

**Key Considerations in Developing LGBTQ
Friendly Services and Housing**

COHHIO
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.

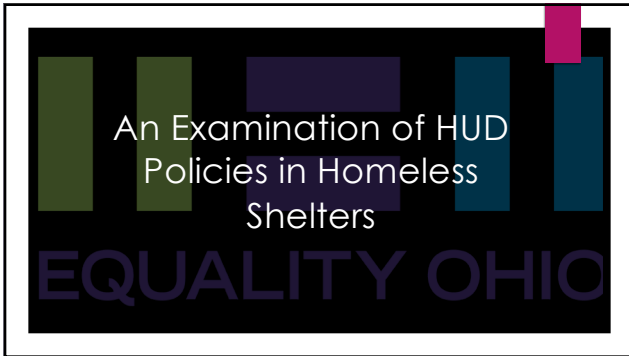
GUIDING PRINCIPLE #9

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

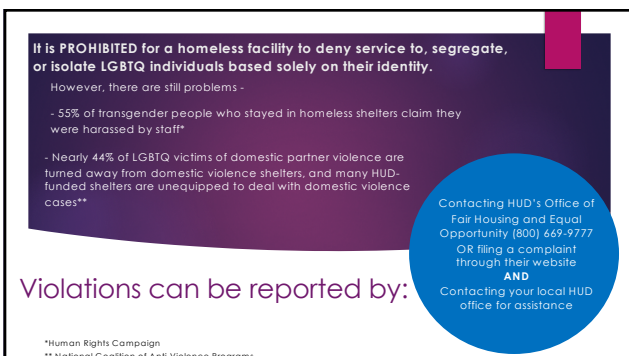


EQUALITY OHIO

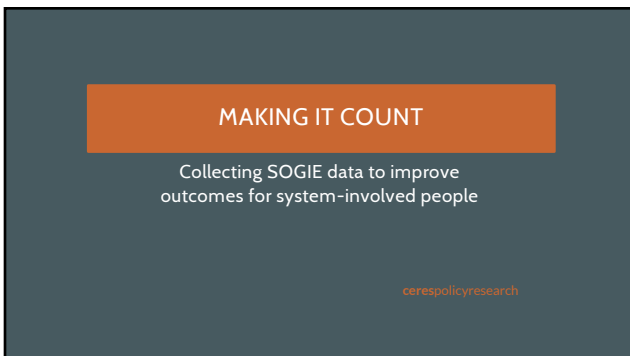
The Legal Landscape

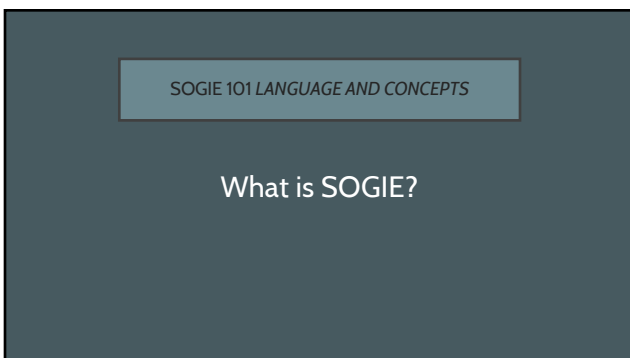


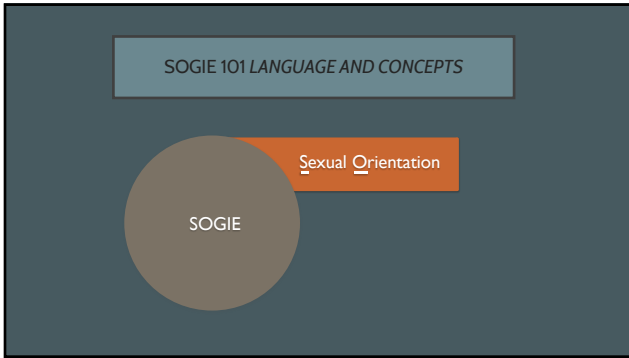


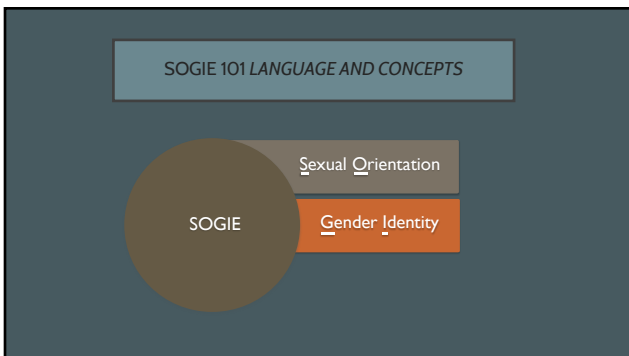


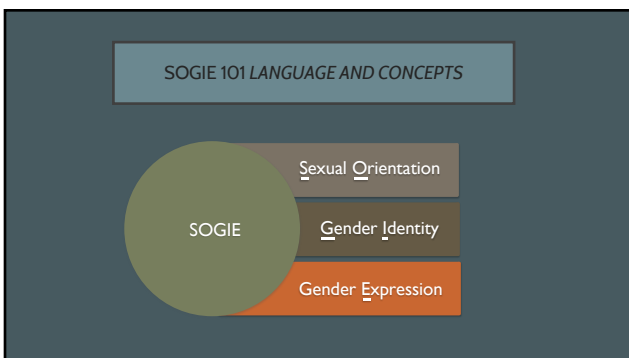


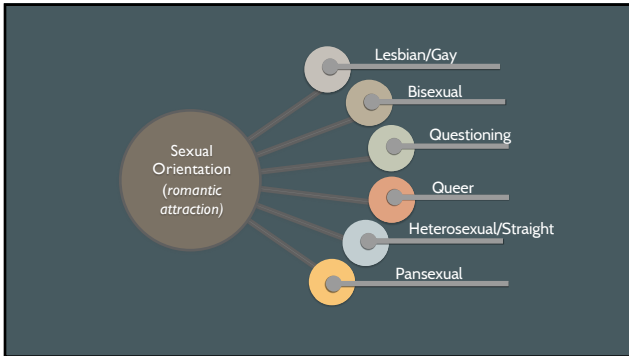


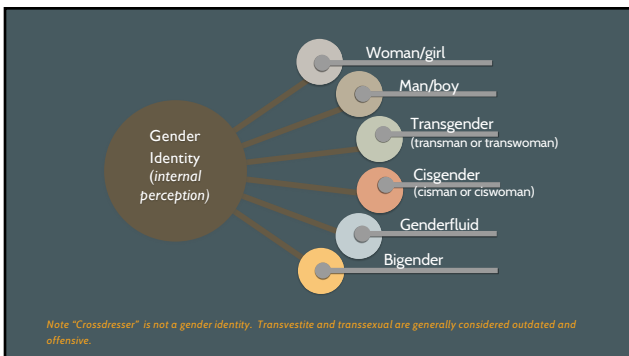


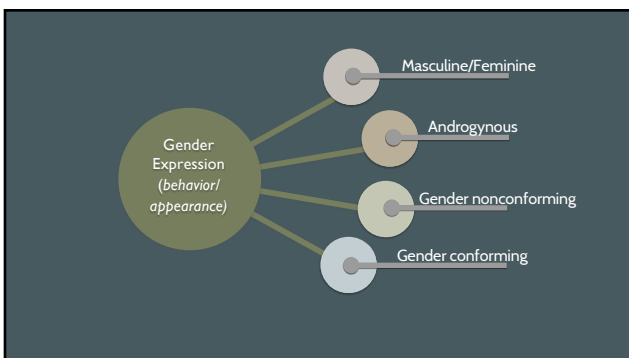


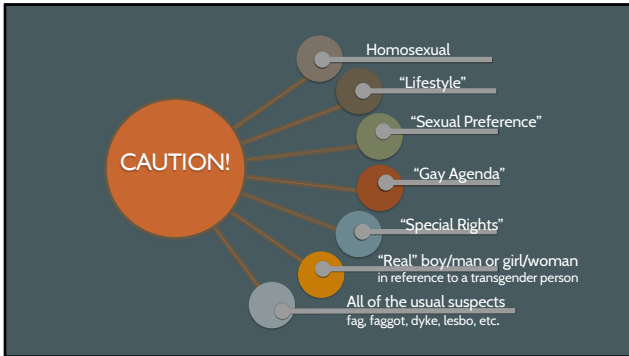












SOGIE 101 LANGUAGE AND CONCEPTS

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

Stephanie Brill and Rachel Pepper, 2008. *The Transgender Child: A Handbook for Families and Professionals*

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

Caitlin Ryan, et al., 2010. Family Acceptance in Adolescence and the Health of LGBT Young Adults

PATHWAYS TO THE JUSTICE SYSTEM

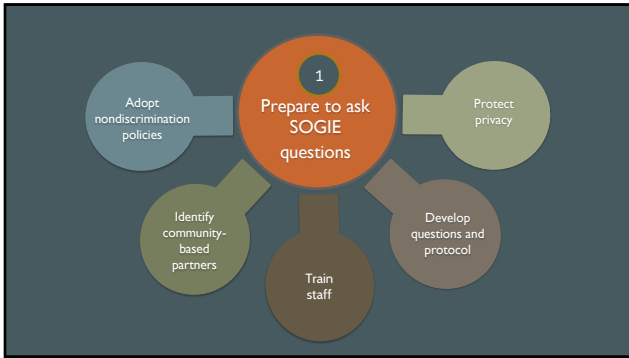
LGBQ/GNCT youth in the justice system are *twice* as likely as straight youth to have been homeless:

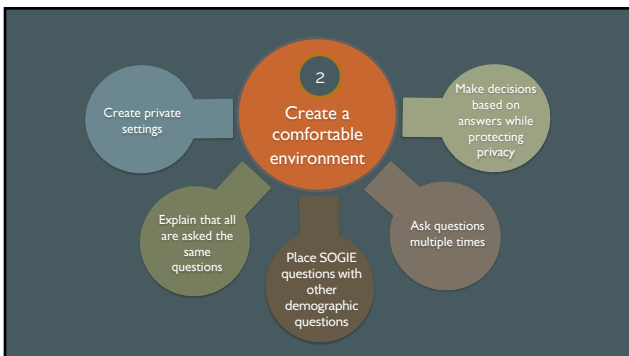
21%
Straight Youth

47%
LGBQ/GNCT Youth

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









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
