

INSTITUTE FOR NONVIOLENCE IN LOS ANGELES
AND DAYS OF DIALOGUE

Wednesday, December 13, 2017

Hosts

LGBTQ Community Forum

Location

**USC Galen Center
Founders Club**

**3400 S. Figueroa St.
Los Angeles, CA 90089**



#futureofpolicing

facebook.com/daysofdialogue

www.futureofpolicing.org

DAYS OF DIALOGUE IS... FACILITATED DIALOGUE

- *Structured* Conversation
- The facilitator acts as a *moderator*, rather than a leader and is always neutral
- The purpose is to share *Thoughts, Feelings, and Experiences* in a safe and confidential space

DIALOGUE PARTICIPANTS ARE ENCOURAGED TO...

- Express your *opinions*
- *Listen* to others
- Give *everyone* a chance to speak
- Respect the *ground rules*
- *Respect* each other

GROUND RULES

- Speak openly and *honestly*
- *Listen* carefully and respectfully to each person
- Keep comments *brief* and stay focused on task
- Explore differences *respectfully* and look for common ground
- *Trust* that the facilitator has the best interest of the group at heart
- *Silence* cell phones
- Be *respectful* of the opinions of others

SOCIAL MEDIA



@DaysofDialogue



**Facebook.com/
DaysofDialogueLA**

#FutureofPolicing

Comments: dodfop@gmail.com



TOTAL PARTICIPANTS

Total 123

70 *Community Participants*

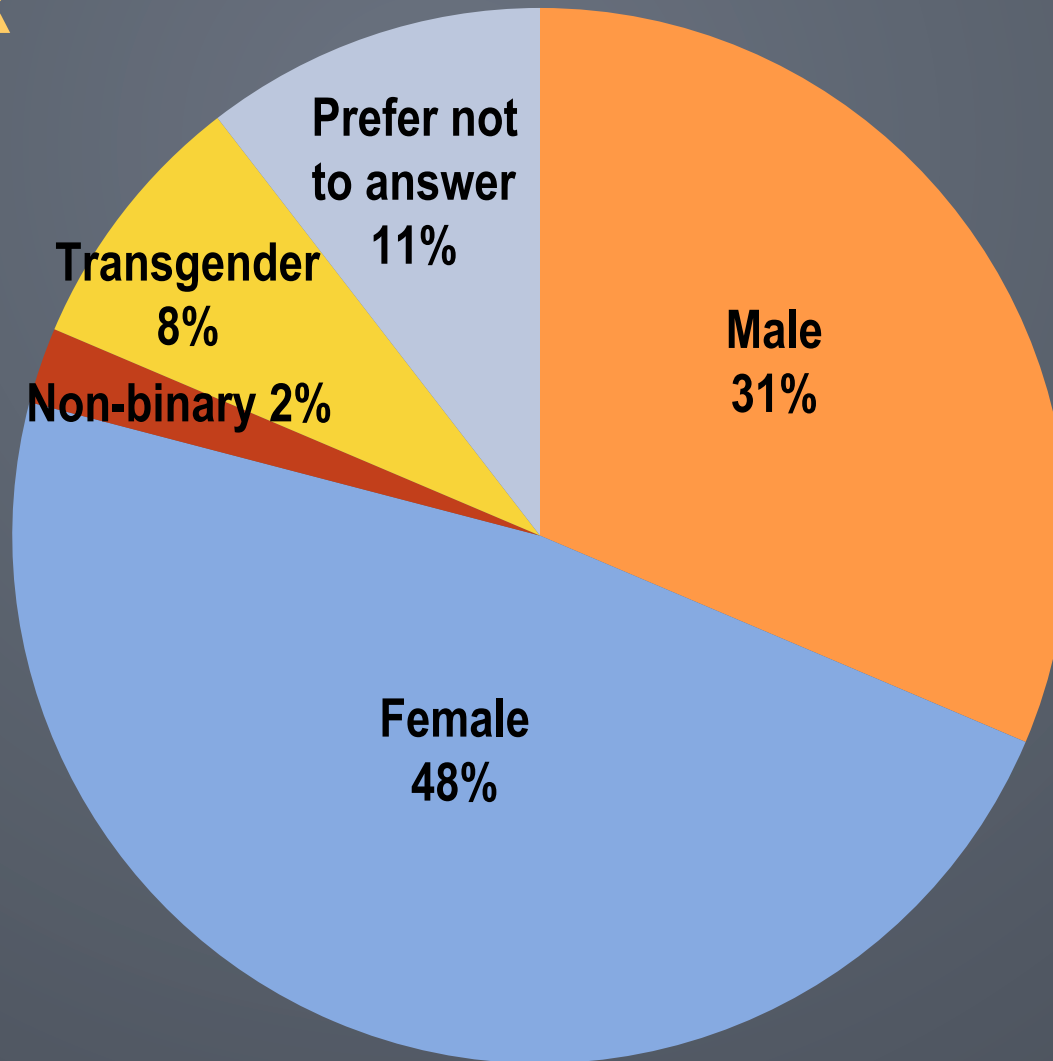
34 *LAPD & LAFD*

19 *Facilitators*

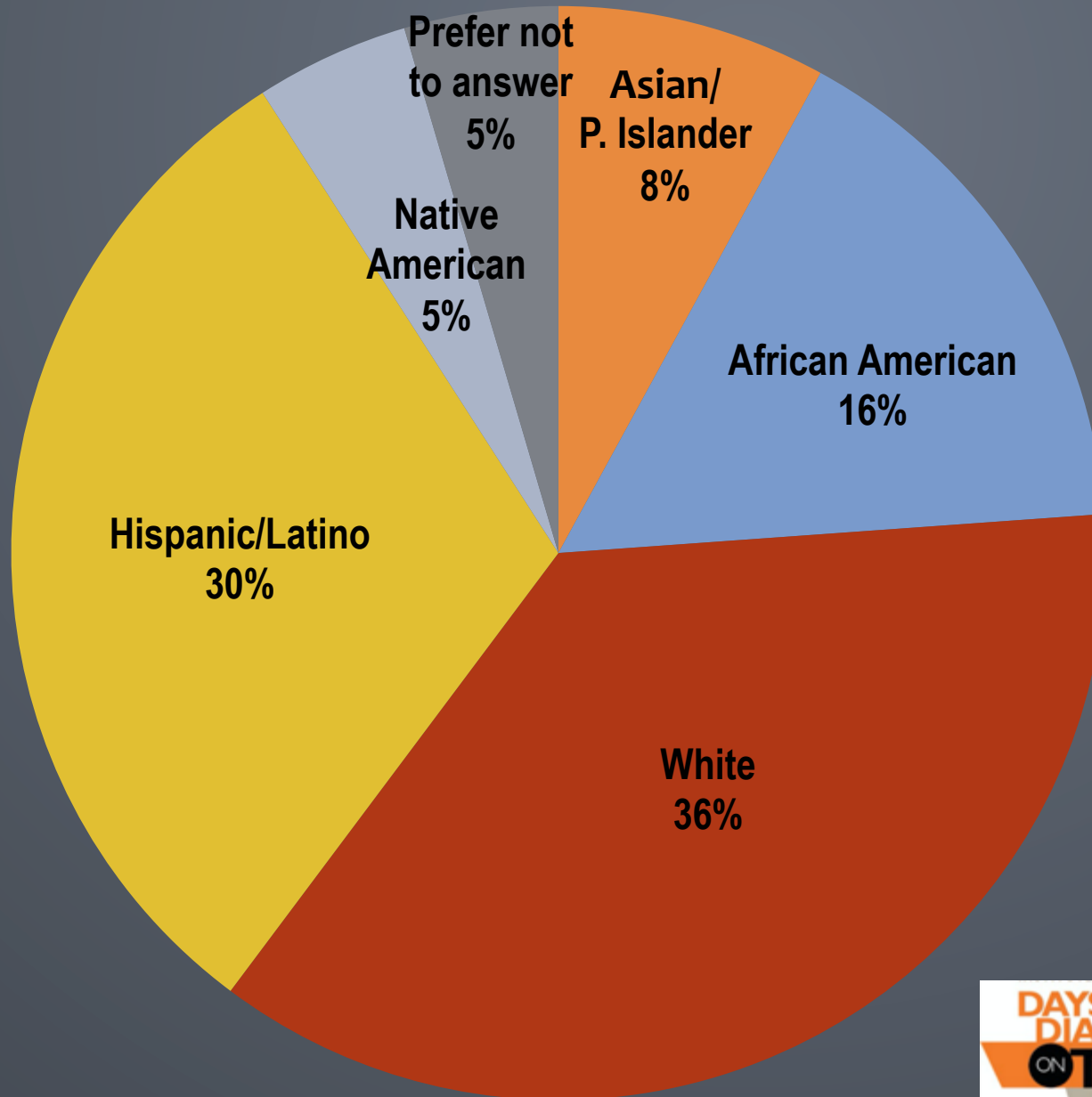
PRE-DIALOGUE SURVEY RESULTS

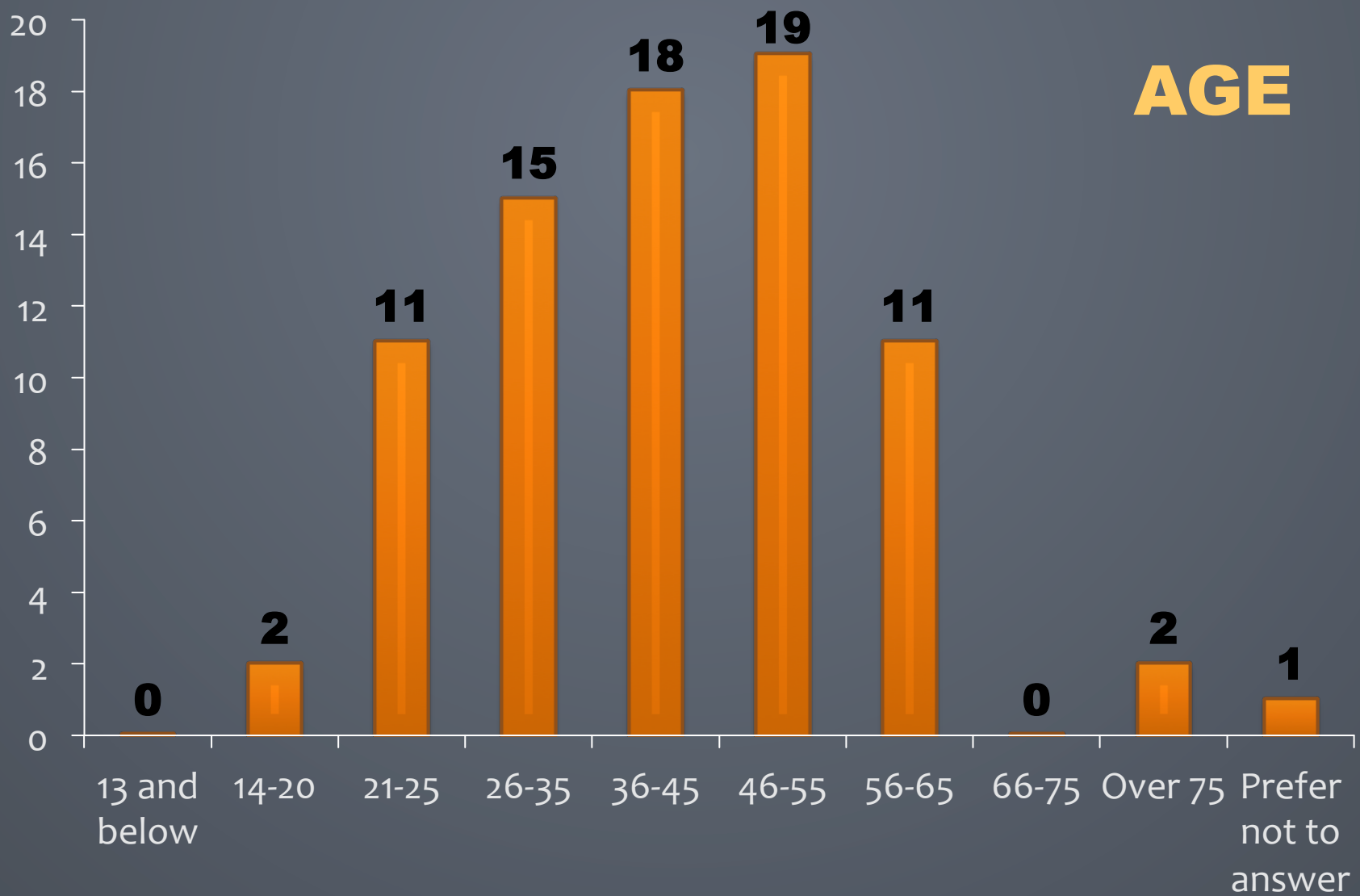
79 *Survey Respondents*

GENDER

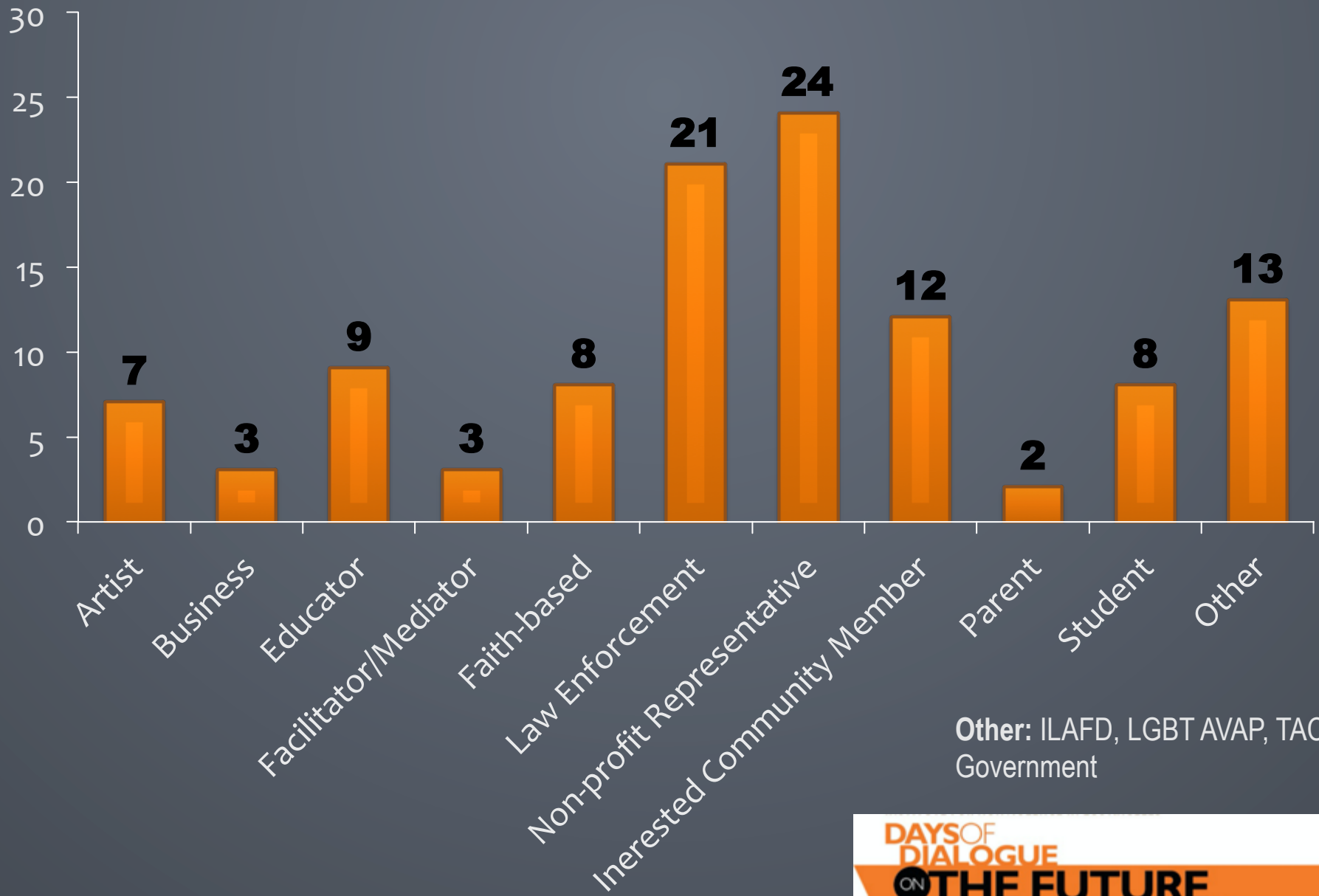


ETHNICITY

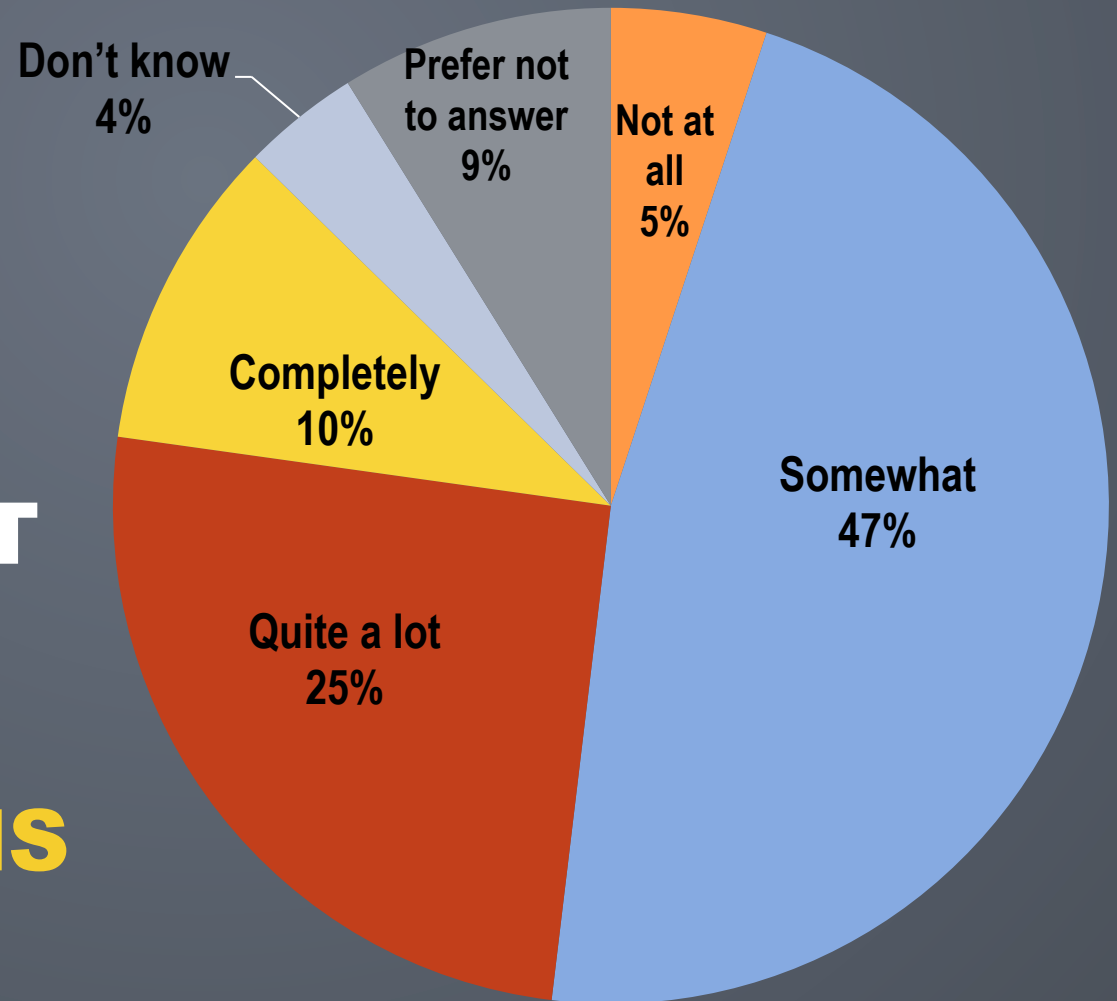




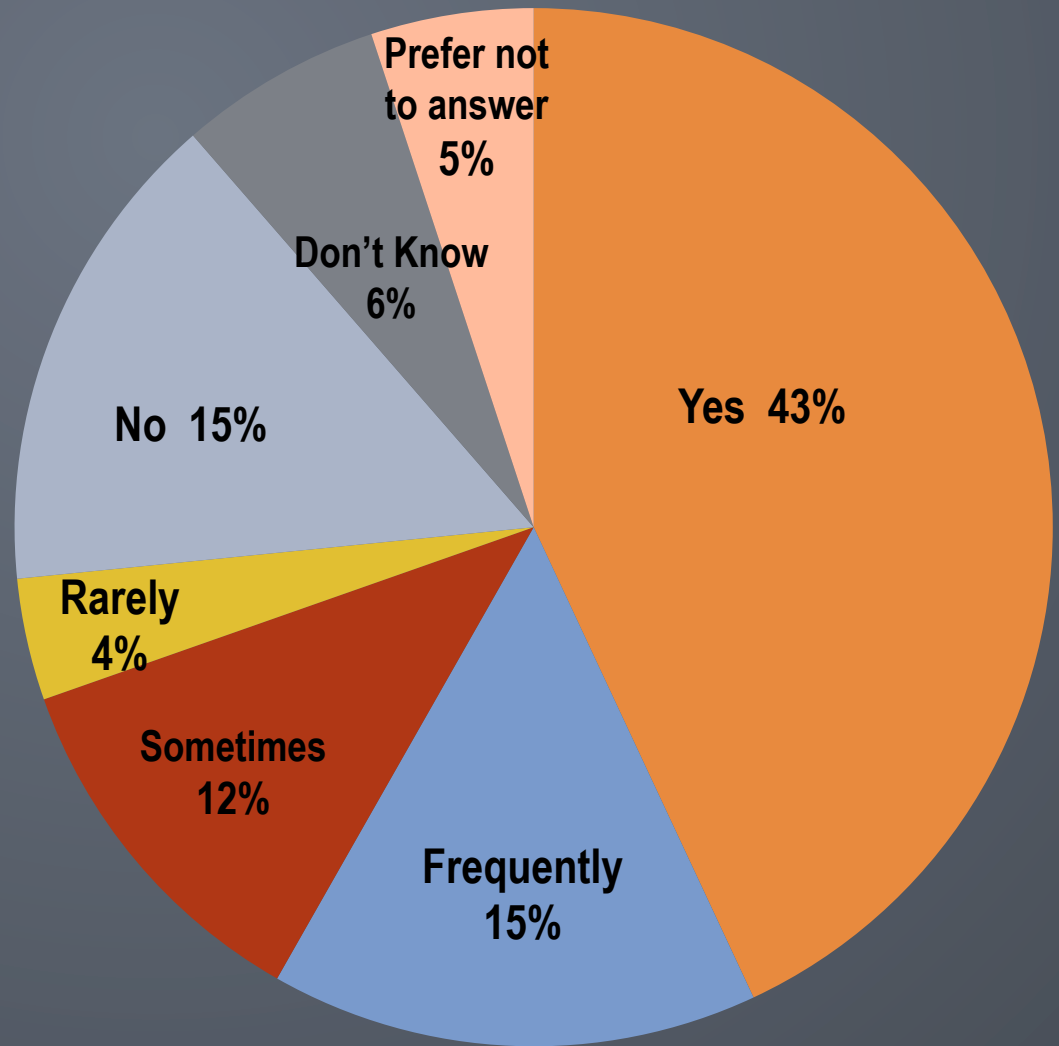
AFFILIATION



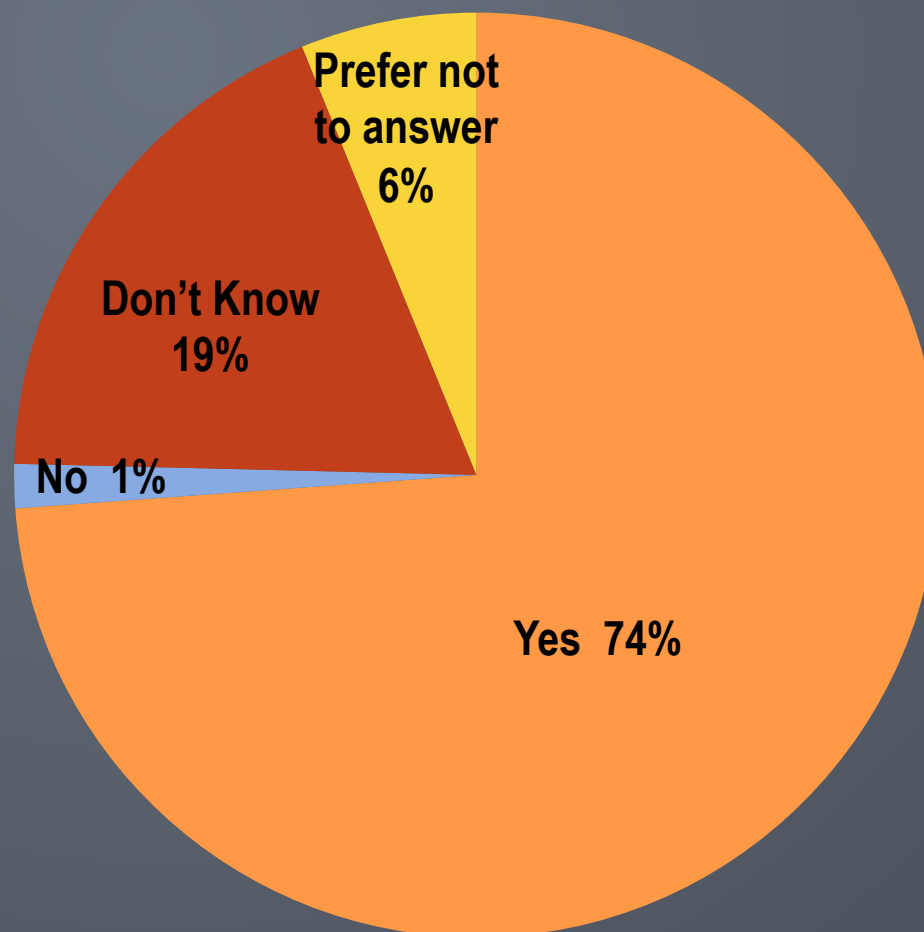
IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?



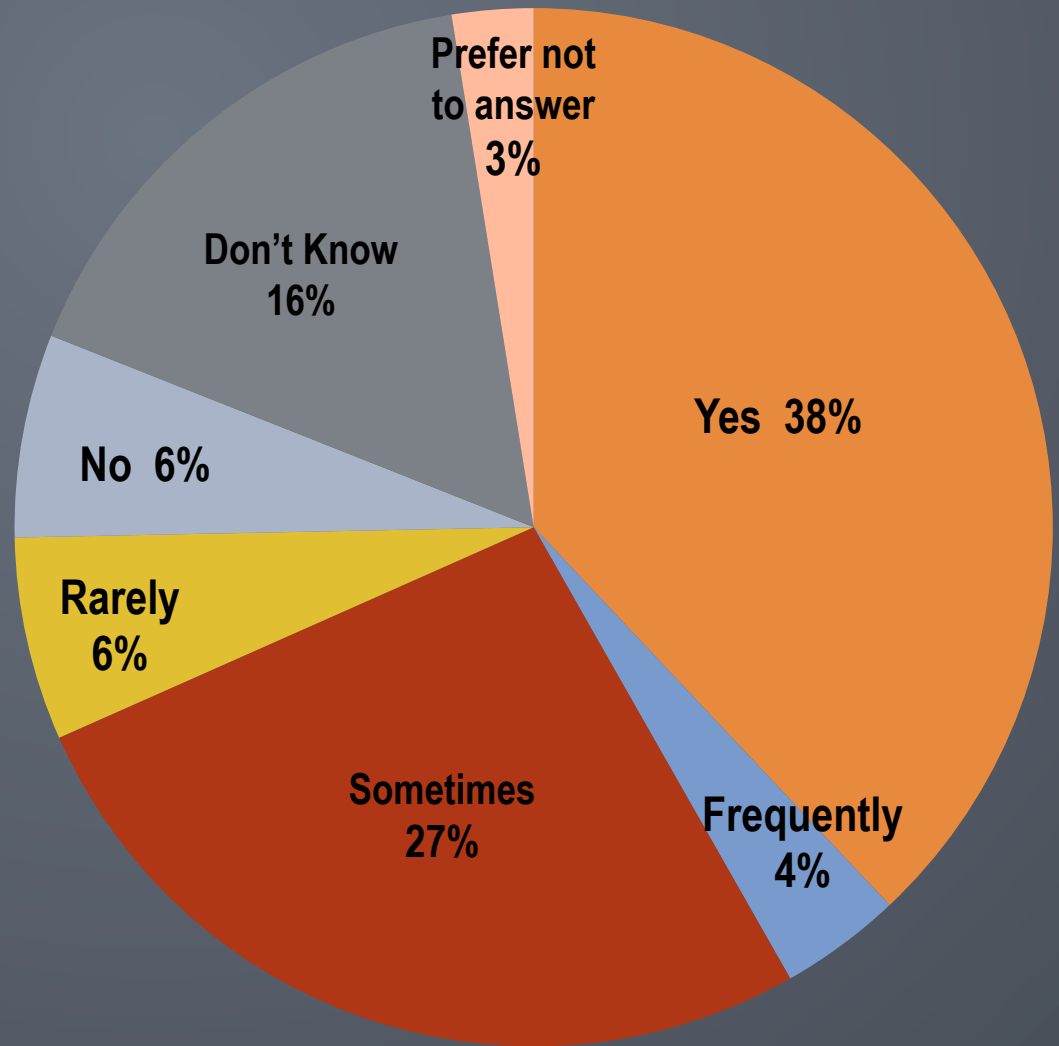
**DO YOU
BELIEVE THAT
PEOPLE OF
COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS THAN
ARE WHITES?**



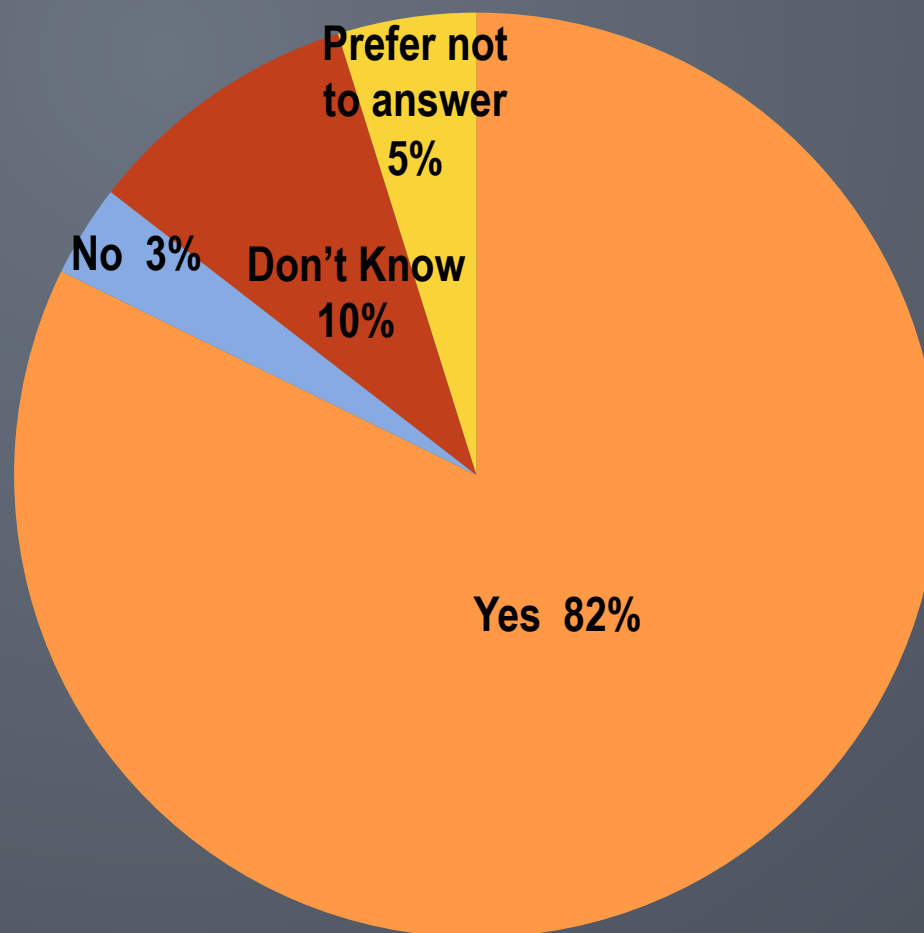
**IF YOU ANSWERED
YES, FREQUENTLY,
OR SOMETIMES, DO
YOU BELIEVE THAT
LAW ENFORCEMENT
OFFICERS CAN
CHANGE THEIR
BEHAVIOR TO
CONSISTENTLY
TREAT PEOPLE OF
COLOR FAIRLY?**



**DO YOU
BELIEVE THAT
LGBTQ+
PEOPLE ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY
POLICE
OFFICERS
THAN NON
LGBTQ+
PEOPLE?**



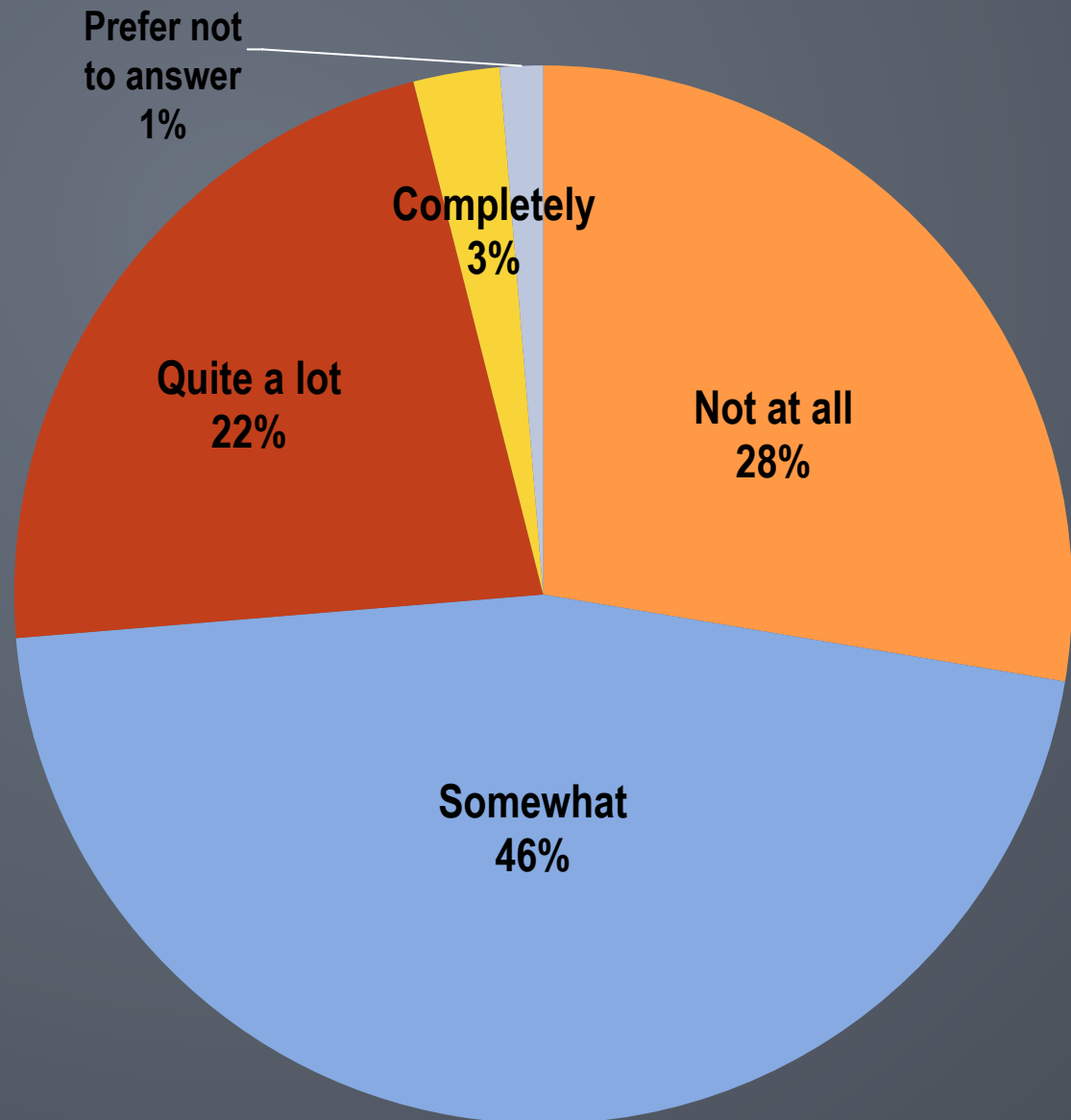
**IF YOU ANSWERED
YES, FREQUENTLY,
OR SOMETIMES, DO
YOU BELIEVE THAT
LAW ENFORCEMENT
OFFICERS CAN
CHANGE THEIR
BEHAVIOR TO
CONSISTENTLY
TREAT LGBTQ+
PEOPLE FAIRLY?**



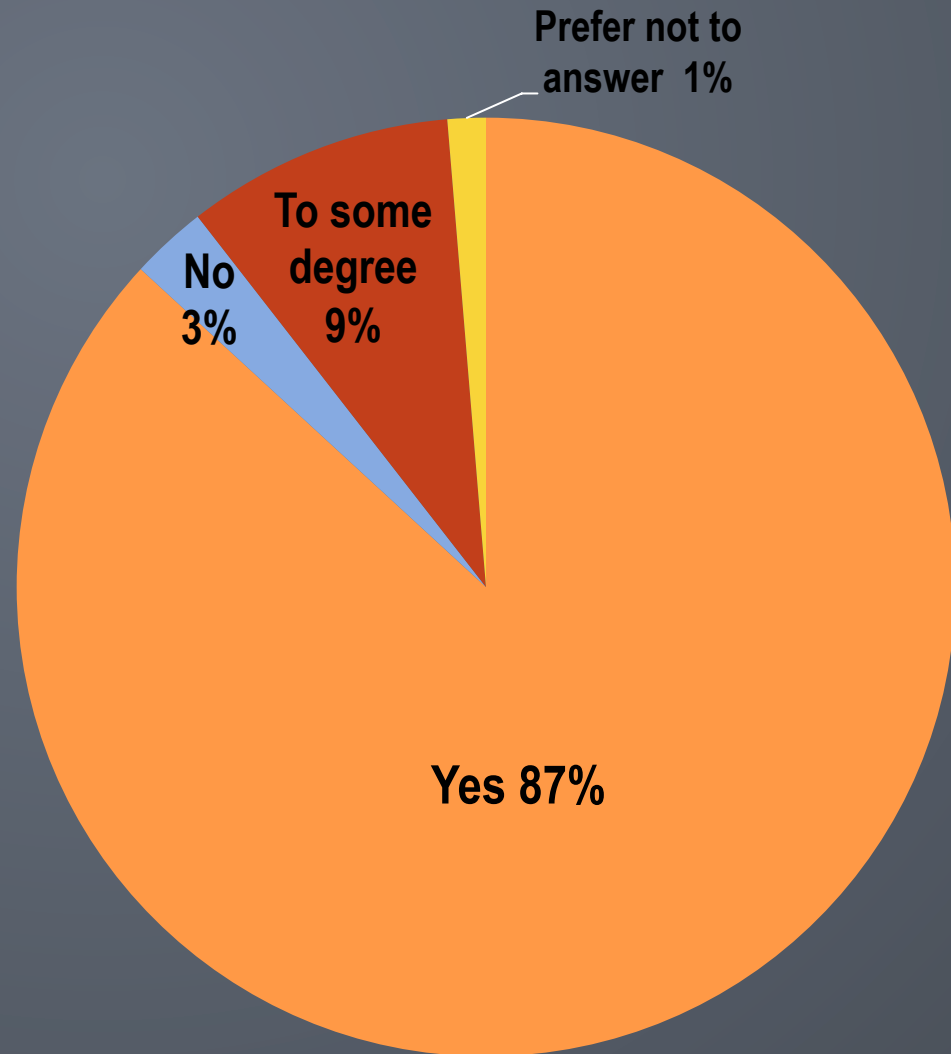
POST-DIALOGUE SURVEY RESULTS

76 *Respondents*

**HAVE YOUR
OPINIONS
CHANGED AS
A RESULT OF
THIS
DIALOGUE?**

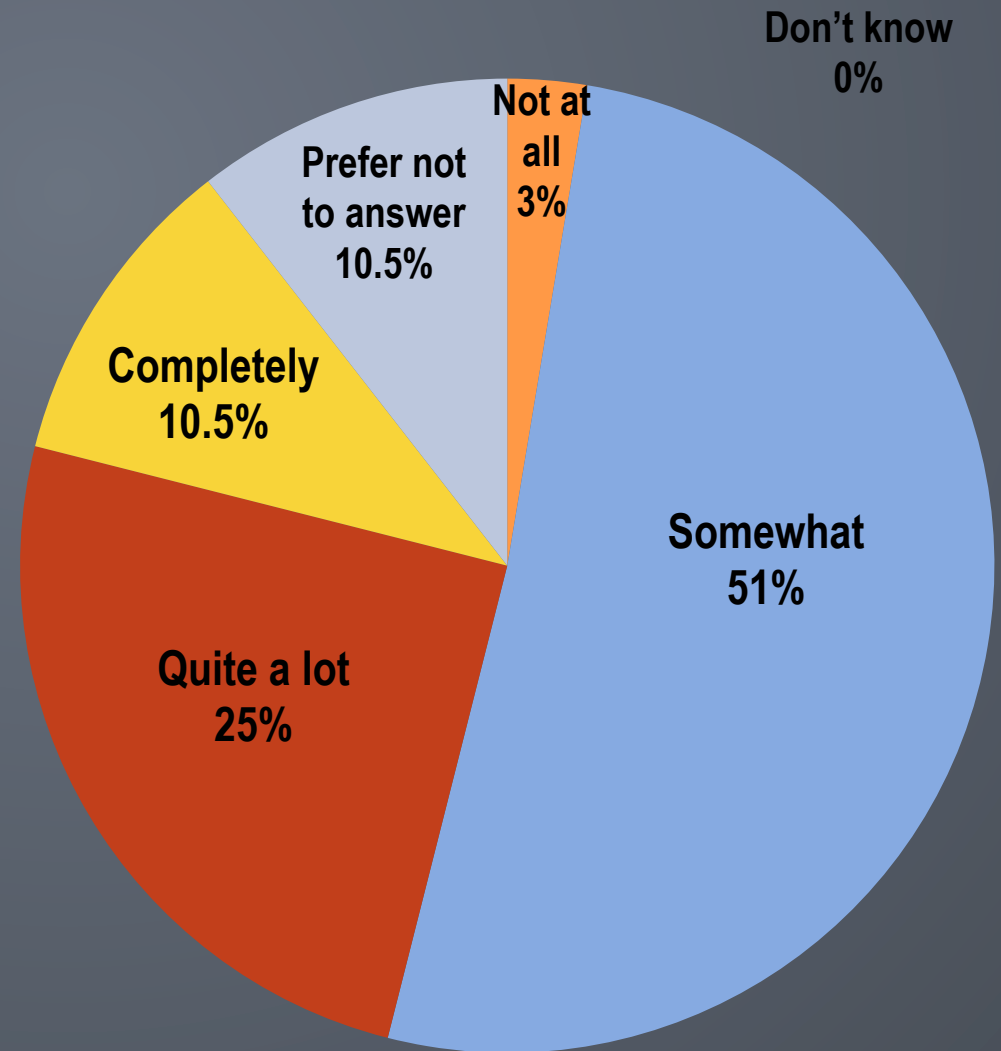
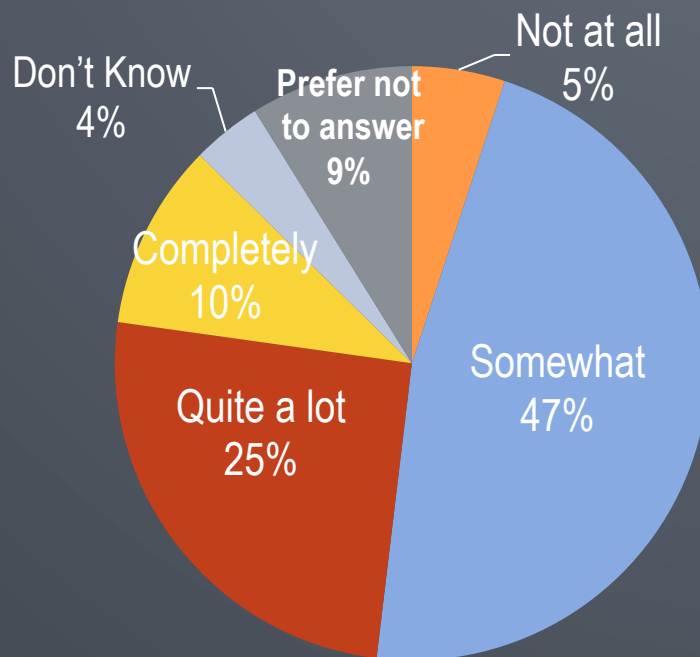


**DO YOU THINK
THAT **THE
PROCESS OF
DIALOGUE IS
BENEFICIAL IN
ADDRESSING
IMPORTANT
ISSUES IN OUR
COMMUNITY?****



IS LAW ENFORCEMENT ADEQUATELY ADDRESSING THE CONCERNS OF THE COMMUNITY?

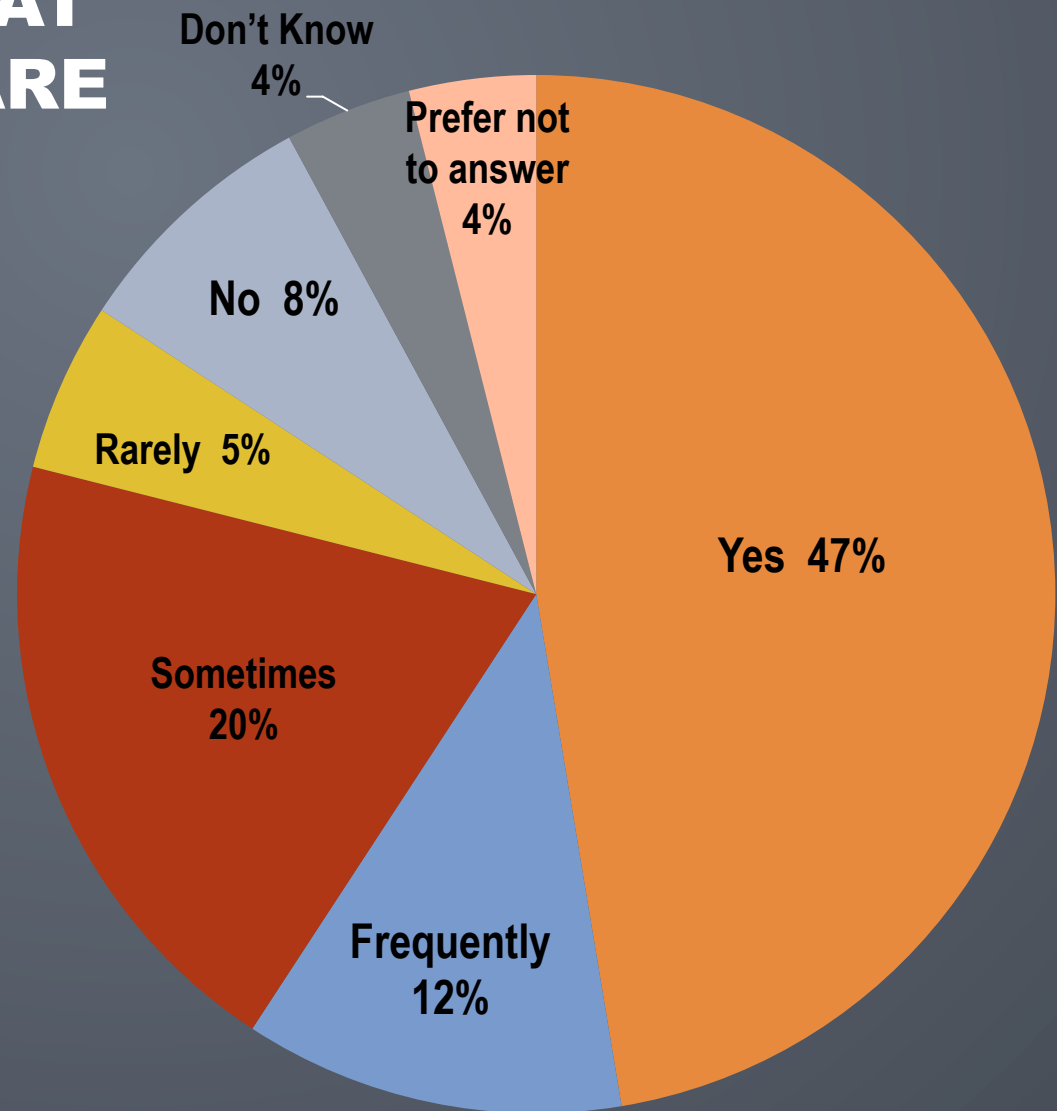
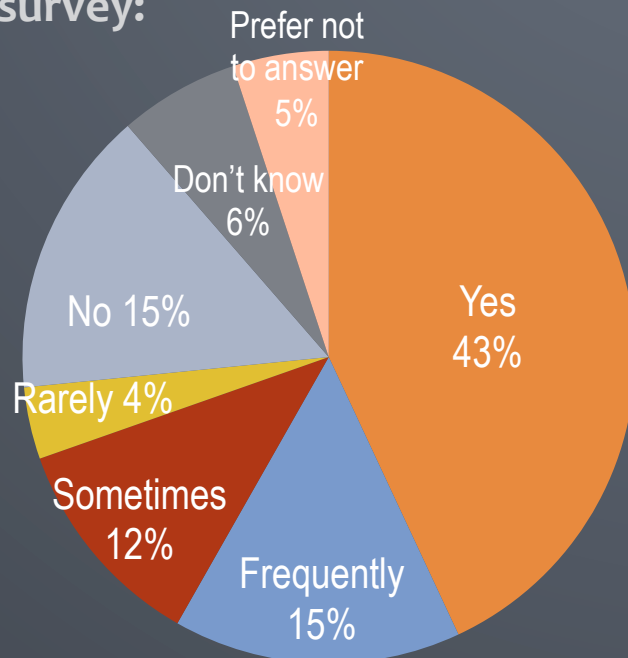
Pre survey:



**DAYS OF
DIALOGUE**
ON **THE FUTURE
OF POLICING**

**DO YOU BELIEVE THAT
PEOPLE OF COLOR ARE
CONSISTENTLY
TREATED LESS
FAIRLY BY POLICE
OFFICERS THAN
ARE WHITES?**

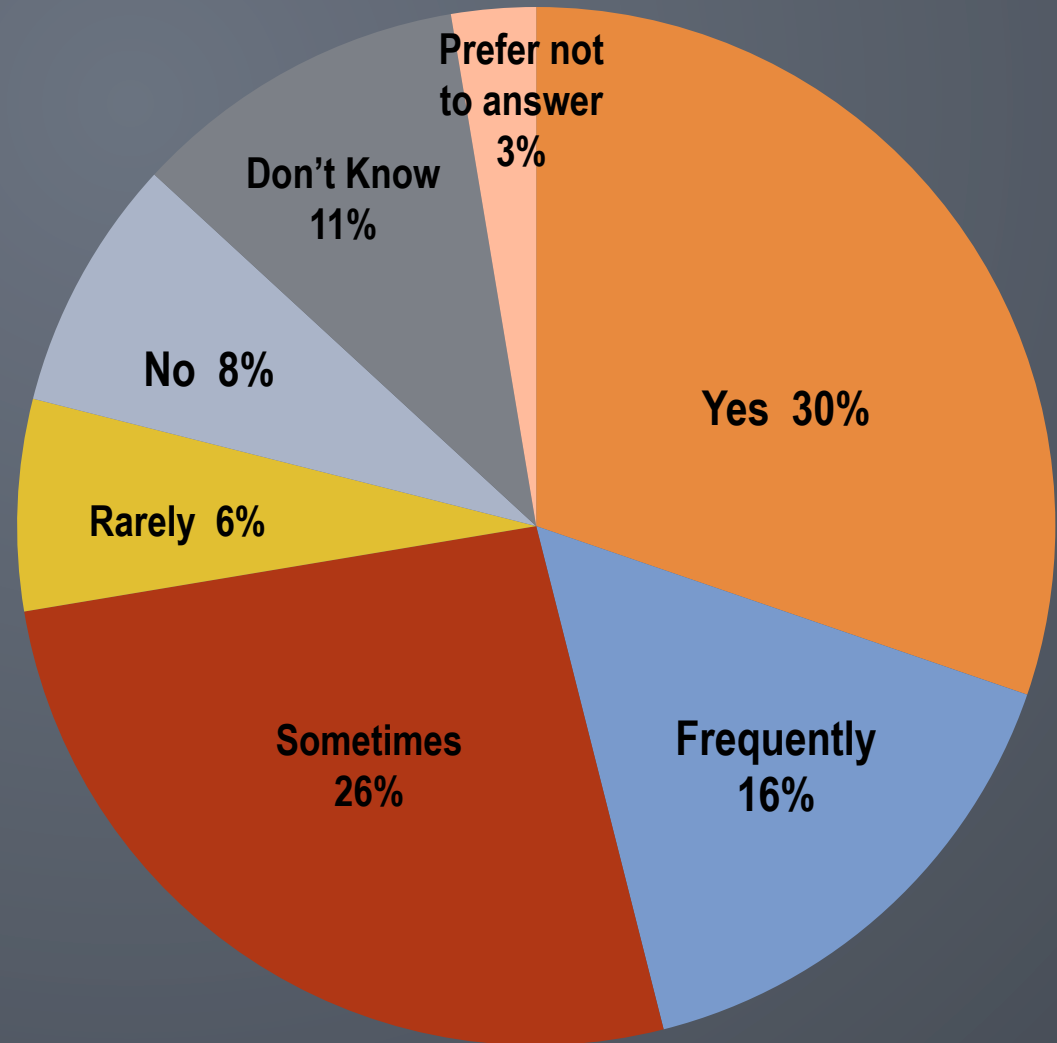
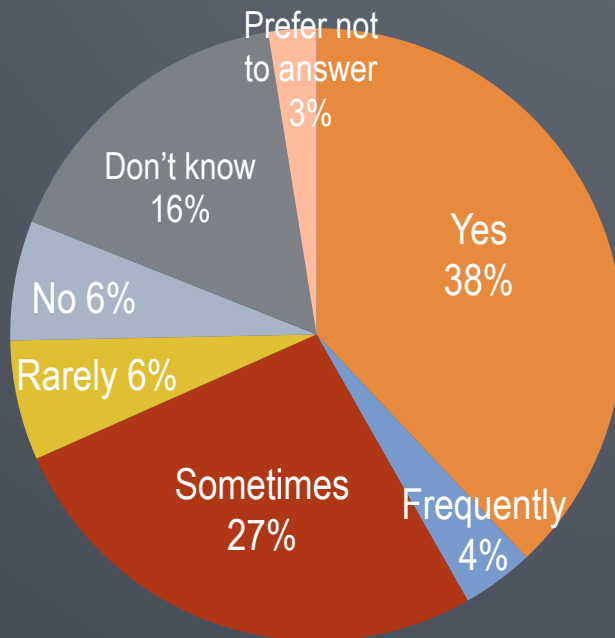
Pre survey:



**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**

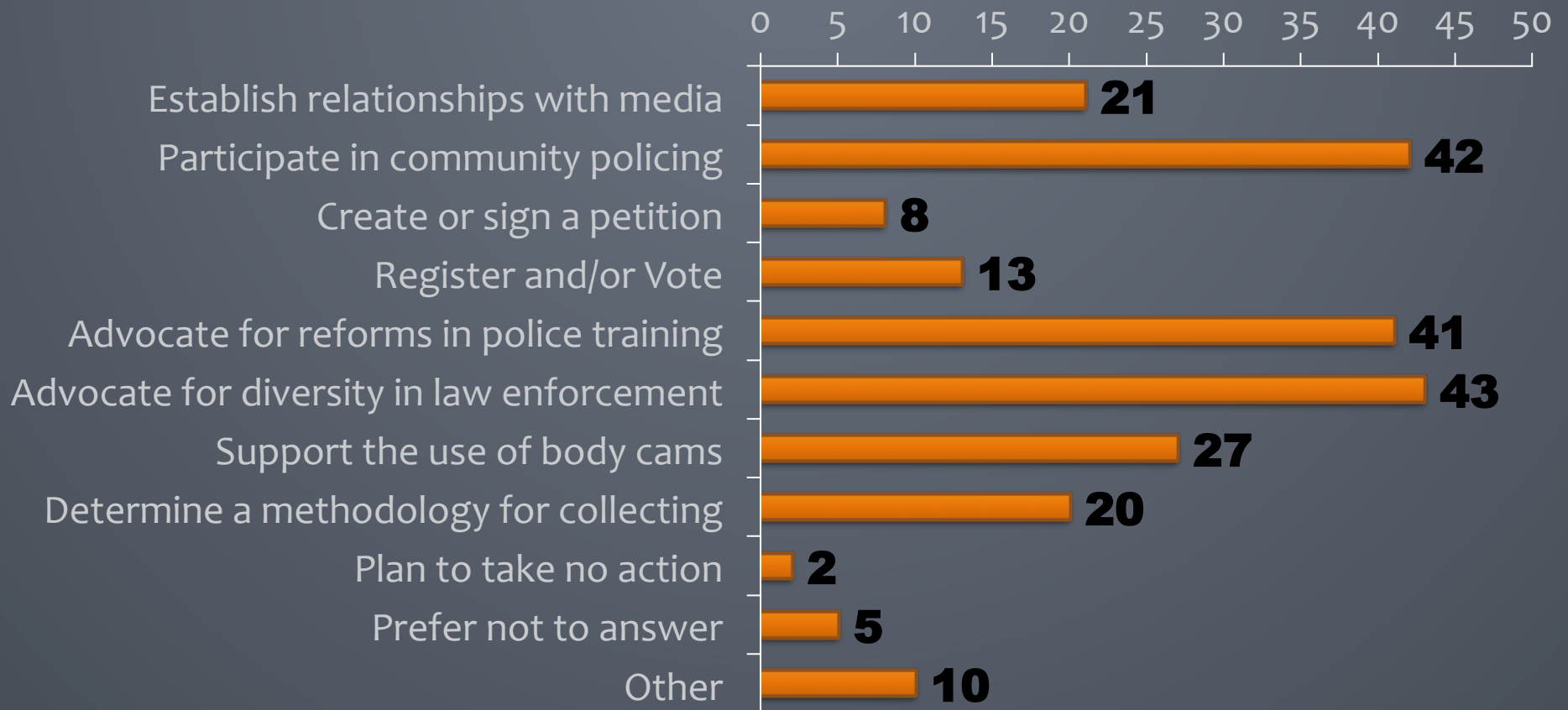
DO YOU BELIEVE THAT LGBTQ+ PEOPLE ARE CONSISTENTLY TREATED LESS FAIRLY BY POLICE OFFICERS THAN NON LGBTQ+ PEOPLE?

Pre survey:



**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**

WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?



WHAT, IF ANY, **ACTION(S)** DO YOU EXPECT TO TAKE AS A RESULT OF THIS DIALOGUE?

OTHER ACTIONS:

- *Policy Changes.*
- *Sensitivity training.*
- *Cultural competency training.*
- *Look into Gun control positions.*
- *Advocate for pocket cards and daily tips.*
- *Take lessons learned back to my agencies.*
- *Partake in trans-specific training for officers.*
- *Look for opportunities to join the conversation.*

Dialogue

Comments

&

Pictures

**DAYS OF
DIALOGUE**

ON

**THE FUTURE
OF POLICING**

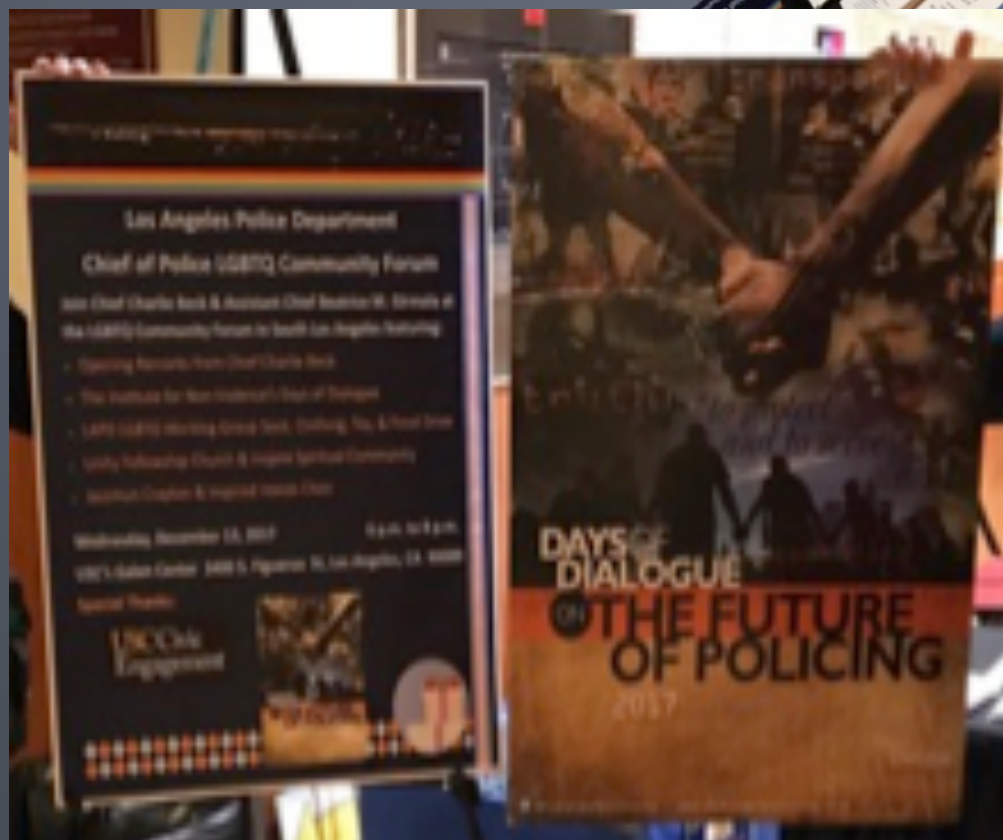


USC Civic Engagement @ the Galan Center
welcomes

The LAPD Chief of Police - LGBTQ Community Forum
and Days of Dialogue

Dialogue...

- to be part of the solution
- to make a difference



L G B T Q Q I A A +:



Sexual Orientation

Lesbian

Gay

Bisexual

Questioning

Queer

Intersex

Asexual

Aromantic

+: Other identities

Gender Identity

Transgender

LAPD	
Chief of Police LGBTQ Community Forum	
USC Galen Center – 3400 S. Figueroa Street, Los Angeles, CA 90089	
Founder's Club	
Wednesday, December 13, 2017, 6 p.m. to 8 p.m.	
Agenda	
1. Welcome / Introduction:	Assistant Chief Beatrice M. Girmala, Director, Office of Special Operations, Department LGBTQ Coordinator
2. Spiritual Blessing:	Reverend Russell E. Thornhill, Unity Fellowship Church
3. Chief of Police Remarks:	Chief Charlie Beck
4. Days of Dialogue Introduction:	Jill Frank, Associate Director, Institute for Non-Violence Avis Ridley-Thomas, Founder, Institute for Non-Violence
5. Days of Dialogue:	Community
6. Closing Blessing:	Reverend Jesse Brune-Horan, Inspire Spiritual Community
7. Holiday Carols:	Jazzmun Crayton and Inspired Voices Choir
8. Closing Remarks:	Assistant Chief Beatrice M. Girmala

This is going to be an enlightening experience.



Speakers Biographies



Chief Charlie Beck was appointed Chief of the Los Angeles Police Department in November 2009. Chief Beck oversees the third largest police department in the United States, managing 10,000 sworn officers and 3,000 civilian employees, encompassing an area of 473 square miles, a population of approximately 3.8 million people, and an annual budget that exceeds one billion dollars. Having facilitated his predecessor's successful reengineering and reform effort, Chief Beck continues to evolve and refine those strategies to further the Department's ascendancy to the pinnacle of 21st Century Policing.

Assistant Chief Beatrice M. Girmala is a 31-year veteran of the Los Angeles Police Department and currently the Director of the Office of Special Operations and the Department LGBTQ Outreach Program Coordinator. She is a lifelong resident of Los Angeles who enjoys the diversity and energy which defines the City, and feels that being an intimate part of its geography makes her a true stakeholder in change. She has held numerous assignments during her career and is currently the highest ranking female at the LAPD.



Rev. Elder Russell E. Thornhill, MA, Progressive Gay Christian, Spiritual-non-Religious Antagonist. Elder Thornhill joined Unity Fellowship of Christ Church, Los Angeles (UFCC) in 1990. Elder Thornhill was first ordained as a Deacon in 1997. Elder Thornhill left his restaurant career after 25 years to establish grounding in the cause for justice with the African American LGBT community. He began working at Minority AIDS Project in 2000 as Program Coordinator for HIV/AIDS awareness among African American same-gender loving men, women and people of Trans experiences. His work included community engagement with the Los Angeles County HIV planning councils, Gay men's support network and a host of other community activist activities. Elder Thornhill is the proud Gay father of four children and ten grandchildren.



Avis Ridley-Thomas is the Co-Director of the Institute for Nonviolence in Los Angeles (www.invla.org) and Days of Dialogue (<http://www.daysofdialogue.org>). Recent honors include St. Michael the Archangel – Guardian Angel Award, the Who's Who Award of the National Coalition of 100 Black Women, the Los Angeles African American Women's Public Policy Institute's Women in Action Award and the Los Angeles Child Guidance Clinic groundbreaking of the Avis and Mark Ridley-Thomas Life Learning Center on Vermont Avenue in Los Angeles. She is the founder of the Los Angeles City Attorney's Dispute Resolution Program in 1989, and worked as a civilian Hearing Examiner for LAPD and an arbitrator for the National Futures Association and the



Better Business Bureau. She chaired the California Advisory Committee on Sexual Assault Victim Services and the South Central Los Angeles Domestic Violence Task Force. She helped establish the Rosa Parks Sexual Assault Crisis Center and assisted in efforts to establish the Loved Ones of Homicide Victims and the Martin Luther King Dispute Resolution Center.

Jill Frank, MBA, is Associate Director of The Institute for Nonviolence in Los Angeles, where she helps develop the content, designs the delivery, and oversees implementation of INVLA's key initiatives, Days of Dialogue on the Future of Policing, Days of Dialogue on Bringing US Together, and The Peer Mediation Program. She feels honored to be able to work with INVLA Co-Executive Director Avis Ridley-Thomas, whose optimism and energy provide daily inspiration. Jill is a member of the Directors Guild of America, where in a former life she was an assistant director on movies and TV shows. More info: www.futureofpolicing.org



Reverend Jesse Brune-Horan is the co-founder and spiritual director of Inspire Spiritual Community, a Los Angeles based non-profit organization serving the LGBTQ community & allies. Since launching Inspire in 2010, he's offered hundreds of teachings on spirituality, designed the curriculum for Inspire's professional practitioner and ministerial licensing programs, facilitated retreats, workshops, and group counseling. Jesse leads meditation training for corporations and meets privately with clients as a spiritual counselor and coach. He has been a guest-teacher/presenter at various universities in Southern California. <https://inspirespiritualcommunity.org/>

Jazzmun Nichcala Crayton's career combines show business and advocacy for the Transgender community for over 30 years. She has appeared in numerous television and movie roles, with her most recent role portraying Bobbie Jean Baker, a prominent Transgender Activist and religious leader in the television series "When We Rise." Jazzmun dedicates her time to programs that serve the community, particularly Transgender Women of Color. She leads "SPIRIT", which is a monthly holistic space for Trans and Gender Non-Conforming individuals. She is City of Los Angeles Transgender Advisory Council Board Member, an HIV counselor and educator at Asian Pacific AIDS Intervention Team, and serves as the Coordinator of the Midnight Stroll, which is a grass-roots community outreach effort seeking to provide resources and self-care items to survival sex workers and homeless individuals in the Hollywood Area.



**DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING**



Chief Charlie Beck

I cringe at the term “Chief’s Forum” as this is your forum, this is our forum, something that all of you have worked very hard to build and could not, would not, exist without you and the men & women of the LAPD. I may get to be the host but it is certainly not mine, it is yours. I want you to think of it that way because the issues we work on are shared; issues of humanity which we all have to deal with, making sure we all own them and solve them together, so maybe we can call it “Our Forum” instead.

This is a very special time of year because we get to spend time with the people we appreciate just as we are doing tonight. It is also a time to take stock of where you and we are, what is going on around us and what we want to do for the next year as we look at how difficult things have become in our country, how divisive politics have become, how so many folks point at people different from them and, because of fear and misunderstandings of others, don’t connect. L.A. is the opposite of that and you are all the absolute best examples of this. We, as a people, can come together and make our differences our strengths which is really the foundation of this country and I think that is being lost on those who only want to be with people that think like them, look like them, are born where they were born and have the same heritage as they have. That is not what makes us great; as a matter of fact, that is what makes us weak, as there is nothing weaker than a lack of diversity.

I want you to know that in the family that is the LAPD, you are all valued members. We will work through our issues and be an example of a city that works together to solve very difficult problems. That is the promise of L.A., that is the promise of your forum and that is my promise to you.

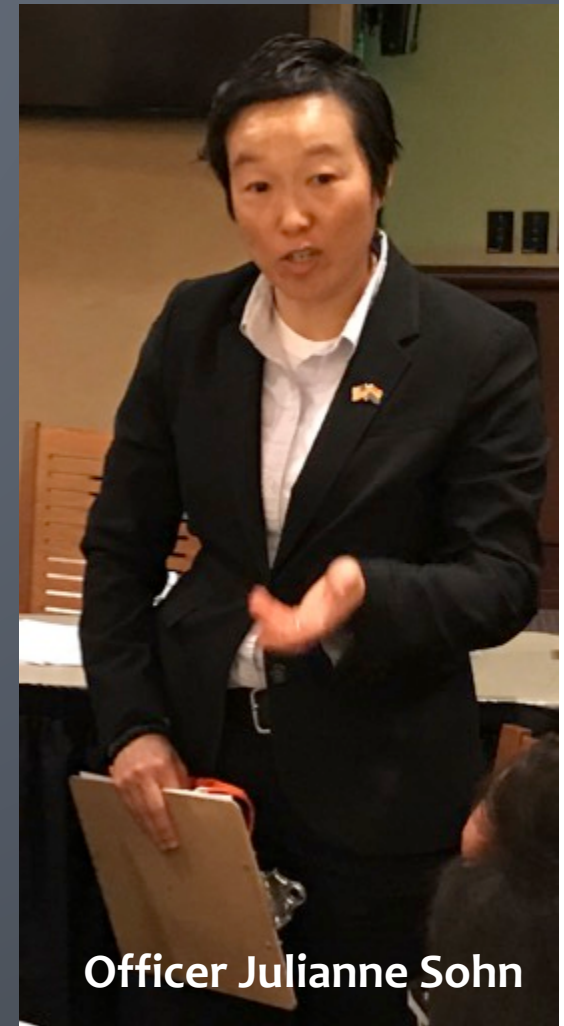


**Asst. Chief
Beatrice Girmala**

I feel so blessed to work within the LGBTQ community everyday and within the Working Group, we talk about how to find ways within the community and law enforcement to not only work together but to find an actual dialogue and have true, meaningful discussions that are not just about talking but that can actually resolve into action.

The language in and for this community is constantly changing and evolving, so it takes time. Training has to be repeated so that it can all sink in.

Let's look forward to 2018 with love, hope and a renewed spirit in our hearts, looking forward to many more accomplishments with the strength in our love and respect for one another.



Officer Julianne Sohn



Rev. Russell Thornhill

Let our ears be open to hear, let our eyes be open to see, let our hands be always extended in peace for all people.

Connect hand to hand w/someone near you we are grateful for unconditional love, joy, hope and peace during this season.

We are thankful for each individual in this room as we identify as transgender men & women, lesbian, bisexual, heterosexual, asexual, intersexual, or however you identify, as we enter this space of non-violence dialogue, asking for understanding & compassion as we discuss issues that impact the LGBTQ and law enforcement communities.



Avis's ability to bring people together is what this forum is all about.



Avis Ridley-Thomas

I truly appreciate the opportunity to partner with Jules, Chiefs Beck & Grimala, LAPD & the LGBTQ community to have DoD come and work with you all to have this important discussion.

DoD was founded in 1995 to try to bring communities together for important discussions on the topic of the moment. This partnership on this particular topic started in 2015, maturing into over 60 sessions on the future of policing, a subject that resonates right now.

We appreciate all the facilitators who respond when we have these important discussions within the communities throughout L.A.

I would like you all to consider the possibility of having dialogues with the groups that you represent, outside of the police dept.



Invite officers to ask, to learn and know more about our community.

Please make it a priority: have patrol and street officers we can dialogue with during these discussions and not only lead officers only.



We can do better with mis-gendering & use of incorrect pronouns on reports.

I had an issue with airport police where they did not address the gender issue appropriately; the ID did not match what the person looked like.





Officers go from call to call...
some officers go the extra mile.

Patrol officers often don't
access extra resources that are
available to them.

What would it look like for gender, non-binary
persons to become police officers?

Is there acceptance?

Training is needed.



There are layers to the LGBTQ community. LAPD often does not know how to address/interact with the community when responding to those who are victims of those attacks with those issues.



I have had both negative and positive experiences with law enforcement; we need to talk about them out loud because social media only provides part of the story, sometimes bits and pieces of both sides, but more often than not, only one side of the story.



Trans also face discrimination in jail... have been subject to sexual acts in order to not face incarceration.

Trans are always being profiled as prostitutes.

Victim advocates at our table, many of whom are already acting as intermediaries.

How can we engage the community to come into police and fire stations and be more comfortable?





Officers sometimes mix up sexual orientation and gender identity - which are two separate things.

West Hollywood is now 64% heterosexual. The upside is that LGBTQ people feel more comfortable living all around Los Angeles.

Younger officers in Hollywood area deal better with LGBTQ individuals.

Many officers are unfamiliar with and do not use correct terminology.

Officers need to be educated, starting at the academy, and all along the way.





Police shootings: it would be helpful if more information was provided to help the community understand what's going on.

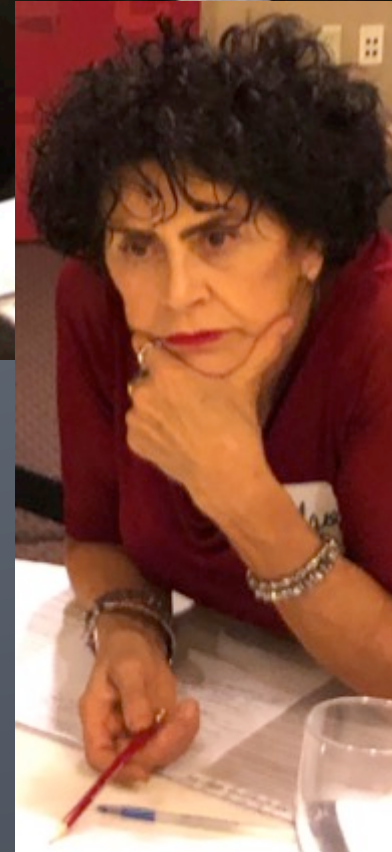
We were told that there are people who are trying to communicate to the communities so that they don't have such a negative response to police shootings for example.

The community does not feel safer with guns.





Diversity,
individuality
does not
preclude
compassion
and
empathy;



on the contrary,
they also
provide insight
and
understanding.

The inclusion of non binary gender identity in all aspects, in all capacities and what the data collection might look like for transgender people when it comes to going to court for example and being mis-gendered there; there are no ID gender markers that are inclusive for these bodies.



A police officer was told about an incident where a boy “came out” to his family and got beat up. Plus he also experienced backlash from the community.



What does it look like for community to want to pursue these careers in the dept.? ; what would it look like for a non binary gender person to become a police officer and is there acceptance in that space for that person?



I am so glad that community members are making complaints about mistreatments. I didn't know there was a review board to report officers' bad behavior. I think law enforcement should ask more about victims and poor people as this space is not accessible to the most vulnerable.

Today was about taking steps to see “law enforcement” as people, beyond the badge and before the training. People reflected on their own prior experiences with law enforcement. That informs on how they interact.





Officers sometimes mix up sexual orientation and gender identity which are two separate things.

Law enforcement doesn't ask for sexual orientation or gender identity unless it is related to a hate crime because unless they self identify, we don't document that information. Or, if they are arrested, for their safety, we ask to know into what housing to put them in terms of housing segregation.



There is racial profiling within the trans community.
Officers ask personal questions that are not appropriate.


Officers need sensitivity training and they need to know the proper language to use. Not only new officers, but veterans as well.

Are there penalties or fines for officers? What are the proper protocols they are supposed to follow?




Personal bias can lead to unnecessary profiling.

How personal values influence the interactions with the police out in the field that can lead to unnecessary profiling and how to mitigate these potentially negative interactions with members of the community.



Implicit bias training would be helpful for both the community and law enforcement. What can Chief Beck do to make sure that every officer receives Implicit Bias training? Awareness training is going to make a difference.



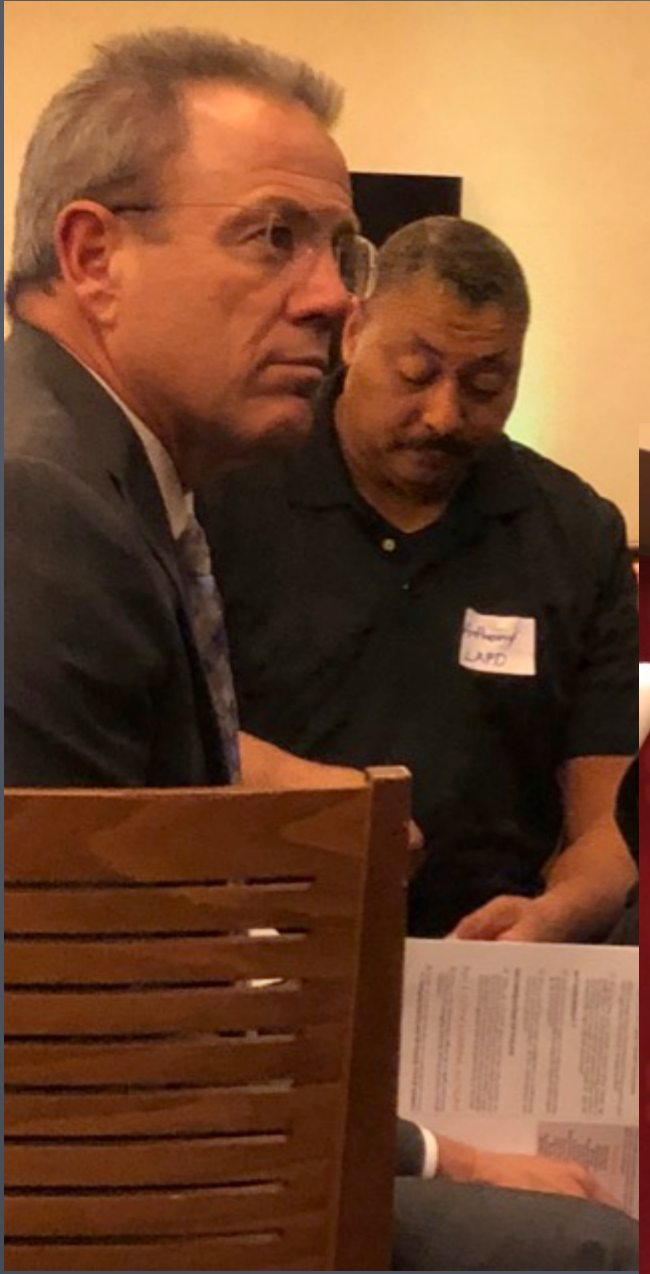
A situation where an officer was insensitive. He said "Why did you lie to me?" when trans person looked different than their name.

The main focus is how police officers profile the transgender community, disrespecting the girl; there needs to be more sensitivity training, specifically on the trans community. Have the girls come and share their experiences because I know I am more than willing to do so.

A police officer shared that he calls the girls 'he'; not only do new officers need to be trained but also the veteran officers. Everybody needs to be respected and treated as equals.



It is still a challenge when reports are made and we are mis-gendered, when we are using different pronouns and the challenge is how do we change that. We need to find a better way; what would be the best way to change those reports, to amend them.



On the surveys, transgender is not included as an option so how can you receive proper demographics results?

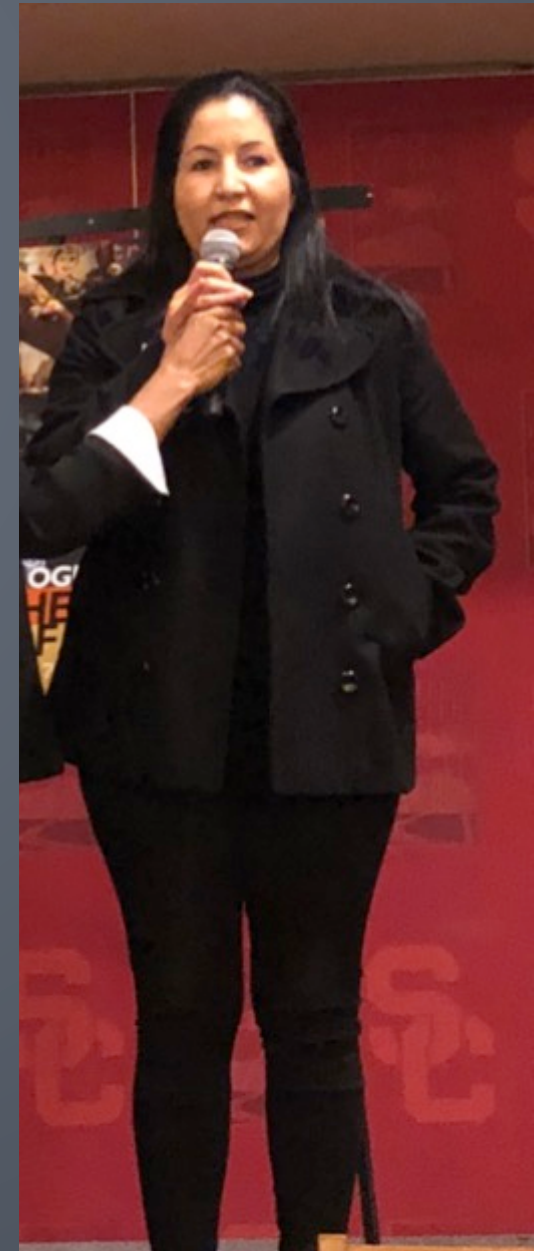


Someone said that they had been propositioned by an officer to prostitute themselves. During this dialogue, they were advised to go to the station and ask for a supervisor or call internal affairs or the office of the inspector general.

It is important to educate people; if everyone inside the department is educated and can learn, if they learn inside the home, then they can go out with a better understanding of the outside world.

It is very important to educate our civilian supervisors and commanding officers so that they have a better of what the positives are so that people don't have to go through what I went through.

As a parent of a transgender child and an LAPD employee, it was very difficult for me when my daughter came out as trans-gender three years ago at the age of 19.





We have a lot of respect for law enforcement, especially the LAPD. We are definitely aware and understand that it is a tough job and we are not here to point fingers, we are here to collaborate, to help facilitate that conversation. We talked about how the LAPD keep their doors open for the community. How to we engage the community not to be afraid to walk into a police station to make a police report. Why not do an open house for the community, shake hands , know their captain, know the people in the area. I think that would help make a big change in the community's attitude.

Don't assume, but ask:
How would you like to be
addressed? By what
name & pronouns?





You are here, you are activists, you are activating, you are doing the work that needs to be done on a daily basis, not only for yourselves but for the community at large.

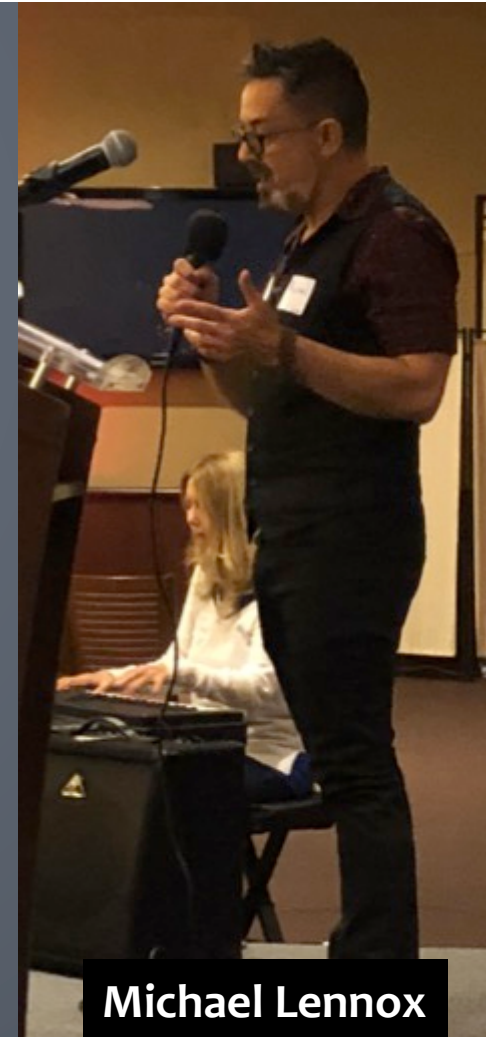
Do not become complacent. What you think you know, you can learn more, education is revolving and constant so what was working 6 months ago may not be working now so keep yourselves abreast, knowledgeable and open to receiving new information.

Intentionally invest in the trans community; what that means is going to go into the community youth centers and talking to the youth; take some one from the Trans community because I am sure there will be a trans person there or one that is young and in transition, gender fluid or gender non binary.




Jazzmun Nichcala Crayton

I would like to acknowledge the miracles that are available when we sit down and have a dialogue that comes from a place rooted in love and curiosity of how we can grow together. This is something profound happening tonight for all those participating here. I am so grateful to participate, I am so grateful to be part of the growth, to be part of the solution and I am grateful to be doing this with you. The more I participate, the more my heart grows.



Michael Lennox



Put a hand on your heart and take a deep breath. This is sacred ground because we are coming together with our hearts open and when we do that, we create the space for miracles to unfold; tonight, the miracle is each one of you and it is all of us together.

Rev. Jesse Brune-Horan





Raquel Hannah

There can be miracles when you believe,
although hope is frail, it is hard to kill.
Who know what miracles you can achieve when you believe,
in this time of fear when pressure so often proves in vain
Now we are standing here, our hearts so full, we can't explain,
speaking words we never thought we'd say,
All you have to do is believe.

Things don't always happen when you want,
when you are blinded by your pain
and you can't see your way thru the rain,
there is still a small voice that says love is very near.
We will be together when we believe together.



Inspired Voices Choir



This is a good start but I think the officers in attendance should not be self-selected. We need a cross section of the department, not just the ones that are willing to be here.

Within this room and at these tables, law enforcement is adequately addressing the concerns of the community and fairly treating people of color and members of the LGBTQ community.

Love this program – it is great that the LAPD is open to receiving ideas from the community and developing strong relationships.

Advocate just by being authentic, although and even though being authentic sometimes feels like a political statement.



Need investments
In and for the
Trans community.

Respect for people & their
choices: their gender, their
sexuality...

More sensitivity is
necessary for and towards
the Trans community.
Therefore more training.

It starts by understanding
and accepting each other.



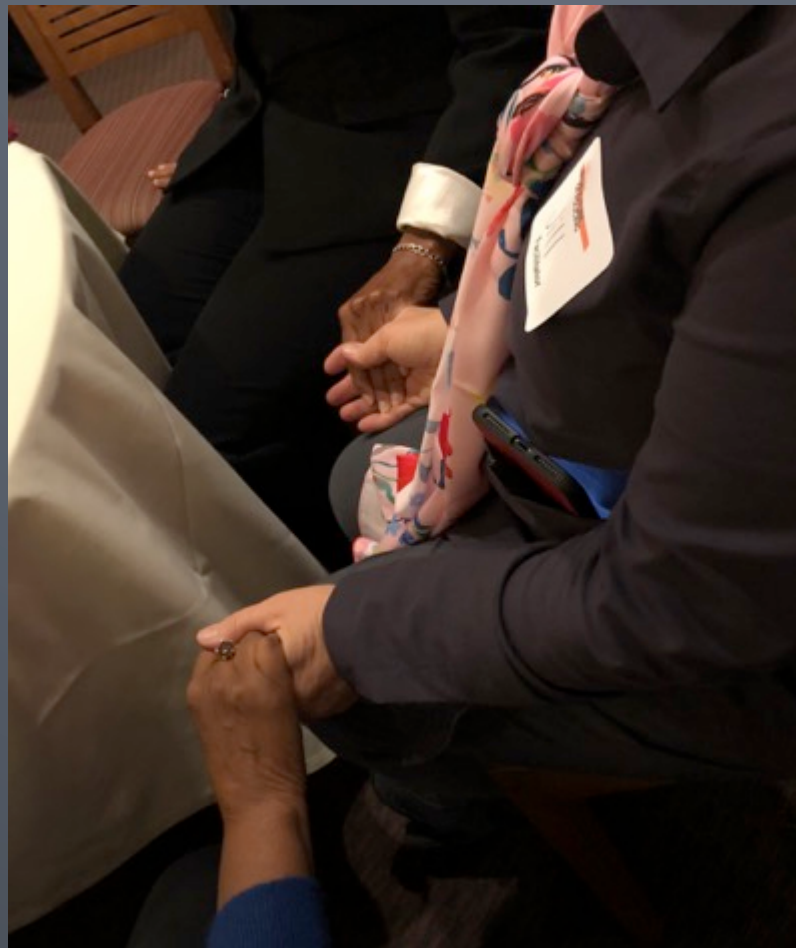
There needs to be proper demographic information on the surveys: there is no “Trans” designation. Adjust gender boxes to include Trans M/F and GNC. The Transgender community wants to be acknowledged and accounted for.

Good to meet officers and to dialogue with them.

Great and enlightening comments.

If you mis-gender, apologize... it is what matters...it will go a long way

Let there be peace on earth and let it begin with me, the peace that was meant to be, children all are we, walk in perfect harmony, to take each moment and live each moment in peace.



Communication is so important.

I think that this forum is amazing and needs to happen in every city!

SPECIAL SECTION

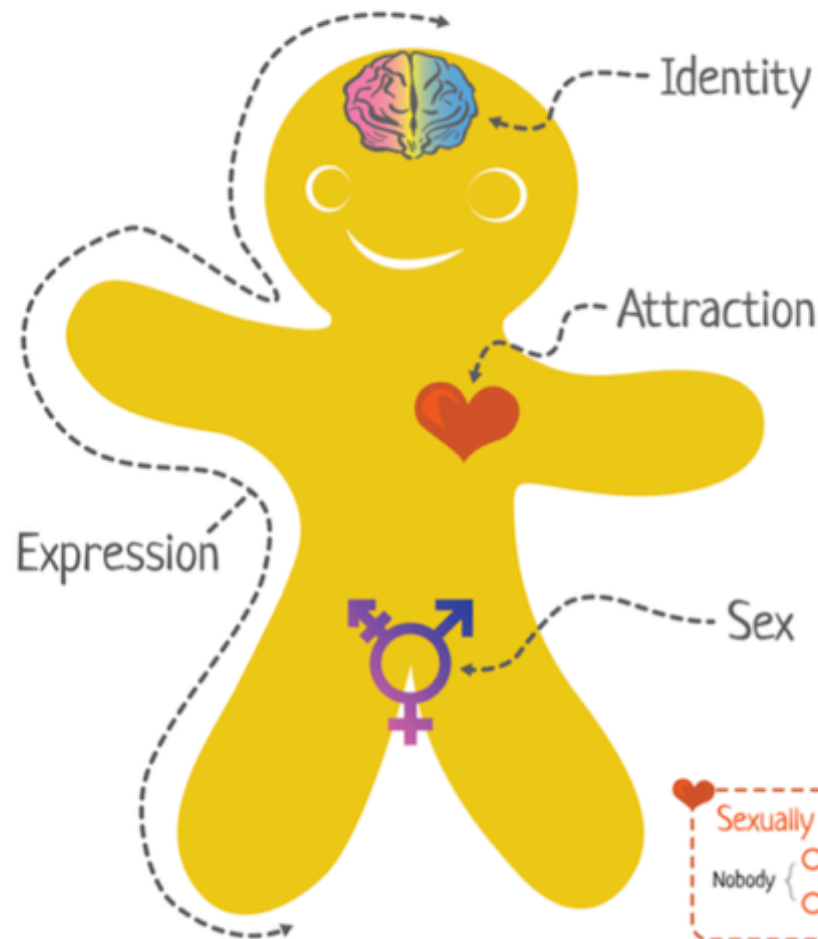
ADDENDA to the DIALOGUE

Many attendees asked for clarification of terms. Following is some information that may be useful.

The Genderbread Person v3.3

by its pronounced **METROsexual**.com

Gender is one of those things everyone thinks they understand, but most people don't. Like *Inception*. Gender isn't binary. It's not either/or. In many cases it's both/and. A bit of this, a dash of that. This tasty little guide is meant to be an appetizer for gender understanding. It's okay if you're hungry for more. In fact, that's the idea.



Plot a point on both continua in each category to represent your identity; combine all ingredients to form your Genderbread

4 (of infinite) possible plot and label combos

Gender Identity

⊘ Indicates a lack of what's on the right.

Woman-ness
Man-ness

How you, in your head, define your gender, based on how much you align (or don't align) with what you understand to be the options for gender.

Labels: "woman", "man", "two-spirit", "genderqueer"

Gender Expression

Feminine
Masculine

The ways you present gender, through your actions, dress, and demeanor, and how those presentations are interpreted based on gender norms.

Labels: "butch", "femme", "androgynous", "gender neutral"

Biological Sex

Female-ness
Male-ness

The physical sex characteristics you're born with and develop, including genitalia, body shape, voice pitch, body hair, hormones, chromosomes, etc.

Labels: "male", "female", "intersex", "MtF Female"

Sexually Attracted to

Nobody { (Women/Females/Femininity)
(Men/Males/Masculinity)

Romantically Attracted to

Nobody { (Women/Females/Femininity)
(Men/Males/Masculinity)

In each grouping, circle all that apply to you and plot a point, depicting the aspects of gender toward which you experience attraction.

For a bigger bite, read more at <http://bit.ly/genderbread>

Source: smartsexresource.com

Glossary

LGBTQQIAA+:

Sexual Orientation:

Enduring physical, emotional &/or romantic attraction

Lesbian: female attractions to other females

Gay: male attractions to other males

Bisexual: attractions to both sex

Sexual Orientation & Gender Identity:

Questioning: processing or exploring how to express one's sexual orientation and gender identity

Queer: expresses fluid identities & orientations

Gender Identity:

internal deep sense of one's gender ≠ sex at birth

Transgender: identification not consistent with the sex assigned at birth

Intersex: individuals born with several variants in sex characteristics, not fitting usual male/female bodies definitions

Asexual: without a sexual orientation

Aromantic: platonic but not necessarily romantic relations


+: Other identities

Other Gender & Non-binary identities:

Agender (genderless), Androgyne, Bigender, Hijira, Pangender, Genderqueer/non-binary gender bender, Queer heterosexuality, Thurd gender (Akava'ine, Bakla, Bissu, Calabai, Fa'afafine, Fakaleiti, Hijira, Kathoev, Khanith, Koekchuch, Māhū, Maknyah, Mukhannathun, Muxe, Sworn virgin, Takatāpui, Travesti, Two-spirited, Winkte), trans man, Trans woman, Transmasculine, Transfeminine, Transgender lesbian, Transsexual, Trigender.

Gender Expression:

External appearance of one's gender identity which may, or may not conform to socially defined masculine or feminine behaviors and characteristics.



Most societies view sex as a binary concept, with two rigidly fixed options: male or female, both based on a person's reproductive functions (genitals, sex chromosomes, gonads, hormones, reproductive structures). But a sex binary fails to capture even the biological aspect of gender. While most bodies have one of two forms of genitalia, which are classified as “female” or “male,” there are naturally occurring Intersex conditions that demonstrate that sex exists across a continuum of possibilities. This biological spectrum by itself should be enough to dispel the simplistic notion of the “Gender binary”- there are not just two sexes.

A person's gender is the complex interrelationship between three dimensions:

- **Body:** our body, our experience of our own body, how society genders bodies, and how others interact with us based on our body.
- **Identity:** our deeply held, internal sense of self as male, female, a blend of both, or neither; who we internally know ourselves to be.
- **Expression:** how we present our gender in the world and how society, culture, community, and family perceive, interact with, and try to shape our gender. Gender expression is also related to gender roles and how society uses those roles to try to enforce conformity to current gender norms.

Each of these dimensions can vary greatly across a range of possibilities.
A person's comfort in their gender is related to the degree to which these three dimensions feel in harmony.

Source: genderspectrum.org



Gender Identity Definitions

Agender: A term for people whose gender identity and expression does not align with man, woman, or any other gender. A similar term used by some is gender-neutral.

Bigender: Someone whose gender identity encompasses both man and woman. Some may feel that one side or the other is stronger, but both sides are present.

Cisgender: A term used to describe someone whose gender identity aligns with the sex assigned to them at birth.

Gender dysphoria: Clinically defined as significant and durational distress caused when a person's assigned birth gender is not the same as the one with which they identify.

Gender fluid: A person who does not identify with a single fixed gender, and expresses a fluid or unfixed gender identity. One's expression of identity is likely to shift and change depending on context.

Gender non-conforming: A broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.

Genderqueer: A term for people who reject notions of static categories of gender and embrace a fluidity of gender identity and often, though not always, sexual orientation. People who identify as genderqueer may see themselves as being both male and female, neither male nor female or as falling completely outside these categories.

Misgender: Referring to or addressing someone using words and pronouns that do not correctly reflect the gender with which they identify.

Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural and social expectations based on the sex they were assigned at birth. But which does not imply any specific sexual orientation.

Gender Identity Definitions (continued)

Binary: The gender binary is a system of viewing gender as consisting solely of two identities and sexes, man and woman or male and female.

Non-binary: Any gender that falls outside of the binary system of male/female or man/woman.

Androgynous: Identifying and/or presenting as neither distinguishably masculine nor feminine.

Cross-dresser: A form of gender expression, this refers to heterosexual men who occasionally wear women's clothes, makeup, and accessories but do not wish to permanently change their sex or live full-time as women.

Dead name: How some transgender people refer to their given name at birth.

Heterosexual: Describe a person who's enduring physical, romantic and/or emotional attraction is to people of the opposite sex.

Passing: Transgender people perceived as the gender with which they self-identify.

Sex: Classification of a person as male or female at birth.

Transitioning: Social, legal, and/or medical process a person may go through to live outwardly as the gender with which they identify, rather than the gender they were assigned at birth.

Transsexual person: Generational term (no longer preferred by many people) used when gender identity is different from their assigned sex at birth, and seeking to transition from male to female or female to male.

Two-spirit: Historical and current First Nations term for individual spirits who are a blend of male and female, a Native American alternative to the Western labels of gay, lesbian, bisexual, or transgender.

Source: genderspectrum.org, hrc.org, cbsnews.com, wikipedia.com

Thank

You...

**DAYS OF
DIALOGUE**
**ON THE FUTURE
OF POLICING**

THANK YOU TO OUR VOLUNTEER FACILITATORS + PRODUCTION TEAM

- *Peggy Barnes*
- *Candace Carnicelli*
- *Dorit Cypis*
- *Laura Gonzalez*
- *Tanzila Huda*
- *Jean Kling*
- *Chenyang Li*
- *Andrea Martinez Gonzalez*
- *Jeanetta McAlpin*
- *Christopher Mundy*
- *Lupita Narkevicius*
- *Richard Niederberg*
- *Ladan Palabod*
- *Leighann Pandora*
- *Elizabeth Pollock*
- *Marc Purchin*
- *Shadeequa Smith*
- *Marie Stein*
- *Debra Steward*
- *Carolyn Wilkins*

THANK YOU

HOSTS

*Chief Charlie Beck, Asst. Chief Beatrice Girmala
Officer Jules Sohn
Officer Rashad Sharif
LAPD Community Relationship Division*

ALL DIALOGUE PARTICIPANTS

LGBTQ Working Group, Activists, Advocacy Groups,
members of the Los Angeles Fire Department, USC DPS,
and Community Members

USC Civic
Engagement

DAYS OF
DIALOGUE
ON THE FUTURE
OF POLICING

SPONSORS

As of December 2017

- *Jamie Afifi*
- *LA County Supervisor Kathryn Berger*
- *Ambassador Frank E. Baxter*
- *Carol Biondi*
- *John Branca*
- *Skip Brittenham*
- *Edythe & Eli Broad Foundation*
- *Steve Burkow*
- *California Community Foundation*
- *California Endowment*
- *California Nurses*
- *California Wellness Foundation*
- *Chevron*
- *Jamey Cohen*
- *Bettye Dixon*
- *Andrew & Ellen Hauptman*
- *Rickie Ivie*
- *Matthew Johnson*
- *John Karubian*
- *LA Police Department Foundation*
- *LA Police Protective League*
- *Manatt, Phelps, & Phillips, LLP*
- *Dale Mason*
- *Brett O'Brien & Murphy O'Brien*
- *National Basketball Association*
- *SEIU Local 2015, 721 & 99*
- *Jules Sohn & Krystal Young*
- *Sony Pictures Entertainment*
- *SW Regional Council of Carpenters*
- *Susan Steinhauser*
- *Spectrum*



PRESENTED BY

The Institute for Nonviolence in Los Angeles

www.futureofpolicing.org

TWITTER @daysofdialogue

Email: jfrank@daysofdialogue.org

www.invla.org www.daysofdialogue.org

Avis Ridley-Thomas

Executive Director

Jill Frank

Associate Director

Audrey Rivas

Reports Coordinator

