

# Office of Transgender Initiatives and the LGBTQ+ Cultural Heritage Strategy Recommendations

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Land Use and Transportation Committee  
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## Our Mission

*Advance initiatives, policies and programs that support thriving transgender and gender nonconforming communities in the City and County of San Francisco.*



## What We Do

- Advise Mayor's Office and City Departments
- Training and Education
- Policy and Programs
- Civic and Community Engagement

## Staffing

- 3.0 FTE from 2017-2019
- In 2020, added 1.0 FTE (Mgr Training & Education)
- In 2022, added 1.0 FTE (Mgr Community Engagement)

# Well-Being Initiatives

- **Advise City agencies on policies and programs [W1]:**
  - Citywide coordination of SOGI data (2018-present)
  - With DHR, DHR Gender Inclusion Policy (2019)
  - With City College, Chosen Name System and Gender Diversity and Inclusion Policy (2020-21)
  - With DHR, legislation to collect voluntary SOGI data from City employees (2022)



WELL-BEING

## GOAL

Maintain San Francisco as a global leader in providing inclusive, intergenerational LGBTQ+ community services, education, resources, and access to safe, queer-friendly spaces.

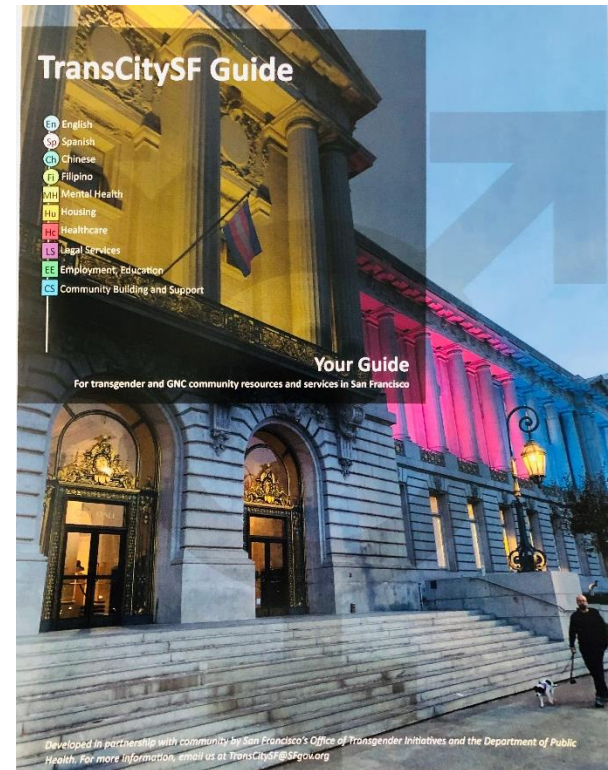
# Well-Being Initiatives

- Support City agencies in distribution of resources to address trans communities' needs (as identified by community and Trans Advisory Committee) [W1]:
  - Funding of Our Trans Home SF (2019)
  - Funding Lyon-Martin Health Services to support separation from HealthRight 360 (2020)
  - Funding of Trans Guaranteed Income Pilot Program (2021)
  - In progress: Investments in rental subsidies, navigation and behavioral health as part of Ending Trans Homelessness Plan Y1 (2022)



# Well-Being Initiatives

- **Support service navigation [W2]:**
  - Trans-focused navigation toolkit (TransCitySF Guide), including printed copies and online resources listed on OTI website (2019)
  - During height of COVID-19 pandemic, OTI staff were deployed as DSWs to support community engagement and referrals of LGBTQ+ people experiencing homelessness into SIP hotels
  - Provide navigation support to individual residents and providers



# Well-Being Initiatives

- **Trans inclusion trainings for City employees [W3]:**
  - Since 2020, trained thousands of City employees from multiple City agencies: SFFD, DHR EEO, DPH, SFMTA, DAT, SFO, DPA, DPW, SFPL, etc.
  - In November 2021, launched Trans 101 e-module available to all City employees through SF Learning portal, and new training webpage with resources for ongoing education.
- **SOGI data collection trainings (live and recorded) [W3]**



# Culture Initiatives

- **Support LGBTQ+ Cultural Districts [C1]:**
  - With The Transgender District, launched last year's proclamation of August as Trans History Month in San Francisco, and organize annual Trans History Month flag raising
- **Partner with community-based organizations to support key annual events:** Trans Day of Visibility, Trans March, Trans Day of Remembrance, etc.



CULTURE

## GOAL

Honor, protect, and celebrate our rich and diverse LGBTQ+ heritage while nurturing our community of artists and cultural organizations.



# Opportunity Initiatives

- **Expand workforce development efforts [O2] and increase safety in education and employment settings:**
  - New model for professional development fellowship for trans Latinx immigrants (2019-2021); now granted out and run by community-based organization
  - DHR Gender Inclusion Policy; City College Gender Diversity and Inclusion Policy
  - OTI employment in itself is a pathway for trans people to gain professional experience and mentorship
  - In progress: Aggregated SOGI data collection of City employees will help identify next steps in recruitment of LGBTQ+ talent

# Opportunity Initiatives

- **Increase housing and housing support services [O4]:**
  - Our Trans Home SF (2019)
  - Supported HSH & Our Trans Home SF in opening of Taimon Booton Navigation Center (2022)
  - In progress: Plan to End Trans Homelessness by 2027
- **Foster financial capacity, sustainability and resilience [O5]:**
  - Trans Guaranteed Income Pilot Program (2021)
  - Identified economic development as service area that needs more resources



OPPORTUNITY

## GOAL

Promote economic well-being, equitable access to resources and leadership pathways for LGBTQ+ community members and businesses.

# Challenges and Barriers to Full Implementation

- **Current OTI staffing** insufficient to address needs of TGNC residents, let alone LGBTQ+ residents
- **Lack of data on LGBTQ+ residents** and the inequities we face – leads OTI to dedicate significant resources towards developing data estimates and integrating data collection into existing City surveys
- **City bureaucracy** creates significant challenges for community-based organizations to apply for, and receive, grants
- **City funding for trans and LGBTQ+ issues is insufficient to meet the need** -- causes fractures between community-based organizations competing for resources

**Thank You!**

