

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

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Land Use and Transportation Committee
July 25, 2022



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.

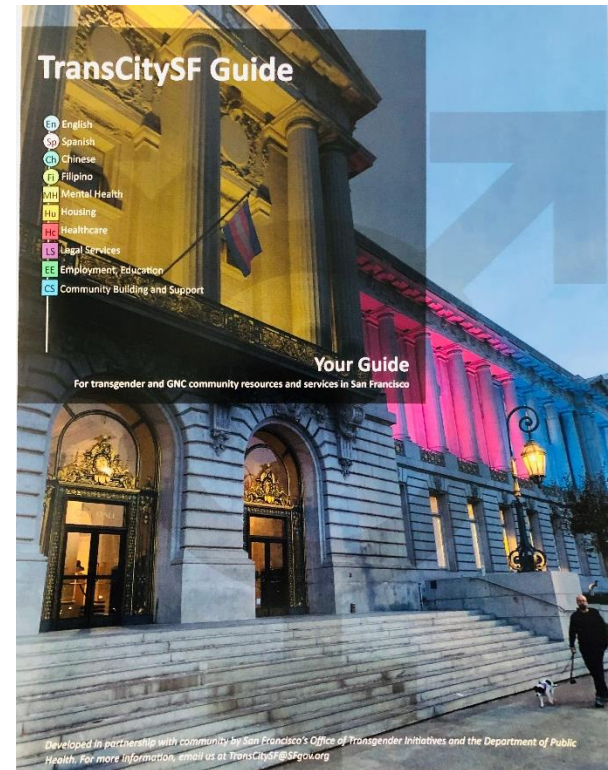
Well-Being Initiatives

- 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!

