

*Mainstream
and LGBTQ
Organizations
Funders*

*LGBTQ Domestic Violence
Targeted Recommendation:*

Compensate
LGBTQ
organizations for
their expertise



National
LGBTQ DV Capacity Building
Learning Center

Rationale

As “by and for” organizations, LGBTQ domestic violence (DV) and anti-violence organizations have highly developed expertise, tools, and practices for supporting LGBTQ survivors, as well as innovative models to prevent violence in our diverse LGBTQ communities. These practices, such as building relationships and trust within diverse LGBTQ communities, creating more inclusive built environments, and innovative, culturally specific models and frameworks for addressing DV, are increasingly relevant to mainstream DV programs seeking to increase access for LGBTQ people or improve their work with all survivors.

In their efforts to increase LGBTQ competence and accessibility, general and regional DV programs may turn to LGBTQ programs for formal and informal training and consultation. For example, organizations may call on LGBTQ organizations to assist with regular volunteer trainings, to provide staff in-service trainings, or to find referrals for basic services and community resources when their own staff are unfamiliar with diverse LGBTQ communities.

While advocates know co-advocacy and resource sharing are critical to supporting diverse survivors, the lack of compensation for this work by non-LGBTQ organizations can unintentionally erode LGBTQ organizational and community resources and undermine relationships.

In a recent survey conducted by the CBLC,¹ LGBTQ DV organizations reported that they spent substantial organizational resources, some more than 75% of their total organizational resources, providing training and technical assistance to non-LGBTQ organizations, often with little or no compensation or reciprocating support from those organizations in return. LGBTQ advocates note that even in the course of routine referrals to mainstream programs, they frequently must offer time-consuming informal training and coaching regarding sexual orientation and gender identity.

This puts culturally specific organizations in a difficult position: either continue to provide on-demand training and technical assistance to non-LGBTQ programs, stretching staff thin and neglecting urgent needs within LGBTQ communities, or cut back that uncompensated support and leave LGBTQ survivors who seek services in mainstream settings even less likely to receive competent help.

Non-LGBTQ anti-violence agencies can change the equation. By compensating culturally specific programs for training and technical assistance (TA), including short-term TA, non-LGBTQ anti-violence agencies can build their own capacity to serve diverse survivors without draining culturally specific programs.

Building relationships based on reciprocity, mutual support, and an awareness of resource difference is critical as we move toward more inclusive service and support for LGBTQ survivors and beyond. Such relationships create a stable foundation for vital partnerships and future collaborations, as well as the potential for concerted action and co-advocacy in the future. When general and regional organizations value and fairly compensate LGBTQ organizations for their time and expertise, they support the long-term sustainability of those organizations and strengthen our movement to end violence.

Recommendations for Mainstream Domestic Violence Organizations

1. Understand the funding picture for culturally specific programs in your region. Many culturally specific programs receive less funding from local, state and national sources, and may not receive foundation funding because they are seen as a “boutique,” not universal, agency. Relatively few culturally specific programs are awarded funds through non-competitive formula processes, which means these programs have fewer baseline dollars to count on.
2. Always compensate partners and consultants included in funding applications. This is a basic building block of a fair partnership.
3. Include “culturally specific consultation” as a routine direct service cost. Use consultation and training funds to pay your local LGBTQ organization for volunteer training, staff training, and consultation on educational materials or grant proposals.
4. Always compensate culturally specific programs for their expertise. If funds are not available immediately, suggest a barter. Reciprocating with in-kind support can have a big impact. For example, few LGBTQ specific organizations have development, administrative, or IT staff. Can you introduce their leadership to local foundations? Can your board members volunteer at their annual auction? How about printing? Host a webinar series using your platform? What do you have of value to offer in return?
5. Recognize the leadership of LGBTQ organizations in the DV field as both experts on LGBTQ DV and as experts in innovative advocacy and alternative programming that can benefit the larger DV field.
6. Partner with LGBTQ organizations to co-advocate and collectively serve DV survivors.

Recommendations for LGBTQ Organizations

1. Ask for compensation. If an organization does not have the funds this time, suggest a barter and request that they write the costs into their budget for the next year. Authentic partnerships require reciprocity.
2. Know how much training and technical assistance work costs your organization. Make sure you figure the “fully loaded” costs, including preparation time of all staff involved, travel time, and consideration of the program staff’s lost opportunities in terms of furthering other priorities in their own program or community.
3. Be prepared to say “No” when programs ask you to sign MOUs or provide services to their organizations without compensation. Use a priority grid to help you decide when you will make exceptions and when you will stand firm. Don’t let FOMO (fear of missing out) make the decisions.
4. Practice explaining your position with compassion and clarity. We recognize that non-LGBTQ programs have broad demands on their scarce resources, but hiding the cost of training and technical assistance by culturally specific organizations by absorbing it without compensation does nothing to help change the equation.

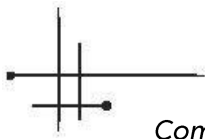
Recommendations for State Administrators of FVPSA and other funds

1. Encourage non-LGBTQ-specific programs to seek (and pay for) LGBTQ organizations’ expertise as they work towards becoming more accessible for LGBTQ survivors.
2. Work with non-LGBTQ- and LGBTQ-specific programs to ensure that LGBTQ organizations are paid for their education and advocacy on LGBTQ DV. For example, create a contract with an LGBTQ organization to provide TA to local FVPSA-funded programs.
3. State administrators should assess how discretionary funds can be used to promote innovative programming at LGBTQ organizations, including alternative emergency and long-term housing options that increase privacy for all survivors, including LGBTQ survivors

ⁱ LGBTQ DV CBLC, *By and For: The unique services, experiences and approaches of LGBTQ domestic violence and anti-violence agencies*. in press. contact Carrie Lippy or Margaret Hobart for details. (206)568-7777

Resources

- [National LGBTQ DV Capacity Building Learning Center's Online Library](#)
- [NCAVP Membership Directory](#)
- [Roadmap for Collaborative and Effective Evaluation in Tribal Communities](#): A useful framework that can guide researchers aiming to collaborate with many marginalized populations, including LGBTQ communities.



Compensate LGBTQ Organizations

One in a series of targeted recommendations from the LGBTQ Domestic Violence Capacity Building Learning Center intended to improve policy, research, intervention and prevention efforts regarding LGBTQ DV.

The LGBTQ DV CBLC is a project of the Northwest Network for Bisexual, Trans, Lesbian and Gay Survivors of Abuse with foundational partner the National Coalition of Anti Violence Programs

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