

LGBT Community Awareness for Law Enforcement
Face-To-Face and Online Format
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 LGBTQ+Q+ civil rights movement.
4. The student will identify ways to create an inclusive workplace and to support LGBTQ+Q+ co-workers.
5. The student will describe how hate crimes and domestic violence impact the LGBTQ+Q+ community.

- I. Introduction .25 hours
- a. Instructor introductions
 - 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 LGBTQ+ co-workers
 - c. Rules and agreements for discussion
 - i. Engage and participate fully
 - ii. Don't worry about offending instructors
 - iii. Ask the tough questions
- II. Common Stereotypes related to the LGBTQ+ 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 to LGBTQ+ people have
 - i. Typically masculine jobs held by lesbians
 - ii. Typically feminine jobs held by gay men
 - d. What does religion say about LGBTQ+ people
 - i. Bible, Quran, Torah
 - ii. Origination of biblical documents
 - iii. Evolving religions and interpretations
 - e. What are names and terms commonly used to describe LGBTQ+ people
 - i. LGBTQ+QQIAA
 - 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 from 0 to 6
 - c. Common terminology
 - i. LGBTQ+QQIAA
 - d. Intersectionality of sexual orientation with 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 related 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 LGBTQ+ civil rights issues
 - i. Marriage equality
 - ii. Religious freedom
 - iii. Employment discrimination

VI. Creating Safe and Inclusive Law Enforcement Work Spaces .75 hours

- a. LGBTQ+ identities within the rank and file
 - i. LGBTQ+ 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. LGBTQ+ 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 LGBTQ+ community

- ii. Supporting co-workers
- VII. LGBTQ+ Community Concerns .75hours
 - 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