



## Training and Education Offerings

### Overview

FreeState Justice is a legal advocacy organization that aims to improve the lives of low-income LGBTQ Marylanders. We offer of trainings and educational opportunities to a variety of organizations and institutions including medical providers, social workers, housing service providers, police officers, lawyers, and educators. All trainings include LGBTQ 101 key terms. The length of every trainings is customizable to each organization's unique needs and can take place either in-person or via webinar. Please reach out to Ezra, our Director of Education and Outreach for more information at [training@freestate-justice.org](mailto:training@freestate-justice.org).

#### **General LGBTQ 101: Terms and Basic Concepts** (1+ hour)

This training breaks down key terms and concepts for anyone new to LGBTQ topics. It includes an interactive activity about values and the messages that we all received about gender, sexual orientation, and LGBTQ people growing up. We provide concrete strategies for suspending judgement and creating an inclusive and affirmative environment for LGBTQ people.

#### **Foster Care** (1 hour)

Like all young people, LGBTQ youth in foster care need the support of a nurturing family to help them grow into healthy adults. However, LGBTQ youth in foster care face additional challenges This presentation offers relevant information about the experiences of LGBTQ youth in foster care, covering topics from verbal harassment to discrimination. We also identify key legal protections for foster youth both at the state and federal level. The training concludes with how foster parents (and others) can best support LGBTQ youth in the foster care system and breaks down common misconceptions about LGBTQ youth.

#### **Housing Services** (60-90 minutes)

LGBTQ people face unique challenges in finding inclusive and safe housing. This training identifies key barriers for LGBTQ folks and offers sample inclusive policies that your organization can implement for both residents and employees. This will include strategies for initial contact conversations and considerations for intake forms. We will walk participants through a variety of housing scenarios and offer best practices for handling each circumstance. For example, a resident comes out as a transgender woman-where do you house her? Is it in a different space than she is now or not? We will also discuss ways to make restrooms and other traditionally gendered spaces safe and accessible to people of all genders.

#### **Healthcare** (60-90 minutes)

LGBTQ people often experience a variety of barriers and discrimination when accessing healthcare. The training will begin with information about common experiences for LGBTQ people in healthcare and why transgender people have lower rates of healthcare utilization. Additionally, this training covers everything from intake forms and how to collect key information such as proper name/pronouns if different than legal documents, to where to put this information in electronic record systems, to standards of care for transgender

and nonbinary people (WPATH). We will explore what transition and gender-affirming care looks like and offer best practices for addressing the unique health needs of LGBTQ people.

### **Intimate Partner Violence (60 minutes)**

Intimate partner violence (IPV) affects many people within the LGBTQ community, but it is not typically considered a high priority. Why is this the case? There remains a great deal of silence surrounding IPV in general, and most conversations about IPV occur in a heteronormative context and only center cisgender men's violence against cisgender women. As a result, LGBTQ survivors of intimate partner violence often feel isolated and alone in their experience. In particular, transgender survivors of IPV can face pervasive and unique barriers to support that are often overlooked, underreported, or not well understood. This training aims to first define IPV and identify the ways that violence manifests for trans survivors. Attendees will also be provided with statistics to set context, strategies to create a dialogue on IPV within the trans community, ways to support survivors, and identify resources for intimate partner violence in the hopes that raising awareness and education about this issue allows for mobilizing and organizing communities to action to begin.

### **Legally Queer: A Landscape of Legal Protections at the State and Federal Levels for LGBTQ People (60 minutes)**

In this training, we will outline the Maryland state laws that provide protections for LGBTQ people and compare them to federal laws. We will discuss sex discrimination and the contentious debate about whether or not this includes LGBTQ people. Participants will learn about identity documents and how to change one's legal name and gender marker through the court system and other agencies. \* This includes information about gender markers beyond male or female that are available in Maryland.

*\*We also offer identity document workshops that explain this process and also include one-on-one counseling specific to every person's individual needs and circumstances.*

### **K-12 Education (60 minutes)**

This comprehensive training identifies common challenges LGBTQ students face at school and offers concrete ways that school staff can help them feel safe at school. We will discuss ways to make schools safer and more inclusive for LGBTQ students and how to build a culture of inclusivity over time and ways to address anti-LGBTQ language and behavior/bullying at school. This will include a discussion about laws that protect LGBTQ students – not just state and federal, but also local/school-specific laws. Participants will learn about staff and student community groups that can provide support and a wide breadth of other LGBTQ resource recommendations. Lastly, we will cover ways for the administration to collect key information about students in a way that is both affirming and accurately represents their identities.

### **Law Enforcement (90 minutes)**

The history of the relationship between the LGBTQ community and law enforcement is complex. We will explore this history as well as current laws that protect LGBTQ folks in the legal system, such as hate crime protections and the Prison Rape Elimination Act (PREA). We will introduce issues that are specific to LGBTQ individuals that often lead to arrest or becoming the victim of a crime. Participants will learn best practices for police interactions such as arrest and personal searches.

### **Gender Affirming and Trauma Informed Language (TBD)**