



# King County

## Adult Services Division

Women's Advisory Board

Department of Community and Human Services

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## WOMEN'S ADVISORY BOARD MINUTES FROM THE NOVEMBER 13, 2019 MEETING

Meeting Type: Regular: <u>  X  </u> Special: <u>      </u>	Location: King County Chinook Building 401 5 <sup>th</sup> Ave, Seattle, WA 98108	Called to Order: 4:05	By: Sarah Reyneveld
<b>Members Present:</b>			
Rebecca Chan (phone)	Karol Brown	Joey Ketah	
Michaela Ayers	Kathryn Hancock	Hamdi Abdulle	
Jessica Giner	<i>Po. 8 Vacant</i>	Heena Khatri	
Sarah Reyneveld	Adrian Medved	Kathy Brasch	
Aimee Grant	Zeeba Khalili	Dionne Foster	
<b>Excused/Absent:</b>	Karol Brown, Zeeba Khalili, Hamdi Abdulle		
Speakers:	Karter Booher: Ingersoll Gender Center Amarinthia Torres: Northwest Network of Bi, Trans, Lesbian and Gay Survivors of Abuse		
Staff:	Allison Jurkovich		
Guests:	N/A		
Approval of Minutes: Aimee Grant & Adrian Medved			
Motion to Approve:	Kathy Brasch	Vote: Y	

### AGENDA ITEMS:

<b>Agenda Item 1:</b>	<b>Introductions &amp; Announcements</b>		
	- Welcome to newest WAB member, Michaela Ayers, District 2		
<b>Action Items:</b>	Person(s) Responsible:	Deadline/Due Date	
N/A	N/A	N/A	

<b>Agenda Item 2:</b>	<b>The Northwest Network of Bi, Trans, Lesbian &amp; Gay Survivors of Abuse</b>
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**Amarinthia Torres (she/her), Program Director:** [amarinthia@nwnetwork.org](mailto:amarinthia@nwnetwork.org), 206-568-7777

- **History:** <https://www.nwnetwork.org/who-we-are>
  - **“Our Story:** Founded in 1987 by lesbian survivors of battering, the NW Network works to end abuse in our diverse lesbian, gay, bisexual and trans communities. As an organization founded by and for LGBT survivors, we’re deeply committed to fostering the empowerment of all survivors of abuse.”
- **About the NW Network:**
  - **“Our Mission:** The NW Network increases our communities’ ability to support the self-determination and safety of bisexual, transgender, lesbian and gay survivors of abuse through education, organizing and advocacy. We work within a broad liberation movement dedicated to social and economic justice, equality and respect for all people and the creation of loving, inclusive and accountable communities.”
  - The NW Network serves folks all over the country because there is a dearth of resources throughout the country who provide resources for survivors of GBV at the intersections. In addition, there are very few by/for organizations for queer and transgender survivors of abuse
  - Do a lot of national-level work, including technical assistance to providers so they can better serve queer and trans survivors and be more competent
  - Bulk of the work is their community advocacy (direct-service) programming for survivors of abuse
    - Advocacy-based counseling, support groups, safety and support planning, basic legal advocacy
    - Programming for queer and transgender youth
    - Including supporting persons experiencing hate crimes and violence that might not be specific to intimate partners
- **Community Outreach and Education:**
  - Advocates do a lot of the leg work to call shelters and programs to explain their work and the needs of queer and transgender participants.
  - Another issue with shelters is that there can be comments/conflicts between residents and queer and trans survivors that staff don’t know how to manage because they don’t have training.
  - The [Violence Against Women Act \(VAWA\)](#) (H.R. 1585 – VAWA Reauthorization 2019) that say you have to provide equitable and inclusive services. However there are still disproportionate impacts of violence on persons that are at the margins.
  - The Network’s goal is to continue push the GBV movement to provide services to gender queer and transgender survivors.
  - Goal is to shift away from transphobia and homophobia
- **Data Collection and Research:**
  - It is important that we have accurate data on the experiences of queer and transgender survivors of abuse.
  - Important to use the value of self-determination when thinking about what kind of data do we want to be doing that doesn’t lean on other people’s definitions of data creation.
  - Data gets slippery around “where does this data go” – what’s the purpose, where does it go, what benefit is it to us, what does it give back to our community?

	<ul style="list-style-type: none"> <li>○ <a href="#">National Intimate Partner and Sexual Violence Survey</a> (NSVIS) published a report on bisexual women’s experiences of violence. <ul style="list-style-type: none"> <li>▪ Found that bisexual women had the highest rates of violence for any demographic.</li> <li>▪ For more information you can read the special report on victimization by sexual orientation: <a href="https://www.cdc.gov/violenceprevention/pdf/nisvs_sofindings.pdf">https://www.cdc.gov/violenceprevention/pdf/nisvs_sofindings.pdf</a></li> </ul> </li> </ul>	
<b>Action Items:</b>	Person Responsible	Deadline/Due Date
N/A	N/A	N/A

<b>Agenda Item 2 Cont.:</b>	<b>Ingersoll Gender Center:</b> <a href="https://ingersollgendercenter.org/">https://ingersollgendercenter.org/</a>
	<p><b>Karter Booher (they/them)</b> – Executive Director, <a href="mailto:karter@ingersollgendercenter.org">karter@ingersollgendercenter.org</a>, 206-849-7859</p> <ul style="list-style-type: none"> <li>- <b>History:</b> <a href="https://ingersollgendercenter.org/who-we-are/history/">https://ingersollgendercenter.org/who-we-are/history/</a> <ul style="list-style-type: none"> <li>○ Marsha C. Botzer founded Ingersoll Gender Center in 1977 as an organized response to emerging discussions of gender identity.</li> <li>○ Starting with a support group modeled on work done by our friends at Seattle Counseling Service, Marsha expanded Ingersoll and created specific programs for transgender and gender nonconforming people.</li> <li>○ In 1984 Ingersoll became a formal not-for-profit organization and further developed its service capacity. Our support group lives on today, having run weekly for over 40 years!</li> </ul> </li> <li>- <b>Programming:</b> <a href="https://ingersollgendercenter.org/what-we-do/">https://ingersollgendercenter.org/what-we-do/</a> <ul style="list-style-type: none"> <li>○ Peer Support Group</li> <li>○ Economic Justice work and navigating employment for transgender persons</li> <li>○ Community financial assistance</li> <li>○ Training and technical assistance</li> <li>○ Healthcare access and supports finding gender affirming care</li> <li>○ Other projects like amending identification documents</li> </ul> </li> <li>- <b>Systemic Work:</b> <ul style="list-style-type: none"> <li>○ Shelters: <ul style="list-style-type: none"> <li>▪ Work with City of Seattle Human Services Department (HSD) and <a href="#">All Home King County</a> to improve shelter conditions for transgender folks</li> <li>▪ Shelters are not safe places for anyone, particularly for trans people. This is not just for domestic violence shelters. Ingersoll regularly hears that trans people would rather sleep outside than in a shelter.</li> </ul> </li> <li>○ Healthcare Access: Deep commitment to changing the landscape of healthcare access</li> <li>○ Community participatory research to try to define the problem for people</li> <li>○ We don’t give people the chances to be counted – so issues don’t come up in rooms like this because we live in a data driven culture which is another way that white supremacy affects everyone</li> <li>○ Reports and research on gender affirming healthcare: <a href="https://ingersollgendercenter.org/wp-content/uploads/2019/10/Healthcare-Access-Report.pdf">https://ingersollgendercenter.org/wp-content/uploads/2019/10/Healthcare-Access-Report.pdf</a></li> <li>○ DV relationships stay because of gender-affirming health care and don’t feel like they have alternatives</li> </ul> </li> </ul>

<b>Action Items:</b>	Person(s) Responsible:	Deadline/Due Date
N/A	N/A	N/A

<b>Agenda Item 2 Cont.:</b>	<b>Questions and Conversation</b>
	<ul style="list-style-type: none"> <li>- <b>Data Collection:</b> <ul style="list-style-type: none"> <li>○ <i>Has anyone from the community been invited or asked to be invited to census community trainings? To ask about how we can start the conversation about the next census?</i> <ul style="list-style-type: none"> <li>▪ There is a National LGBTQ Task Force that has a project called “Queer the Census 2020:” <a href="https://www.thetaskforce.org/queerthecensus.html">https://www.thetaskforce.org/queerthecensus.html</a></li> </ul> </li> <li>○ <i>You said folks don’t get counted – what would you like to see in terms of data?</i> <ul style="list-style-type: none"> <li>▪ The challenges that we navigate by/for organizations – are the same as challenges of trans people</li> <li>▪ Didn’t have paid staff for first 40 years of history because funding is data-drive</li> <li>▪ Most is tracked by census data which is far away from counting queer and trans people so folks get left out of the conversation</li> <li>▪ The National Center for Transgender Equality (<a href="https://transequality.org/">https://transequality.org/</a>) reports that 37% of trans people in WA will experience homelessness in their lifetime, which is the highest national average</li> <li>▪ <b>*King County Gender Identity and Sexual Orientation Inclusion Task Force:</b> <a href="https://www.kingcounty.gov/council/news/2019/June/06-26-GenderInclusionTF.aspx">https://www.kingcounty.gov/council/news/2019/June/06-26-GenderInclusionTF.aspx</a></li> </ul> </li> </ul> </li> <li>- <b>Gender-Based Violence:</b> <ul style="list-style-type: none"> <li>○ <i>Can you give us a sense of how GBV affects the community?</i> <ul style="list-style-type: none"> <li>▪ Percentage: very similar rates of LGBTQ community that you find in straight communities.</li> <li>▪ Look at the ways that queer people are disproportionately in the criminal legal system. For example with mandatory arrest laws, the police sometimes arrest both parties when there are domestic violence calls with same sex partners.</li> <li>▪ Trans people are more likely to be survivors of GBV than non</li> <li>▪ Trans people are more likely to be arrested than helped if the police are called</li> <li>▪ Intersections of marginalized identities are expounded when folks call for help</li> <li>▪ All of this means that people choose not to call the police</li> </ul> </li> <li>○ <i>Are there other forms of intervention other than law enforcement?</i> <ul style="list-style-type: none"> <li>▪ Our communities have been resisting calling police and criminal/legal involvement forever. There have always been harmful impacts.</li> <li>▪ Big question is how do you solve a social issue as large as gender-based violence? There’s a lot of great movement about restorative and transformative justice outside of the criminal-legal system</li> <li>▪ Flexible funding and resources to give money directly to the</li> </ul> </li> </ul> </li> </ul>

community that is low barrier has shown great success in supporting survivors to regain and maintain safety. This is particularly true in King County where income inequality is so drastic.

- **Employment and Economic Access:** *What do you see as the primary drivers for issues around economic justice and access to jobs and employment?*
  - Trans people are three times more likely to have a college degree but more likely to be unemployed.
  - Gender affirming care is lifesaving because transgender persons experience higher rates of self-harm and suicide and with gender-affirming care that goes well below the national average.
  - When they have gender affirming care, employment, etc – they are less likely to experience violence – power to leave, move, self-determination, mobility
  - There are growing financial supports for the community that are lifesaving, such as:
    - Amend identity documents can cost upwards of \$500
    - Gift cards for gender affirming clothes
    - Help pay for people’s HRT
  - Stable housing funds
- **Shelters and Social Services:**
  - *Our shelter system is gender normative – how does a shelter situation deal with people who are non-conforming or trans?*
    - This is the first year that WA residents can get an x on their driver’s license or state ID
    - Providers have not been given explicit directives to address how to best support transgender and gender non-conforming persons
    - Staff will either make an assumption or ask for an ID, which is illegal to do
    - Over 50% of trans people in WA don’t have licenses that match their gender identity
    - There can also be issues that arise as a result of other residents
    - Shelter programs don’t have written policies and guidelines – so social workers/advocates don’t know how to navigate the situations
  - *How common is it that folks are getting training in facilities?*
    - Folks aren’t getting much training or culturally competent onboarding around serving LGBT people
    - We do this work by building relationships, offer trainings, technical assistance etc. that is paid for through grants
    - Another issue is that shelter programs and case workers in general are low wage workers, burnt out, huge caseloads that are unreasonable to maintain
- **Community Outreach:** *How do you make sure that the community knows that resources are available? And is there a willingness to use resources?*
  - The Northwest Network:
    - By/for organizations lends to trust and word of mouth in the community – means that folks reach out and call and know about us
    - We don’t just talk about gender-based violence exclusively but try to think about what is the positive vision for our community – what does loving, equitable and accountable relationships look like to build those skills, build the version of what that looks like for themselves
    - Have conversations in community outside of their experiences of

abuse

- Move the point of intervention back to before people need confidential and crisis-based resources
- Relationship skills classes – how do we have conflict that isn't abusive, boundaries or negotiating, haven't had modeling or positive expressions of relationships throughout our own life, lack of visibility
- Doing things in a queer-specific context with community
- Outreach, events, etc.
- Sexual Assault (SA) survivors – There is an SA specific support group that is all gender, and a POC specific SA support group
- Stigma around DVSA – baseline trying to figure out who you are, how you feel, and then also navigate abuse can be isolating, so it is important that we do outreach
- Ingersoll Gender Center:
  - The organization is 42 years old
  - Hosted a support group every week without missing 44 years
  - In the 1970's it started by putting books in libraries
  - We are present and out in the community
  - Still have folks who look us up online and move from rural or small places to the area to be closer to the organization
  - Most of the staff are stewarding and leading a trans organization that's older than they are
  - There aren't many trans-led things that have survived this long – so that reliability and trust in the community is huge.
- **Older Adults:** *What services are available for queer and transgender seniors?*
  - Services for trans elders is an exciting prospect
  - Transgender people aren't doing life planning, because many folks don't intend to live past their 40's and 50's
  - As a result of limited long-term planning, elders have no financial or social safety net
  - Capitol housing low-income queer and trans programming – looking or set aside housing for wraparound services for trans elders:  
<https://www.capitolhillseattle.com/2019/08/capitol-hill-housing-unveils-plans-for-eight-story-lgbtq-affirming-affordable-senior-housing-development-on-broadway/>
  - Nursing Homes: A big issue with facilities is that folks are going back into the closet when they leave their personal home because of caretakers/residents etc. The Network is working to build better partnerships with the elder/aging service providers that are in assisted living facilities or senior home care to provide education and support for staff and elders.
  - “The Silver Tsunami” – there are going to be a lot of older queer folks in the next 20 years and people in the community will continue to experience invisibility. Having less options means that many queer people won't be able to be fully “out.”
  - A great resource for LGBTQ+ elders is **GenPRIDE**:  
<https://genprideseattle.org/>
  - Division between older queer folks and younger generations – been historical divides in the community, particularly around transphobia
  - A lot of transgender elders also aren't in facilities because the cost of being in one can be so high. A lot of folks that Ingersoll serves are also folks who have been incarcerated for long portions of their lives. Complexity of needs

- elder, over 20 years incarcerated, world changed while away from community, ability to be themselves has radically changed
- **Recommendations:** *If you had a magic wand what would you tell the King County Council?*
  - o Ingersoll Gender Center:
    - Supporting recommendations that come out of the **King County Task Force\*** and sharing their work.
    - Holding tension of we need to be counted and we should be able to move money and be supported because people have been living this forever – we don't need another study to tell us that trans people are homeless and in need of services.
    - We need trust from the county that we know what we are doing. We need allies to be active voices to say we don't need studies and needs assessments to show us what we know and that assessment doesn't need to look the same across communities.
    - Providing supports to transgender veterans because the United States Military is the largest employer of transgender people of color who are low-income.
      - *Staff Note: for more information on supports for veterans in King County:*
        - o VSHSL SS 1B: Pathfinders for Women and Transgender Veterans (\$1,165,000 for 2019-2023)
        - o King County Veterans Program (KCVP): <https://www.kingcounty.gov/depts/community-human-services/veterans.aspx>
  - o The Northwest Network:
    - Income inequality and amount of money flooding local elections is a huge problem
    - Regressive tax systems in the country – folks who have more should have to pay more. Addressing taxes and income inequality will support survivors of all forms of violence.
    - Homelessness crisis and lack of affordable housing
    - County has a lot of buildings that they could donate to nonprofit organizations like ours who are serving specialized populations that aren't currently in use. Support the community to think about how can the County radically shift what it's doing and what it owns.
- **Who else do you think we should be talking to?**
  - o **UTOPIA:** Supporting low wage airport workers and sex workers - <https://utopiaseattle.org/>
  - o **FEEST:** youth serving food justice work - <https://feestseattle.org/>

Action Items:	Person(s) Responsible:	Deadline/Due Date
- If wanted, can follow up with Veterans team of VSHSL to discuss recently awarded programming for transgender veterans	Staff	TBD

Agenda Item 3:	Committee Report Outs: Membership Committee
	<ul style="list-style-type: none"> <li>- Mixers outside of meetings</li> <li>- Need group photos and updates bios to create a more welcoming/robust</li> </ul>

	website - Idea to create a pipeline of members and potentially invite interested parties to meetings		
<b>Action Items:</b>		Person(s) Responsible:	Deadline/Due Date
- N/A		N/A	N/A

<b>Agenda Item 3:</b>	<b>Committee Report Outs: Communications Committee</b>		
	<ul style="list-style-type: none"> <li>- Discussion about where to find the WAB resources and work we have done in the past</li> <li>- How to disseminate recommendations and other product</li> <li>- Link to the blog on WAB website</li> <li>- Highlight the work of the WAB on the DCHS blog</li> <li>- Meeting with internal communications team</li> </ul>		
<b>Action Items:</b>		Person(s) Responsible:	Deadline/Due Date
- N/A		N/A	N/A

<b>Agenda Item 4:</b>	<b>2019 Accomplishments and Reflections</b>		
	<ul style="list-style-type: none"> <li>- Infants at work pilot program implemented</li> <li>- Child Care Recommendations and the Annual Report transmitted to County Council</li> <li>- Presented to the Health, Housing and Human Services Subcommittee of the Council</li> <li>- Children and Families Strategy Task Force has had its first meeting</li> </ul>		
<b>Action Items:</b>		Person(s) Responsible:	Deadline/Due Date
N/A		N/A	N/A

- **Next Steps:** 2019 Annual Report and 2020 planning.

**AJOURNMENT**

Time: 6:20 pm

**NEXT MEETING**

Date: January 8, 2019

Time: 4 – 6 p.m.

Location: King County Chinook Building