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+ civil rights movement.
4. The student will identify ways to create an inclusive workplace and to support LGBTQ+ co-workers.
5. The student will describe how hate crimes and domestic violence impact the LGBTQ+ 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 do 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
   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
   a. Final Quiz
   b. Review quiz answers
      i. Address additional questions
   c. Course evaluation