Advancing LGBTQ+ Equity and Inclusion in Human Services
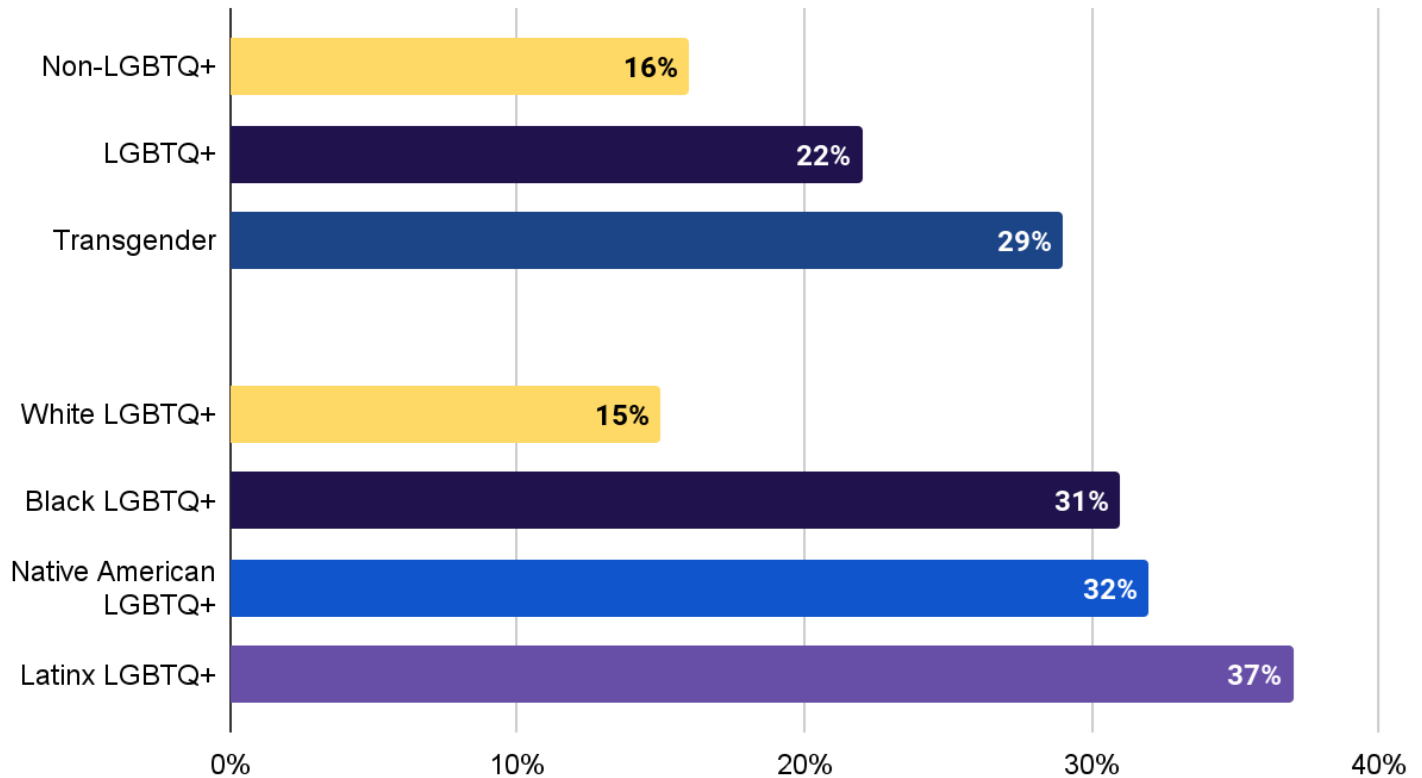
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How Many People are LGBTQ+?

- According to a recent Gallup poll, 5.6% of U.S. adults identify as LGBTQ+, about a 1.1% increase from Gallup's last estimate in 2017

- Rates of LGBTQ+ identification are lower in each older generation and higher in younger generations

- 15.9% of adults in Generation Z (born between 1997-2002) identify as LGBTQ+

- The average age of "coming out" dropped from 21 (2000) to 14-16 (2020)

Poverty in the LGBTQ+ Community

Percent of LGBTQ+ adults living in poverty (2018 CDC Data)

Category	Percent
Non-LGBTQ+	16%
LGBTQ+	22%
Transgender	29%
White LGBTQ+	15%
Black LGBTQ+	31%
Native American LGBTQ+	32%
Latinx LGBTQ+	37%

Impact of Racism, Gender Inequity, and anti-LGBTQ+ Discrimination

LGBTQ+ women and Black and Latino LGBTQ+ people were much more likely to report low incomes, small amounts of savings, lack of access to financial services such as banking or credit, little or no emergency savings, and inability to afford their bills.

Inequity Rooted in Law and Policy

- **Lack of Federal Protections**

    – **employment, housing, federally funded programs, public accommodations, jury duty, and credit**

- **Patchwork of State and Municipal Protections**

- **SOGI Data Collection not standardized on national surveys or in federal programs**

- **Certification, Accreditation, and Licensing of Human Services Organizations and Professionals lack SOGI-specific standards**

Inequity Rooted in Organizational and Structural Barriers

- No Explicit Non-Discrimination Policy

- Lack of Leadership/Commitment

- Policies not enforced, staff not informed

- No targeted outreach/community engagement

- Limited or no SOGI data collection/analysis

- Safety and privacy concerns among LGBTQ+ clients

- Limited knowledge among staff

LGBTQ+ Inclusion: A Systems Change Approach for Human Services Providers

- ## Equitable Employment Practices
  - **Recruit and retain LGBTQ+ employees at all levels to help create a more inclusive culture for LGBTQ+ clients**

- ## Leadership and Accountability
  - **Adopt explicit LGBTQ+-inclusive policies**
  - **Provide baseline training on LGBTQ+ inclusion**
  - **Integrate metrics related to LGBTQ+ clients into CQI, strategic initiatives, ongoing training**

- ## Client Services
  - **Collect SOGI data, update intake and assessment forms**
  - **Provide safe space via LGBTQ+-inclusive materials and visual signs**
  - **Invite feedback from LGBTQ+ clients**

- ## External and Community Engagement
  - **Collaborate with LGBTQ+ organizations and stakeholders**
  - **Conduct outreach and awareness campaigns targeting LGBTQ+ communities**