



**Marin County Sheriff's Office
LGBTQ Awareness for Law Enforcement**

The goal of this 4 hour program is designed to increase law enforcement's awareness of the LGBTQ community. Participants will learn the difference between sexual orientation and gender identity and how both relate to race, culture and religion as well as current terminology used to identify and describe sexual orientation and gender identity.

The instructor/student ratio is 1:20 with two instructors and a limit of 40 students.

Lecture and learning activities will be the modes of the presentation.

- I. Introduction**
 - a. Instructor Introductions**
 - b. Law enforcement experience**
 - c. Personal history**

- II. Purpose and goals for the training**
 - a. Learning Outcomes**
 - b. Improve effectiveness of law enforcement to provide service**
 - c. Support LGBTQ co-workers**

- III. Rules and Agreements for discussion**
 - a. Engage and fully participate**
 - b. Don't worry about offending instructors**
 - c. Ask the tough questions**

- IV. Common Stereotypes related to the LGBTQ community**
 - a. What determines sexual orientation and gender identity**
 - b. Genes and other biological factors**
 - c. Attraction is not a choice**
 - d. Behavior is a choice**
 - e. Homosexuality removed from DSM in 1973**

- V. Kinsey Scale**
 - a. 17,000 sexual histories in 1948**

- b. Spectrum from 0-6**
- VI. Common Terminology**
 - a. LGBTQ-QQIAA**
 - b. Intersectionality of sexual orientation with race, religion and culture**
 - c. Transgender**
 - d. Unacceptable terms**
- VII. Gender Identity**
 - a. What science has discovered**
 - b. Intersex births**
 - c. Gender dysphoria**
 - d. Sexual orientation doesn't change with sex change**
- VIII. LGBTQ History related to law enforcement**
 - a. Key moments in history**
 - b. History of public decency laws prior to 1970**
 - c. Supporting co-workers**
- IX. LGBTQ Community concerns: Hate Crimes and Domestic Violence**
 - a. Hate Crimes**
 - b. Accounts for 2nd or 3rd most common bias motive**
 - c. Gay men are most commonly targeted**
 - d. Significant problem equal to straight community**
 - e. Response strategies**
- X. Final quiz and conclusion**
 - a. Final quiz**
 - b. Review quiz answers**
 - c. Address additional questions**
 - d. Course evaluation**