The Lighthouse Project

### Virtual Groups
- Trauma-informed support groups every Tuesday and Thursday
- Community hangouts every Wednesday evening
- In-person monthly pro-social events

### Case Management
- Connect to community resources
- Safety planning
- Connection to housing, mental health and substance use resources
- Intensive case management provided by Our Family Services

### Resources
- Hygiene kits
- Blanket, sleeping bags, tents
- Weekly snack pack delivery
- Safer sex materials

### LGBTQ+ 101 Training
- Training provided to organizations
- Monthly virtual training for individuals and families
- Training has been provided to 525 individuals and 7 unique organizations in Year 5

Lighthouse Participant Demographics

The Lighthouse Project has enrolled 166 mostly LGBTQ+ identified participants. Percentages do not add up to 100% as participants identify in multiple ways.

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity of Participants (n=164)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>44.5%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>6.6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>5.9%</td>
</tr>
<tr>
<td>Native Hawaiian</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other</td>
<td>4.3%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>3.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sexual orientation of Participants (n=152)</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lesbian</td>
<td>32.8%</td>
</tr>
<tr>
<td>Gay</td>
<td>9.2%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>4.3%</td>
</tr>
<tr>
<td>Queer</td>
<td>3.9%</td>
</tr>
<tr>
<td>Questioning</td>
<td>5.1%</td>
</tr>
<tr>
<td>Trans Man</td>
<td>2.7%</td>
</tr>
<tr>
<td>Trans Woman</td>
<td>7.2%</td>
</tr>
<tr>
<td>Trans Male</td>
<td>1.3%</td>
</tr>
<tr>
<td>Trans Fluid</td>
<td>2.7%</td>
</tr>
<tr>
<td>Not Sure</td>
<td>13.2%</td>
</tr>
</tbody>
</table>

Preliminary Outcomes

- Mental Health (n=114)
- Substance Use (n=114)
- Past 30-day Housing (n=116)
- Past 30-day Living Situation of Housed Participants (n=67)

LGBTQ+ Equity Project: Education to Provide Affirming Substance Use and Mental Health Services

University of Arizona-Southwest Institute for Research on Women (SIROW)

Shannon Fowler, J.D., LL.M., Courtney Waters, MPH, MS, CHES, & Claudia Powell, M.Ed.

SIROW’s current efforts to address these LGBTQ+–related inequities include the Lighthouse Project and the LGBTQ+ Equity Project. The Lighthouse Project provides support groups, individual case management, and prosocial opportunities for LGBTQ+ adults experiencing housing instability and homelessness. This project also promotes systemic change through LGBTQ+ 101 training for service providers. The LGBTQ+ Equity Project strives to create systemic change through education and ensure community agencies are using best practices with LGBTQ+ participants. The project began with the development of on-demand, self-paced videos that anyone in the community could access.

LGBTQ+ Equity Project

### Self-Paced Online Training for Individuals

- Self-Paced Modules are pre-recorded and are accompanied by a companion resource and reflection guide.
- Foundation
  - Social Justice and Intersectionality
  - Trends in LGBTQ+ history
- Context
  - LGBTQ+ 101
  - Trans and Non-Binary Identities Part I
  - Trans and Non-Binary Identities Part II
- Practice
  - Coming Out
  - Solidarity and Confronting Oppression
  - Best Practices for LGBTQ+ inclusion

### Deep Dive Training and Technical Assistance for Organizations

- In-person trainings held for organizations who want a more in-depth understanding of LGBTQ+ Equity
- A tailored companion and reflection guide for guided activities and self-organizational reflection
- Built upon the foundation that change starts with reflection within and one’s own beliefs
- Technical Assistance includes:
  - Organization wide training
    - Supervisor only training
    - Supervisor Debriefing on data collected
    -Review of marketing materials
    - Review of forms
    -Surveys to improve community view of organization

### Feelings and Beliefs Data*

<table>
<thead>
<tr>
<th>Feelings and Beliefs</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel uncomfortable when LGBTQ+ coworkers talk about their gender identity</td>
<td>Pre: 31.2% Post: 25.6%</td>
<td>Pre: 26.4% Post: 31%</td>
<td>Pre: 43.5% Post: 43.9%</td>
</tr>
<tr>
<td>Making accommodations for LGBTQ+ clients requires too much time and resources</td>
<td>Pre: 82.6% Post: 78.2%</td>
<td>Pre: 17.4% Post: 21.8%</td>
<td>Pre: 85.0% Post: 87.8%</td>
</tr>
<tr>
<td>If the training was a little longer</td>
<td>Pre: 26.4% Post: 22.9%</td>
<td>Pre: 64% Post: 67.1%</td>
<td>Pre: 69.6% Post: 70.1%</td>
</tr>
<tr>
<td>Best practices for LGBTQ+ inclusion</td>
<td>Pre: 89.9% Post: 87.6%</td>
<td>Pre: 10.1% Post: 12.4%</td>
<td>Pre: 90.0% Post: 93.0%</td>
</tr>
</tbody>
</table>

LGBTQ+ Equity Project Training Participant Feedback

- What are some key takeaways from the training series?
  - Learning all of the very basic privileges I have as a cis woman
  - Learning about terminology that is harmful
  - It’s okay to make mistakes
  - I still have more to learn and need to grow more in being an ally
- What did you like about the training series?
  - The exercises
  - Ability to ask questions
  - The materials, content, and trainers
  - How approachable the material was and how trainers were able to comprehensively answer questions
- How could the training series be improved?
  - Time. Just longer, to process and think. I don’t feel like I was able to fully participate at times because I felt rushed to pick something or think of something.
  - I think that more time spent on resources available in Tucson would be nice or even having representatives come and speak. I also think it would be nice if the training was a little longer
  - Put Supervisors in their own class, so that people can feel free to express themselves.
  - Maybe having it available in training modules as employee onboarding.

*For Pre: N=116, Post: N=118. Pre and post data were not matched pairs.

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Southwest Institute for Research on Women

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