities

- History of targeting, profiling, and harassment – leads to current day lack of trust →
 - → less likely to cooperate & collaborate with police
 - → less likely to report crimes
- Hostility towards LGBTQ+ communities make police unable to respond to their needs.
- Acknowledgement and change is necessary.

Slide 17: New York Times June 6, 2019

IMAGE: NYTimes Stonewall Riot

- Screen capture of New York Times 2019 article about the Stonewall Riot. Headline: Stonewall Riot Apology: Police Actions Were 'Wrong,' Commissioner Admits.

Slide 18: How can we repair the wrongs of the past (and present)?

- Top tips for improving relationships with LGBTQ+ communities

Slide 19: Tips to Improve Relations

- Internal Work:
 - Agency “Inventory”
 - Training
 - Policy & Protocol
- External Work:
 - Outreach
 - Public Relations
 - Community Engagement Initiatives

Slide 20: Taking “Inventory” of Your Department

- What does your department already do?
- Specific (LGBTQ) recruitment efforts?
- Cadets get training on LGBTQ communities?
- LGBTQ non-discrimination policies?
- Support LGBTQ agency members?
- IMAGE: Seattle PD pro-LGBT advertisement for recruiting LGBTQ officers:
<https://www.comingoutfrombehindthebadge.com/wp-content/uploads/2017/08/Bay-Area-Reporter-Half-Page-1024x801.jpg>

Slide 21: Training – Why Does it Matter?

- Importance of training for all agency members cannot be overstated.
- Community policing mandates require we build our cultural competency.
- Acknowledge past mistakes and make a commitment to do better.
- Should be available in academy and for continuing education

Slide 22: Training – Who Should Do the Training?

- Importance of officer led training
- Importance of community input and/or co-facilitation
- Importance of adult learning
- Don't reinvent the wheel

Slide 23: Training – What Topics Should be Covered?

- The diversity of the community
- Community history (local, state, national, international)

- The vernacular of the community
- Respectful terms
- Sexual Orientation vs. Gender Identity

Slide 24: Training Topics–Community Engagement & Reports

- Explaining to community members why certain information is needed
- Report taking & writing
- Demonstrating respect and using proper terminology in reports
- How to capture needed legal info while still engaging respectfully
- Working with Transgender and other individuals when legal identification has not been changed

Slide 25: Training Topics – Specific Crimes & Victimitizations

- Various crimes have specific impacts and unique consequences for LGBTQ+ victims
- Intimate Partner Violence
- Sexual Assault

- Hate Crimes
- Officers need to know what resources are available for these victims
- Officers need training on primary aggressor determination

Slide 26: Training Topics—Specific Crimes & Victimizations (2)

- Taking LGBTQ+ individuals/suspects into custody
- Protection issues
- Federal Prison Rape Elimination Act

Slide 27: Policy & Protocols

- Non-discrimination policies
- Zero tolerance on harassment
- Policies prohibiting bias actions by officers based upon a persons gender identity or sexual orientation.
- Report policies/guidance regarding Transgender individuals
- Appropriate/respectful engagement

- Search policies

Slide 28: Outreach (1/2)

- Reach out to the LGBTQ+ communities where they are at
 - Coffee shops
 - Bars
 - LGBTQ+ owned business
 - Ensure community members are part of community forums
 - Engage in open, frank conversations

Slide 29: Outreach (2/2)

- Acknowledge past mistakes; make a commitment to do better.
- Let community tell you what you can do to make the relationship better.
- Establish routine meetings with the community.

Slide 30: Public Relations – Be Outspoken

- Be vocal about your commitment to the LGBTQ+ communities

- Be present on news media, social media sites, etc.
- When a crime directly targets the community, be proactive in your messages and responses.

Slide 31: Public Relations – Example

- "Like the rest of our nation, the Tulsa Police Department is horrified by the events last night in Orlando. Our thoughts and prayers go out to the victims and their families.
- While there is NO intelligence that would forewarn such an attack in Tulsa, we are taking precautions to ensure the safety of our LGBT community and the public in general.
- We will be providing a stepped up presence at several locations in Tulsa and implementing other protective protocols. As would be expected, we are scouring intelligence resources for any threats or concerns."

Slide 32: Public Relations – Be Visible

- IMAGES of NYPD Officer, back of helmet sticker with rainbow pride flag; White police car with rainbow paint stripes on side of car
- Create opportunities for agency members to participate in community events:
 - March in Pride parade
 - Decorate patrol cars
 - Rainbow ribbons or patches

Slide 33: Public Relations – Be Visible (2)

- Include leaders at LGBTQ+ community events
- IMAGE of Police chief in uniform sitting in convertible in Pride Parade, holding trans pride flag

Slide 34: Public Relations – Be Inclusive

- Ensure all agency messaging is inclusive of LGBTQ+ individuals.
- During specific crime awareness months/events, include information for LGBTQ+ community

- Ex. Domestic Violence Awareness Month (October) or Sexual Assault Awareness Month (February)
- Ensure agency social media sites have links to resources in the LGBTQ Community

Slide 35: Community Engagement & Intervention

- Consider adopting specific initiatives (ex. the Safe Place Initiative)
- Create an LGBTQ+ community liaison officer position
- Invite a member of the community to be on any chief's advisory councils.
- IMAGE of Police badge outline, with text: "Seattle Police Department Safe Place spdSafePlace.com"
- IMAGE of Columbia Missouri Police department website banner with LGBT Liaison and two badges

Slide 36: The importance of this work

- PHOTO of Monica Loera, with lit candle and date of death (January 22, 2016)

Slide 37: Monica Loera

- PHOTO of Monica Loera, with lit candle and date of death (January 22, 2016)

Slide 38: Monica Loera: What happened?

- Monica Loera was a transgender woman, who engaged in sex work.
- Monica lived her life as a woman, but had not legally changed her name and gender marker.
- Monica was murdered January 22, 2016, by JonCasey William Rowell.
- PHOTO of Monica Loera

Slide 39: Monica Loera: What happened? (2)

- When APD spoke publicly about Monica, we identified her by her birth name and gender.
- APD misgendered her to her family, friends & community in public press releases.

- This misidentification of Monica created a delay for neighbors and community members to be made aware of Monica's death.
- PHOTO of Monica Loera

Slide 40: Monica Loera: Importance of this work

- APD brought together different stakeholders to discuss if there was a better way to work with, be more respectful of, and identify the trans community in our reports, affidavits, and public press releases.
- Training
- Report writing
- Affidavits
- PHOTO of Monica Loera with text: Learning from our mistakes

Slide 41: Benefits to Engaging in this Work

- Build, Maintain and/or Restore Community Trust
- Community members want to be respected and understood (universal).

- Being more respectful and formal with our interactions fosters that trust.
- Being open-minded does not have to equal agreement BUT does help foster mutual respect.
- Flexibility and adaptability = what we are good at!

Slide 42: Questions & Discussion

IMAGE of Many colorful post-it notes with question marks.

Slide 43: Forthcoming Work

- Toolkit for police departments on how to improve relationships with the LGBTQ+ community

Slide 44: Resources/Examples

- [Seattle PD Safe Place](#)
- [Austin PD LGBTQ+ Liaison](#)
- [DC MPD Lesbian, Gay, Bisexual & Transgender Unit](#)
- [San Diego PD Chief's Advisory Board](#)

- [Out to Protect](#)
- [Roll Call Training Video](#)
- [National Coalition of Anti-Violence Programs](#)
- [Protocol Samples](#)

Slide 45: Thank you!

- **Sgt. Michael Crumrine**
- **Rebecca Dreke, MSSW**