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Executive Director

London Breed
Mayor

MEMO

October 8, 2021

To: Office of the City Administrator

From: Department of Children, Youth and Their Families

Re: **Annual Report on Sexual Orientation and Gender Identity Data**

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Introduction

In July 2016, the San Francisco Board of Supervisors passed Ordinance 159-16, which amended the Administrative Code to require city departments and contractors that provide health care and social services to collect and analyze data concerning the sexual orientation and gender identity (SOGI) of the clients they serve. The Ordinance identifies the Department of Children, Youth and Their Families (DCYF) as one of the city departments that must comply with the legislation. This memo is intended to fulfill the requirements of section 104.8(c) of the Administrative Code and serve as DCYF's Annual Report on Sexual Orientation and Gender Identity Data.

DCYF's primary role is to administer the Children and Youth Fund in accordance with the requirements of the City Charter. As a funding agency, DCYF contracts with nonprofit agencies to provide services to children, youth and their families in San Francisco. In fiscal year 2020-21, DCYF administered approximately $108 million in direct grants to nonprofit agencies providing a range of services, from out of school time programs for children and youth to family support services and youth employment programs.

This memo provides an analysis of the SOGI data that DCYF collected during fiscal year 2020-21, from July 1, 2020 through June 30, 2021.

Approach for FY 2020-21

For fiscal year 2020-21, DCYF based its approach for SOGI data collection on policies and procedures issued by the Department of Public Health (DPH), which are referenced in section 104.3(c)(2) of the Administrative Code.[1] These documents provide guidelines, questions, and response options for

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[1] https://www.sfdph.org/dph/files/PoliciesProcedures/COM9_SexualOrientationGuidelines.pdf
https://www.sfdph.org/dph/files/PoliciesProcedures/COM5_SexGenderGuidelines.pdf

collecting SOGI data from clients ages 18 and up. Table 1 provides the questions and corresponding response options recommended by the DPH documents.

Table 1: *SOGI Questions and Response Options*

Sexual Orientation	Gender Identity
1. How do you describe your sexual orientation or sexual identity? (check <u>one</u>)	1. What is your gender? (check <u>one</u>)
- Bisexual - Gay/Lesbian/Same-Gender Loving - Questioning/Unsure - Straight/Heterosexual - Not listed. Please specify: _____ - Decline to answer	- Female - Genderqueer/Gender Non-binary - Male - Trans Female - Trans Male - Not listed. Please specify: _____ - Decline to answer

As DCYF functions primarily as a funding agency and not as a direct service provider, DCYF does not collect data directly from children, youth or their families. DCYF establishes reporting requirements and data entry expectations for its grantees, which report client-level data, including participant names, demographics, and attendance in funded activities, into a secure, online database known as the DCYF Contract Management System (CMS). In 2018, DCYF worked with Cityspan, the vendor responsible for development of the CMS, to modify the client-level demographics form to include data entry fields that correspond with the SOGI questions and response options described in Table 1.

Given ongoing research into appropriate methods for capturing SOGI data for children and adolescents under the age of 18, this memo focuses on SOGI data collected from participants ages 18 and over. DCYF holds a specific interest in data collected by grantees funded to serve disconnected transitional age youth (TAY). Disconnected TAY are youth who are disconnected from the supports and services they need to ensure a successful transition into stable and self-sufficient adulthood. The City Charter defines "disconnected TAY" as young people ages 18 to 24 who:

- are experiencing homelessness or in danger of homelessness;
- have dropped out of high school;
- have a disability or other special needs, including substance abuse;
- are low-income parents;
- are undocumented;
- are new immigrants and/or English learners;
- are lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ); and/or
- are transitioning from the foster care, juvenile justice, criminal justice or special education system.

COVID-19 Impact on DCYF-Funded Programming

It is important to note that the COVID-19 pandemic led grantees to implement major shifts in their approach and focus in order to meet the essential service needs of San Francisco children, youth, and families. DCYF categorized these shifts under the following categories: Basic Needs, Economic Stability, Education, Social Connection, and Wellness and Trauma. Additionally, many grantees delivered services

online and through other remote formats in order to adhere to public health orders issued by the city and state. As grantees rapidly pivoted their services in response to the COVID-19 pandemic, DCYF reduced its grantee reporting requirements and primarily tracked dates of service, with limited information on changes to activities and the participants served.

Therefore, the demographic information in this memo reflects some data collection challenges associated with COVID-19, including an increase in the percentage of participants with 'Declined/Not Stated' listed in place of an identification of Sexual Orientation. This increase may be a result of participants joining via remote platforms and grantees not completing typical intake processes.

Disconnected TAY Programming

DCYF began the current five-year funding cycle in fiscal year 2018-19 and enacted a shift in allocating funds for disconnected TAY in the process. Whereas DCYF previously established funding strategies specifically for disconnected TAY, DCYF's 2018-24 funding cycle allows for programs under any funded strategy to serve disconnected TAY. In other words, programs funded through almost any of DCYF's strategies may intend to serve disconnected TAY.

Table 2 offers descriptions of the DCYF Service Areas and a count of programs that report serving disconnected TAY in each Service Area. Table 3 offers a list of these programs.

Table 2: Count of Programs Serving Disconnected TAY by Service Area, Fiscal Year 2020-21

Service Area	Count of TAY Serving Programs
Educational Supports Supports a range of educational opportunities that help children and youth who are struggling academically get back on track with their education and achieve individualized educational goals.	12
Enrichment, Leadership and Skill Building Supports opportunities for children, youth and disconnected TAY to learn specialized skills, build positive personal identities, and improve their leadership abilities through project and curriculum-based programming.	13
Family Empowerment Programs that provide coordinated, culturally competent services like case management, job training, family support, cultural identity support, mental health, and substance abuse counseling for high needs African American and Latino/a/x youth and/or their families involved in multiple systems, like justice and social welfare systems.	2
Justice Services Supports a continuum of services for justice system-involved youth and disconnected TAY.	28

Service Area	Count of TAY Serving Programs
Mentorship Supports opportunities for middle school girls, children of incarcerated parents and disconnected TAY to connect with caring adult mentors.	2
Youth Workforce Development Supports a continuum of tiered career exposure and work-based learning opportunities that are developmentally appropriate and meet youth needs.	22
Total	**79**

Table 3: *DCYF-Funded Programs Serving Disconnected TAY, Fiscal Year 2020-21*

Agency - Program	Service Area
Alive & Free - Alive & Free Leadership Academy	Educational Supports
Bayview Hunters Point YMCA - Center for Academic Re-Entry (CARE)	Educational Supports
Hunters Point Family - Academic Support	Educational Supports
Larkin Street Youth Services - Academic Supports	Educational Supports
Life Learning Academy - Life Learning Academy	Educational Supports
Mission Neighborhood Centers - GED Prep Program	Educational Supports
Richmond District Neighborhood Center - RDNC Academic Response to Intervention (MS/HS)	Educational Supports
Samoan Community Development Center - Arise	Educational Supports
San Francisco Students Back On Track - Back On Track 6-12 Free Academic Tutoring	Educational Supports
Success Center San Francisco - Early Morning Study Academy-GED Preparation & Transitional Services	Educational Supports
Urban Services YMCA - TARC	Educational Supports
Young Community Developers - 100 College Prep	Educational Supports
American Conservatory Theater - Intensive Residencies	Enrichment, Leadership and Skill Building
Bay Area Community Resources - Hope SF Youth Leadership Program (HSF YPL)	Enrichment, Leadership and Skill Building
Bay Area Video Coalition - Bridges	Enrichment, Leadership and Skill Building
Horizons Unlimited of San Francisco - Females Against Violence (FAV): Leadership and Empowerment Program	Enrichment, Leadership and Skill Building

Agency - Program	Service Area
Horizons Unlimited of San Francisco - The DJ Project	Enrichment, Leadership and Skill Building
Jamestown Community Center - Loco Bloco Arts Education Programs	Enrichment, Leadership and Skill Building
Lavender Youth Recreation and Information Center (LYRIC) - Emerging Queer & Transgender Youth (EQTY) Leadership Program	Enrichment, Leadership and Skill Building
Project Level - Project Level	Enrichment, Leadership and Skill Building
Queer Women of Color Media Arts Project - Film & Freedom Academy	Enrichment, Leadership and Skill Building
San Francisco Lesbian Gay Bisexual Transgender Community Center - LGBTQ Youth Services	Enrichment, Leadership and Skill Building
Sunset Youth Services - Digital Arts	Enrichment, Leadership and Skill Building
Young Community Developers - Studio 96	Enrichment, Leadership and Skill Building
Youth Leadership Institute - Building Leaders in Innovative New Giving (B.L.I.N.G)	Enrichment, Leadership and Skill Building
Instituto Familiar de la Raza - Roadmap to Peace	Family Empowerment
Young Community Developers - Black to the Future	Family Empowerment
Bay Area Community Resources - RESET	Justice Services
Central American Resource Center - Second Chance Youth Program and Tattoo Removal Clinic	Justice Services
Community Works West - Women Rising / Rising Voices	Justice Services
Community Works West - Young Men's Reentry	Justice Services
Community Youth Center of San Francisco - Asian Pacific Islander Violence Prevention Services	Justice Services
Felton Institute - Felton's Young Adult Court Program	Justice Services
Five Keys Schools and Programs - TAY Resiliency	Justice Services
Homies Organizing the Mission to Empower Youth (HOMEY) - HOMEY CALLES Case Management Program	Justice Services
Huckleberry Youth Programs - Huckleberry Advocacy & Response Team (HA&RT) Program Serving Justice-Involved Girls and Young Women	Justice Services
Huckleberry Youth Programs - Huckleberry Community Assessment and Referral Center (CARC)	Justice Services
Hunters Point Family - Youth Justice Services	Justice Services
Instituto Familiar de la Raza - Cambios	Justice Services
Instituto Familiar de la Raza - Destinos Nuevos	Justice Services
Legal Services for Children - Legal Services for Children Justice Services Project	Justice Services
Mission Neighborhood Centers - Home Detention	Justice Services

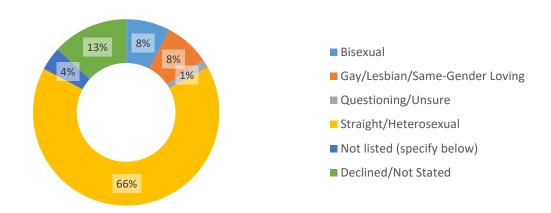| Agency - Program	Service Area
Mission Neighborhood Centers - Young Queens on the Rise	Justice Services
Potrero Hill Neighborhood House - Peer-Counseling	Justice Services
Samoan Community Development Center - Transforming Our Attitude (TOA)	Justice Services
Special Service for Groups - Occupational Therapy Training Program-San Francisco	Justice Services
Success Center San Francisco - ADAPT (A Dream and A Plan for Tomorrow)	Justice Services
Success Center San Francisco - Pathways to Success	Justice Services
Sunset Youth Services - Justice Services	Justice Services
University of California, San Francisco - UCSF ZSFG Gender-Responsive Care for Justice-Involved Girls and Young Women	Justice Services
Urban Services YMCA - Tailor Made	Justice Services
Young Community Developers - OMI RITES (Reshaping Ideas Through Empowerment and Support	Justice Services
Young Community Developers - Re-Entry Integrative Services for Employment (RISE)	Justice Services
Young Women's Freedom Center - Girls and Young Women's Detention Advocacy Project	Justice Services
Young Women's Freedom Center - Stepping into Sisterhood	Justice Services
Lavender Youth Recreation and Information Center (LYRIC) - NetwerQ - A Mentorship Program (Collaborative)	Mentorship
Westside Community Services - Ajani Community Case Management	Mentorship
Bay Area Community Resources - Career Pathways Undocumented (CPU)	Youth Workforce Development
Bay Area Community Resources - Youthline Tech	Youth Workforce Development
Bridges from School to Work, Inc. - Bridges from School to Work	Youth Workforce Development
Community Youth Center of San Francisco - Job Readiness for English Language Learners	Youth Workforce Development
Horizons Unlimited of San Francisco - LifeWorks Employment Program	Youth Workforce Development
Hunters Point Family - Ujamaa Training and Employment	Youth Workforce Development
Jewish Vocational Service - Transitional Age Youth Early Care and Education (TAYECE) Program	Youth Workforce Development
Juma Ventures - Juma Ventures - YouthConnect	Youth Workforce Development
Lavender Youth Recreation and Information Center (LYRIC) - LYRIC Fellowship (Youth Employment/Organizing Components)	Youth Workforce Development
Lavender Youth Recreation and Information Center (LYRIC) - Sequoia Leadership Institute for LGBTQQ and Ally Youth	Youth Workforce Development

Agency - Program	Service Area
Lavender Youth Recreation and Information Center (LYRIC) - UndocuWorkforce for LGBTQQ and Ally Youth	Youth Workforce Development
Life Learning Academy - LLA Workforce Development Program	Youth Workforce Development
New Door Ventures - New Door Ventures Youth Workforce Development	Youth Workforce Development
Old Skool Cafe - Youth Workforce Training and Employment	Youth Workforce Development
Richmond Area Multi-Services - RAMS' NextGen Workforce Program	Youth Workforce Development
San Francisco Conservation Corps - SFCC Youth Workforce Development	Youth Workforce Development
Success Center San Francisco - Code on Point - Coding Bootcamp (Formerly Code Ramp)	Youth Workforce Development
Sunset Youth Services - Workforce Development	Youth Workforce Development
The Arc San Francisco - The Arc San Francisco Youth Workforce Development Education and Career Preparatory Program	Youth Workforce Development
Urban Services YMCA - OMIE Beacon TAY Job Connection Program	Youth Workforce Development
Urban Sprouts - Urban Sprouts	Youth Workforce Development
Young Community Developers - Employment & Education Reengagement Program	Youth Workforce Development

Sexual Orientation

Of the 1,520 participants ages 18 and over in DCYF programs during FY2020-21, 1,055 provided a valid response to the question on sexual orientation by the end of the year. Figure 1 below shows the overall results for the TAY grantees.

Sexual Orientation of TAY Program Participants (n=1,055)

- ■ Bisexual
- ■ Gay/Lesbian/Same-Gender Loving
- ■ Questioning/Unsure
- ■ Straight/Heterosexual
- ■ Not listed (specify below)
- ■ Declined/Not Stated

Of the 1,055 TAY program participants for whom sexual orientation data is available, 17% identified as bisexual, gay/lesbian/same-gender loving, or questioning/unsure, and 13% declined to state or did not identify their Sexual Orientation.

Figure 2 displays write-in responses for participants who reported their sexual orientation as not listed. Two write-in responses were relatively frequent (20 or more instances): "Pansexual" and "Queer."
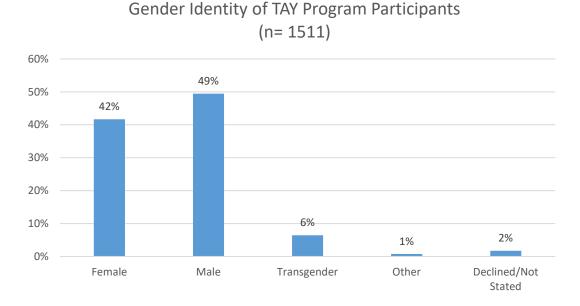
Figure 2: Sexual Orientation Write-In Responses, FY2020-21

- Asexual
- Asexual/Aromantic
- Demisexual/Panromantic
- Fluid
- Fluid/Demisexual
- Grey/Pansexual
- LGBTQ+
- More Than One
- Multiple Identities
- Non-Conforming
- Pan
- Panromantic Polysexual
- Pansexual
- Queer
- Sapio-Pansexual
- Sapiosexual
- Transman loving Woman
- Transwoman loving Man

Gender Identity

Of the 1,511 TAY program participants for whom gender identity data is available, 6% identified as "Transgender" and about 1% identified as "Other" based on their responses to the gender identity question.

Figure 3: Gender Identity of TAY Program Participants (n=1,511), FY2020-21

Gender Identity of TAY Program Participants (n= 1511)

Category	Percentage
Female	42%
Male	49%
Transgender	6%
Other	1%
Declined/Not Stated	2%

Percentages may not add up to 100% due to rounding.

Figure 4 shows the write-in responses of the participants who identified as "Other".

Figure 4: Gender Identity Write-In Responses, FY2020-21

- 2-Spirited
- Agender/Nonbinary
- Cis Gender
- Female
- Gender non-conforming
- Genderfluid
- non-binary
- Non-conforming
- Pan gender
- Trans Masculine
- Woman Trans Experience
- Womxn
- Young man

FY2020-21 SOGI Data Collected for youth in Grades 6 and Up

In addition to collecting client-level SOGI data from TAY program participants, DCYF collects SOGI data for program participants in grades 6 and up via anonymous youth experience surveys. However, as the COVID-19 pandemic disrupted regular programming for many DCYF grantees in FY2020-21, DCYF waived the requirement that grantees administer youth experience surveys and instead made administration of the survey optional. As a result, DCYF received a much smaller set of survey responses from a non-representative sample of grantees.

Discussion

With recent studies estimating that transgender men and women constitute roughly 0.24% of the San Francisco adult population[2], the 6% transgender proportion of DCYF's TAY program participants, shown in Figure 3, appears higher than might be expected if CMS participant demographics simply mirrored those of the City's general population. A 2015 Gallup poll estimated that roughly 6% of the San Francisco metropolitan area (San Francisco, Oakland, Hayward) identifies as lesbian, gay, bisexual or transgender.[3] Given this estimate, the 16% share of disconnected TAY in DCYF programs who identify as gay, lesbian, same gender-loving, or bisexual, shown in Figure 1, again appears higher than might be expected if participants simply reflected the area's adult population.

DCYF can state with confidence that we remain committed to monitoring SOGI data in FY2021-22 to ensure that DCYF-funded programs are accessible by LGBT individuals. Below is a brief list of steps that the department will take to ensure accessibility in FY2021-22.

- Review available SOGI population-level data to analyze LGBTQQ participation trends across DCYF-funded programming.

- Improve SOGI data collection efforts to help DCYF better describe how well LGBTQQ communities are being served by DCYF-funded programs. Grantees have described challenges collecting SOGI data for participants who prefer to not share their sexual orientation and gender identity with third parties nor have their identifying information documented. To support grantees in communicating data protection measures and the importance of collecting SOGI data, DCYF will increase grantee communications concerning our Privacy Policy, specifically highlighting our commitment to safely storing and protecting participant demographic information.

- Implement an additional question in grantee workplans to track the populations grantees have the expertise and mission to serve. Grantee target population selections will help DCYF identify grantees that intentionally provide services to LGBTQQ populations among other populations.

- Train and support DCYF grantees on SOGI data collection and reporting requirements.

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[2] https://www.tandfonline.com/doi/abs/10.1080/15532739.2017.1376729?journalCode=wijt20
https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5862690/
[3] https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles

- Reinstate the requirement that grantees administer FY2021-22 DCYF Youth Experience Surveys for youth in grades 6 and up. Survey results will help inform FY2021-22 SOGI data analysis.

- Report SOGI data regularly to encourage outreach to LGBT communities and support accountability efforts.

- Continue to direct funding toward LGBT communities, as data on TAY program participants suggest that LGBT individuals are more likely to participate in programs and services dedicated to meeting their needs.

- Build the capacity of grantee agencies to serve LGBT communities. DCYF has partnered with community-based organizations such as LYRIC to build capacity of grantees to serve LGBT youth through recent trainings. DCYF will continue to assess the needs of grantees and offer training as needed.