

# Status of LGBTQ Cultural Heritage Strategy

**Hearing: July 25, 2022**

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# LGBTQ Cultural Heritage Strategy Hearing July 2022

## Opportunity Strategies

### O2 Expand Workforce Development Efforts:

#### O2.A Expand job training, placement and retention programs for LGBTQ+ workers at nonprofits and local educational institutions

- SF LGBT Center Specialized Job Center (SJC)
- OEWD Sector Academies (construction, tech, hospitality, healthcare)

#### O2.B Increase capacity for leadership training programs, employment coaching, and school-based initiatives for LGBTQ+ youth, transitional age youth (TAY) and LGBTQ+ families

- The Young Adult Job Center network
- The Bay Area Community Resources Young Adult Job Center
- The Larkin Street Youth Services Young Adult Job Center

#### 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

- Outreach to Job Centers/SF LGBT Center
- Presentations on training/employment opportunities through sector academies
- Direct coordination with OEWD's tech sector academy (TechSF)

#### Challenges

- Covid increased demand for hybrid & exclusively remote employment
- Barriers to employment & economic stability: family rejection, discrimination in school, employment discrimination, lack of access to culturally competent services

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## Opportunity Strategies

### O3 Increase Business and Entrepreneur Support:



#### O3.A Update City's supplier diversity program to include LGBTQ+ businesses to facilitate access to procurement activities

- June 2022 (BLA) Performance Audit of OEWD's Small Business Programs and Community Grants Recommendation #2.5
- OSB and OEWD TA to prospective City suppliers

#### O3.B Increase support for underserved entrepreneurs and LGBTQ+ nonprofits.

D6/D2/D8 - Transgender and Gender-Nonconforming Community dance, performance, arts festivals/ SF Transgender Film Festival

- D6- Community engagement for Trans Latinx Sex-Workers in the Tenderloin/Compton's Transgender Cultural District
- GLBT Museum Support
- LGBT CENTER - Small Business Technical Assistance
- OEWD's Nonprofit Sustainability Initiative – National Aids Memorial New Space

#### O3.C Support Popup program in vacant retail spaces with targeted outreach to LGBTQ+ small businesses and nonprofits

- Castro Public Safety and Vacancy Project

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## Opportunity Strategies

### O3 Increase Business and Entrepreneur Support:

#### O3.D Support small business by supporting efforts to expand bar hours and review outdated policies such as the bath-house ban

- Expand Bar Hours: SB 930 (Wiener): Endorsed by SF SLC 6/15/22
- Remove Bathhouse Ban: ORD 75-22 approved by BOS 5/3/22
- Planning Code - Neighborhood Commercial and Mixed Use Zoning Districts File 220340

#### O3.E Create education and mentorship opportunities to build financial, legal, operational, and leadership capacities for LGBTQ+ entrepreneurs, small business owners, and community organizations.

- Transgender District's Entrepreneurship Accelerator Program
- LGBT CENTER - Small Business Technical Assistance

#### O3.F Promote plaza program that allows kiosks/carts on City-owned properties to support entry-level business opportunities for underserved entrepreneurs and small businesses.

- Jane Warner Plaza Activation Support – Castro/Up Mkt CBD
- D8 - Technical assistance, community ambassadors, and infrastructure support for D8 Shared Spaces in (Castro, Noe, Valencia)
- D8 - Castro Youth Enrichment/ Castro Upper Market CBD (Jane Warner Plaza)
- D6 - Eagle Plaza Beautification Leather & LGBTQ Cultural District
- African American LGBTQ Events

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## Opportunity Strategies & Cultural Strategies



**O3.G** Explore creative funding streams for small and medium sized businesses and nonprofits to provide workplace cultural competency training to improve environments for LGBTQ+ employees.

**O3.H** 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's Nonprofit Sustainability Initiative (NSI)

**C3. Form a Historic Preservation Advocacy Group** to work with Planning Department, the Office of Small Business (OSB), and other City agencies to recognize and protect LGBTQ+ cultural resources by utilizing existing programs and tools to promote cultural heritage, such as developing a Legacy Business Registry for eligible LGBTQ+ businesses

- OSB Legacy Business Program & new Neighborhood Anchor Business Program

### Challenges

- Workplace cultural competency curriculum
- Costs to create a commercial condo on site are a very high barrier
- Establishing a separate LGBTQ+ Legacy Business Registry

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**Hearing: July 25, 2022 – Thank You!**

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