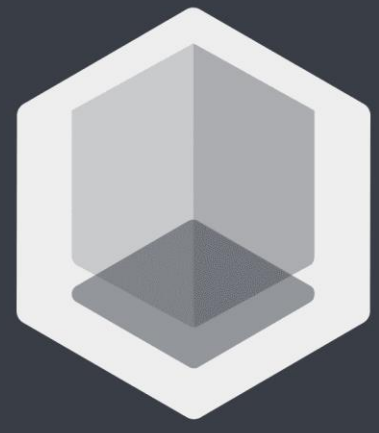


LGBTQ+ Equity Project: Education to Provide Affirming Substance Use and Mental Health Services

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.



THE LIGHTHOUSE PROJECT

The Lighthouse Project

Virtual Groups

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

Resources

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

Case Management

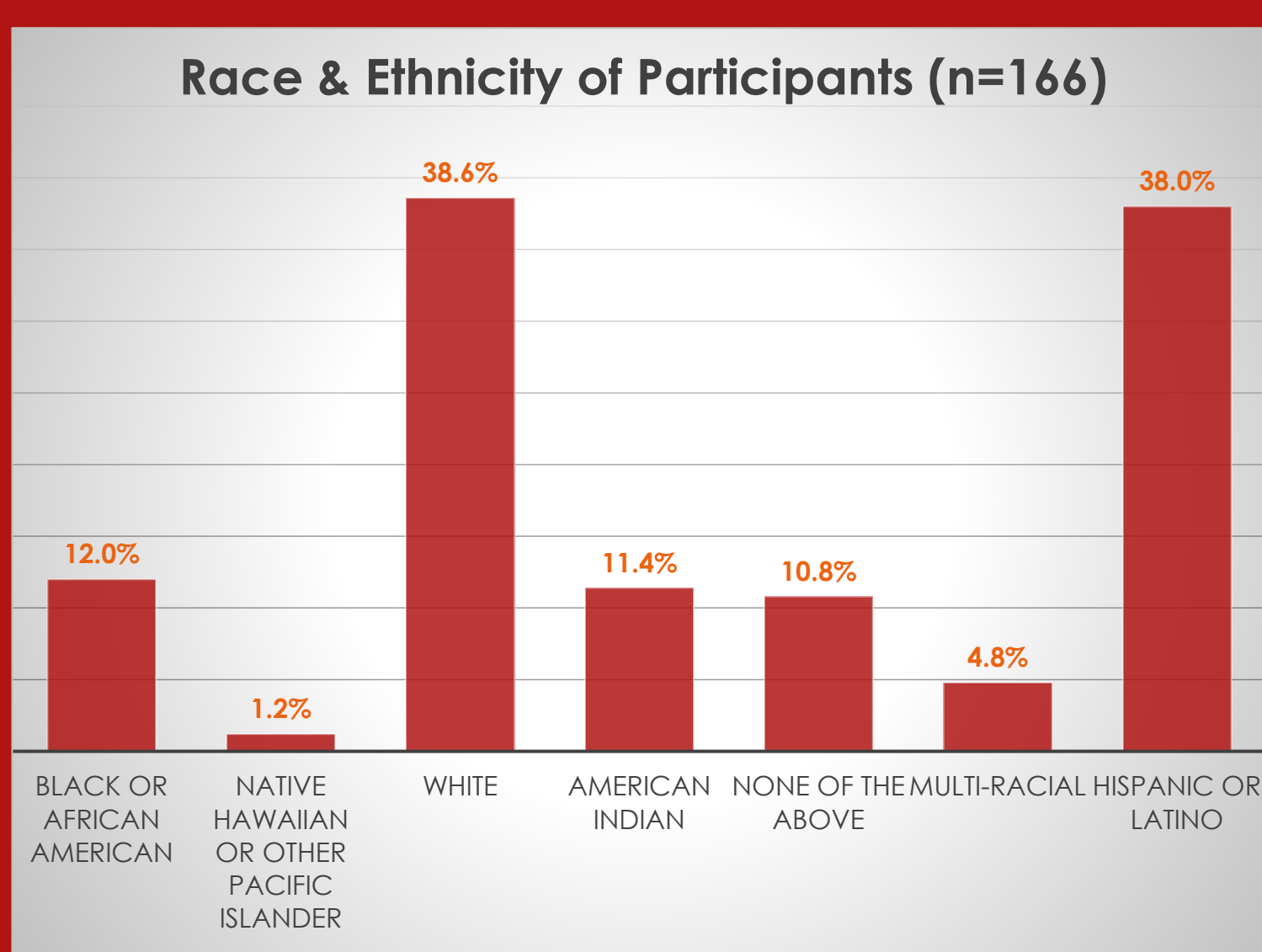
- Connect to community resources
- Safety planning
- Connection to housing, mental health and substance use resources
- Intensive case management provided by Our Family Services

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

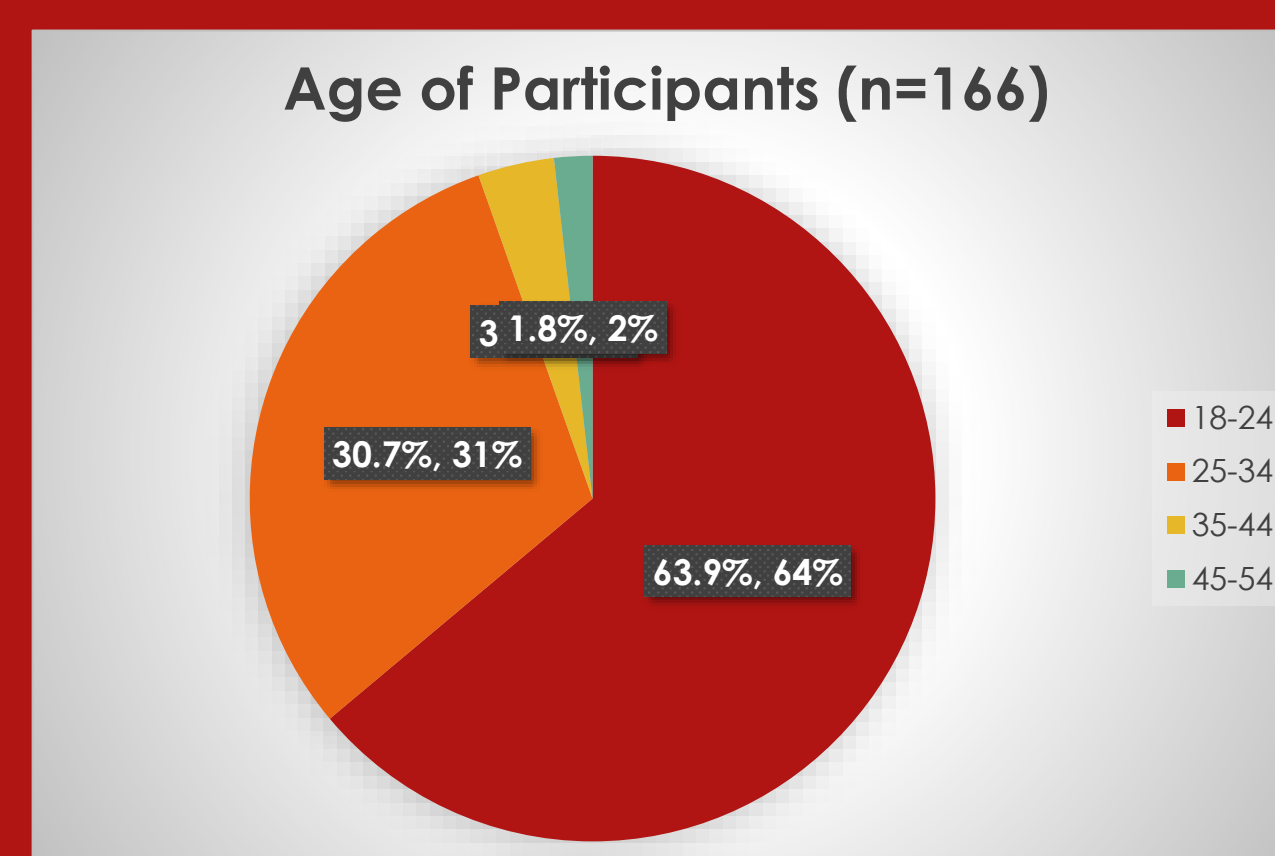
Lighthouse Participant Demographics

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



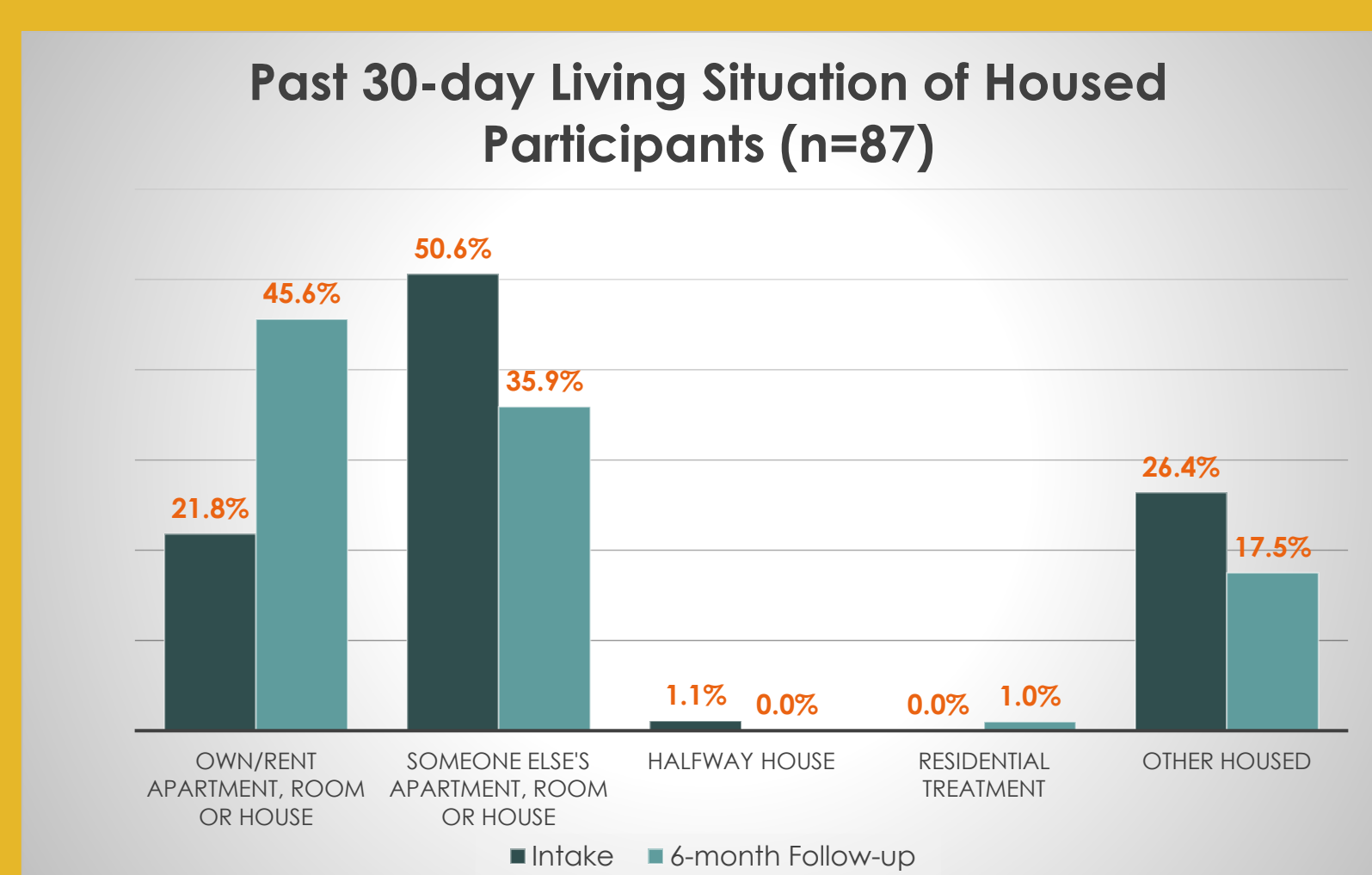
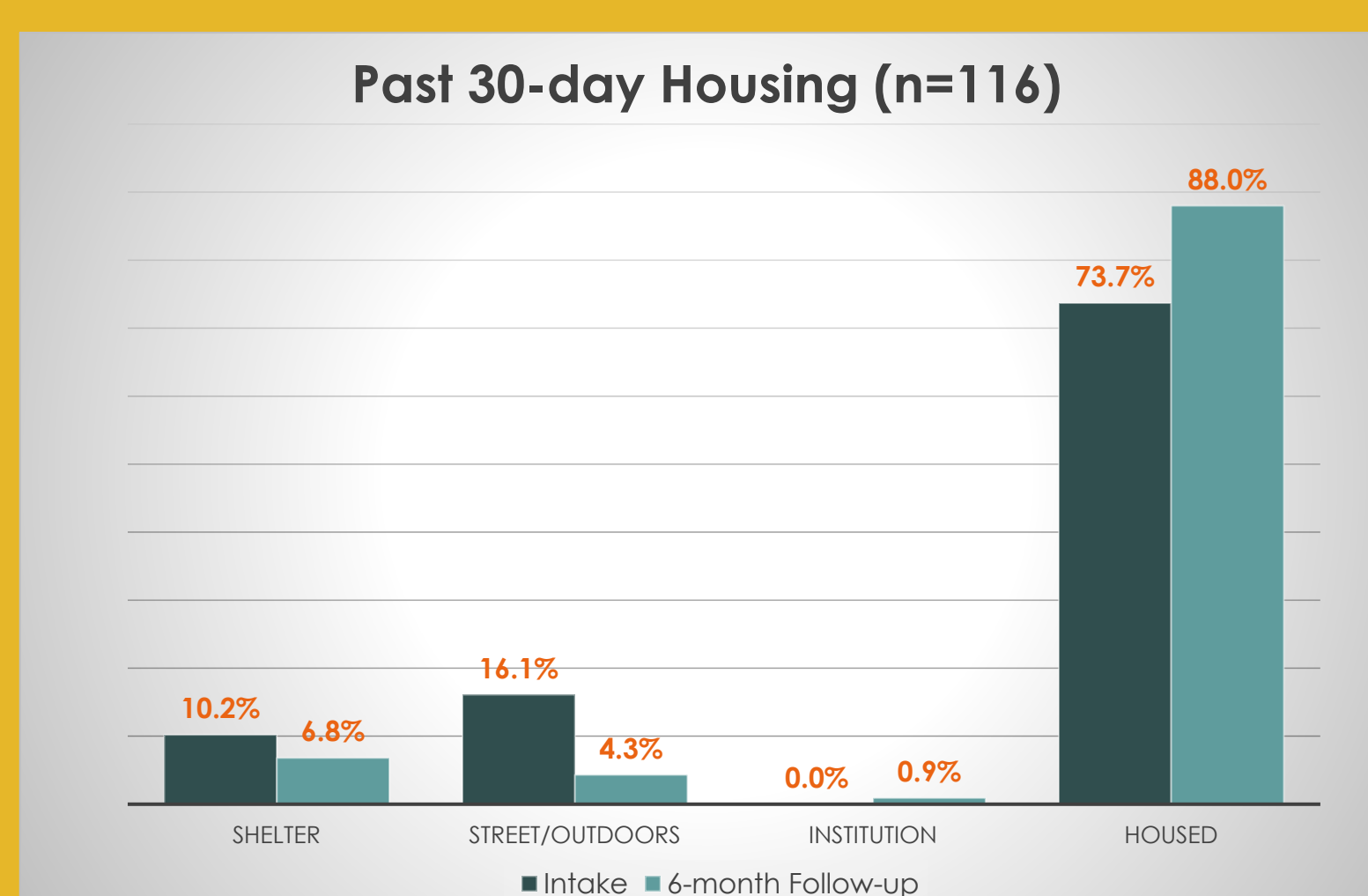
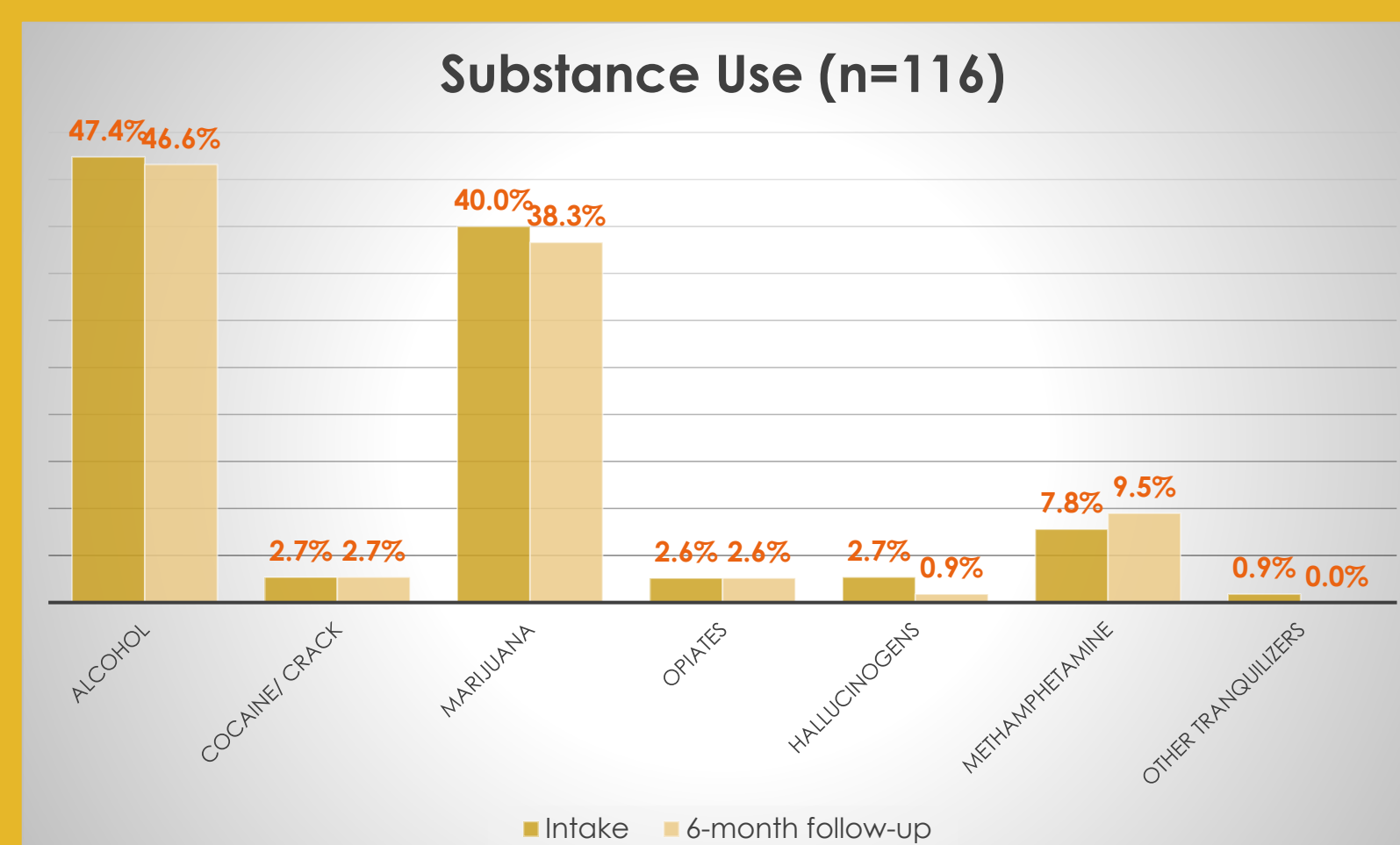
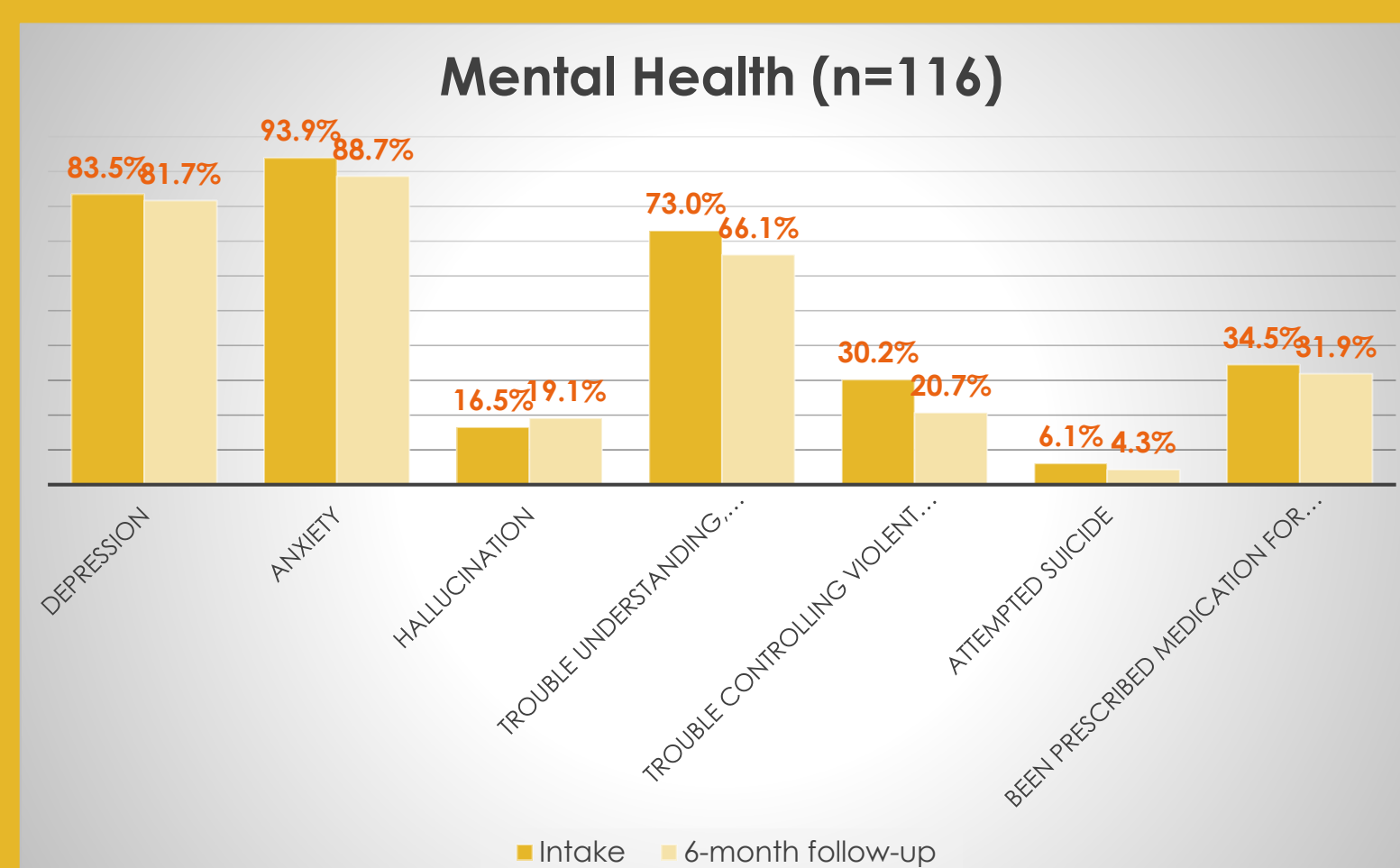
Gender Identity	Percent
Woman	47.4%
Man	21.7%
Transgender	15.1%
Trans Man	6.6%
Female-to-Male	5.9%
Trans Woman	7.2%
Male-to-Female	3.9%
Genderqueer	8.6%
Gender fluid	8.6%
Non-binary	12.5%
Questioning	1.3%
Two-Spirit	4.6%
Not Sure	3.3%
Different Term	11.2%

Sexual Orientation	Percent
Lesbian	13.2%
Gay	8.6%
Bisexual	37.5%
Queer	7.2%
Questioning	2.6%
Two-Spirit	0.0%
Straight	11.8%
Pansexual	22.4%
Asexual	5.9%
Not sure	7.2%
Different Term	9.2%



*Identifies are not mutually exclusive

Preliminary Outcomes



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- and organizational reflection
- Built on 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*

	Disagree		Neutral		Agree	
	Pre	Post	Pre	Post	Pre	Post
I consider myself to be an ally to LGBTQ+ communities	4.5%	3.7%	21.2%	11.8%	74.2%	84.6%
Being LGBTQ+ is a choice	57.9%	65.2%	22.2%	21.2%	19.8%	13.6%
Being trans, nonbinary, and gender diverse is a choice	57.9%	62.9%	23.8%	22.7%	18.3%	14.4%
Making accommodations for LGBTQ+ clients requires too much time and resources	82.8%	86.1%	10.9%	8.8%	6.3%	5.1%
I feel uncomfortable when LGBTQ+ coworkers discuss their spouse or partner	84.1%	83.1%	8.3%	5.1%	7.6%	11.8%
LGBTQ+ clients should have access to safe and affirming housing services	3.1%	6.6%	9.2%	3.6%	87.8%	89.8%

*Pre N = 134; Post N = 139. Pre and post data were not matched pairs

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



Southwest Institute for Research on Women

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