

Sexual Orientation and Gender Identity Data Collection

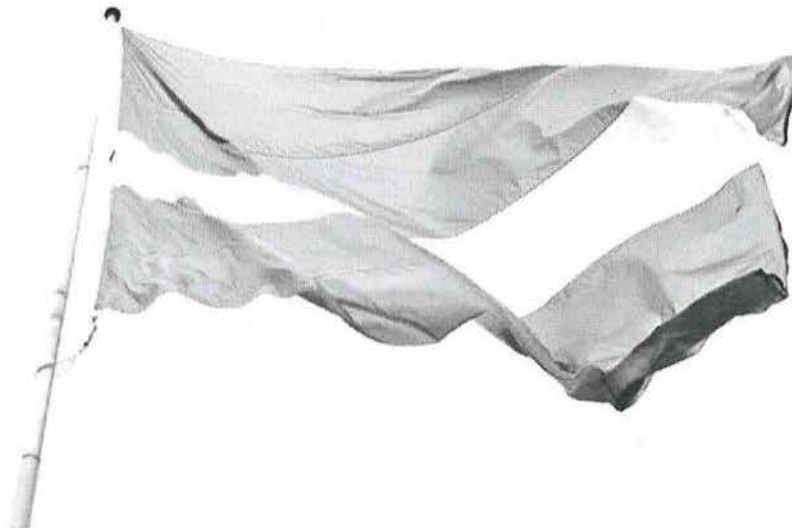
San Francisco Office of Transgender Initiatives

Board of Supervisors - Government Audit and Oversight Committee
April 18, 2019



Office of Transgender Initiatives (OTI)

Mission: Advance initiatives, policies and programs that support thriving trans/GNC communities in the City and County of San Francisco.



Our Work



Importance of SOGI Data



- Collect information about trans and LGBTQ populations to understand disparities experienced by these communities in San Francisco
- Identify City and City-funded services in which trans and LGBTQ populations may be underrepresented or underserved
- Develop services to better meet the needs, and address the disparities, of trans and LGBTQ populations
- Ensure equitable access to City and City-funded services regardless of sexual orientation and gender identity



Overview: Chapter 104 - Collection of SOGI Data

- Data Collection Guidelines:
 - Based on DPH guidelines
 - Direct services provided by Covered Departments, their contractors and grantees
 - Involved revising forms used to collect demographic information to include SOGI questions

Overview: Chapter 104 - Collection of SOGI Data

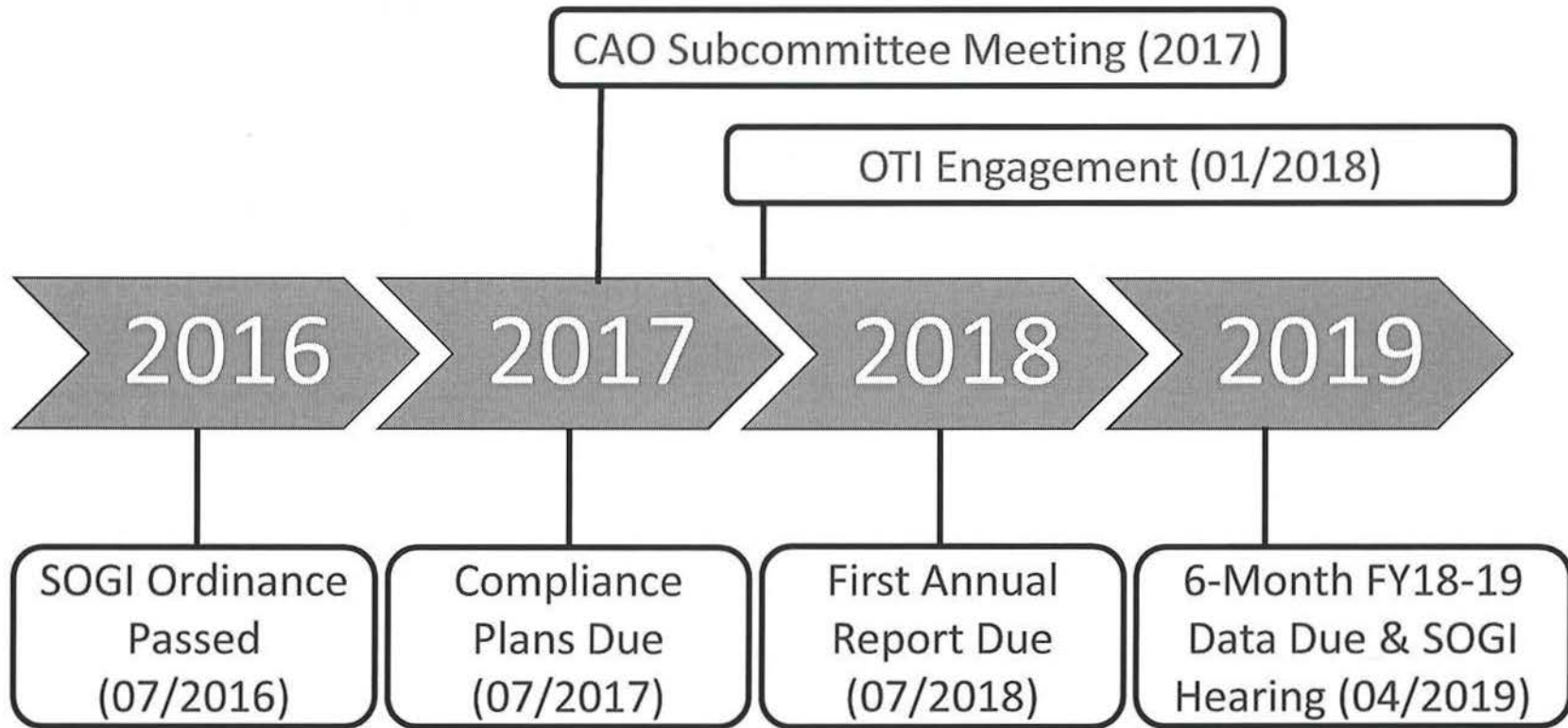
- Compliance Requirements:
 - Compliance Plan (due 09/2017)
 - Annual data analysis reports (first report FY17-18)
 - Analyze annual SOGI data for each Covered Department, its contractors and grantees
 - Identify direct services where the data demonstrates that LGBT individuals are underrepresented or underserved
 - Describe steps planned to make services more accessible to eligible LGBT individuals



Overview: Chapter 104 - Collection of SOGI Data

- Covered Departments:
 - Department of Public Health (DPH)
 - Department of Homelessness and Supportive Housing (DHS)
 - Department of Human Services (DHS)
 - Department of Aging and Adult Services (DAAS)
 - Department of Children, Youth and their Families (DCYF)
 - Mayor's Office of Housing and Community Development (MOHCD)

Timeline of SOGI in San Francisco





OTI's Role

- Guidance to Covered Departments on reporting and compliance
- Developed waiver system for removing “sex at birth” question
- Track and compile reports, making those available to City Administrator's Office and BOS
- Trainings for Covered Departments and grantees



OTI's Role

- Guidance to Covered Departments on addressing equitable access to services
- Connection to trans and LGBTQ communities:
 - Listening sessions to compile community priorities, including housing, mental health & navigation
 - Documenting disparities, such as TGNC Housing & Homelessness Brief



Questions?

Thank you!



Supporting Transgender and Gender Non-conforming San Franciscans: Housing and Homelessness



The transgender and gender non-conforming (TGNC) community in San Francisco faces specific, heightened, and disproportionate needs in housing. This brief makes three recommendations for improving access to housing for TGNC San Franciscans and for ensuring this community's safety in housing programs and services, and provides key data points to contextualize these needs.

Recommendations from the Office of Transgender Initiatives and its Transgender Advisory Committee

This brief makes three recommendations to the City and County of San Francisco:

- 1. Provide rental subsidies** to support TGNC individuals at risk of losing their housing and to ensure they stay housed.
- 2. Increase TGNC inclusion and safety** in existing shelter and housing programs through comprehensive organizational development programs.
- 3. Establish dedicated TGNC housing programs** to address service navigation, emergency housing, and long-term housing stability.

TGNC people are more likely to experience homelessness

There are an estimated 6,721 transgender people in the City of San Francisco¹, which is likely an undercount. The rate of homelessness in San Francisco is five times higher than the rate of homelessness nationwide (0.17% in the US compared to 0.85% in SF²). For transgender San Franciscans, that rate is dramatically higher: while less than 1% of the general population in San Francisco experiences homelessness,³ recent local needs assessments found that 15% of TGNC San Franciscans had been homeless in the past year,⁴ and **49% of transgender respondents had experienced homelessness sometime in their lives.**⁵ Across California, 30% of TGNC people have experienced homelessness at some point in their lives, and 11% reported experiencing homelessness in the past year specifically because of being transgender.⁶ **Nearly half (49%) of homeless youth in San Francisco are LGBTQ.**⁷

TGNC San Franciscans are **almost 18 times more likely** to experience homelessness than the general population in SF²

TGNC people are more vulnerable to the root causes of homelessness and housing instability

The disproportionate risk of experiencing homelessness for TGNC people is rooted in a compounded vulnerability to multiple drivers of homelessness and housing instability: job loss and underemployment due to discrimination; eviction and housing discrimination; family conflict and estrangement; domestic violence; and alcohol or drug use.

JOB LOSS

The unemployment rate of **San Francisco's TGNC community is 15%**, compared to **5% in the US general population**⁸

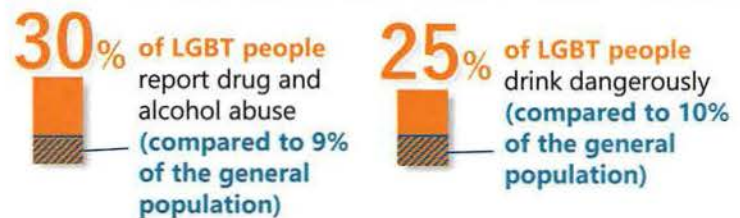
In San Francisco...

- 18%** Transgender people overall
- 27%** Transgender people of color
- 30%** Transgender Latinas ... **feel unsafe in their workplaces**⁵

Of San Francisco's TGNC community who held a job in the previous year...⁸

- 30%** reported being fired, denied a promotion, or experienced some other form of mistreatment related to their gender identity and expression
- 77%** reported taking steps to avoid mistreatment in the workplace, such as hiding or delaying their gender transition, or quitting their job

ALCOHOL/DRUG USE ⁹



- There is a higher likelihood of drug and alcohol abuse associated with the higher levels of family rejection that LGBT people experience

FAMILY/DOMESTIC VIOLENCE



- LGBTQ youth are particularly likely to have experienced abuse (**63%**), neglect (**52%**), and family conflict (**43%**) prior to becoming homeless¹²

HOUSING LOSS

30% of TGNC people and **40%** of black TGNC people **experienced some form of housing discrimination in the past year**, such as being evicted from their home or denied a home or apartment **because of being transgender**¹³

OF TRANSGENDER INDIVIDUALS:¹¹

- 11%** report being evicted from their residence for being transgender
- 19%** report being denied a home or apartment for being transgender

- **51%** of young people overall report they became homeless initially because they were asked to leave home¹²

TGNC people experience mistreatment and lack of safety in accessing shelters and other housing services

TGNC community members commonly encounter safety concerns in the very services that exist to support people experiencing homelessness and housing instability, including shelters, effectively excluding TGNC people from accessing them:

- **70%** of TGNC people trying to access a homeless shelter reported being harassed by shelter staff or residents; almost 30% of that group were turned away altogether¹¹
- **24%** of transgender people in CA who experienced homelessness in the past year avoided staying in a shelter because they feared being mistreated as a transgender person¹⁴
- **90%** of TGNC San Franciscans say it is important to have access to LGBTQ-specific housing services, including shelters⁴

“While it is dangerously common for TGNC people to be turned away from shelters because of their gender identity, those who do manage to gain access to shelters are frequently housed based on their sex at birth rather than their gender identity. **This situation is particularly dangerous for transgender women who are inappropriately placed in men’s shelters where they often subjected to inhumane and degrading treatment and abuse, including sexual assault.** While some transgender people will run the high risk of facing harassment and violence in a shelter that doesn’t match their gender identity just so that they can be housed for the night, others in this situation will simply forgo shelter and sleep on street.¹⁵”

Barriers to Homeownership

Similar systemic barriers that make TGNC people more likely to experience homelessness also prevent these community members from owning a home. Nationally, TGNC people have less than half the rate of homeownership as the general population (32% compared to 67%).¹⁶ The general homeownership rate in San Francisco is much lower than the national average: only 37% of San Franciscans own their homes.¹⁷

In addition to the economic and employment insecurity that are barriers to securing home loans and down payment resources, a significant barrier to homeownership for TGNC people is a lack of accurate legal identity documentation, which is necessary for the financial and legal transactions of homeownership. According to the Transgender Law Center:⁸

- Only 11% of TGNC San Franciscans have their accurate name and gender listed on all of their identification documents.
- Nearly 7 in 10 TGNC residents had no identity documents with their correct information.
- One in three TGNC residents who used identity documents with a name or gender that did not match their presentation were harassed, denied benefits or service, asked to leave, and/or assaulted.

TGNC people, especially trans women of color, experience threats to their safety that affect housing stability

Finally, consider how the lack of everyday personal safety felt by TGNC San Franciscans might impact their options for housing:⁵



46% of transgender people say that they feel ‘frequently’ or ‘always’ limited in where they can live because of safety concerns



47% of LGBTQI San Franciscans as a whole, and up to **60% of transgender women of color**, feel unsafe on public transit



28% of TGNC San Franciscans, and up to **60% of transgender women of color**, feel unsafe walking around during the day



57% of TGNC San Franciscans, and up to **70% of transgender women of color**, feel unsafe walking around alone at night

Continued on back page.

Following these recommendations by the Office of Transgender Initiatives and its Transgender Advisory Committee will help San Francisco address the unacceptably high disparities experienced by TGNC communities in terms of housing instability and homelessness. **We can fix this.** Join us in creating a San Francisco where trans and gender non-conforming residents have a safe place to call home.

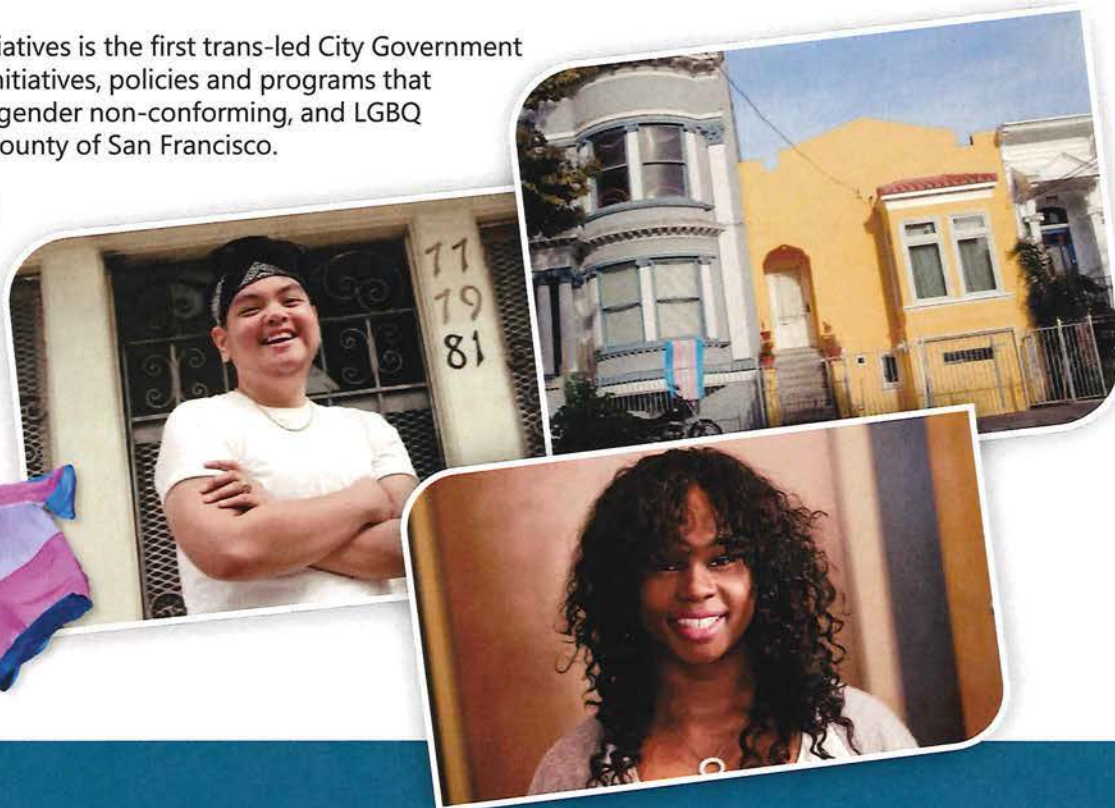
The Office of Transgender Initiatives is the first trans-led City Government office focused on advancing initiatives, policies and programs that support thriving transgender, gender non-conforming, and LGBTQ communities in the City and County of San Francisco.

✉ TransCitySF@sfgov.org

Follow us on
social media:

🐦 @TransCitySF

📘 TransCitySF



Endnotes

- ¹ Based on the estimate that .76% of Californians are transgender, which is likely a lower percentage statewide than in San Francisco, and does not explicitly include gender non-conforming people. National Center for Transgender Equality (2017). 2015 US Transgender Survey: California State Report. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/usts/USTSCAStateReport%281017%29.pdf>
- ² US Bureau of the Census (2017). Census Quick Facts, San Francisco city, United States: Population estimates base, July 1, 2017, (V2017). Accessible at: <https://www.census.gov/quickfacts/fact/table/sanfranciscocitycalifornia,US#>
- ³ The San Francisco Local Homeless Coordinating Board (2017). San Francisco Home Point-In-Time Count and Survey. San Francisco, CA. National Center for Transgender Equality (2017). 2015 US Transgender Survey: California State Report. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/usts/USTSCAStateReport%281017%29.pdf>
- ⁴ Horizons Foundation (2018). San Francisco Bay Area LGBTQ Community Needs Assessment. San Francisco, CA. Accessible at: <https://www.horizonsfoundation.org/learn/lgbtq-community-needs-assessment/>
- ⁵ San Francisco Human Rights Commission (2015). San Francisco LGBTQI Violence Prevention Needs Assessment. San Francisco, CA. Accessible at: <http://learningforaction.com/featured-lgbtvpneeds>
- ⁶ National Center for Transgender Equality (2017). 2015 US Transgender Survey: California State Report. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/usts/USTSCAStateReport%281017%29.pdf>
- ⁷ The San Francisco Local Homeless Coordinating Board (2017). San Francisco Homeless Unique Youth Count & Survey Comprehensive Report. San Francisco, CA.
- ⁸ Office of Transgender Initiatives (2018). Transgender & GNC Stakeholder Interviews. San Francisco, CA.
- ⁹ American Addiction Centers (2018). Transgender and Addiction. Brentwood, TN. Accessible at: https://americanaddictioncenters.org/transgender/?utm_source=social
- ¹⁰ The San Francisco Local Homeless Coordinating Board (2017). San Francisco Homeless Count & Survey Comprehensive Report. San Francisco, CA. Accessible at: <http://hsh.sfgov.org/wp-content/uploads/2017/06/2017-SF-Point-in-Time-Count-General-FINAL-6.21.17.pdf>
- ¹¹ National Center for Transgender Equality (2016). 2015 US Transgender Survey: Executive Summary. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/USTS-Executive-Summary-FINAL.PDF>
- ¹² Larkin Street Youth Services (2018). Youth and Young Adult Homelessness in San Francisco: 2018 Report on Incidence and Needs. San Francisco, CA. Accessible at: <https://larkinstreetyouth.org/youth-and-young-adult-homelessness-in-san-francisco-2018-report-on-incidence-and-needs/>
- ¹³ National Center for Transgender Equality (2017). 2015 US Transgender Survey: Report on the Experiences of Black Respondents. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/usts/USTSBlackRespondentsReport-Nov17.pdf>
- ¹⁴ National Center for Transgender Equality (2017). 2015 US Transgender Survey: California State Report. Washington, DC. Accessible at: <http://www.transequality.org/sites/default/files/docs/usts/USTSCAStateReport%281017%29.pdf>
- ¹⁵ Transgender Law Center (2016). Announcing Our Model Policy and Legal Guide for Homeless Shelters and Housing Programs. Oakland, CA. Accessible at: <http://transgenderlawcenter.org/wp-content/uploads/2016/02/03.09.2016-Model-Homeless-Shelter-TG-Policy-single-pages.pdf>
- ¹⁶ Center for American Progress, Crosby Burns and Philip Ross (2011). Gay and Transgender Discrimination Outside the Workplace: Why We Need Protections in Housing, Health Care, and Public Accommodations. Washington, DC. Accessible at: <https://www.scribd.com/document/60332721/Gay-and-Transgender-Discrimination-Outside-the-Workplace>
- ¹⁷ US Census Bureau (2017). Homeownership Rate for San Francisco County/city, CA. retrieved from FRED, Federal Reserve Bank of St. Louis; <https://fred.stlouisfed.org/series/HOWNRATEACS006075>