



JULY 25, 2022 LAND USE AND TRANSPORTATION COMMITTEE

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## **TIMELINE / PROCESS**

2016 Resolution 446-16 passed

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.

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

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.

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

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**







## GOAL

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

## GOAL

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

## **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

CZ

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**

01

Enhance Community Resource Hubs

02

Expand Workforce Development Efforts

03

Increase Business and Entrepreneur Support

04

Increase Housing and Support Services

05

Foster Financial Capacity, Sustainability, & Resilience

# **STRATEGIES / ACTIONS**

Well-being					
	Action and Supporting Steps	Key Agency	Current Program	Timeline	Costs
	Centralize LGBTQ+ Initiatives				
W1.A	Ensure the Office of Transgender Initiatives is adequately staffed to implement new LGBTQ+ initiatives.	оп	×	s	5555
W1.B	Develop evaluation protocol for the City to track LGBTQ+ Key Performance Indicators (KPIs).	оп		M-L	s
W1.C	Monitor City agencies to ensure equitable distribution of resources to LGBTQ+ programs and organizations.	оп		M-L	\$\$
W2	Expand Navigation Tools to Resources and Service	s			
WZ.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.	оті	X	s	s
WZ.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.	оп	x	S-M	5
W2.B	Designate community partner(s) to administer and regularly update navigation tool to ensure accountability.	оп		S-M	\$\$
W3	Improve Cultural Humility Training				
A.EW	Convene training organizations to prioritize programs for intervention based on greatest LOBTQ+ needs and develop implementation plan with community organization partners.	оп	x	s	5
W3.B	Enforce and strengthen city-wide policies and legislation mandating the administration and funding of training.	оп		М	s
W3.C	Develop workshop trainings that are adaptable to audience needs and serve as best practices models for other localities nationwide.	оп	x	L	\$\$
W4	Convene an Annual Summit				
W&.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.	оп		s	s
W6.B	Support monitoring of the Strategy progress through City led annual reporting to align with summit.	оті		S-M	s

	Action and Supporting Stage	Key Agency	Current Program	Timeline	Costs
E1	Support LGBTQ+ Cultural Districts	100			
C1.A	Secure adequate funding for the development and implementation of Cabural, History, History, and Economic Scietainshillty Strategy reports for LGBT9+ sultural districts.	нонсо	х	5	252
CLB	Explore means to ensure that large projects in cultural districts provide community base fits and affordable housing that support the cultural heritage of the community	нонсо		5	5
2.13	Promote collaboration among LGBTG+ Cultural Districts and ensure there is an equitable distribution of funds across districts.	нонсо		5	555
C1.0.	Encourage the LOBTQ+Cultural Districts to support projects and programs that help religian the effects of income inequality and displacement among residents to help build and maintain a population that is racially and atheirally diverse.	MOHCO		5	2212
C2	Establish a Permanent Museum of LGBTQ+ History	& Cutture			
C2.A	Develop a bosiness plan that outlines the proposed Museum/ Archives halding program, projected revenue sources, potential altes, and partnerships to accomplish its development, funding, and operations.	GLBT HS	×	5	55
C2.00	Locate funds to purchase and build out the rese museum/public history center.	GLET HS	х	HI-L	\$555
C2.00	Ensure adequate funding to sustain the operation of the new museum/public history center.	GLBT HS	х	H-L	5555
C3	Form a Historic Preservation Advocacy Group				
C3.A	Develop on LSBTQ- Historic Preservation Advocacy Group composed of Naturic preservation professionals, and interested community members.	PLN	×	5	5
C3.8	Develop programs and processes to identify, document, and preserve LGBTQ+ historic sites in San Francisco.	PLN		5-M	55
C3.C	Develop a work plan to address outsided militation and process improvement measures for development projects that demailsh. LGBTG+ associated sites in Sen Francisco.	PLN		5-M	55
	engagement in arts and culture.				

	Action a	nd Supporting Steps	Key Agency	Current Program	Timeline	Costs
	Enhanc	e Community Resource Hubs (Physical + Ro	ving)			
01.A	promoting	nd sustain community service/resource hubs by existing hubs in target districts and providing additional liaisons and cross-organizational events.	OTI	х	s	555
01.B	social serv	ubs: Ensure adequate support for mental health and vices at existing LGBTQ+ organizations, including staffing needs and additional mental health services.	OTI	х	S-M	5555
01.C		rvices: Provide mobile services at LGBTQ+ and citywide sepand the reach of typical hubs.	OTI	х	S-M	5555
02	Expand	Workforce Development Efforts				
02.A		b training, placement and retention programs for LGBTQ+ t nonprofits and local educational institutions.	OEWD	x	s	\$\$\$
02.B	coaching,	apacity for leadership training programs, employment and school-based initiatives for LGBTQ+ youth, al age youth (TAY) and LGBTQ+ families.	CEWD	х	S-M	SS
02.C	partnershi hiring initi	rtnerships with LGBTQ+ supportive businesses, pursue ips with such and other growth industries to support atives and strategies targeting the LGBTQ+ community, rt expansion of the Open to All Coalition.	OEWD		S-M	ss
-		y which can rigorously assess LGBTQ+ households'	_	_	_	_
03.E	Support Issuers report d	ative economic well-being and readiness for financial goals.  The enactment of statutory reporting requirements obtaining of mortgages and small-business credit is collect and at a to federal or state regulators ashoul less—applicants along as member of the LESTO+ commanity.			S-M	5
	-	businesses and nonprofits to provide workplace cultural	_	_	_	_
		competency training to improve environments for LGBTQ+ employees.				



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

Share with us by taking the coreout

SF-PLANNING.ORG/LGBTOSURVEY





## ¿Qué significa ser LGBTQ en San Francisco?

iComparte con nosotros contestando esta encuesta!

SF-PLANNING.ORG/LGBTOSURVEY

THANK YOU! QUESTIONS?

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