

**EQUITYPARTNERSHIP**

**HATE CRIME REPORT**

**LIVED EXPERIENCES OF TRANS PEOPLE**

April 2016



# Police & Crime Commissioner

West Yorkshire

The  
Henry Smith  
Charity

founded in 1628

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# **Lived Experiences of Trans People**

## **Acknowledgment**

This project would not have been possible without the Supporting Victims of Hate Crime Grant we received from the Police Crime Commissioner. We would like to extend heartfelt thanks for his continued support in helping to highlight the issues of underrepresented groups in West Yorkshire.

## **Introduction**

### **Definition of Trans**

Trans is an umbrella term that describes a whole community. It encompasses crossdressers, non-binary, transgender, and transsexual individuals, as well as anyone else who is gender variant in any way, permanently or periodically. Trans people may have any sexuality and come from all different ethnic and faith backgrounds.

### **Equity Partnership**

Equity Partnership is a community based charitable organisation in Bradford delivered by, and working for Lesbian, Gay, Bisexual and Trans (LGB&T) people. We work in partnership with statutory, voluntary and community organisations in Bradford and surrounding areas to raise awareness and gain equality and inclusion for LGB&T people.

We established a community centre in central Bradford in 2006 which provides a safe space for LGB&T groups to meet, socialise, network and also offer peer support.

Equity Partnership changed its constitution in February 2012 to include Transgender people because we recognise that this group faces similar challenges and discriminations to LGB communities.

Trans+ve, our first peer support group for Trans people was established July 2012. This group provides a safe space for anyone identifying as Trans, or who may be questioning their gender. Through sharing knowledge and personal stories it seeks to empower all members to be themselves wholly and confidently. The group also delivers Trans awareness training and has provided consultation to numerous research projects and policy documents. This group continues to flourish with over 30 active members.

March 2015 saw the launch of Trans-formers, a group for all who identify as Trans masculine. This group was set-up through recognising the differing needs of those identifying on the masculine spectrum and provides a space for open dialogue and peer support.

In October 2015 a partner's peer support group was launched in response to feedback that there is no support for partners of Trans people. The group is aimed at people in long term relationships whose partner has / is transitioning.

In November 2015 Equity Partnership employed a Trans Project Co-ordinator, funded through the Henry Smith Foundation. The role of the post is to engage with Trans communities, and statutory, voluntary and community organisations to support, educate and challenge Transphobia, and gain equality for trans people.

Our newest peer support group, Phoenix Youth, was launched in December 2015 in conjunction with Bradford Youth Service. This group provides a space for anyone aged 11-21, who is questioning their gender and is somewhere they can safely explore their identity. This group is growing rapidly with almost 20 young people involved already.

### **What is a hate crime?**

Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' This common definition was agreed in 2007 by the Police; Crown Prosecution Service; Prison Service and other agencies that make up the criminal justice system. There are five centrally monitored strands of hate crime:

Race or ethnicity;

Religion or beliefs;

Sexual orientation;

Disability; and

Transgender identity.

Hate crime can be committed against a person or property. A victim does not have to be a member of the group at which the hostility is targeted.

### **Transphobic hate crime**

A transphobic hate crime is any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender.

A transphobic hate incident is any non-crime incident which is perceived by the victim or any other person, to be motivated by a hostility or prejudice against a person who is transgender or perceived to be transgender. Hate incidents that are repeated are recognised as crimes. Hate incidents can be addressed through Antisocial Behaviour Act 2003 & Police Reform and Social Responsibility Act 2011.

Trans hate crimes do not currently have parity in the law with hate crimes against other protected characteristics. There is no provision for separate transphobic “aggravated offences” equivalent to those that now exist under the Crime and Disorder Act (1998) in respect of racist and faith-hate crimes. There are also no offences relating to “stirring up hatred” against Trans people, as there are for race, religion or sexual orientation under the Public Order Act (1986).

## **Defining the problem**

There is presently no monitoring information for the whole Trans population but Gires research (2009) suggests a national average of 20 Trans people per 100,00 which infers a population of at least 522 living in Bradford MDC area and 2,200 across West Yorkshire. We also know that there are 14,674 people currently accessing the NHS gender services nationwide, with over 1,500 people being referred every 3 months (UK Trans Info Oct 2015).

In the Trans Mental Health Study (2012) 81% of Trans people experienced silent harassment, 73% had been made fun of/called names, 38% experienced sexual harassment, 19% been hit/beaten up, 17% suffered domestic abuse and 14% sexually assaulted, all because they were Trans and many reported repeat victimisation. 217 people are known to have been murdered worldwide purely due to their Trans status in the last 12 months.

Anecdotal evidence amongst our Trans peer support groups suggests that Trans people are still experiencing high levels of transphobic hate crime which isn't reflected in the current statistics. Transphobic hate crime is a serious yet vastly under reported issue, making up less than 1% of all reported hate crimes in West Yorkshire between 2014/15. Only 18 transphobic hate crimes were reported across the whole of West Yorkshire during this period and this does not correlate with the lived experience for many Trans people.

Crown Prosecution Service data on hate-crime convictions shows that during 2014–15 there were 37 completed prosecutions

nationwide which were flagged as relating to transphobic crime. Of these, 28 had successful outcomes, meaning that the conviction rate was 75.7%; the equivalent figure in 2013–14 was just below 74%. Across all strands of monitored hate crime, the conviction rate in 2013–14 was 84.7% and 82.9% in 2014–15.

### **Outline of project**

This project supports Trans people to define the problem and propose solutions to reduce the number of incidents and increase the reporting of transphobic hate crime. Our research highlights the hate crimes Trans people face, often on a daily basis, along with the barriers and misconceptions the community has surrounding reporting these crimes.

A questionnaire was created and distributed through social media, partner agencies, and peer support groups to establish the frequency, nature and whereabouts of hate incidents. For this purpose, the hate crimes were broken down into four categories:

- Verbal – Silent harassment; Cat calls; verbal harassment; verbal abuse
- Physical – physical threats; physical contact; assault; assault with a weapon; attempted murder
- Anonymous – hoax calls; online abuse; damage to property/belongings; graffiti; arson
- Sexual – sexual harassment; sexual assault; assault by penetration; attempted rape; rape

Alongside this, five volunteers were recruited to complete diaries of societal responses to Trans women in Bradford, in order to gain an in-depth view of their lived experience. To fully support these women in disclosing painful information we provided six workshops to build resilience and address issues. Workshop activities included teaching self-help tools and techniques which contribute to the individuals overall mind/body wellbeing with an emphasis on empowering participants to utilise methods such as relaxation/meditation/self-hypnosis, mindfulness, mood mapping, Tai Chi breath work, goal setting and positive mental attitude - CBT (Cognitive Behavioural Therapy) based. Participants were encouraged to record the situations and circumstances which impact negatively on how they think, feel and behave and the tools and techniques taught enabled them to make positive changes in the ways they respond.

The results from both sides of the project were analysed and recommendations made.

### **What's actually happening?**

Equity Partnership's consultation with a group of West Yorkshire Trans women showed that many are verbally abused on a daily basis. Reporting each incident as a hate crime is not a realistic option, due to the volume of complaints. Trans people live with a constant awareness that every incidence of verbal abuse has the potential to escalate into physical violence. They face discrimination during everyday activities e.g. shopping as well as accessing self-help opportunities like using the gym.

**Diaries:**

Five Trans women were enlisted to keep a daily diary of incidents (Appendix 1) they experienced. At the onset it was agreed that each diary would be kept on a week by week basis, with no pressure to continue longer than each individual felt comfortable with. Well-being sessions were delivered at the beginning of the project and at the start of each new week. This approach was essential to minimise the distress caused by reliving painful and emotional events.

**Patterns:**

Diaries were kept over a 6 week period, starting 18<sup>th</sup> January and ending 28<sup>th</sup> February, with most diaries being kept for 4 consecutive weeks within that period. There were 41 incidents recorded across the 5 diaries. The most incidents/ crimes recorded by a single person were 14 and the least 4.

**Key Findings:**

Incidents happen everywhere but particularly in home neighbourhoods and when going about everyday activities.

The perpetrators are mostly male. When the perpetrator is female it is more likely to involve silent harassment; stares, eye rolling etc.

Perpetrators are passers-by on the streets, neighbours, and employed people, ranging from retail staff to pharmacists and doctors.

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The worst incidents occur when the perpetrator is not alone.

Incidents occur whether the diarists are alone or with others. When with others, the diarists report increased embarrassment and often a need to protect their companion, for example a child or elderly parent.

Misgendering was experienced by all diarists. Misgendering demonstrates at best a lack of awareness and understanding, and at worst is a cruel abuse of power. Malicious misgendering is the chosen technique of some perpetrators to exclude and demonstrate their lack of acceptance and is therefore a hate incident.

Some diarists correct or challenge people who misgender them, and are appreciative when an apology is offered and the person consequently corrects their speech. This is not a hate incident.

One diarist describes persistent and deliberate misgendering by her GP. The GP has considerable power as the only GP known to the diarist who will prescribe her hormones. The diarist feels that she has no choice but to stay with this GP as she needs her prescribed medication.

The same diarist then suffers similar misgendering and taunting when she goes to the pharmacy for her prescription.

Three incidents occurred when accessing health services. The diarists report a fear that they or their loved ones will receive a reduced service should they challenge the transphobic behaviour.

Incidents frequently occur in very public places e.g. Job Centre, GP surgeries, shops, hospital, post office etc. Diarists report experiencing deep embarrassment at these times, yet are unable to live a normal life without going to these places.

Challenging Transphobia can be tedious and detracts from the purpose of the interaction. Following such an incident in the post office a diarist said, "I still want them to find my parcel!"

One diarist did not think the actions of the perpetrator would be seen as upsetting enough, so immediately discounts reporting events.

Most incidents went largely unchallenged, with a lack of awareness as to who to report to. The sentiment of 'it won't do any good' was also prevalent across all diaries. A prime example is when diarist 2 was on the phone with the Television Licensing Agency and lodged a complaint after being repeatedly misgendered. The manager apologised profusely and then proceeded to misgender her for the remainder of the call.

Three diarists report interventions on behalf of a third person. These were amongst the strongest challenges made and came from

the partner of a Trans person, the partner of a perpetrator and from the diarist. This indicates that it is often easier to stand up for others than ourselves. The power of third party intervention is clear through these anecdotes.

Not only is there increased embarrassment for incidents that are witnessed by others, there is also heightened fear of repercussions if they challenge the perpetrator.

A message that came through from all diarists is that they experience a choice; do I receive the service I am here for, or do I challenge your transphobia? It was felt in many situations they didn't believe they could do both, without risk to receiving a substandard service. E.g. collecting a parcel from the post office, at the doctor's and attending the hospital with a family member.

One incident took place on the doorstep of an LGBT organisation, a place where you would expect the policies and mechanisms to be in place to effectively deal with transphobia, yet the Trans person didn't report it as "they didn't think it would be seen as serious enough". This shows that no organisation can be complacent by assuming that service users will take their support for granted.

### **Evaluation of well-being sessions:**

Diary keeping was the main focus of the project in order to gain insight into the lived experience of Trans women in Bradford. However, due to the information required within the diary the Trans women were in effect being asked to look out for

such incidents whereas previously they might not notice or perceive potential incidents due to building resilience and coping mechanisms to cope with this on a day to day basis – this was particularly true in relation to negative looks and name calling experienced by those Trans women who transitioned some time ago or who had been transitioning for some time.

In order to address the potential detrimental emotional effect this 'observation' could have, the project was supported by a weekly support session facilitated by Yorkshire Mesmac – Counselling Co-ordinator and sessional Trans worker. These sessions were not compulsory but were there should the women feel the need for some emotional support around an incident they had experienced.

6 sessions were delivered in total, attended by between 2 and 3 women each session. All those who attended were keeping diaries. The aim of the sessions was to offer self-help tools and techniques which contribute to the individuals overall mind/body wellbeing, the emphasis being to empower participants to utilise methods in order to build and maintain emotional resilience. Participants were encouraged to record the situations and circumstances in their diaries which particularly impacted negatively on how they thought, felt and behaved (typical Cognitive Behavioural Therapy model) and the tools and techniques were designed to enable participants to make positive changes in the ways they respond to future transphobic incidents.

A positive impact not envisaged resulted from these support sessions was the sharing of the Trans women's own coping

mechanisms they had developed themselves (not necessarily linked to any particular therapeutic theory or intervention) and were able to share with the others. This has resulted in further training sessions which have been run independently to this funded project where 7 Trans people are being trained in peer mentoring skills, in order to be able to offer support at a basic level (knowing when and where to signpost to professional support) to other Trans individuals. Funding is now being researched which would enable the individuals to gain national accreditation through CERTA (awarding body) – level 1, 2 credit value – Peer Mentoring Practice. This is a national accreditation we can tap into should funding be available.

### **Questionnaires:**

The questionnaires asked people about the frequency and nature of incidents they experienced; what incidents they reported; barriers to reporting; support they accessed and the overall impact hate crime had on their lives. Distributed region wide through support groups, email and social media we aimed to reach as many people effected by transphobic hate crime as possible.

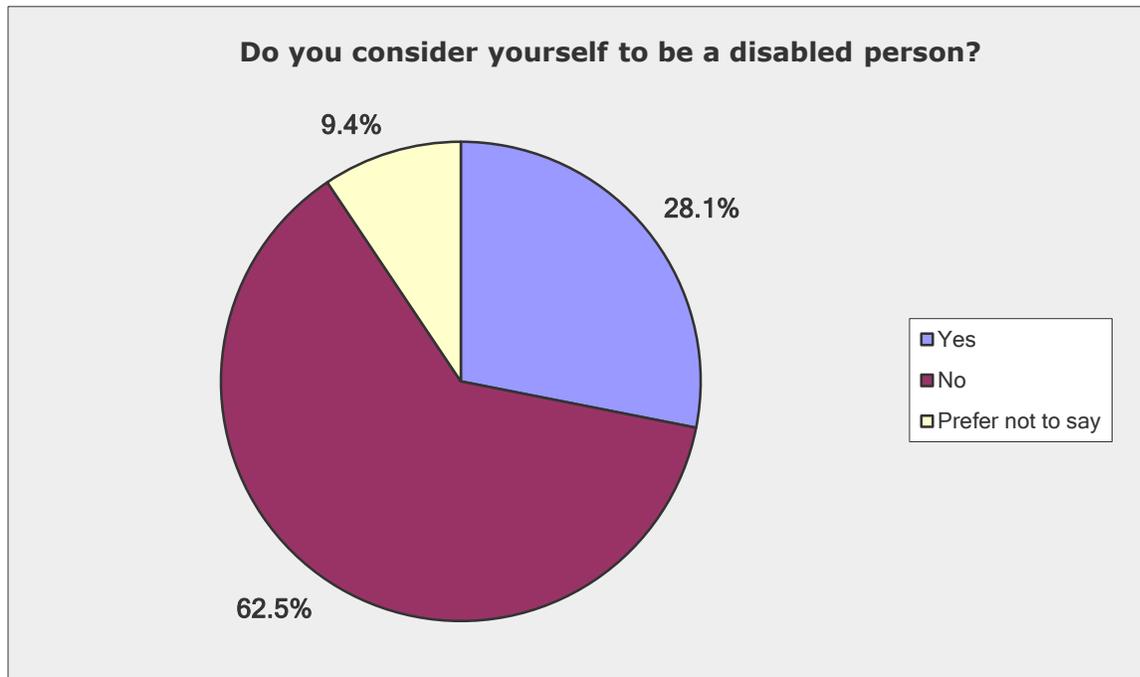
### **Summary of findings**

#### **Demographics and participants:**

Thirty two participants took part in the questionnaire, all of whom completed the equality monitoring questions.

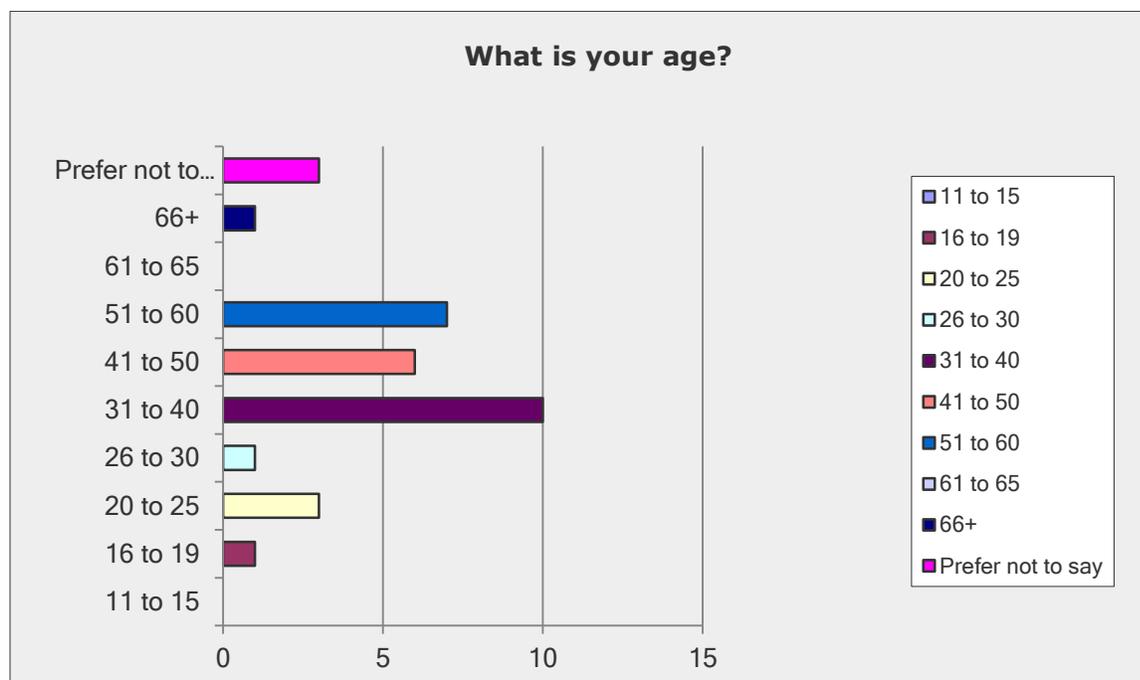
## Disability:

Almost one third of respondents considered themselves to be a disabled person. Due to the time constraints of the project we didn't ask the nature of their disability and as such cannot make any inferences regarding a link between hate crimes they experienced and disability.



## Age:

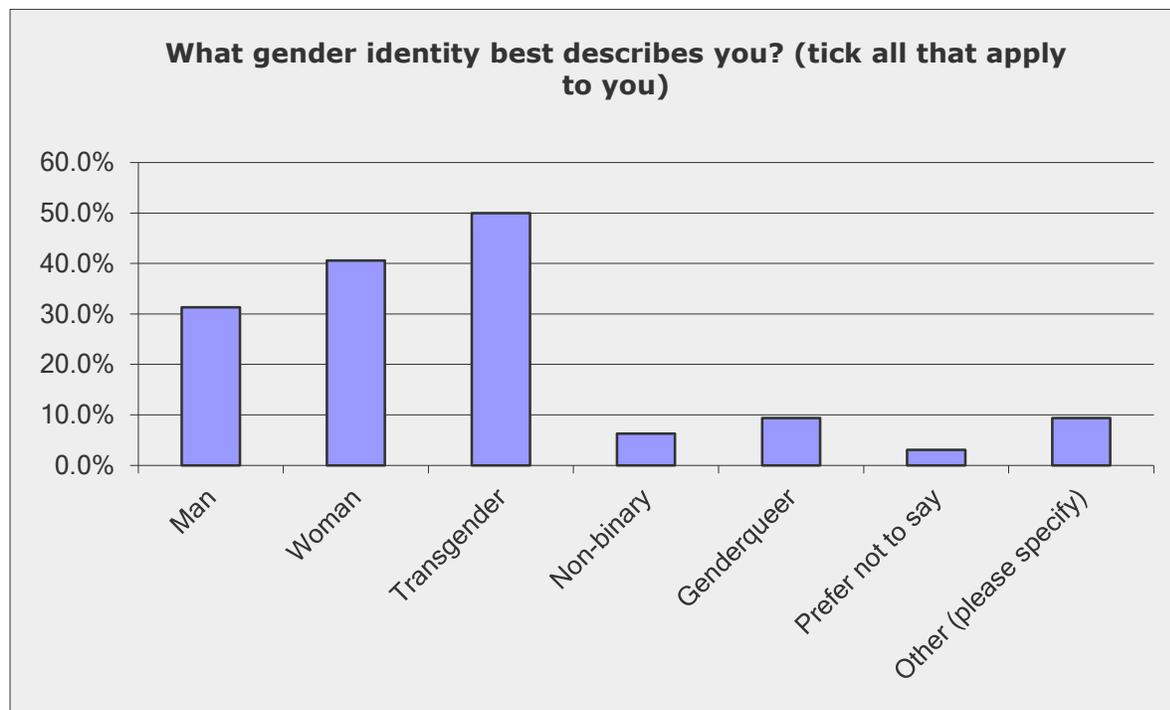
The ages of the participants fall within the 16-66+ spectrum, with the largest cohort being 31-40. Age does not appear to play any part in determining your likelihood of being a victim of transphobia, nor does any particular age group experience a greater impact afterwards.



### Gender Identity:

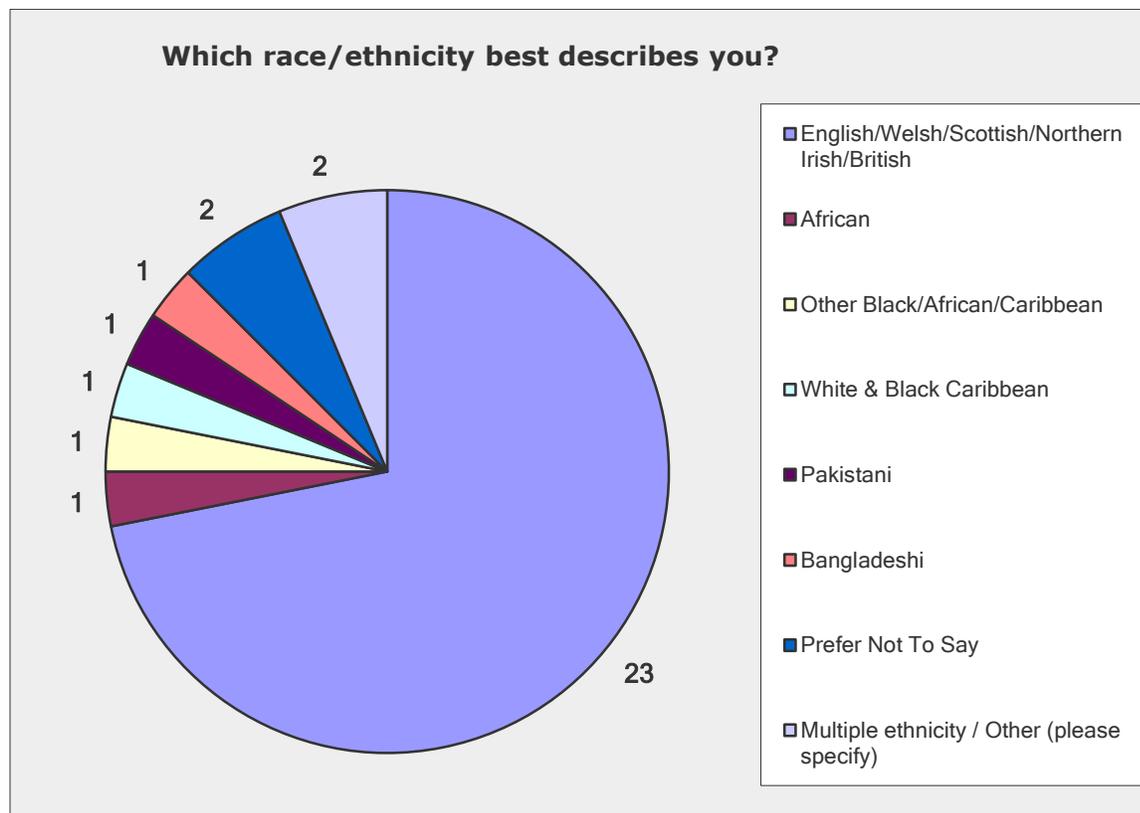
A wide variety of gender identities were represented, with many participants selecting multiple categories.

When breaking identity down to its simplest components, 11 respondents clearly identified as male, 15 as female, 2 as non-binary and 3 as transgender. An example of the 'other' identity is Agender. For the purpose of the analysis, results will be referred to in three distinct categories; those that clearly identified as female, male and non-binary. The non-binary category includes those who identified as transgender, agender and gender queer.



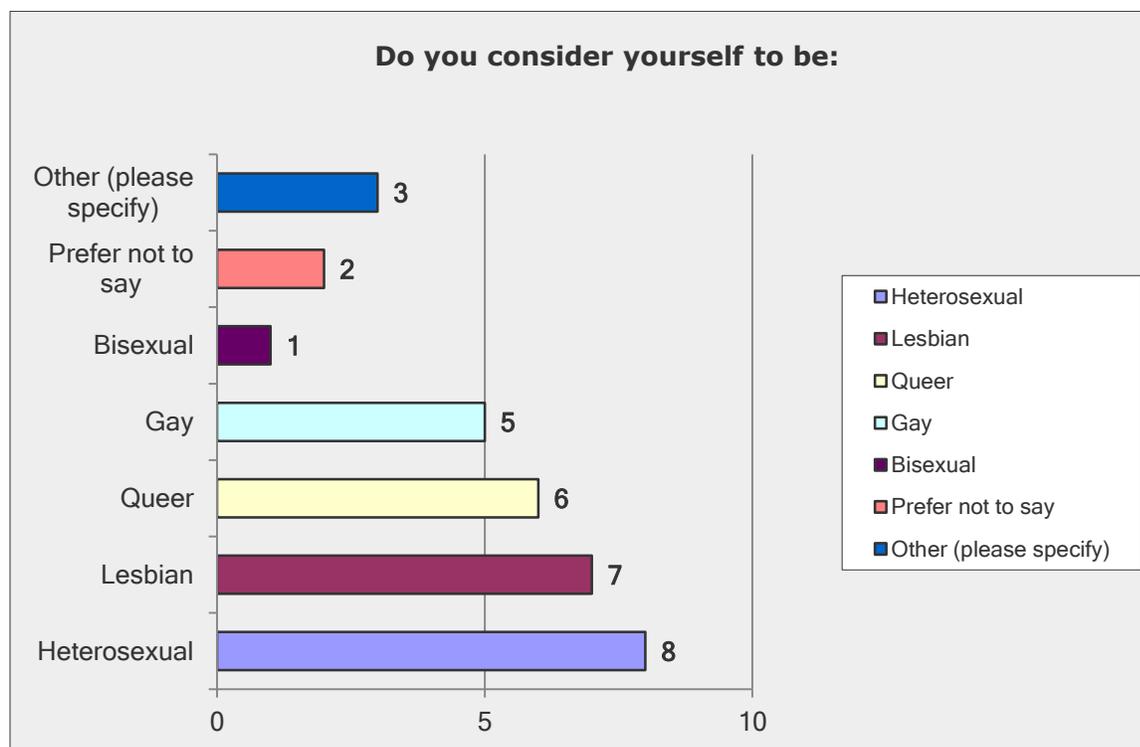
### Ethnicity:

There is a large Black and Minority Ethnic (BME) LGB&T community throughout West Yorkshire, yet the number of respondents does not reflect this. Transgender identity and expression within the BME LGB&T communities is widely hidden due to fears of exclusion, violence and bringing shame upon their family. As a result, many BME Trans people may prefer to remain anonymous, not wanting to draw attention by participating in research projects of this nature.



## Sexuality:

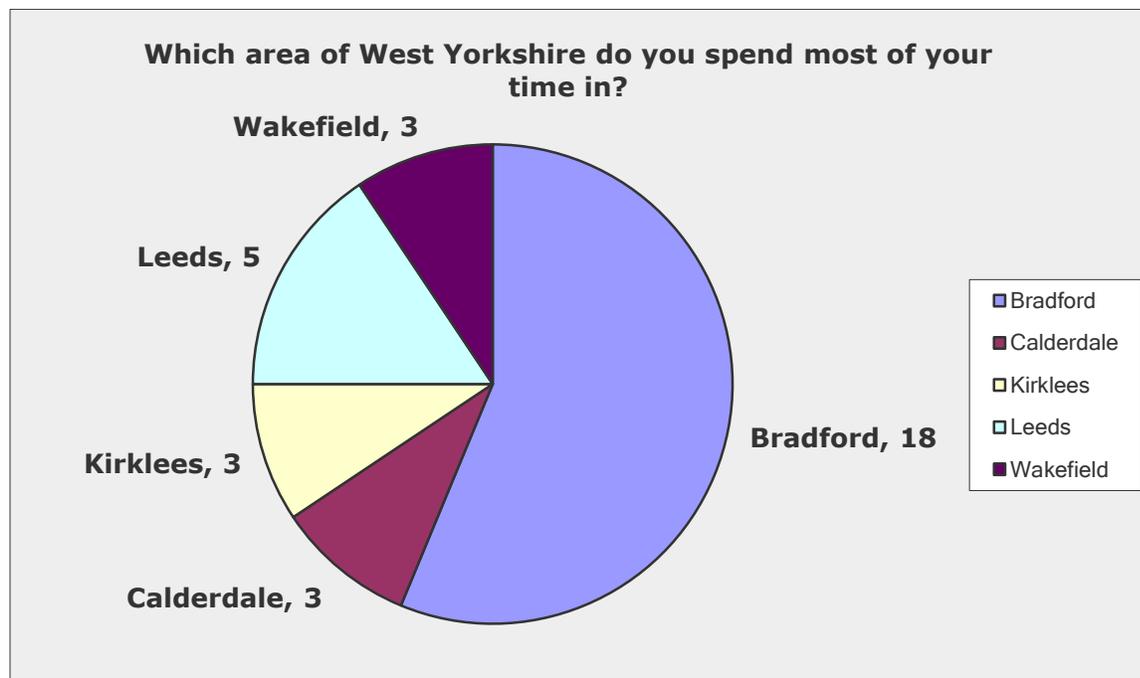
In recent years, people from the LGB&T community have taken strides to reclaim the word *queer*, removing it from its previous stigma and negative connotations. This can be an all-encompassing political statement, used not only in relation to sexuality, but with gender identity and self-expression. An example of 'Other' sexuality is Pansexual or Asexual.



### Location:

Over half the respondents spend most their time in Bradford; followed by Leeds, then equal numbers for Kirklees, Calderdale and Wakefield.

This trend was expected as Equity Partnership is based in Bradford and has access to a large number of Trans people through our own peer support groups. Leeds was also expected to be the next largest area of respondents as it's the largest city in the region.



### Analysis:

All people experienced crimes of a verbal nature (silent harassment; cat calls; verbal abuse; harassment and/or verbal threats) to differing degrees. Female identified people indicated more incidents of silent harassment (9) whilst male identified individuals experienced more incidents of verbal abuse (7) and threats (6).

More individuals suffer from silent (19) and verbal abuse (19) than any other type of crime; women are more frequently affected by this than any other group, often on a daily/weekly basis (7). Harassment was the next highest with 13 people indicating they experienced it.

Women (5) also experienced a higher prevalence of physical threats compared to other identities.

All types of anonymous crimes – online abuse; malicious graffiti; hoax calls/hate mail; arson and damage to property/belongings – impacted the respondents regardless to gender identity, with 28 separate incidents being recorded. When asked why individuals didn't report these types of crimes one non-binary respondent stated "*[it] only makes things worse*". This sentiment was echoed by another non-binary person, who said "*it's not worth making the hate worse*". A third non-binary person said "*I would be seen as the aggressor*".

Women face a higher frequency to most crimes (daily/weekly) and men are more likely to suffer one off incidents of any crime.

A large majority of crimes are carried out by unknown individuals/groups and these mostly target Trans women.

Sexually motivated crimes are twice as likely to be committed by a person you know/family member/professional, than a stranger.

Professionals have been perpetrators in the four different classes of crimes we asked about (verbal, anonymous, physical and sexual) and carried these out regardless of gender.

Most incidents are experienced within the victim's local neighbourhood.

**Race and Hate Crime Intersectionality:**

The sample group is too small to be a true reflection of crimes committed against BME Trans people. From those who did participate, there is no significant difference in the number of crimes they fell prey to when compared to the Caucasian respondents.

BME participants who identify as female experienced a greater number of hate crimes in relation to their male and non-binary counterparts.

The impact of crimes, specific to ethnicity cannot be determined due to the low number of respondents from a BME background to that particular question.

**Reporting:**

People who identify as female are more likely to report any crime - 24 different crimes reported between 5 women. Nobody stated they would never report.

The more serious a crime, the more likely people are to report – except for crimes of a sexual nature. Four women indicated they are regularly sexually harassed, and none said they had reported it. One woman said she wouldn't report these types of crimes for "*fear of being branded a slut*".

People identifying as non-binary are less likely to report any crime to anyone, with only four incidents reported; despite indicating 21 separate incidents between them.

There is a belief that Trans men do not experience hate crime to the same level as Trans women, but the results disprove this. They experience a high number of crimes, but are significantly less likely to report it. 48 different incidents were indicated on the questionnaires completed by male identified individuals, with less than 20 being reported to anyone.

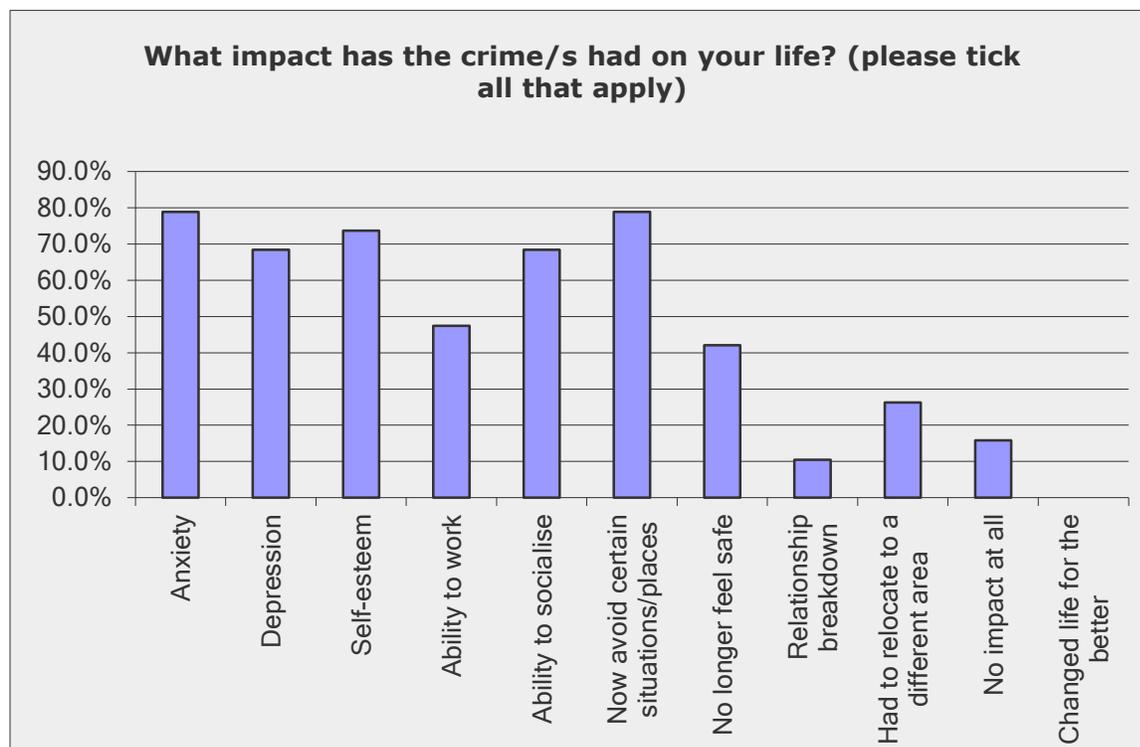
Informing the police is the most common method of reporting a hate crime - regardless to the nature of the incident, with nine people indicating they had reported this way. Worryingly one person stated "*The police officer previously stated that 'I have to expect this kind of thing'*" when asked why they don't report incidents.

Only women stated that they reported verbal abuse to anyone other than the police opting to notify their manager, landlord and housing official.

The use of third party reporting centres was significantly underutilised with nobody indicating they had used this service.

## Impact:

The graph below highlights the negative impact hate crime can have on a victim.



Almost 80% of respondents experience anxiety and now avoid certain situations/places.

Over 70% of participants suffer from low self-esteem with almost the same number indicating they now experience depression as a result of being a victim of hate crime. Again, nearly 70% experienced an impact on their ability to socialise.

Just below 50% of respondents say their ability to work was affected and over 40% specified they no longer feel safe. A quarter of all respondents had to relocate to a different area after experiencing transphobic hate crime.

Only 3 people out of the 32 that completed the questionnaire said being a victim of hate crime had no impact on their daily lives.

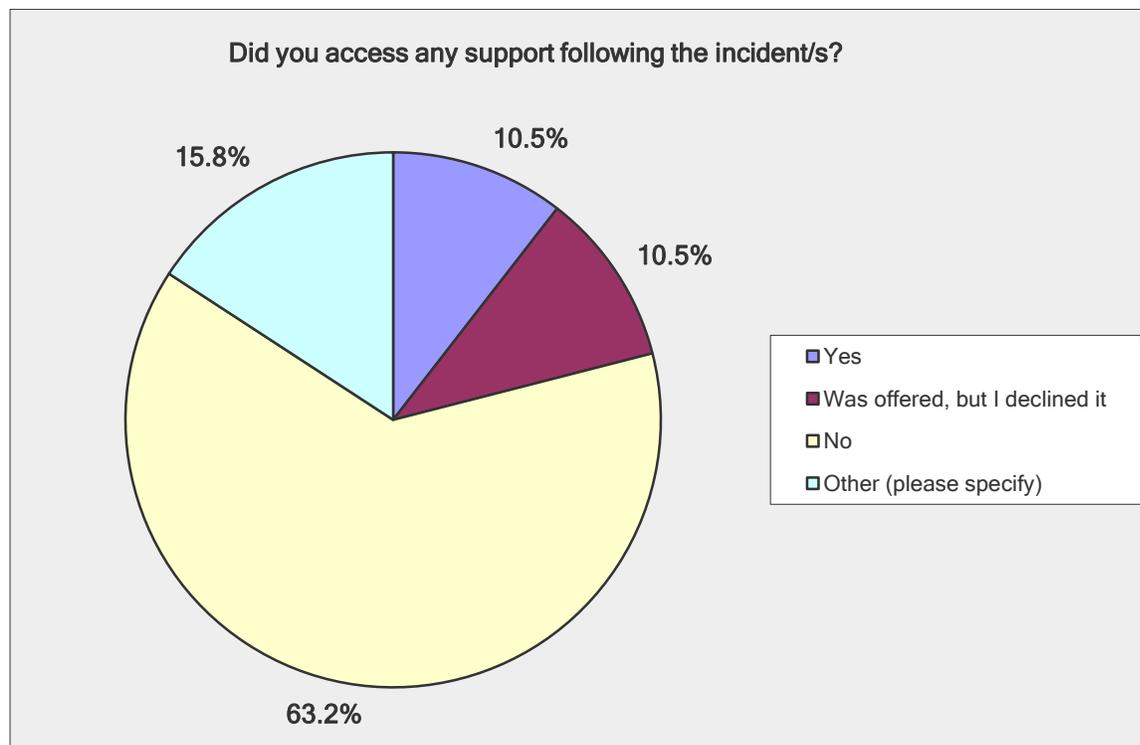
One male identified person attempted suicide after being a victim and another now lives with PTSD.

One person said *"I have come to accept that it's a part of my life, which is quite a negative coping strategy"*

However, one individual expressed her enjoyment at the attention she attracted and stated *"I do feel sad I don't get more cat calls, but hey-ho, that's life"*

**Accessing Support:**

Almost 2/3rds of respondents did not access support of any kind, with one woman stating she wasn't offered any at all.



10% of contributors declined support, one due to being misgendered on the letter from victim support; he said *"When the letter arrives, inviting me to access a service (to offer support following a Transphobic crime), and misgenders me, I'm never going to engage with it. It was like rubbing salt in the wound"*

10% of participants indicated they didn't know where to access support from.

The support that was accessed was from different sources including: Victim support; LGBT organisations/Peer support groups; Art therapy and one person sought help from their GP.

## Quotes

### Reasons given for not reporting crimes:

*"Lack of evidence"* was a sentiment that came from nearly all those who indicated they had experienced this type of behaviour.

*"He said/she said situation"* (Male)

*"It's very draining to report things. As a queer person you get used to feeling like you're not protected and you already have to dedicate energy to doing mundane things like going to the shops etc. Sometimes you just want to go home and forget about it rather than drag an incident out."* (Female)

*"Police take the side of the perpetrator"* (Male)

*"I don't know if who I report the crime to will even care. It's a roll of the dice on whether I'll be treated with respect or not"* (Female)

*"Have grown to expect it"* (Male)

*"Police not very responsive to verbal threats of violence"* (Female)

*"Police viewed me as a time waster last time"* (Male)

*"Lack of confidence that action will be taken due to previous experiences"* (Female)

*"Often, there are multiple incidents every day, it would be absurd to report them all"* (Female)

*"Lack of response makes it a pointless exercise"* (Female)

*"... feels like wasting peoples time"* (Female)

*"Not feeling they were bad enough"* (Male)

*"Why bother"* (Female)

*"Lack of appropriate action"* (Female)

*"Didn't want to cause trouble"* (Female)

### **Limitations to project**

The project was delivered within a three month timescale. This impacted upon the:

- Ability to engage with more respondents
- Breadth – ability to engage with wider sample – more BME people; greater Trans youth involvement
- Ability to build relationships with Trans groups across West Yorkshire

## **Conclusion**

The persistence and sheer number of incidents is as alarming as the fear to life many Trans people live with.

## Society and Power

Hate crime is typified by an abuse of power by people who identify themselves as being part of a group that they feel is superior to another. The perpetrator is stating by their act that they are more worthy of the benefits of our society than another. There is no logic behind transphobia, which is why it is defined as a phobia. Other oppressions may intersect with Transphobia; e.g. Sexism, Homophobia and/or Racism. There is a clear mentality amongst a significant minority that it is acceptable behaviour to abuse a Trans person. People can - and are - getting away with it. There needs to be a zero tolerance approach to transphobia, as there is with other forms of oppression.

## Experience of Trans people

The research shows that Trans people of ALL identities are subject to hate crime, some on a daily basis. The research aimed to show

not only the levels of hate on a quantitative basis, but also to capture the associated feelings of experiencing hate. The reported hate crimes and incidents demonstrate a relentless experience of rejection, ridicule and negativity. The incidents are perpetrated everywhere; within the home, neighbourhood, towns and public buildings. Trans people cannot live their lives without constant reminder of their Trans status. Undertaking everyday activities is likely to escalate into an issue about being Trans. Places that offer refuge are unsafe, and universal services are excluding. People who are paid to offer care cause harm, and those delivering services do not serve, but oppress. The experience is inescapable; anyone, anytime and anywhere, and causes significant harm to mental health and well-being.

The majority of reported crimes are incidents where perpetrators have been unnecessarily cruel. These relatively minor incidents build up until they have the impact of a major crime.

Trans people are also experiencing Transphobia within health services. The West Yorkshire and Humber Protocol for Trans Patients states:

- i) Clinical responses should be patient centred, respectful and flexible towards all Trans people regardless of whether they live continuously or temporarily in the gender role that is opposite to their natal sex.
- ii) Accommodating Trans people in line with their preferred gender is not optional and must be the starting point of any interaction with a Trans person. Clinical responses should be patient centred, respectful and flexible towards all Trans people regardless of

whether they live continuously or temporarily in the gender role that is opposite to their natal sex.

Clearly this protocol is being breached, often during the initial contact with the service.

### Obstacles to Reporting

Few of the reported incidents and crimes are reported. There is an incongruity between the incident, the impact and the action. The experience of reporting crimes is not a positive one for many Trans people for the following reasons:

- Minimisation of the incidents by the victim
- Being seen, or fear of being seen as time wasters
- Individual incidents taken out of context can seem trivial
- Fear of being perceived as the aggressor
- Fear of exposing oneself to further transphobia

### Impact of Transphobic Crime and Incidents

The impacts reported in this study reflect those found in the 2012 Scottish Trans Alliance research into the mental health of Trans people. Mental health is greatly influenced by hate crime. One quarter of the respondents to our questionnaire reported that they had been forced to move away.

The impact of transphobia upon society is also significant. Trans people represent a well-qualified and resilient group of people, and their exclusion from society is a loss to everyone.

## **Recommendations**

1. A zero tolerance approach must be taken to Transphobic hate crime and incidents. Following the Stonewall model, there can be “No Bystanders”.
2. That all agencies funded by public resources fulfil their duty under the Equality Act 2010 to foster good relationships between those with a protected characteristic and others. This should be continually reviewed - with the input of Trans people
3. The police must ensure that front line staff have the confidence and understanding to take hate crime reports professionally and sympathetically
4. Hate crime reporting centres should be further publicised, and should ensure that they are able to take hate crime reports professionally and sympathetically
5. Hate incidents that are not crimes should be dealt with assertively as anti-social behaviour.
6. LGBT groups should engage with the private, public, voluntary and community sectors to offer training to ensure that front line staff are aware of their personal responsibilities and are able to challenge transphobia
7. A multi-agency campaign should be launched to raise awareness of trans hate crime
8. The above campaign should also include resources encouraging trans people to report hate crime and incidents

9. Victim support agencies, including the courts should ensure that their services are appropriate and accessible to Trans people.
10. The local authority should ensure that the needs of Trans people are addressed in all neighbourhood plans. Social housing providers to be proactive in ensuring the well-being of Trans tenants.

## **Appendices**

### **Appendix 1: Diary Sheet**

# Diary

**Date:**

**Time:**            Morning                                  Afternoon                                  Evening                                  Night

**Place:**

**What Happened?**

Cat Calls	Verbal Abuse	Harassment	Threats	Physical Assault	Sexual Assault	Other, Please Specify Below
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Other:

**What Did You Think Might Happen?**

Cat Calls	Verbal Abuse	Harassment	Threats	Physical Assault	Sexual Assault	Other, Please Specify Below
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Other:

How Did You Feel At The Time?

Hardly Noticed	Embarrassed	Scared	Terrified
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**What Did You Do At The Time?**

Ignored Them	Tried To Reason	Did the Same Back	Did Worse Back
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**At The Time, Were You?**

In Your Local Neighbourhood	Working/Jobcentre +	Everyday Activity e.g. Shopping/Walking Dog	Socialising
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**Will This Stop You From Doing This Activity Again?**

No                      Change Day/Time/Place                      Less Often                      Yes

**Were You Alone When It Happened?**

On Your Own                      With One Other Person                      With A Group Of People

**Was The Offender?**

On Their Own                      With One Other Person                      With A Group Of People

**Is The Offender:**

Male    Female

**Is The Offender Known To You?**

Yes    No

**Are They a Repeat Offender?**

Yes    No

**Do You Think The Incident Was Driven By?**

Ageism      Disablism      Sexism      Homophobia      Biphobia      Transphobia      Racism

**Did You Report It?**

Yes, To...

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No, Because...

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**Anything Else You Wish To Share?**

## Glossary

<b>Agender</b>	Not having a gender or identifying with a gender
<b>Asexual</b>	Having a lack of (or low level of) sexual attraction to others and/or a lack of interest or desire for sex or sexual partners
<b>Bisexual</b>	A term used to describe individuals who are emotionally, physically, and/or sexually attracted to men and women
<b>Crossdresser</b>	Someone who wears clothes typically associated with another gender
<b>Gay</b>	A term used to describe individuals who are primarily attracted emotionally, physically, and/or sexually to members of the same gender
<b>Gender Identity</b>	The internal perception of your own gender, and how you label yourself, based on how much you align or don't align with what you understand the options for gender to be
<b>Gender Variant</b>	Someone who either by nature or by choice does not conform to the gender-based expectations and stereotypes of society
<b>Genderqueer</b>	A gender identity label often used by people who do not identify with the binary of man/woman; or as an umbrella term for many gender non-conforming or non-binary identities
<b>Heterosexual</b>	A term used to describe individuals who are emotionally, physically, and/or sexually attracted to members of the opposite gender
<b>Lesbian</b>	A term used to describe women who are emotionally, physically, and/or sexually attracted to other women

<b>Misgender</b>	Refers to someone using a word, often a pronoun (he/him/she/her) or form of address, that does not correctly reflect the gender with which they identify/present as
<b>Non-binary</b>	A person who feels the gender binary of man or woman doesn't fit their gender identity
<b>Pansexual</b>	A term used to describe individuals who are emotionally, physically, and/or sexually attracted to members of all gender identities/expressions
<b>Transgender/Trans</b>	An umbrella term for the whole spectrum of people whose gender identity differs from the sex assigned at birth. Can also be an individual identity
<b>Transphobia</b>	The fear of, discrimination against, or hatred of trans people and/or the trans community
<b>Transsexual</b>	A person who identifies psychologically as a gender/sex other than the one to which they were assigned at birth. Transsexuals often wish to transform their bodies with medical intervention.
<b>Transvestite</b>	Someone who wears clothes typically associated with another gender. This term is generally associated with men wearing women's clothing.