Key Considerations in Developing LGBTQ Friendly Services and Housing

COHIO
April 8, 2019

Equality Ohio advocates and educates to achieve fair treatment and equal opportunity for all Ohioans regardless of their sexual orientation or gender identity or expression.

Kim Welter, Director of Finance & Policy

GUIDING PRINCIPLE #1

Variations in sexual orientation, gender identity and gender expression are part of the normal spectrum of human diversity.
GUIDING PRINCIPLE #2
The increased risks faced by LGBTQ and gender nonconforming people—particularly those of color—are not inherent to their identities, but stem from the stresses of prejudice, discrimination, rejection, and mistreatment.

GUIDING PRINCIPLE #3
Like all children, LGBTQ and gender nonconforming children thrive and succeed when their families, schools and communities support and nurture their evolving identities.

GUIDING PRINCIPLE #4
Efforts to change a person’s sexual orientation or gender identity are ineffective, unnecessary and harmful.
GUIDING PRINCIPLE #5

LGBTQ and gender nonconforming people are not a homogenous population, but embody multiple identities that confer unique and intersecting stressors and strengths.

GUIDING PRINCIPLE #6

Regardless of personal beliefs, employees and contractors of public systems of care are legally and ethically required to treat LGBTQ and gender nonconforming people equitably and respectfully.

GUIDING PRINCIPLE #7

Treating people as whole people will improve the relationship that you have and the services you provide.
GUIDING PRINCIPLE #8

Asking questions about their multiple identities such as SOGIE and race/ethnicity will help you understand and treat people as whole people.

GUIDING PRINCIPLE #9

Permitting people to decide when and to whom to disclose their SOGIE protects their safety and promotes their healthy development.

The Legal Landscape
An Examination of HUD Policies in Homeless Shelters

**An Overview of Policies in Homeless Shelters**

- Roughly 43% of clients served by drop-in homeless centers identify as LGBTQ, and about 45% of homeless youth served by agencies identify as LGBTQ.*
- "Equal Access in Accordance with an Individual's Gender Identity in Community Planning and Development Programs" – final rule implemented by HUD in 2016. Facilities receiving funding must grant equal access to facilities and services regardless of gender identity. **

  *National Coalition for the Homeless: nationalhomeless.org/issues/lgbt
  **hudexchange.info/homelessness-
  assistance/resources

- In 2017, HUD removed various Equal Access guidelines and training materials from its website.

- It is PROHIBITED for a homeless facility to deny service to, segregate, or isolate LGBTQ individuals based solely on their identity.
  However, there are still problems:
  - 55% of transgender people who stayed in homeless shelters claim they were harassed by staff.
  - Nearly 45% of LGBTQ victims of domestic partner violence are turned away from domestic violence shelters, and many HUD-funded shelters are unprepared to deal with domestic violence cases**

  *Human Rights Campaign
  **National Coalition of Anti-Violence Programs

Violations can be reported by:

- Contacting HUD's Office of Fair Housing and Equal Opportunity (800) 669-9777 OR filing a complaint through their website
- Contacting your local HUD office for assistance
CURIOSITY IS A TOOL TO IMPROVE OUTCOMES

MAKING IT COUNT
Collecting SOGIE data to improve outcomes for system-involved people

cerespolicyresearch

SOGIE 101 LANGUAGE AND CONCEPTS
What is SOGIE?
Sexual Orientation (romantic attraction)
- Lesbian/Gay
- Bisexual
- Questioning
- Queer
- Heterosexual/Straight
- Pansexual

Gender Identity (internal perception)
- Woman/girl
- Man/boy
- Transgender (transman or transwoman)
- Cisgender (cisman or ciswoman)
- Genderfluid
- Bigender

Note: "Crossdresser" is not a gender identity. Transvestite and transsexual are generally considered outdated and offensive.

Gender Expression (behavior/appearance)
- Masculine/Feminine
- Androgynous
- Gender nonconforming
- Gender conforming
SOGIE 101 LANGUAGE AND CONCEPTS

LGBQ/GNCT People Quiz

QUIZ QUESTION 1

Everyone has a sexual orientation.

a) True
b) False
QUIZ ANSWER 1

a) True. Everyone has a sexual orientation.

QUIZ QUESTION 2

Everyone has a gender identity.

a) True
b) False

QUIZ ANSWER 2

a) True. Everyone has a gender identity.
QUIZ QUESTION 3

Children begin to become aware of their gender identity at around what age?

a) 2–4 years
b) 5–7 years
c) 8–10 years

QUIZ ANSWER 3

a) 2–4 years


QUIZ QUESTION 4

Children begin to become aware of their sexual orientation at around what age?

a) 8 years
b) 10 years
c) 12 years
QUIZ ANSWER 4

b) 10 years

Coffin-Ruan, et al. 2010. Family Acceptance in Adolescence and the Health of LGBT Young Adults

PATHWAYS TO THE JUSTICE SYSTEM

LGBQ/GNCT youth in the justice system are twice as likely as straight youth to have been homeless:

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<thead>
<tr>
<th></th>
<th>Straight Youth</th>
<th>LGBQ/GNCT Youth</th>
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<tr>
<td></td>
<td>20%</td>
<td>47%</td>
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WHY COLLECT SOGIE DATA?

• To ensure safety and promote well-being
• To provide an opportunity to affirm the person
• To inform agency planning
• To develop case plans
• To measure bias, disparities, and outcomes
• To generate aggregate numbers
1. Prepare to ask SOGIE questions
   - Adopt nondiscrimination policies
   - Identify community-based partners
   - Train staff
   - Develop questions and protocol
   - Protect privacy

2. Create a comfortable environment
   - Explain that all are asked the same questions
   - Place SOGIE questions with other demographic questions
   - Ask questions multiple times
   - Make decisions based on answers while protecting privacy

3. Respect and support people
   - Use respectful and supportive language
   - Ask person’s gender pronoun
   - Avoid making assumptions
   - Signal openness and acceptance
   - Be aware of cultural and generational differences
4

Ask SOGIE Questions

- What was your sex assigned at birth?
- What is your gender identity?
- What is your gender expression?
- What is your sexual orientation?
- Who are you attracted to?
- Staff question about gender expression*

GENERAL RULES

- Do no harm
- People have a right to know the rules
- Maximize the person's autonomy and control
- Only share on a "need to know" basis
- Avoid gossip