



**San Francisco**  
**Planning**



**CULTURAL  
HERITAGE  
STRATEGY**

JULY 25, 2022  
LAND USE AND TRANSPORTATION  
COMMITTEE

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# TIMELINE / PROCESS

- 2016** Resolution 446-16 passed
- 2017** Working Group Meetings  
Committees Organized  
Outreach  
Survey Launched
- 2018-2019** Draft Recommended Actions  
Community Partner Meetings  
City Agency Briefings  
Advisory Committee Review  
Historic Preservation Commission Review
- 2020** Working Group Meetings  
Finalize Strategy  
File Report with Board of Supervisors



# COMMUNITY ENGAGEMENT / SURVEY



Sunday Streets



OurTown Nonprofit Expo

## Diverse Community Participation in LGBTQ+ CHS Survey

# 1,475

people participated in the survey representing:

- A broad spectrum of sex and gender identities
- Diverse cultural, economic and educational backgrounds
- Residency in 29 different zip codes in San Francisco
- Speakers of 31 languages at home
- Members/supporters of 139 LGBTQ+ Organizations

# SURVEY / WHAT WE HEARD

Increase program capacity and use funding to increase collaboration - for example, employment programs are generally very population specific (i.e., for people with disabilities or for seniors) even as there is often cross-over within these populations.

There's a hodgepodge of different community and social services. Many exist in silos (e.g. gay-specific, lesbian-specific, transgender-specific)... it's hard to get a handle on all the different resources that are available to the community.

It is important to ensure that LGBTQ+ people of color, particularly queer cisgender women and transgender women of color are remembered and celebrated and supported for the vital work they do for the LGBTQ+ community.

It'd be nice if there was a bigger effort to create a cohesive online community for local LGBTQ+ people to help folks organize and get the word out about in-person events.

Support and uplift the most vulnerable among us (POC, poor/working class, youth/elder, trans, disabled, homeless, immigrants, incarcerated).

Document and celebrate the past, but move the community forward!

Providing funding to ensure that all LGBTQ people who need such services not only have access, but actually receive needed services in a complete and timely way.

# VISION

Our City is a beacon for gender and sexual minorities,  
calling us to build a society that:

**Honors the legacy**  
**Ensures longevity**  
**Celebrates culture**  
**Nurtures well-being** and  
**Uplifts the most vulnerable**  
of the LGBTQ+ community.

# GOALS



## 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.



## CULTURE

### GOAL

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



## OPPORTUNITY

### GOAL

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

# STRATEGIES



## STRATEGIES

### W1

Centralize LGBTQ+ Initiatives

### W2

Expand Navigation Tools

### W3

Improve Cultural Humility Training

### W4

Convene an Annual Summit



## STRATEGIES

### C1

Support LGBTQ+ Cultural Districts

### C2

Establish a Permanent Museum of LGBTQ+ History & Culture

### C3

Form a Historic Preservation Advocacy Group

### C4

Increase Access to Affordable Housing & Workspace for LGBTQ+ Artists

### C5

Create LGBTQ+ Heritage Educational Programming



## STRATEGIES

### O1

Enhance Community Resource Hubs

### O2

Expand Workforce Development Efforts

### O3

Increase Business and Entrepreneur Support

### O4

Increase Housing and Support Services

### O5

Foster Financial Capacity, Sustainability, & Resilience

# STRATEGIES / ACTIONS

## Well-being

| Action and Supporting Steps |  | Key Agency | Current Program | Timeline | Costs    |
|-----------------------------|--|------------|-----------------|----------|----------|
| <b>W1</b>                   | <b>Centralize LGBTQ+ Initiatives</b>   |            |                 |          |          |
| W1.A                        | Ensure the Office of Transgender Initiatives is adequately staffed to implement new LGBTQ+ initiatives.  | OTI        | X               | S        | \$\$\$\$ |
| W1.B                        | Develop evaluation protocol for the City to track LGBTQ+ Key Performance Indicators (KPIs).  | OTI        |                 | M-L      | \$       |
| W1.C                        | Monitor City agencies to ensure equitable distribution of resources to LGBTQ+ programs and organizations.  | OTI        |                 | M-L      | \$       |
| <b>W2</b>                   | <b>Expand Navigation Tools to Resources and Services</b>   |            |                 |          |          |
| W2.A                        | Support needs assessment of current LGBTQ+ online resources and identify what additional resources and services are most urgently needed and can be provided via existing organizations.           | OTI        | X               | S        | \$       |
| W2.A                        | Identify categories of services needed and designate community partners that will be responsible for providing these navigation tools and provide support for beta test of online navigation tool. | OTI        | X               | S-M      | \$       |
| W2.B                        | Designate community partner(s) to administer and regularly update navigation tool to ensure accountability.  | OTI        |                 | S-M      | \$\$     |
| <b>W3</b>                   | <b>Improve Cultural Humility Training</b>  |            |                 |          |          |
| W3.A                        | Convene training organizations to prioritize programs for intervention based on greatest LGBTQ+ needs and develop implementation plan with community organization partners.                        | OTI        | X               | S        | \$       |
| W3.B                        | Enforce and strengthen city-wide policies and legislation mandating the administration and funding of training.  | OTI        |                 | M        | \$       |
| W3.C                        | Develop workshop trainings that are adaptable to audience needs and serve as best practices models for other localities nationwide.  | OTI        | X               | L        | \$\$     |
| <b>W4</b>                   | <b>Convene an Annual Summit</b>  |            |                 |          |          |
| W4.A                        | Convene City staff to plan LGBTQ+ Summit to enhance local, state, and federal coordination, resource sharing, and program development to advance and monitor LGBTQ+ initiatives.                   | OTI        |                 | S        | \$       |
| W4.B                        | Support monitoring of the Strategy progress through City led annual reporting to align with summit.  | OTI        |                 | S-M      | \$       |

## Culture

| Action and Supporting Steps |  | Key Agency | Current Program | Timeline | Costs    |
|-----------------------------|--|------------|-----------------|----------|----------|
| <b>C1</b>                   | <b>Support LGBTQ+ Cultural Districts</b>   |            |                 |          |          |
| C1.A                        | Secure adequate funding for the development and implementation of Cultural, History, Housing, and Economic Sustainability Strategy reports for LGBTQ+ cultural districts.  | MOHCD      | X               | S        | \$\$\$   |
| C1.B                        | Explore means to ensure that large projects in cultural districts provide community benefits and affordable housing that support the cultural heritage of the community.   | MOHCD      |                 | S        | \$       |
| C1.C                        | Promote collaboration among LGBTQ+ Cultural Districts and ensure there is an equitable distribution of funds across districts.   | MOHCD      |                 | S        | \$\$\$   |
| C1.D                        | Encourage the LGBTQ+ Cultural Districts to support projects and programs that help mitigate the effects of income inequality and displacement among residents to help build and maintain a population that is racially and ethnically diverse. | MOHCD      |                 | S        | \$\$\$\$ |
| <b>C2</b>                   | <b>Establish a Permanent Museum of LGBTQ+ History &amp; Culture</b>  |            |                 |          |          |
| C2.A                        | Develop a business plan that outlines the proposed Museum/ Archives building program, projected revenue sources, potential sites, and partnerships to accomplish its development, funding, and operations.                                     | GLBT HS    | X               | S        | \$\$     |
| C2.B                        | Locate funds to purchase and build out the new museum/public history center.   | GLBT HS    | X               | M-L      | \$\$\$\$ |
| C2.B                        | Ensure adequate funding to sustain the operation of the new museum/public history center.  | GLBT HS    | X               | M-L      | \$\$\$\$ |
| <b>C3</b>                   | <b>Form a Historic Preservation Advocacy Group</b>   |            |                 |          |          |
| C3.A                        | Develop an LGBTQ+ Historic Preservation Advocacy Group composed of historic preservation professionals and interested community members.   | PLN        | X               | S        | \$       |
| C3.B                        | Develop programs and processes to identify, document, and preserve LGBTQ+ historic sites in San Francisco.   | PLN        |                 | S-M      | \$\$     |
| C3.C                        | Develop a work plan to address outdated mitigation and process improvement measures for development projects that demolish LGBTQ+ associated sites in San Francisco.   | PLN        |                 | S-M      | \$\$     |
| <b>C3.C</b>                 | <b>Support compliance with and support the state FAIR Education Act and related matter in the state's 2014 K-12 History-Social Science Framework.</b>  | SFAC       | X               | M        | \$\$     |

## Opportunity

| Action and Supporting Steps |  | Key Agency | Current Program | Timeline | Costs    |
|-----------------------------|--|------------|-----------------|----------|----------|
| <b>O1</b>                   | <b>Enhance Community Resource Hubs (Physical + Roving)</b>   |            |                 |          |          |
| O1.A                        | Enhance and sustain community service/resource hubs by promoting existing hubs in target districts and providing additional budget for liaisons and cross-organizational events.   | OTI        | X               | S        | \$\$\$   |
| O1.B                        | LGBTQ+ Hubs: Ensure adequate support for mental health and social services at existing LGBTQ+ organizations, including identifying staffing needs and additional mental health services.   | OTI        | X               | S-M      | \$\$\$\$ |
| O1.C                        | Roving Services: Provide mobile services at LGBTQ+ and citywide events to expand the reach of typical hubs.  | OTI        | X               | S-M      | \$\$\$\$ |
| <b>O2</b>                   | <b>Expand Workforce Development Efforts</b>  |            |                 |          |          |
| O2.A                        | Expand job training, placement and retention programs for LGBTQ+ workers at nonprofits and local educational institutions.   | OEWD       | X               | S        | \$\$\$   |
| O2.B                        | Increase capacity for leadership training programs, employment coaching, and school-based initiatives for LGBTQ+ youth, transitional age youth (TAY) and LGBTQ+ families.  | OEWD       | X               | S-M      | \$\$     |
| O2.C                        | Expand partnerships with LGBTQ+ supportive businesses, pursue partnerships with tech and other growth industries to support hiring initiatives and strategies targeting the LGBTQ+ community, and support expansion of the Open to All Coalition.        | OEWD       |                 | S-M      | \$\$     |
| O3.C                        | Support the enactment of statutory reporting requirements obligating issuers of mortgages and small-business credit to collect and report data to federal or state regulators about loan-applicants' identification as a member of the LGBTQ+ community. | OTI        |                 | S-M      | \$       |
| O3.M                        | Provide grants or loans for small businesses as well as cultural organizations to purchase properties and explore a Tenancy in Common (TIC) program for businesses.  | OEWD       |                 | M        | \$\$\$\$ |





## What does it mean to be LGBTQ in San Francisco?

Share with us by taking the survey!

[SF-PLANNING.ORG/LGBTQSURVEY](https://sf-planning.org/lgbtqsurvey)



## ¿Qué significa ser LGBTQ en San Francisco?

¡Comparte con nosotros contestando esta encuesta!

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**THANK YOU!** **QUESTIONS?**