



U.S. Department of Justice Community Relations Service

## Engaging and Building Relationships with Transgender Communities

The U. S. Department of Justice Community Relations Service (CRS) offers an **Engaging and Building Relationships with Transgender Communities** training program for law enforcement officers. This training is designed to help officers develop relationships and improve their interactions with transgender communities and individuals. The program aims to increase participants' awareness and understanding of the civil rights-related issues impacting transgender individuals and communities and provides strategies and best practices for improving communication and collaboration.

CRS offers two versions of this program:

### **In-person or virtual program:**

A four-hour training co-facilitated by subject matter experts from law enforcement and transgender communities.

### **A web-based (self-paced) program:**

A three-hour interactive training allows officers the flexibility and convenience to complete the course at their own pace.

Both versions cover the same topics and help officers develop an action plan to engage with their local transgender communities.



### **Program Goals** ▼

The program trains participants to:

Speak with and about transgender individuals and communities in a way that improves communication and enhances public and officer safety.

Understand the civil rights-related issues that impact transgender communities.

Identify misconceptions that impact the prevention of, and response to, hate crimes against transgender communities.

Use recommended tools, processes, and best practices to increase communication and improve relationships with transgender communities.

Develop components of a community engagement plan.

### **Program Overview** ▼

#### **Building Awareness and Understanding**

The program defines important terms and clarifies language related to transgender individuals and communities. This includes gender identity terms as well as acceptable language to use when speaking with, and referring to, transgender people.

#### **Importance of Community Awareness**

Through statistics and case studies, participants learn about issues impacting transgender communities and individuals, such as social and economic disparities, and high rates of violence and suicide. The program also discusses dynamics between law enforcement and transgender communities that can impact trust and communication.

#### **Planning Community Engagement**

Participants learn strategies and best practices to engage transgender communities and individuals, including the development of community outreach plans.

### About CRS ▼

Established by Title X of the Civil Rights Act of 1964 and expanded by the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, CRS serves as “America’s Peacemaker” for communities facing tension or conflict based on differences of race, color, national origin, gender, gender identity, sexual orientation, religion, and disability. CRS services aim to enhance the ability of local communities to independently and collaboratively prevent and resolve future conflicts through the use of problem solving, increased knowledge, and improved communication.

### CRS Services and Programs ▼

CRS provides an array of programs to communities experiencing tension, as a tool for cultivating understanding, improving collaboration, and preventing future disagreements. CRS staff are professional mediators, facilitators, trainers, and consultants experienced in bringing community members together to help enhance their ability to resolve existing conflict and prevent future conflicts.

### Where We Work ▼

**CRS Headquarters** 📍  
Washington, DC

#### CRS Regional Offices 📍

**New England**  
Boston, MA

**Northeast**  
New York, NY

**Mid-Atlantic**  
Philadelphia, PA

**Southeast**  
Atlanta, GA

**Midwest**  
Chicago, IL

**Southwest**  
Dallas, TX

**Central**  
Kansas City, MO

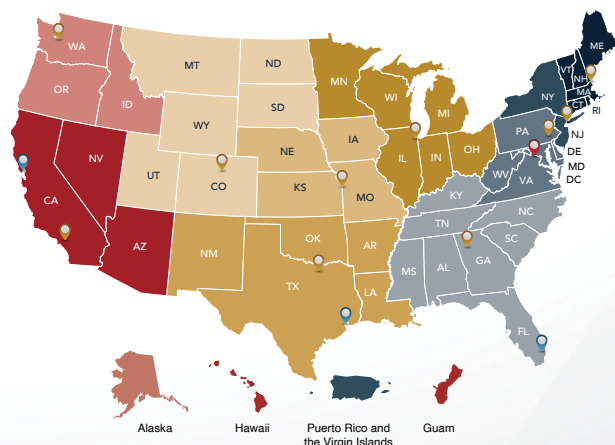
**Rocky Mountain**  
Denver, CO

**Western**  
Los Angeles, CA

**Northwest**  
Seattle, WA

#### CRS Field Offices 📍

Miami, FL      San Francisco, CA  
Houston, TX



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For more information on this program or other CRS services, please contact your local CRS office:

<https://www.justice.gov/crs/about-crs/regional-and-field-offices>