

**LGBTQ Community and  
the Continuum of Care**

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**Agenda**

- The LGBTQ Experience
- What Allyship Looks Like
- Legal Requirements
- Best Practices and Practical Advice
- Questions, Answers, and Discussion





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**Setting the Table**




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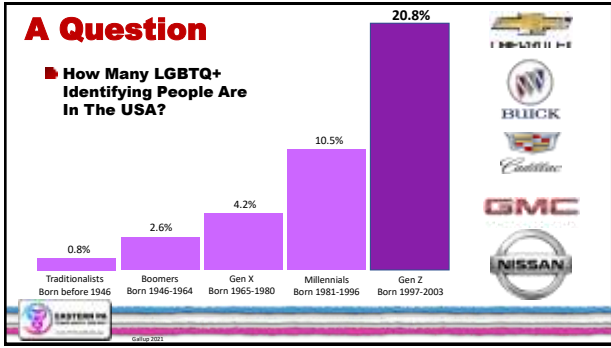
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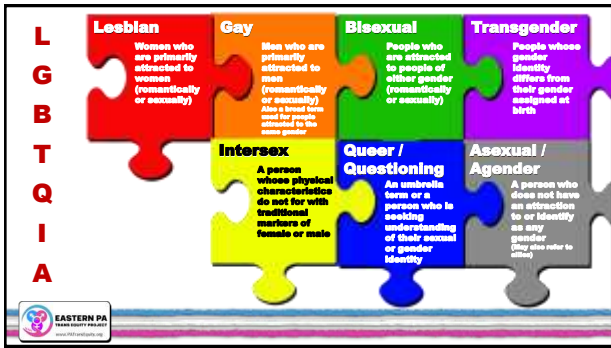
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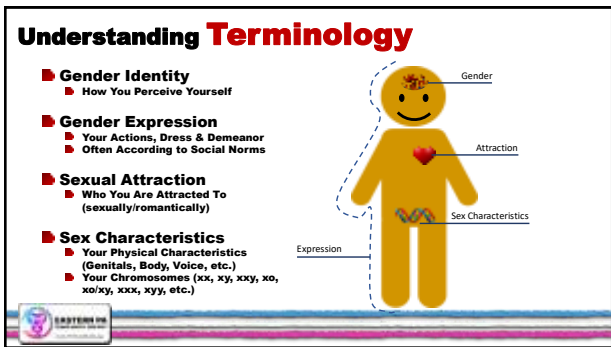
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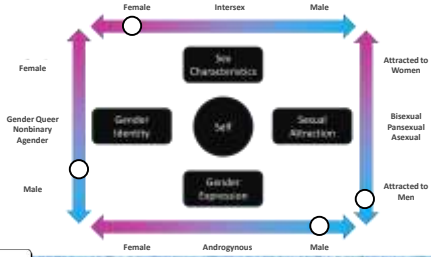
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### Understanding Terminology



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### Our Understanding of Gender & Sexuality Evolves



Coming To Terms With Who You Are Takes Time!



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### What Do LGBTQ People Look Like?



Pete Buttigieg    Ana Brnabić    Laverne Cox    Tim Cook    Jason Collins



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**What Do LGBTQ People Look Like?**



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**What Do LGBTQ People Look Like?**



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**What Do LGBTQ People Look Like?**



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### What Do LGBTQ People **Look Like?**




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### But We Face **Obstacles**

- Lack of Knowledge
- Fear / Prejudice
- Social & Political Impacts



"Fear leads to anger.  
 Anger leads to hate.  
 Hate leads to suffering."  
 - Yoda




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### Things You Should **Know**



■ LGBTQ+ people can be denied housing and public accommodation in 27 states




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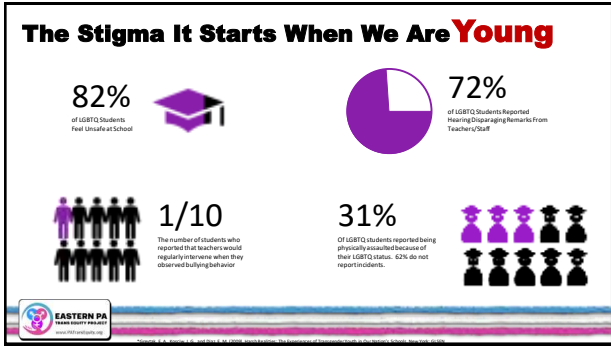
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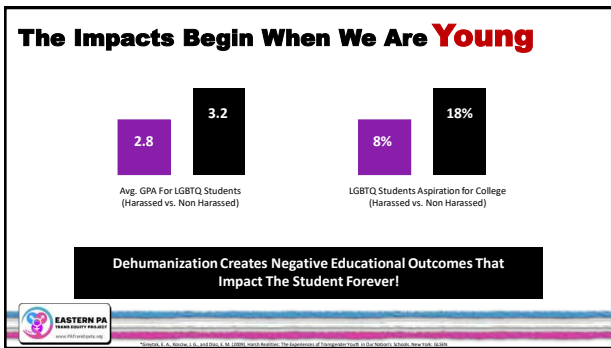
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### What is the Result?

20% Percent of LGBTQ People living below the Poverty Line (28% for Transgender)

27% Have Food Insecurity

**EASTERN PA**  
TRANS EQUALITY PROJECT

2022 Household Pulse Survey 2022 - National Transgender Survey, NCTE

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### Issues With Personal Safety

LGBT people are targeted for violent hate crimes at a rate of **two times** that of Muslims or black people, **four times** that of Jews, and **14 times** that of Latinos.

67% Of LGBT Hate Crimes Are Perpetrated Against Trans Women of Color

**EASTERN PA**  
TRANS EQUALITY PROJECT

2022 - National Transgender Survey, NCTE, FBI Hate Crime Statistics

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### What About Pennsylvania?

**EASTERN PA**  
TRANS EQUALITY PROJECT

2022 - National Transgender Survey, NCTE

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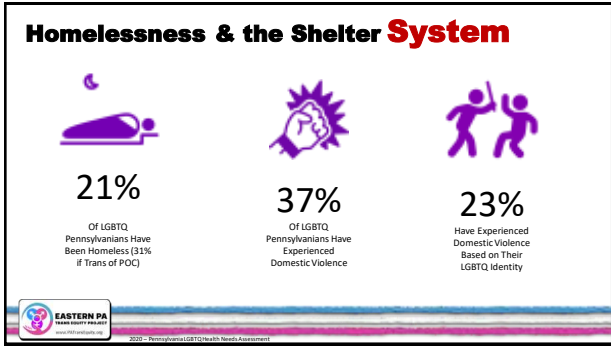
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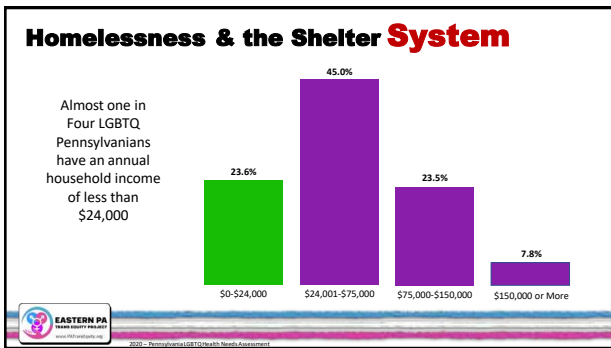
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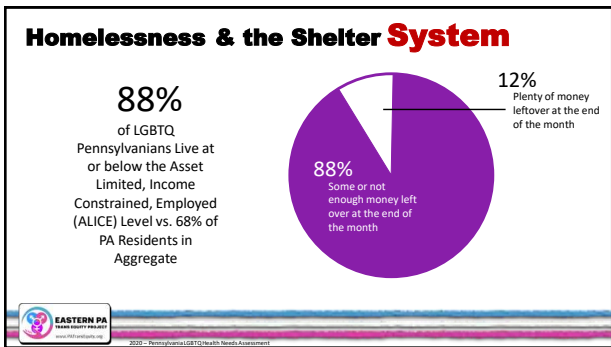
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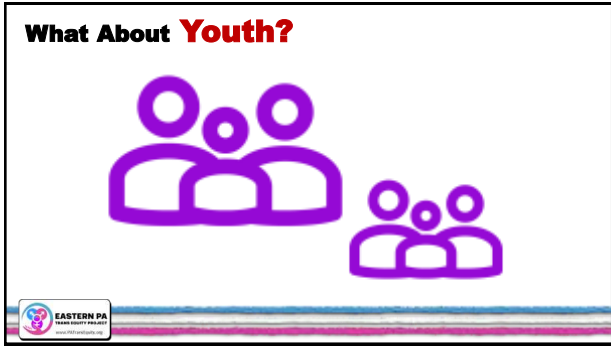
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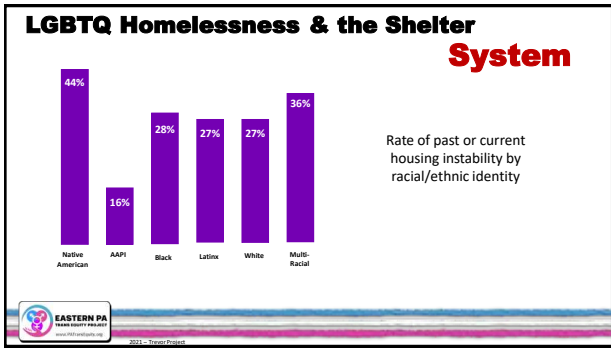
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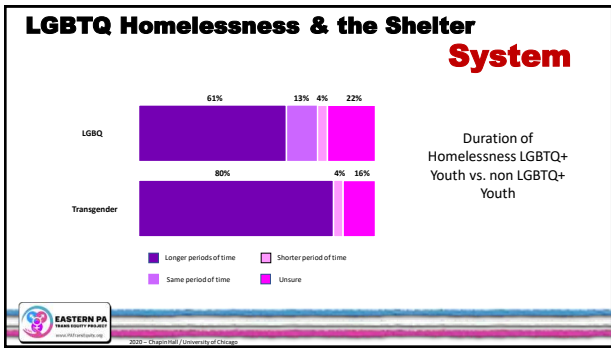
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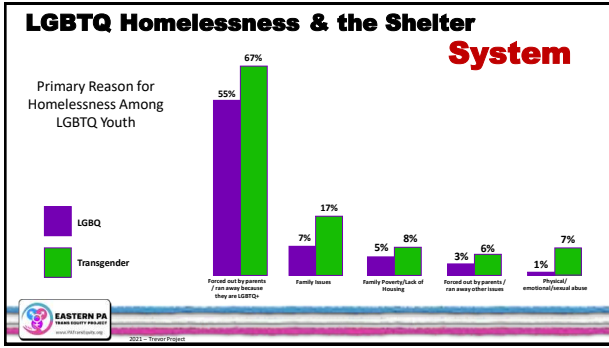
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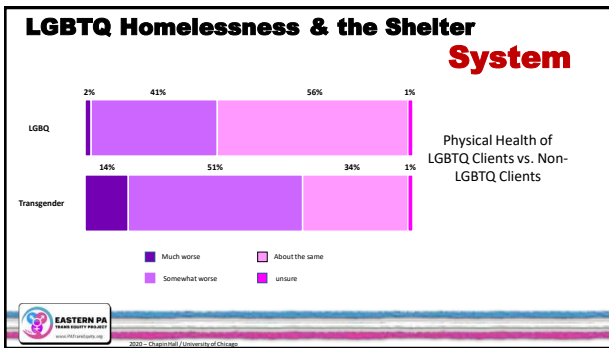
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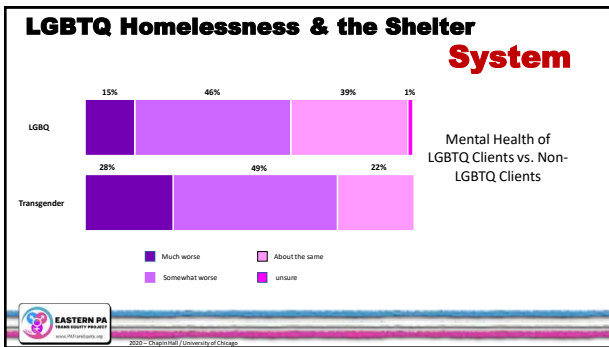
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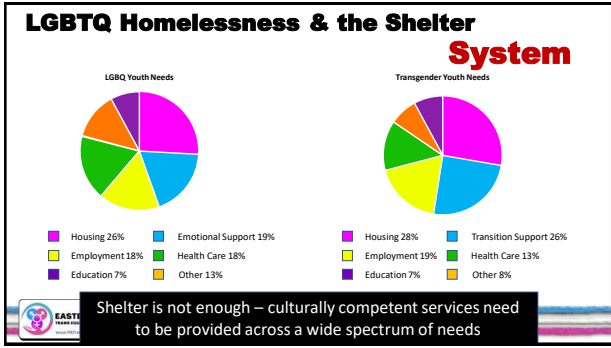
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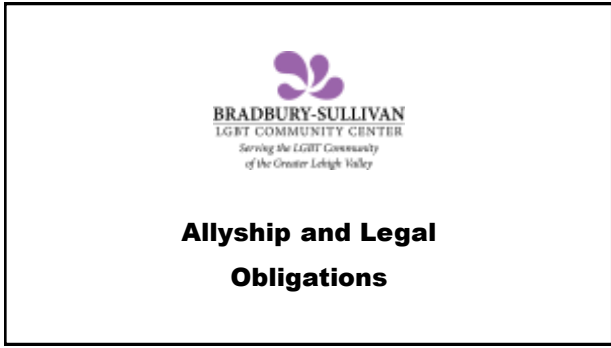
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**Best Practices and Simple Fixes**

Hire LGBTQ Peer Navigators and Staff



Minimum – Train all staff on cultural competency

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**Best Practices and Simple Fixes**

Update Policies And Intake Forms To Include Transgender And Gender Nonbinary Identities



Minimum – Enforce State policies that require equal access to housing and services

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**Best Practices and Simple Fixes**

Support Clients' Choices With Regard To The Sleeping Area Of The Gender They Identify With



Minimum – Have clearly posted policies about harassment and mutual respect... Then enforce them!

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**Best Practices and Simple Fixes**

Have Private Restroom And Shower Facilities Available To All Who Wish To Use Them



**Minimum** – Have posted times for use of shower facilities

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**Best Practices and Simple Fixes**

Set Aside Private Rooms With Lockable Doors For Sleeping / Storage Of Belongings



**Minimum** – Have designated sleeping area for LGBTQ clients that is closely monitored

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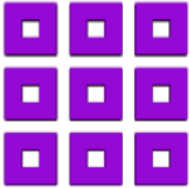
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**Best Practices and Simple Fixes**

Provide a menu of services that includes healthcare, transition care, employment, and education



**Minimum** – Know what LGBTQ-affirming services and programs are available

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**Best Practices and Simple Fixes**

Increase Funding For  
or Create Low Barrier  
Housing Programs



Minimum – Have a “one-up” review process if a client asks for an exception

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**Best Practices and Simple Fixes**

Relocate shelter/housing  
programs to  
Neighborhoods that  
have populations of  
LGBTQ People of Color



Minimum – Provide transportation services so people can get to work/school

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**Questions and Answers**



EASTERN PA  
HUMAN SERVICES

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