



SOUTHWEST ALABAMA  
**INCLUSION PROJECT**



**SOUTHWEST ALABAMA  
LGBTQIA+ COMMUNITY  
NEEDS ASSESSMENT REPORT**

**COORDINATED BY THE SOUTHWEST ALABAMA INCLUSION PROJECT**

This comprehensive needs assessment explores the lived experiences and challenges faced by LGBTQIA+ individuals in southwest Alabama. It identifies key areas for improvement in mental health, programming, services, and safety to support this diverse community.





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*LGBTQIA+: Abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual. The additional “+” stands for all of the other identities not encompassed in the short acronym. It is an umbrella term that is often used to refer to the community as a whole.*

# COMMUNITY PARTNERS



Ambitiously Him and Her King Foundation  
 B-Bob's  
 Balanced Life Counseling  
 The Bevy  
 Black Belt Community Foundation  
 Black Empowerment Team  
 Center for Fair Housing  
 Citrus and Cane  
 Door to Serenity  
 FemmSouth  
 Flip Side  
 Flourish Psychotherapy Services  
 Gabriel's  
 Herz  
 Independent Living Center of Mobile  
 Krewe of Phoenix  
 LGBTQIA+ Liaisons, City of Mobile  
 Lifelines Counseling  
 MedPride and Allies  
 Mobile County Health Department  
 Order of Pan  
 Prime Timers Mobile  
 Prism United  
 Rainbow Pride of Mobile  
 Southern Transgender Alliance  
 Trans Pride of Mobile  
 USA Spectrum  
 We The Change Mobile

# ACADEMIC TEAM

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# INTRODUCTION

We're thrilled to share with you this groundbreaking report from the Southwest Alabama Inclusion Project (SAIP)! This comprehensive study, crafted by and for our local LGBTQIA+ community, is more than just a project – it's a commitment to understanding and addressing the unique needs and challenges our community faces daily.

This initiative was sparked by a critical lack of local data concerning the lives of LGBTQIA+ individuals in southwest Alabama – Mobile, Baldwin, Choctaw, Clarke, Conecuh, Escambia, Monroe, and Washington Counties. Aware of the significant impact of minority stress on our community, we realized the pressing need for data to inform community support services and access grant funding. To tackle this, we embarked on a journey in spring of 2022 beginning with community engagement, progressing through insightful focus groups, and culminating in a comprehensive survey that included youth and adults from the LGBTQIA+ community.

We are excited to present the outcomes of this survey in two detailed reports. This first report offers a broad overview of the participants' demographic characteristics and wide-ranging experiences. The second report, Appendix Q: LGBTQIA+ Community Health Needs Assessment in Southwest Alabama, is specially designed for healthcare providers, educators, and administrators. Both reports highlight critical areas where targeted efforts can significantly reduce health disparities linked to minority stress and social exclusion.

The engagement from the community was overwhelming, with 488 participants sharing their experiences openly and honestly. We are deeply grateful to every participant and all our community partners whose contributions have been vital. Your involvement is not just appreciated, it's crucial in our continued efforts to foster a more inclusive and supportive environment across southwest Alabama.

Thank you for taking the time to engage with this important work. Together, we're making strides toward a healthier and more inclusive community!

# METHODS

The Southwest Alabama Inclusion Project (SAIP) is a community-based participatory needs assessment of LGBTQIA+ youth and adults in our region, which consisted of three phases: (1) Community Engagement, (2) Exploratory Focus Groups, and (3) Large-Scale Community Surveys directed at Queer Youth and Adults in southwest Alabama. Participants provided information about their demographics and their experiences in the community, in their families of origin, in schools, and in health and seeking health care. Two reports were developed based on these results. The first is the current report, the Southwest Alabama LGBTQIA+ Community Needs Assessment, is directed at the general public. The second report, Appendix Q: LGBTQIA+ Community Health Needs in southwest Alabama, is directed at healthcare providers, administrators, academic faculty, and learners.

Acknowledging the lack of data on the LGBTQIA+ population in southwest Alabama, the primary aim of this research is to evaluate the needs and identity-based experiences of this community. To address this objective, members of the community established SAIP, which embarked on a cross-sectional study engaging a convenience sample of LGBTQIA+ individuals who are currently residing or have recently lived within the bounds of the southwest Alabama region, as demarcated by the Alabama Coordinated Health Network. The region includes Mobile, Baldwin, Choctaw, Clarke, Conecuh, Escambia, Monroe, and Washington Counties.

Initially, stakeholders within the community pinpointed mental health, community, family, and school inclusion as concepts of significance to providing services for the LGBTQIA+ population. Subsequently, an academic committee devised a set of questions to probe the aforementioned concepts, as identified by these stakeholders. Following this, the academic team developed a survey instrument, employing measures sourced from the existing literature and, when necessary, devising new measures to fill any gaps. To support comparability to national samples of LGBTQIA+, questions on experiencing symptoms of anxiety, depression, suicidality, and perceived health were taken from the Centers for Disease Control and Prevention's Behavioral Risk Factor Surveillance Survey. The current project's design and survey instrument were then reviewed and refined based on feedback garnered from focus groups comprising local LGBTQIA+ individuals and their allies. Modifications were made to the survey to incorporate the community's insights where feasible. One such modification was the inclusion of intermittent informed consent content warnings at the beginning of each thematic section. Participants were informed of the thematic content of the forthcoming section. They were given the option to consent to answer the questions, skip the questions because they "might be stressful," or skip the questions for "another (unspecified) reason." The final version of the survey was constructed utilizing the REDCap platform. The University of South Alabama Institutional Review Board approved the study.

The survey was distributed via various channels, including social media posts, email newsletters, medical clinics, and direct engagement at community resource events, thus ensuring extensive participation from the target demographic. It was open for participation March 5, 2023 – June 30, 2023. Respondents were qualified to participate in the survey if they identified as LGBTQIA+, currently or previously lived in southwest Alabama, and were at least 13 years old. Respondents were defined as being LGBTQIA+ if they identified with a sexual orientation other than straight/heterosexual, a gender identity other than cisgender, or both. A total of 488 respondents met the criteria for inclusion and completed a secure online questionnaire that included a maximum of 120 questions. The Youth Report includes 226 responses from participants aged 13-24. The Adult Report includes 384 responses from participants aged 18+. Responses from 117 participants aged 18-24 were included in both the Youth and Adult Reports as they share characteristics with both groups. Researchers chose to report the results in this way to provide a full picture of youth and adult experiences without truncating either age group. Therefore, direct comparisons between the youth and adult results in these reports should not be made. To support autonomy throughout the survey experience, participants could progress through the survey without answering every question except for demographic questions. Therefore, the number of participants answering each question varied. The total number of responses for each question is included throughout the reports. Participants who were eligible to complete the survey were offered a \$10 gift card. Analyses were conducted using Statistical Package for Social Sciences (SPSS) software.



# SOUTHWEST ALABAMA INCLUSION PROJECT DATA ETHICS TENETS

Data collected by the Southwest Alabama Inclusion Project (SAIP) is the result of the labor of survey participants, who are members of the LGBTQIA+ community in southwest Alabama. These data are numerical representations of Queer lived experiences that have been shared with us for the purpose of bettering our community and the quality of life for Queer people living in our region. These Data Ethics Tenets were developed as guidelines to ensure that these data are used to support ethics-driven programming, grant procurement, and advocacy. We understand that doing so honors the humanity and contributions of survey participants, who have made these actions possible.

Southwest Alabama Inclusion Project Community Partners will agree to use SAIP data according to the tenets outlined below.

## The Data Ethics Tenets are:

1. **Uphold applicable statutes, regulations, professional practices, and ethical standards.** Organizational leaders are encouraged to maintain up-to-date, comprehensive ethical standards regarding data use and staff are responsible for learning and applying agency guidance appropriately. SAIP data should only be used to support professional activities that are delivered according to the professional ethics and the standard guidelines that govern each field of practice. For example, medical and mental health professionals working in SAIP-supported programs should be fully licensed and appropriately trained to deliver the services that their agency promotes. Nonprofessional agency employees should be trained to deliver services with culturally competent, trauma-informed practices.
2. **Respect the public, individuals, and communities.** Data activities have the overarching goal of benefiting the public good. Responsible use of data begins with careful consideration of its potential impacts. Data initiatives should include considerations for unique community and local contexts and have an identified and clear benefit to the LGBTQIA+ community.
3. **Respect privacy, confidentiality, and emotional labor.** Privacy and confidentiality should always be protected in a manner that respects the dignity, rights, and freedom of data subjects. In this context, privacy is the state of being free from unwarranted intrusion into the private life of individuals, and confidentiality is the state of one's information being free from inappropriate access and misuse. Respect for the emotional labor of participants means using the data for its intended purpose of advancing quality of life for LGBTQIA+ individuals.
4. **Act with honesty, integrity, and humility.** All SAIP Community Partners and data users are expected to exhibit honesty and integrity in their work with data and in positions supported by SAIP data, regardless of job title, role, or data responsibilities. SAIP Community Partners and data users should not perform or condone unethical professional behaviors. When using data and findings, Community Partners and data users should report information accurately and present any data limitations,

known biases, and methods of analysis that apply. It should also be recognized that no dataset can fully represent all facets of a person, community, or issue. SAIP Community Partners and data users are expected to have humility when presenting data, be open to feedback, and when possible invite discussion with the public. In addition, SAIP data users should accurately represent their abilities when working with data.

5. **Hold oneself and others accountable.** Accountability requires that anyone acquiring, managing, or using data be aware of stakeholders and be responsible to them, as appropriate. Remaining accountable includes the upholding data use agreements made with data providers. Participants in the Southwest Alabama Inclusion Project Community Needs Assessment consented for their data to be used to inform programming and program development, procure funding to support local LGBTQIA+ programming, and in support of advocacy efforts on behalf of the LGBTQIA+ community. SAIP Community Partners and data users should abstain from using SAIP data for purposes other than those to which survey participants consented. As such, SAIP Community Partners and data users will report data use plans and outcomes to SAIP before and after data use activities are implemented.
6. **Promote transparency so that individuals, organizations, and communities benefit from the ethical decision-making process.** Transparency depends on clear communication of all aspects of data activities and appropriate engagement with data stakeholders. Promoting transparency requires engaging stakeholders through easily accessible feedback channels and providing timely updates on the progress and outcomes of data use.
7. **Stay informed of developments in the contexts in which services are provided.** Advanced interventions provide great benefit to the LGBTQIA+ community, but should be deployed with a commitment to accountability and risk mitigation.

It is well-known that LGBTQIA+ people experience diminished access to appropriate and adequate community, mental health, and medical services. Lack of access occurs along two axes: 1) Broad lack of consideration and representation in services in a particular area at large and 2) Services that are presented to the LGBTQIA+ community as LGBTQIA+ affirming but lack the associated training and background to deliver services as advertised. Both contribute to health disparities among LGBTQIA+ people. SAIP Community Partners and data users will conscientiously endeavor to avoid enacting or reinforcing either condition, especially advertising LGBTQIA+ affirming services without the requisite training and competence to deliver those services ethically and appropriately. Any use of this data is an explicit agreement to uphold the tenets of the SAIP's Data Ethics Tenets.

# LGBTQIA+ YOUTH

## A. Youth Key Findings

The following survey results are derived from responses obtained from a group of 238 LGBTQIA+ youth within the age range of 13 - 24<sup>1</sup> years old. This diverse group of participants contributed their experiences through the survey, forming a needs assessment of this specific demographic in southwest Alabama. The findings encapsulate the unique voices and concerns of young adults navigating the intersection of their identity and age, providing valuable insights into the lives of LGBTQIA+ individuals in this pivotal stage of adulthood.

- A. Youth Key Findings
- B. Youth Participant Demographics
- C. Youth Economic Access
- D. Youth Mental Health and Suicide Risk
- E. Youth Mental Health Care
- F. Being LGBTQIA+ Youth in Southwest Alabama
- G. Youth Experiences in Families
- H. Youth Experiences in Schools
- I. Youth Experiences within the LGBTQIA+ Community

*59.6% of respondents reported having seriously considered attempting suicide during the previous 12 months*

59.6%



*26.5%, or more than 1 in 4 respondents, reported attempting suicide during the previous 12 months*

26.5%



*66% reported at least one episode of depression during the previous 12 months*

66%



*61.7% reported experiencing stress, anxiety, or depression ALWAYS or MOST OF THE TIME during the previous 30 days*

61.7%



<sup>1</sup>In the pages of this report, you will find sections dedicated to experiences shared by 488 youth (ages 13-24) and adults (age 18+). Age of majority in Alabama is 19 years old. Because the experiences of 18-24-year-olds are important to agencies serving youth and adults, this age group appears in both sets of results. Therefore, readers should not directly compare youth and adult data from this report.

27.8%, or more than 1 in 4, responded that they believe they are currently at risk, would be at risk if they lived openly, or did not know if they were at risk of losing their housing

27.8%

58.7% of respondents reported feeling as if they get enough food during any given week

58.7%

70.7% report having had to buy lower-quality food in order to have enough

70.7%

Just 17.9% agree that their school is LGBTQIA+ affirming

17.9%

More than 2 out of 3 youths say that they have experienced stress related to their LGBTQIA+ identity at school

Youths were more likely to consider suicide, report depression, or report poor mental health when...

...their families rejected or distanced themselves from them due to their LGBTQIA+ identities

...their families did not affirm their LGBTQIA+ identities

...they were unsure or did not believe they could live openly as LGBTQIA+ and continue to live at home

...they felt compelled to participate in religious activities (e.g. prayer, laying on of hands, etc) for the purpose of changing their LGBTQIA+ identities

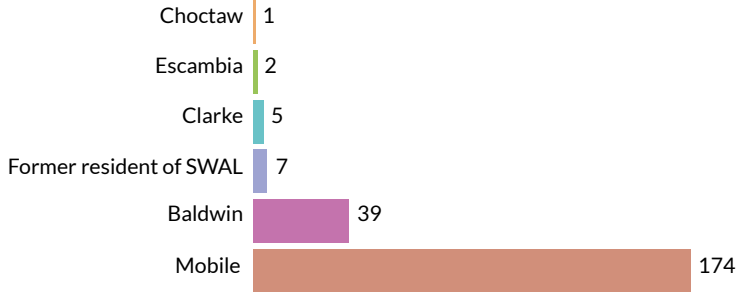
...their families used slur words to refer to LGBTQIA+ people (other than the youth)

78% of Youth of Color agree that the mainstream LGBTQIA+ community does not reflect the needs of people of color

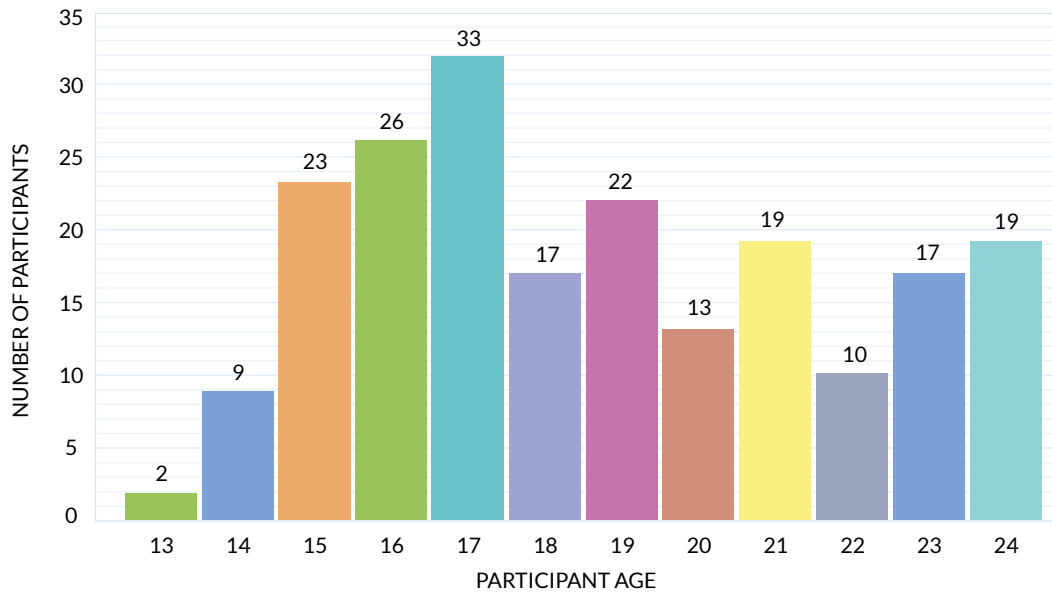
78%

## B. Youth Participant Demographics

1. In which of the following counties in southwest Alabama (SWAL) do you currently live? (Total: 228)

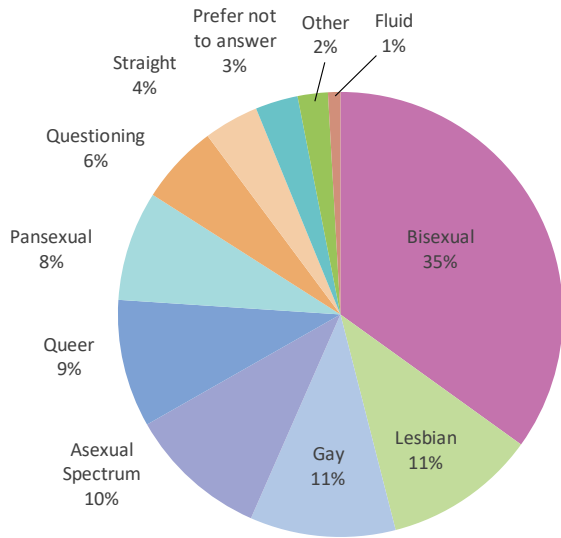


2. What is your age? (Total: 210)

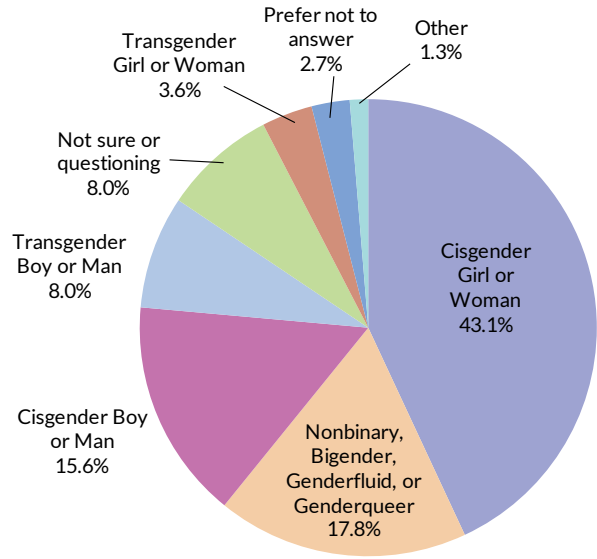


Alabama Inclusion Project represented at Color Fairhope With Pride in 2023

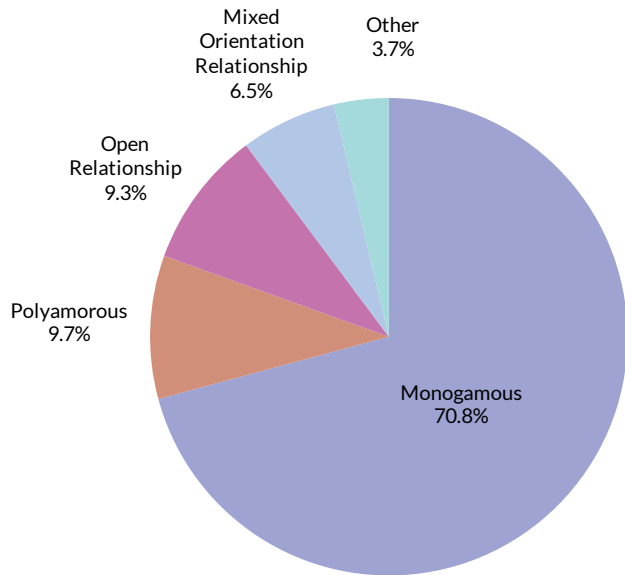
**3. Which of the following best describes your current sexual orientation? (Total: 226)**



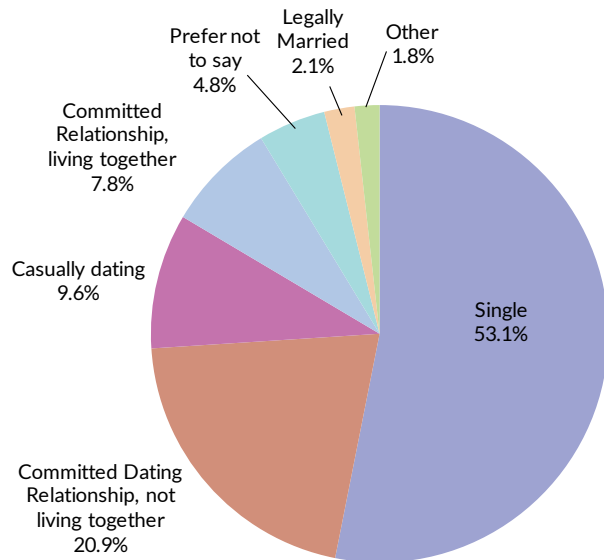
**4. Which of the following best describes your gender identity? (Total: 225)**



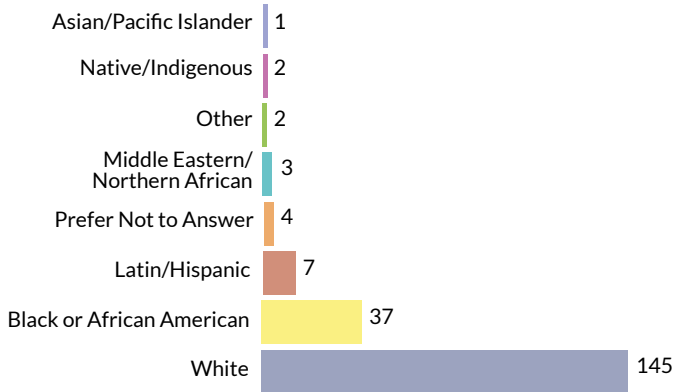
**5. Which of the following best describes your relationship dynamic? (Total: 216)**



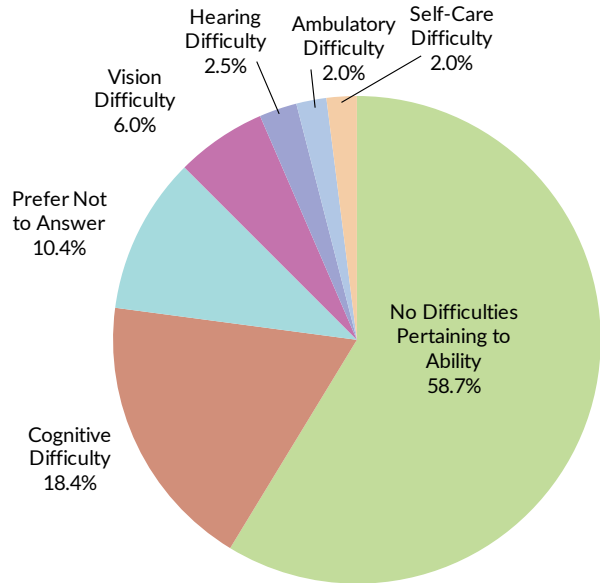
**6. Which of the following best describes your relationship status? (Total: 224)**



**7. What is your race/ethnicity? (Total: 201)**



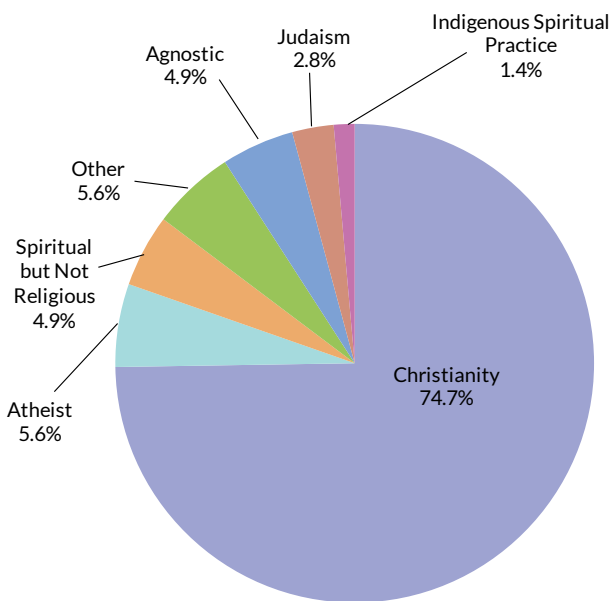
**8. Which of the following disability categories apply to you? (Total: 201)**



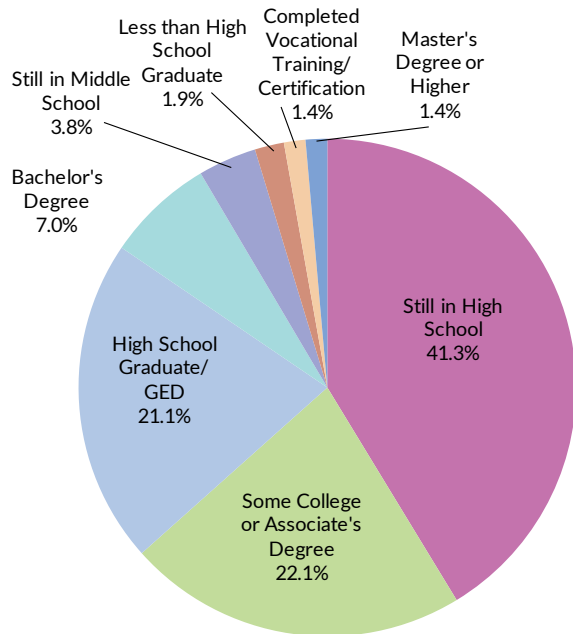
**9. Are you an immigrant? (Total: 223)**



**10. Which of the following best describes the spiritual or religious beliefs in the home where you grew up? (Total: 196)**



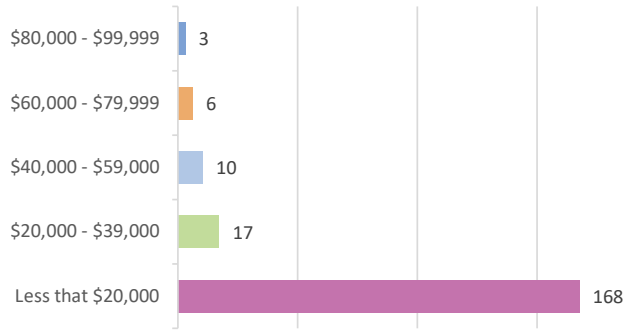
**11. What is the highest level of education you have completed? (Total: 213)**



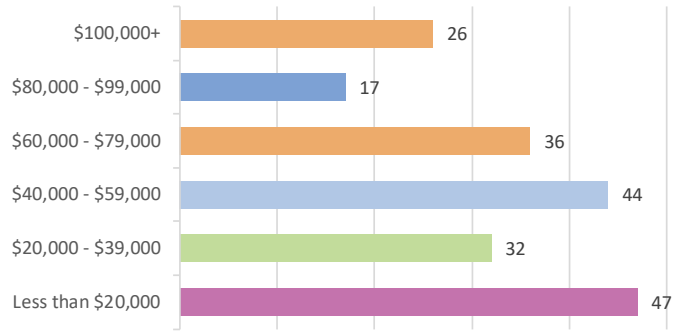
## C. Youth Economic Access

### 1. Income

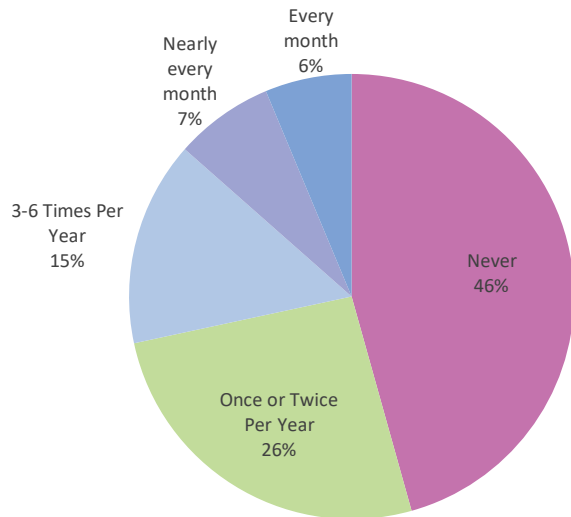
What is your individual annual income? (If you are not sure, it's okay to estimate) (Total: 204)



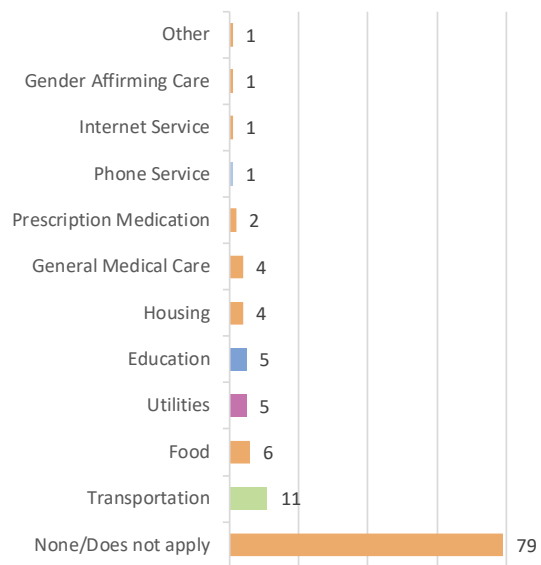
What is the total annual income for your household? (If you are not sure, it's okay to estimate) (Total: 202)



How often do you (or your family) have difficulty making ends meet at the end of the month? (Total: 208)

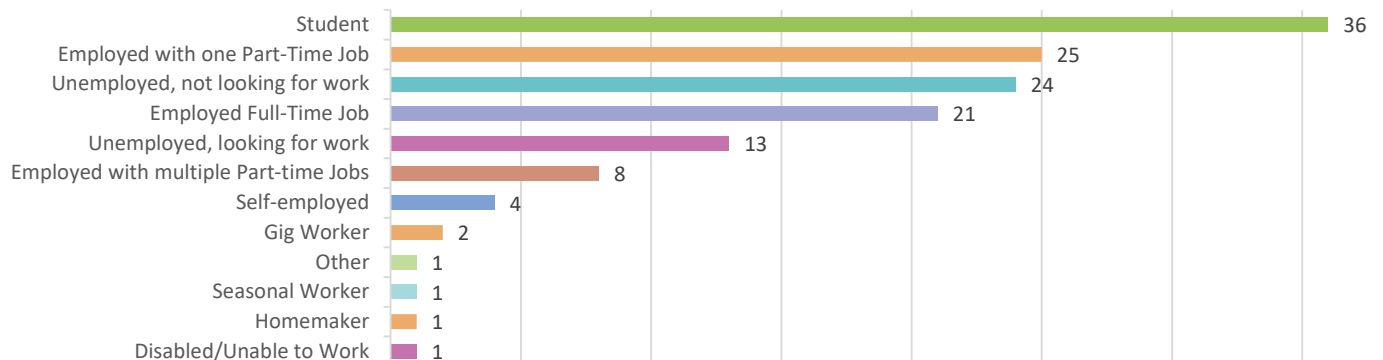


Which of the following have you had trouble affording in the last year? (Select all that apply) (Total: 120)



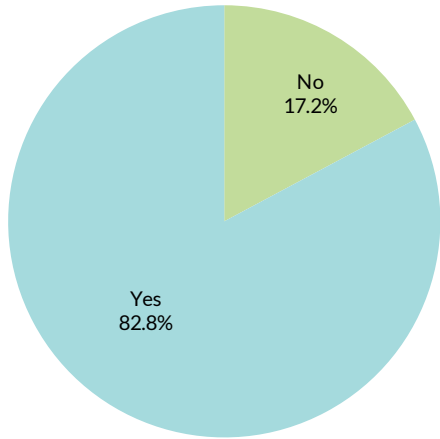
### 2. Employment Status

What is your employment status? (Total: 137)

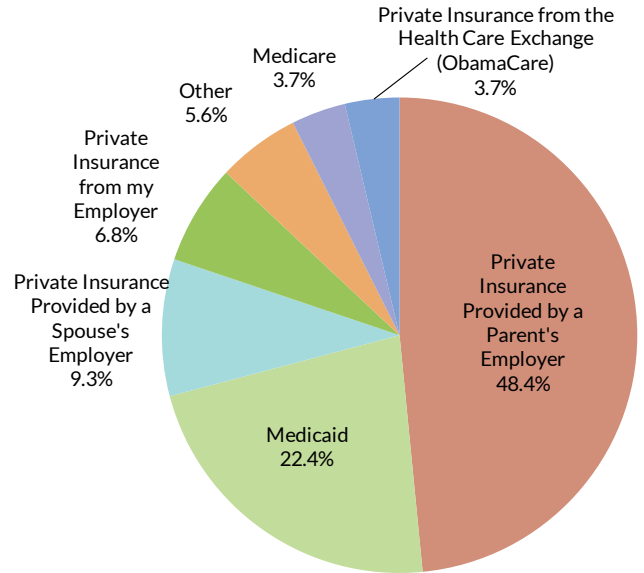


### 3. Insurance Access

Do you have medical insurance? (Total: 204)



What kind of insurance do you have? (Total: 161)



“

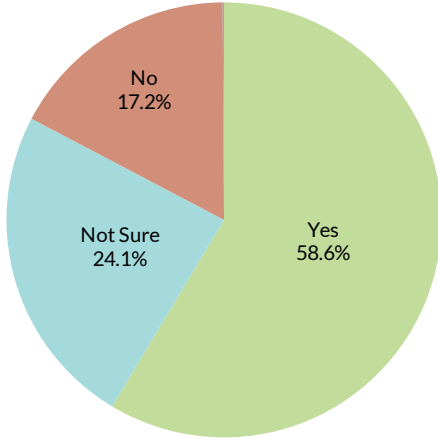
“Pride is about how we fell in love with our lives.”

Corey Harvard,  
Prism United  
Executive Director

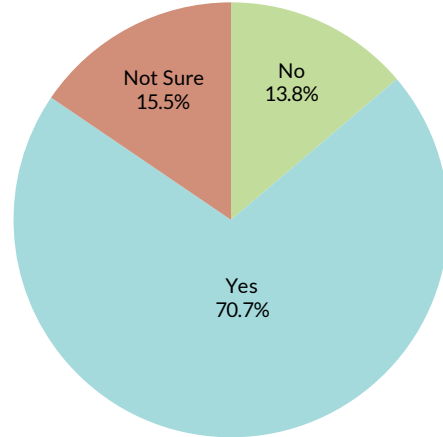


4. Food Security

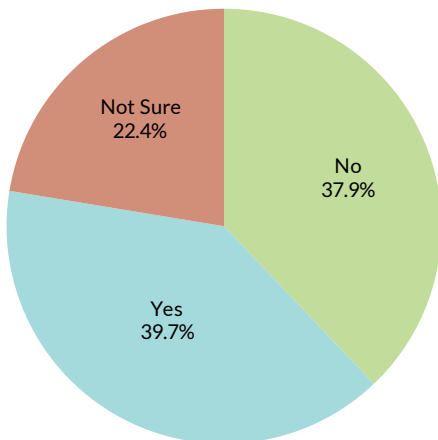
Do you feel that you get enough food during any given week? (Total: 58)



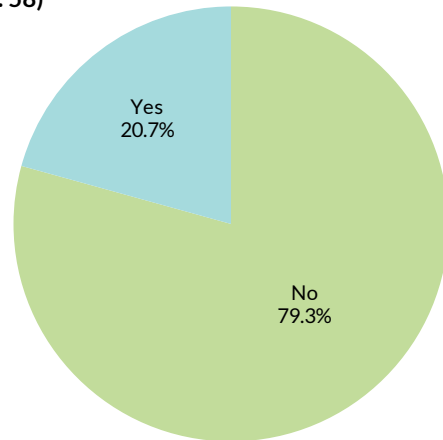
Did you or your family have to buy lower quality food in order to have enough food? (Total: 58)



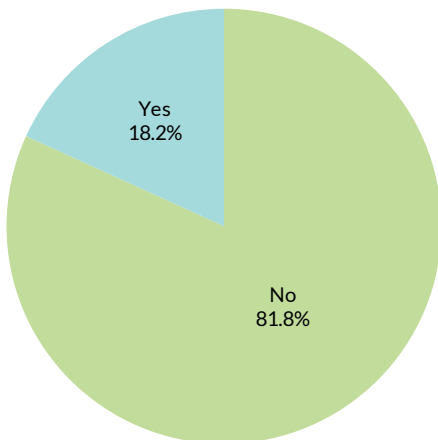
Have you or your household felt like you must skip meals in order to pay for other household expenses such as water, electricity, or rent? (Total: 58)



In the past 12 months, have you visited a charitable food site such as a food pantry, food distribution, etc.? (Total: 58)



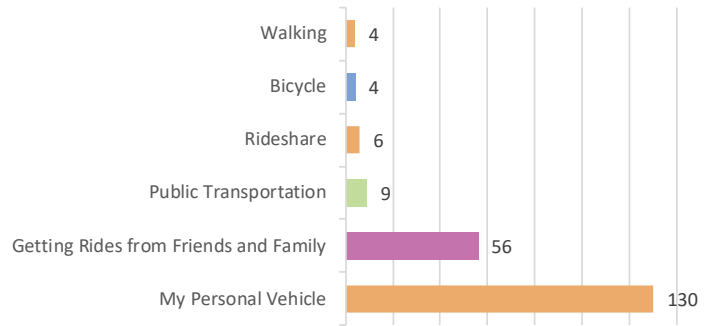
Did you experience any discrimination or microaggressions (indirect, subtle, or unintentional discrimination) during this experience? (Total: 11)





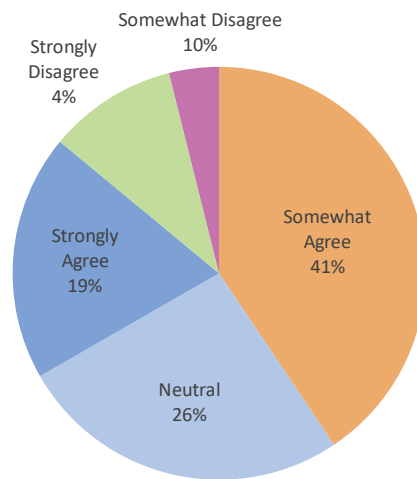
### 6. Sources of Transportation

What is your primary source of transportation? (Total: 209)



### 7. Perceived Economic Output

In the future, there will be opportunities for me to achieve economic stability/improve my economic outlook in the county where I currently reside. (Total: 207)

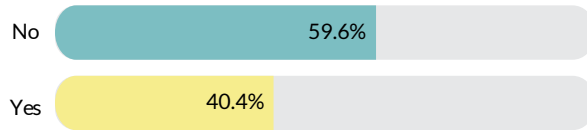


Pridefest 2023 in Mardi Gras Park



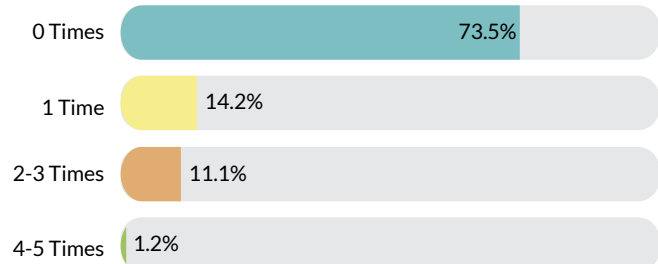
## D. Youth Mental Health and Suicide Risk

1. Youth who seriously considered attempting suicide during the past 12 months (Total: 161)

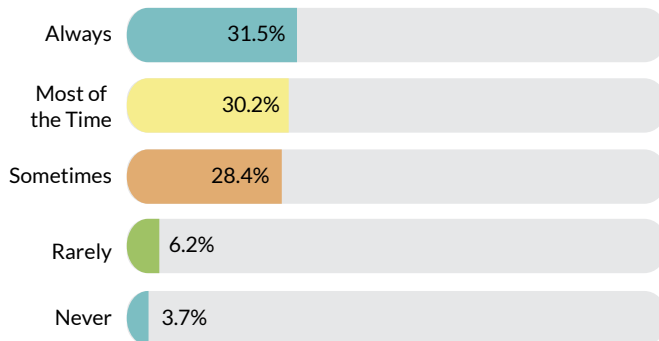


*26.5%, or more than 1 in 4, reported attempting suicide in the previous 12 months*

2. How many times youth attempted suicide during the past 12 months (Total: 162)



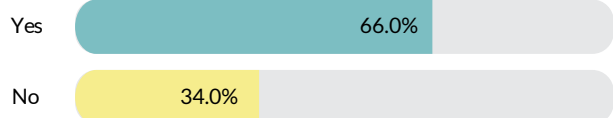
3. How often youth experienced stress, anxiety, or depression during the past 30 days (Total: 162)



4. Youth who felt so nervous, anxious, or on edge that they found it hard to stop worrying or had an anxiety attack in the past 12 months (Total: 162)



5. Youth who felt so sad or hopeless almost every day for two weeks or more in a row that they stopped doing some usual activities in the past 12 months (Total: 162)



*LGBTQIA+ youth in SW AL were more than 2x as likely to report poor mental health MOST or ALL of the time when compared to Alabama's general youth population<sup>2</sup>*

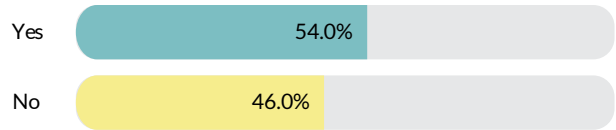
<sup>2</sup> According to the 2021 CDC Behavioral Risk Factor Survey, 27.5% of youth in Alabama reported that their mental health was most of the time or always not good as compared to 61.7% of LGBTQIA+ youth in southwest Alabama. In both studies, cis-women and people assigned female at birth were significantly more likely to report poor mental health than cis-men and people assigned male at birth. <https://nccd.cdc.gov/youthonline/app/Results.aspx?LID=AL>

## E. Youth Mental Health Care

1. Youth who wanted to seek mental health care in the past 12 months (Total: 161)



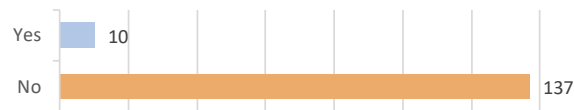
2. Youth who received mental healthcare in the past 12 months (Total: 161)



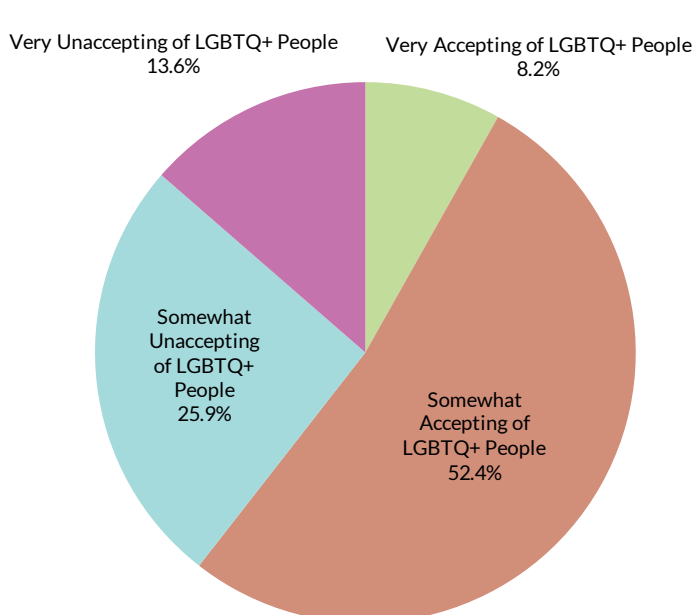
*137 youth reported wanting mental health care in the previous 12 months while only 87 reported receiving mental health care*

## F. Being LGBTQIA+ Youth in Southwest Alabama

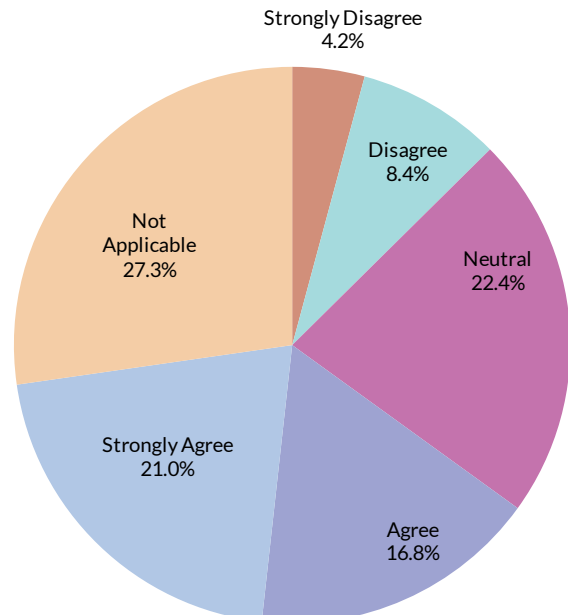
Have you ever been terminated from a job because of your LGBTQIA+ identity? (Total: 147)



1. In general, the community where I live is: (Total: 147)

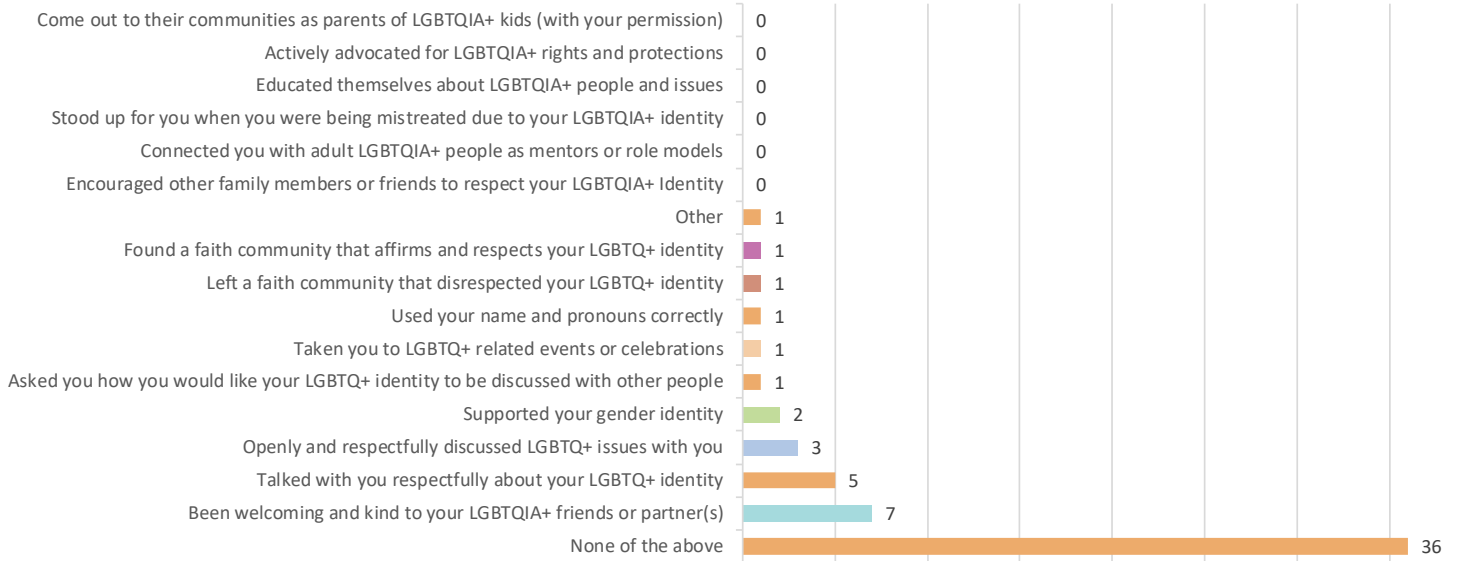


2. I work in a place where my sexuality and gender identity are affirmed. (Total: 143)

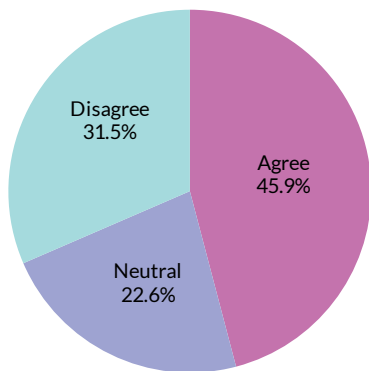


## G. Youth Experiences in Families

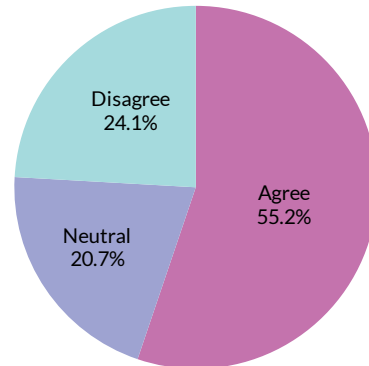
### 1. Has a parent or guardian ever taken any of the following actions to support your LGBTQIA+ identity? (Total: 59)



### 2. I live in a home where my sexual orientation is affirmed. (Total: 146)



### 3. I live in a home where my gender identity is affirmed. (Total: 145)

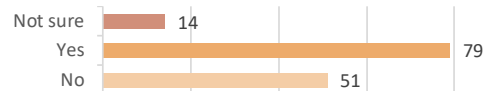


### 4. LGBTQIA+ Relatives

Do you have at least one parent who identifies as LGBTQIA+? (Total: 144)



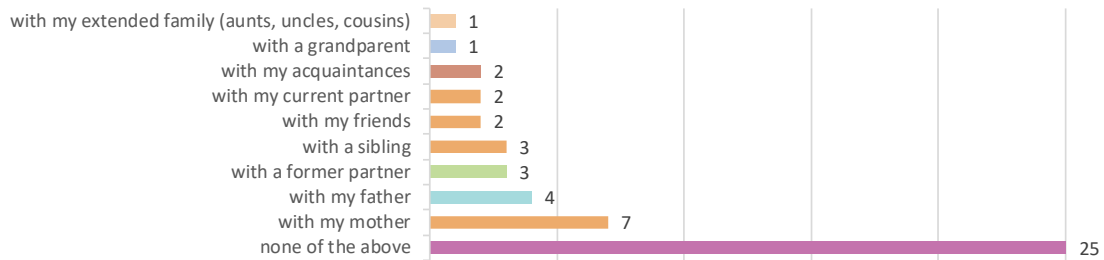
Do you have other people in your family such as siblings, aunts, uncles, cousins, grandparents, or your own kids who identify as LGBTQIA+? (Total: 144)



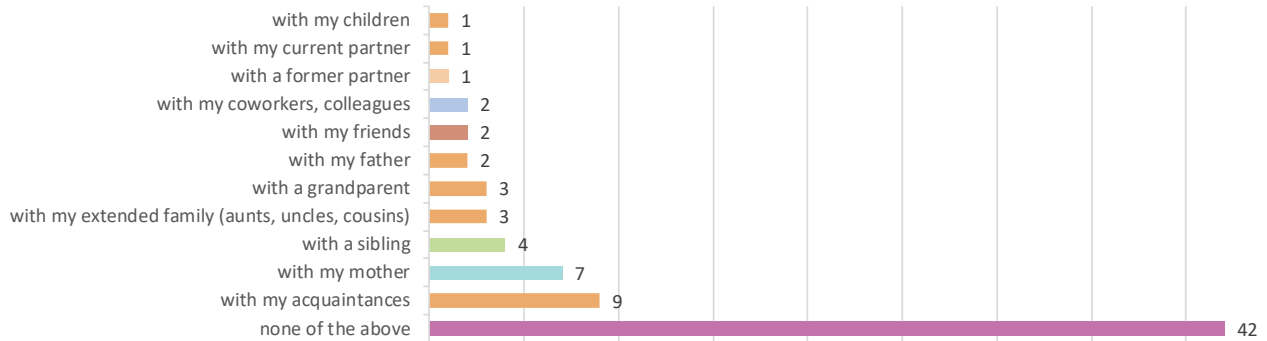
**Are you a parent or step-parent? (Total: 143)**



**5. In which of the following relationships has a response or reaction to your LGBTQIA+ identity EVER been stressful for you? (Total: 50)**



**6. In the PAST 12 MONTHS, in which of the following relationships has a response or reaction to your LGBTQIA+ identity been stressful for you. (Total: 77)**



Trans-Lucent 2022 in Bienville Square

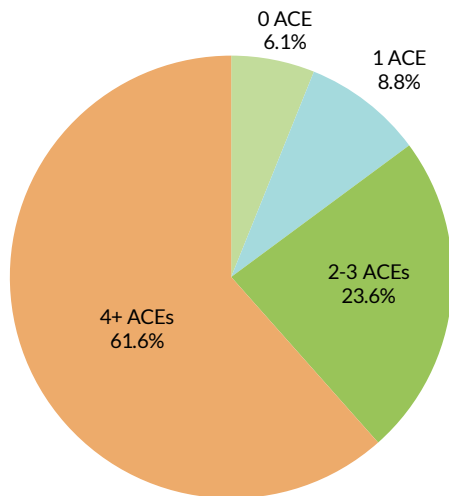
### Adverse Childhood Events (ACEs)

Adverse childhood experiences (ACEs) refer to stressful or traumatic events that occur during childhood, before the age of 18. These experiences can vary widely and may include physical, emotional, or sexual abuse, neglect, household dysfunction such as substance abuse or mental illness among caregivers, or exposure to violence. ACEs can profoundly impact a child’s physical, emotional, and cognitive development and overall well-being. For individuals who have experienced multiple adverse childhood experiences, the cumulative effects can be particularly severe. The greater the number of ACEs in one’s background, the higher the risk of negative outcomes later in life. Research has shown that individuals with a high ACE score are more likely to suffer from chronic health conditions such as heart disease, obesity, and mental health disorders like depression and anxiety. Nationally, LGBTQIA+ people report higher numbers of ACEs than their heterosexual, cisgender counterparts. Survey participants in southwest Alabama report similarly high numbers of Adverse Childhood Experiences.

**Over 60% of youth in southwest Alabama reported more than 4 Adverse Childhood Experiences, significantly higher than the number reported by the general population in the United States. This may at least partially account for the high rates of depression, anxiety, and suicidality reported by LGBTQIA+ Youth in our region.**

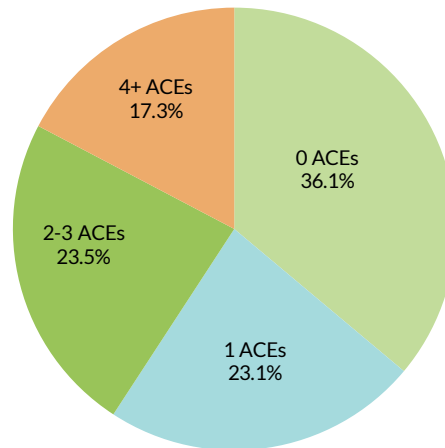
#### Local Prevalence

ACE score prevalence among LGBTQIA+ Youth in southwest Alabama (Total: 114)



#### National Prevalence

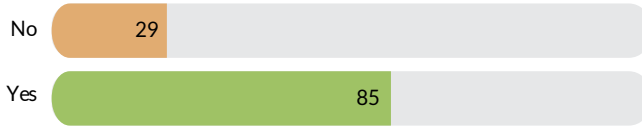
ACE Score Prevalence among U.S. Adults, 2001-2020 BRFSS ACEs Module<sup>3</sup>



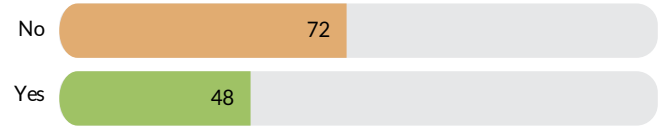
<sup>3</sup> Source: Swedo EA, Aslam MV, Dahlberg LL, et al. Prevalence of Adverse Childhood Experiences Among U.S. Adults — Behavioral Risk Factor Surveillance System, 2011–2020. MMWR Morb Mortal Wkly Rep 2023;72:707–715. DOI: <http://dx.doi.org/10.15585/mmwr.mm7226a2>

### 7. Adverse Childhood Events (ACEs)

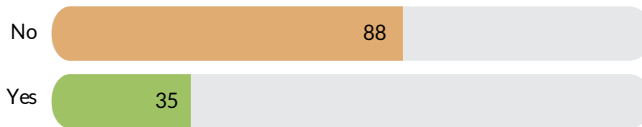
Did you live with anyone who was depressed, mentally ill, or suicidal? (Total: 114)



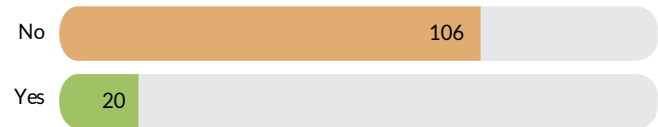
Did you live with anyone who was a problem drinker or alcoholic? (Total: 120)



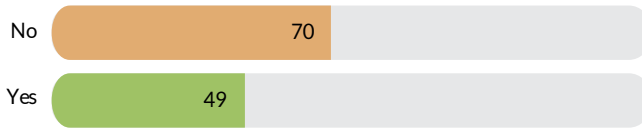
Did you live with anyone who used illegal street drugs or who abused prescription medications? (Total: 123)



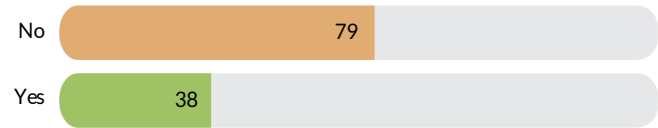
Did you live with anyone who served time or was sentenced to serve time in a prison, jail, or other correctional facility? (Total: 126)



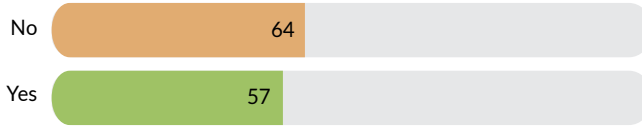
Were your parents separated or divorced? (Total: 119)



Did your parents or adults in your home ever slap, hit, kick, punch, or beat each other up? (Total: 117)



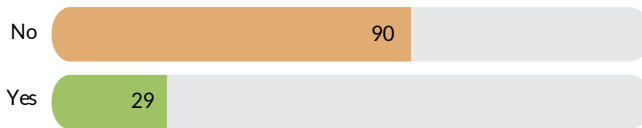
Not including spanking (before age 18), did a parent or adult in your home ever hit, beat, kick, or physically hurt you in any way? (Total: 121)



Did a parent or adult in your home ever swear at you, insult you, or put you down? (Total: 124)



Did anyone at least 5 years older than you, or an adult, ever touch you sexually? (Total: 119)



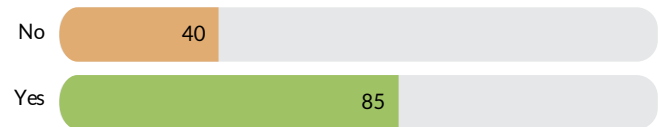
Did anyone at least 5 years older than you, or an adult, try to make you touch them sexually? (Total: 125)



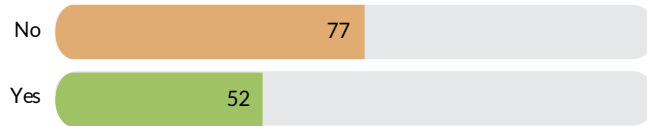
Did anyone at least 5 years older than you, or an adult, force you to have sex? (Total: 121)



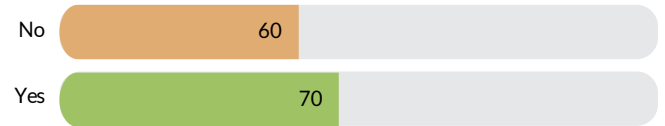
During your childhood, was there an adult in your household who made you feel safe and protected most or all of the time? (Total: 125)



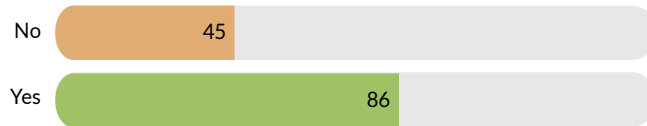
**During your childhood, was there an adult in your household who tried hard to make sure your basic needs were met most or all of the time? (Total: 129)**



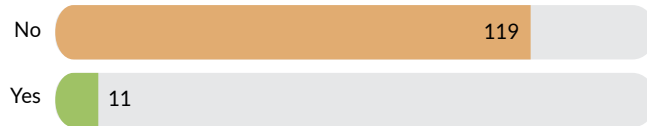
**Have you ever seen, heard, or been a victim of violence in your neighborhood, community, or school? (For example, targeted bullying, assault or other violent actions, war or terrorism) (Total: 130)**



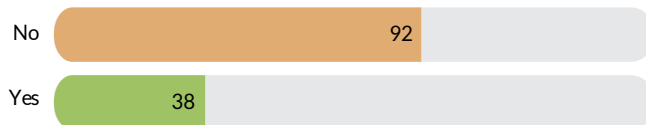
**Have you experienced discrimination? (For example, being hassled or made to feel inferior or excluded because of your race, ethnicity, gender identity, sexual orientation, religion, learning differences, or disabilities) (Total: 131)**



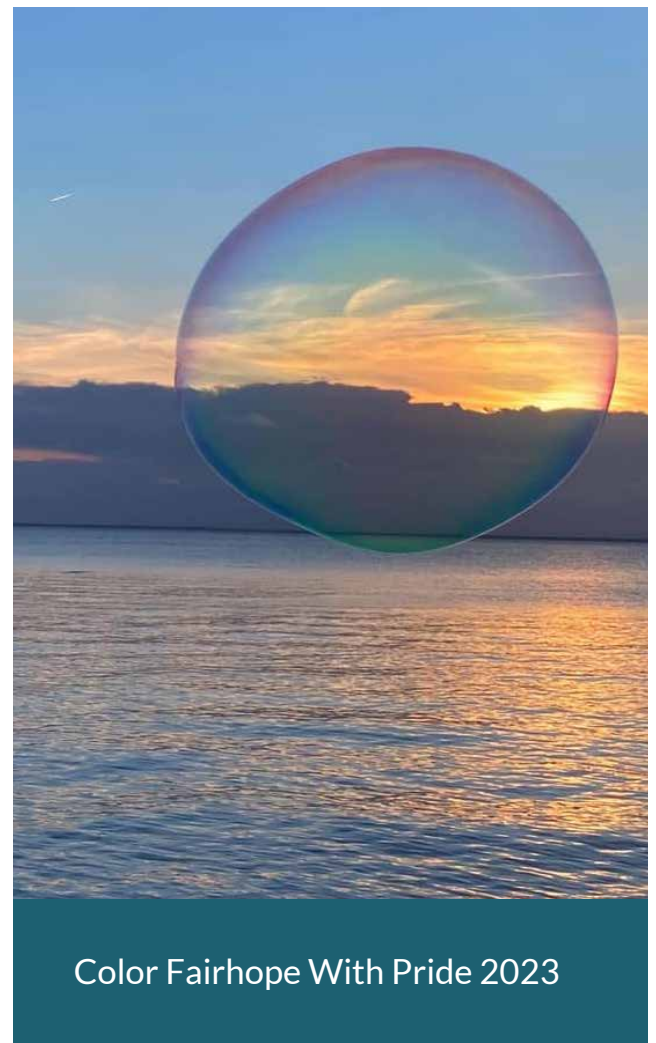
**Have you ever had to sleep away from your parent(s) or caregiver(s) because you were kicked out or abandoned? (Total: 130)**



**Have you ever experienced verbal or physical abuse or threats from a romantic partner? (For example, a partner, boyfriend or girlfriend) (Total: 130)**



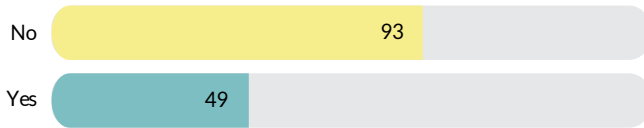
**Have you ever been in foster care, even for a short period of time? (Total: 130)**



Color Fairhope With Pride 2023

### 8. Identity-based Adversity in Families

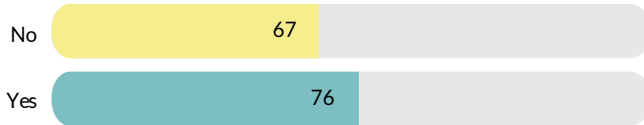
Have you ever been rejected by or distanced from family members because of your sexual orientation? (Total: 142)



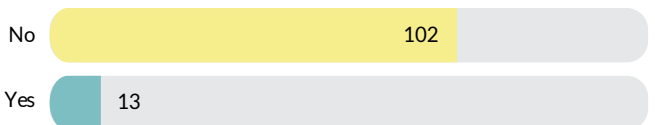
Have you ever been rejected by or distanced from family members because of your gender identity? (Total: 142)



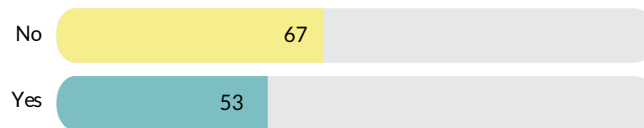
Did a parent or guardian ever openly speak negatively of or use slur words to refer the LGBTQIA+ community? (Total: 143)



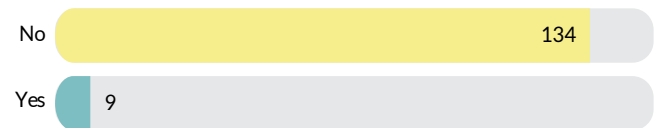
Has your parent or guardian ever threatened to withhold resources due to your LGBTQIA+ identity? (Total: 115)



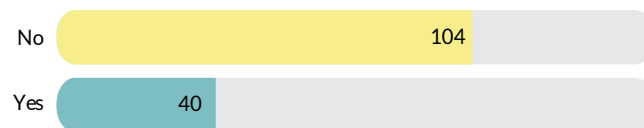
Did you ever believe that your parent or guardian would likely withhold resources from you due to your LGBTQIA+ identity? (Total: 120)



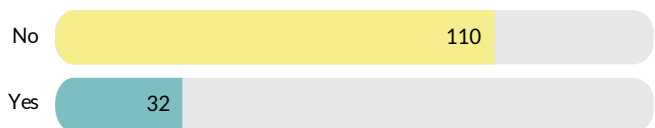
Have you ever been homeless or kicked out of your parents' home because of your LGBTQIA+ identity (even for a short amount of time)? (Total: 143)



Do you believe you are at risk of homelessness or having to move from your current housing due to your sexual orientation or gender identity? (Total: 144)



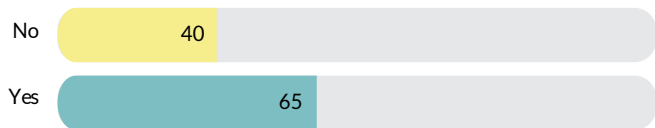
Were you ever encouraged, compelled, or forced to participate in religious activities (e.g. prayer, laying on of hands, etc.) for the purpose of changing your sexual orientation or gender identity? (Total: 142)



Were you encouraged, compelled, or forced to participate in "conversion" therapy with a mental health professional for the purpose of changing your sexual orientation or gender identity? (Total: 143)



With regard to your LGBTQIA+ identities and related experiences, did you often feel misunderstood, dismissed, stigmatized, or blamed by a parent or other important adults in your life? (Total: 105)

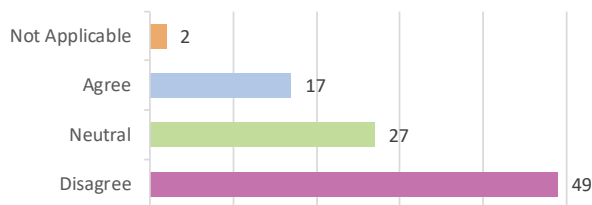


## H. Youth Experiences in Schools

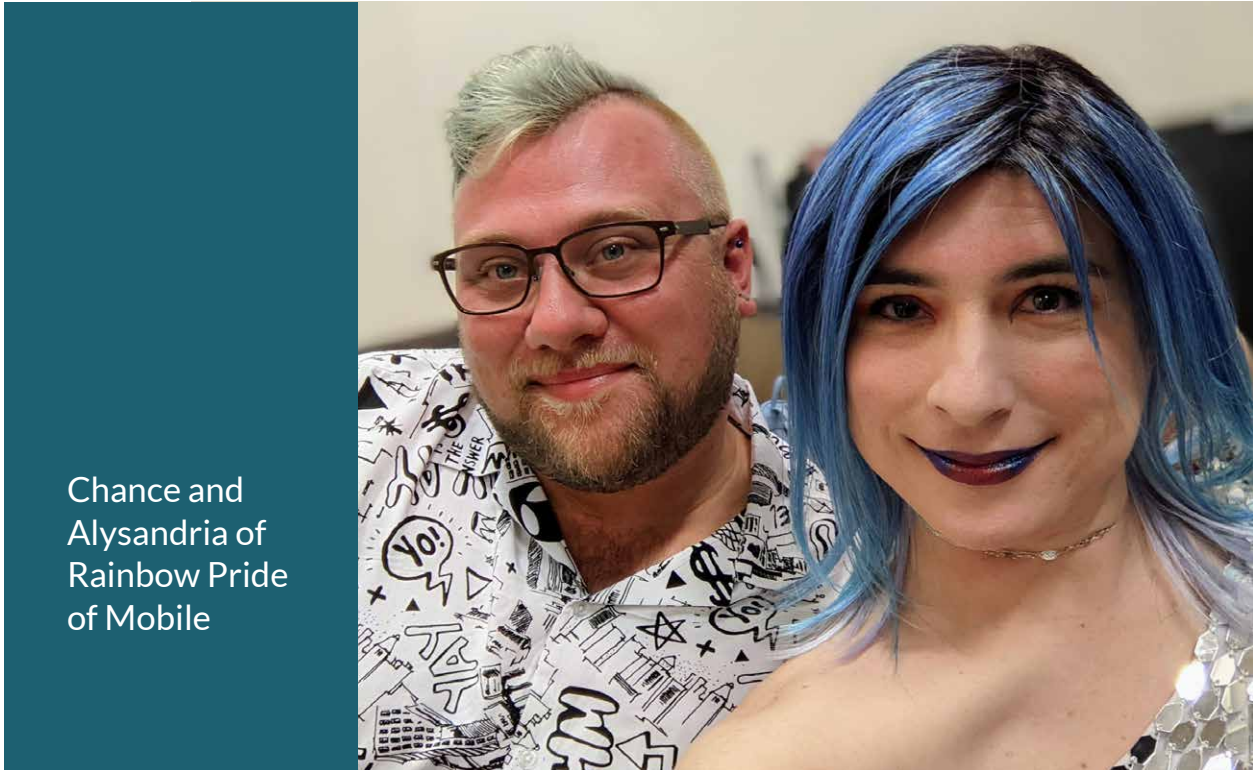
### 1. Participating Youth attend the following High Schools in southwest Alabama

- Alabama Connections Academy
- Alabama School of Math and Science
- Alma Bryant High School
- Baker High School
- Bayshore Christian School
- Bayside Academy
- B.C. Rain High School
- Daphne High School
- Fairhope High School
- Faith Academy
- Flomaton High School
- Foley High School
- Mary G. Montgomery High School
- McGill-Toolen Catholic High School
- Murphy High School
- Saraland High School
- Spanish Fort High School
- St. Paul's Episcopal School
- Theodore High School
- UMS Wright Preparatory School
- Vigor High School
- Washington County High School
- W.P. Davidson High School

### My high school is/was LGBTQIA+ affirming/supporting. (Total: 95)



*Just 17.9% of youth agreed that their school is affirming*

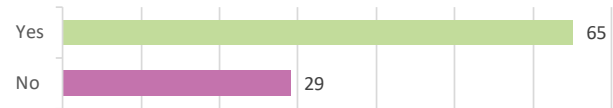




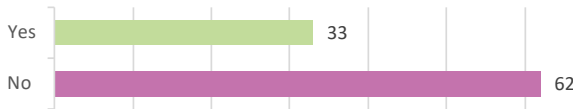
Youth posing with Prism facilitator Ariel Flowers in 2024

*More than 2 out of 3 youths say that they have experienced stress related to their LGBTQIA+ identity at school*

Have you ever experienced stress related to your LGBTQIA+ identity at school? (Total: 94)

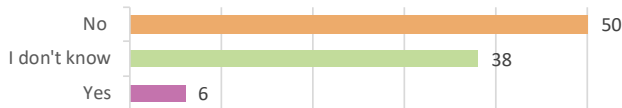


Does/did your high school have a Gay-Straight Alliance or other LGBTQIA+ inclusion club or organization? (Total: 95)

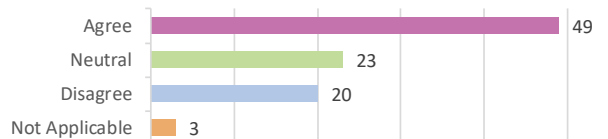


*Only 1 in 3 local students have access to a Gay-Straight Alliance or other LGBTQIA+ affirming club at their school. Attending schools where these clubs are available have been shown to have a positive impact on LGBTQIA+ youth mental health.*

Does/did your high school have a specific policy in place that prohibits LGBTQIA+ related bullying? (Total: 94)

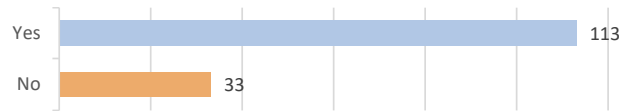


There are/were LGBTQIA+ affirming/supporting adults at my school. (Total: 95)

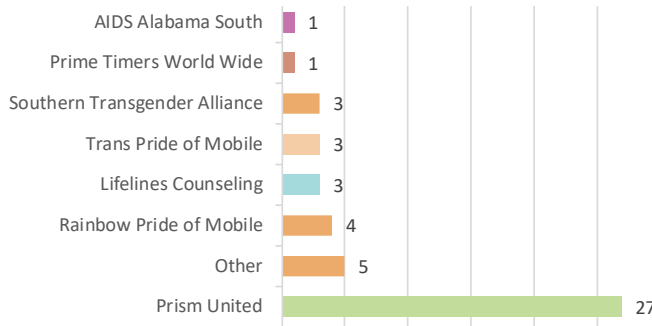


# I. Youth Experiences within the LGBTQIA+ Community

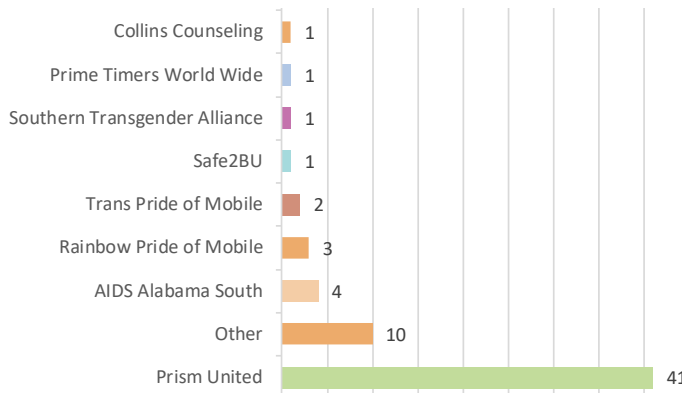
1. If I want to socialize with other LGBTQIA+ people in person, I am generally able to do so. (Total: 146)



2. Of which of the following LGBTQIA+ led/allied organizations are you aware? (Total: 47)



3. Which of the following LGBTQIA+ led/allied organizations have you interacted with in the past? (Total: 65)

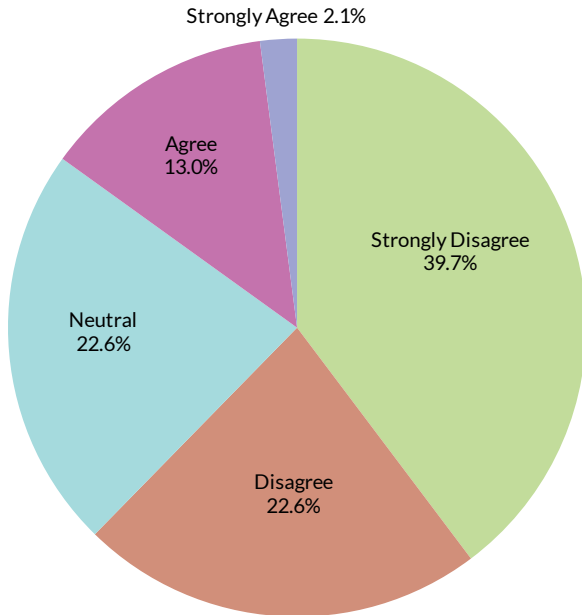


“I am thankful my kid could dress the way that made them feel comfortable and I am thankful for the acceptance they felt. They haven’t stopped smiling and talking about it.”

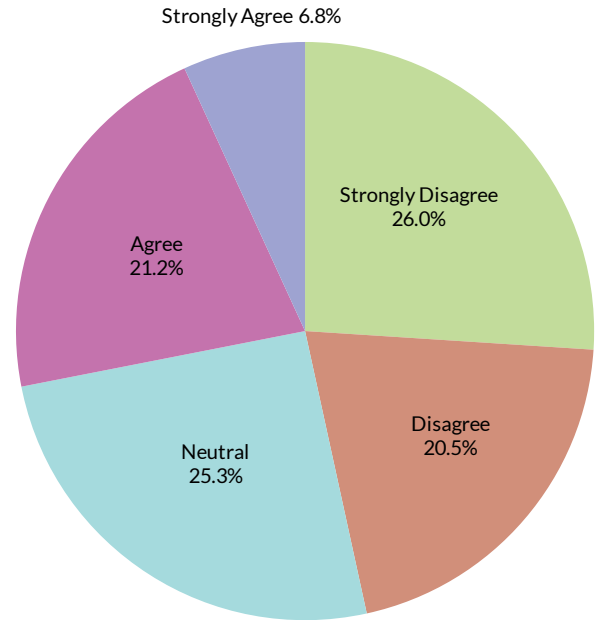
- Parent, About Prism Prom

4. Affirmation within the LGBTQIA+ Community

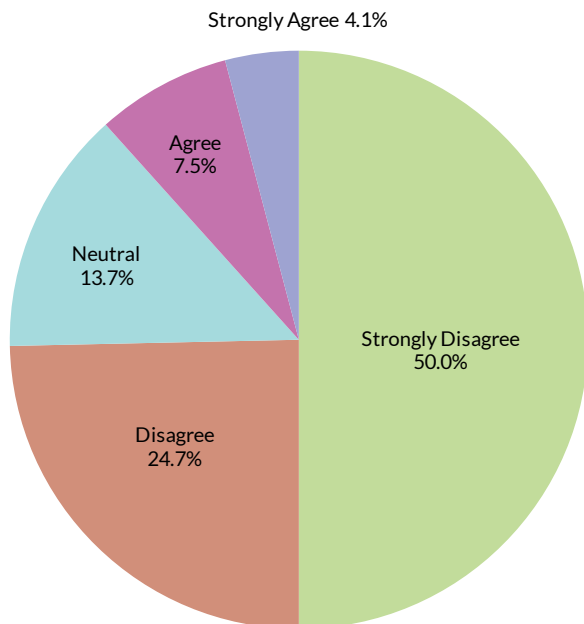
At times I have felt rejected by the LGBTQIA+ community because of my cultural identity (e.g. race, ethnicity, nationality, religion, etc.). (Total: 146)



At times I have felt rejected by the LGBTQIA+ community because of my sexuality or gender identity. (Total: 146)



At times I have felt rejected by the LGBTQIA+ community because of my health or disability status. (Total: 146)

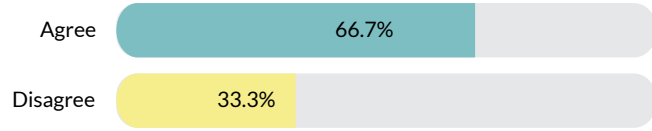


### 5. LGBTQIA+ People of Color

It is hard for people of color (POC) to come out because being LGBTQIA+ is less accepted in POC communities. (Total: 41)



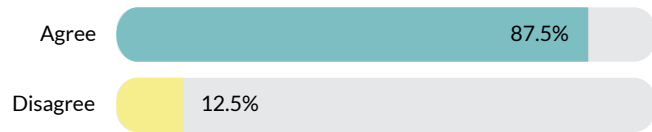
It is hard to find examples of LGBTQIA+ people of color whom I respect or see as a role model. (Total: 42)



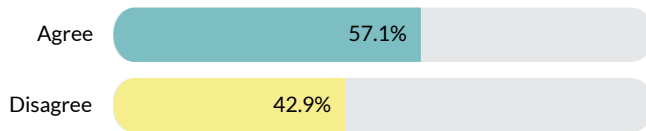
The mainstream LGBTQIA+ community does not reflect the needs of people of color. (Total: 41)



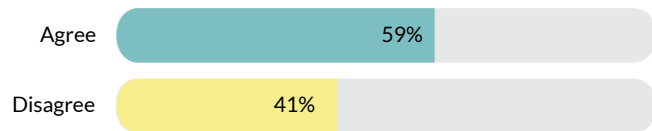
There are already so many things to deal with when you are a person of color, that being LGBTQIA+ just makes things harder. (Total: 40)



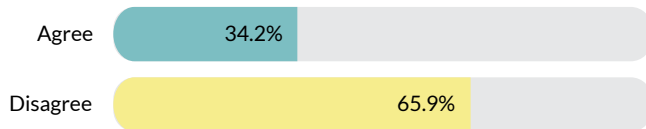
It is more comfortable for me to hang out with other LGBTQIA+ people of color than with white LGBTQIA+ people. (Total: 42)



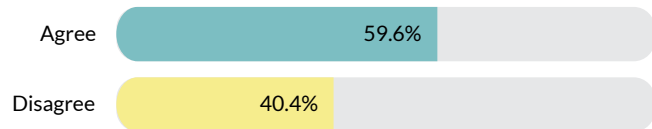
I am often asked to represent my entire race in mostly white LGBTQIA+ settings. (Total: 39)



My LGBTQIA+ identity is more important to who I am than my identity as a person of color. (Total: 41)



My identity as a person of color is more important to who I am than my LGBTQIA+ identity. (Total: 42)



Lifelines Counseling at the 2023 Pride Art Walk in Cathedral Square



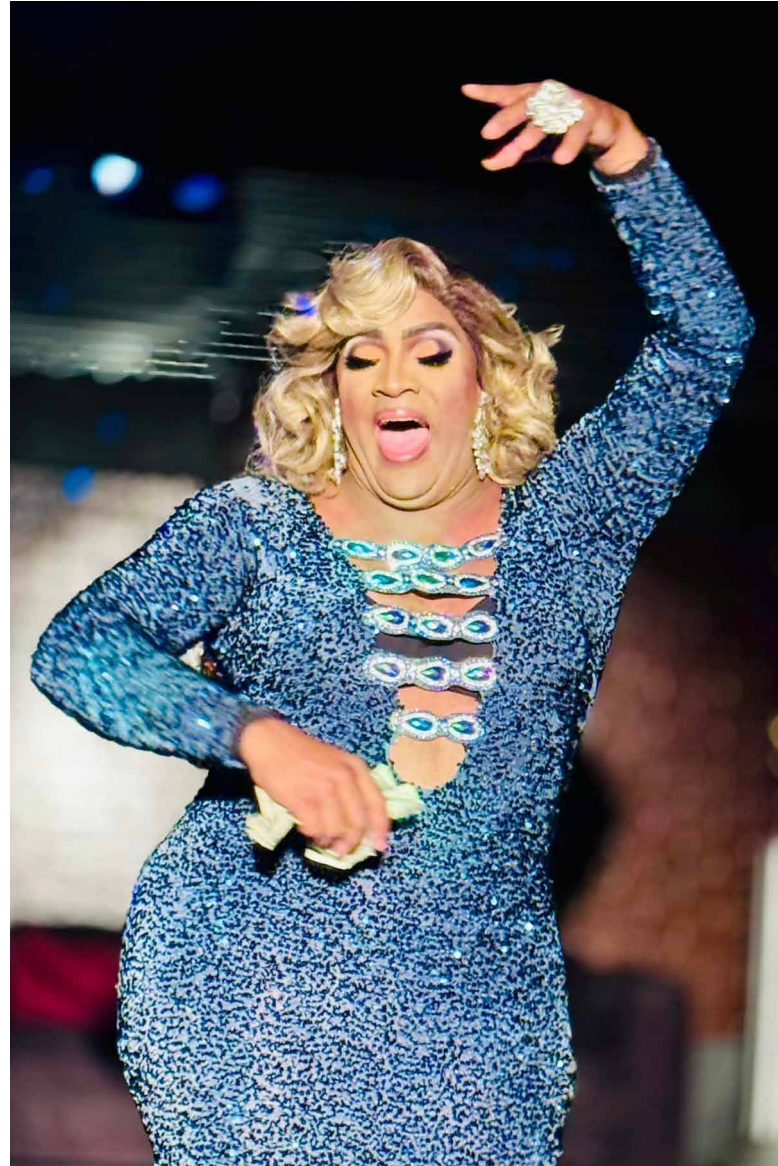
# LGBTQIA+ ADULTS

## A. Adult Key Findings

The following survey outcomes stem from feedback provided by a group of 377 LGBTQIA+ Adults, aged 18 and above<sup>4</sup>. These individuals generously shared their perspectives, thereby shaping a comprehensive needs assessment for this particular demographic within southwest Alabama. Through these findings, we gain invaluable insights into the challenges and experiences of LGBTQIA+ individuals.

- A. Adult Key Findings
- B. Adult Participant Demographics
- C. Adult Economic Access
- D. Adult Mental Health and Suicide Risk
- E. Adult Mental Health Care
- F. Being LGBTQIA+ Adults in Southwest Alabama
- G. Adult Experiences in Families
- H. Adult Experiences within the LGBTQIA+ Community

<sup>4</sup> In the pages of this report, you will find sections dedicated to experiences shared by 488 youth (ages 13-24) and adults (age 18+). Because the experiences of 18-24-year-olds are important to agencies serving youth and adults, this age group appears in both sets of results. Therefore, readers should not directly compare youth and adult data from this report.

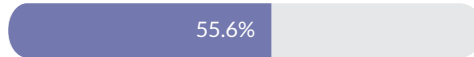


Pharrh Kayla Dynamics performs at a Drag event in Mobile, AL

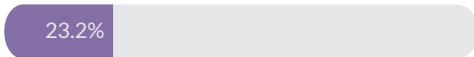
83% of adult respondents had to buy lower quality food in order to have enough food



More than half respondents felt so sad or hopeless almost every day for two weeks or more in a row that they stopped doing some usual activities



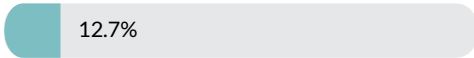
Nearly 1 in 4 adults have been homeless at some point in their lives



Less than half of adults reported working in a place where their sexuality and gender identity is affirmed



12.7% or about 1 in 8 respondents reported attempting suicide in the past year



84.7% of respondents of color agree that the mainstream LGBTQIA+ community does not reflect the needs of communities of color



47.5% report experiencing poor mental health most of the time or always



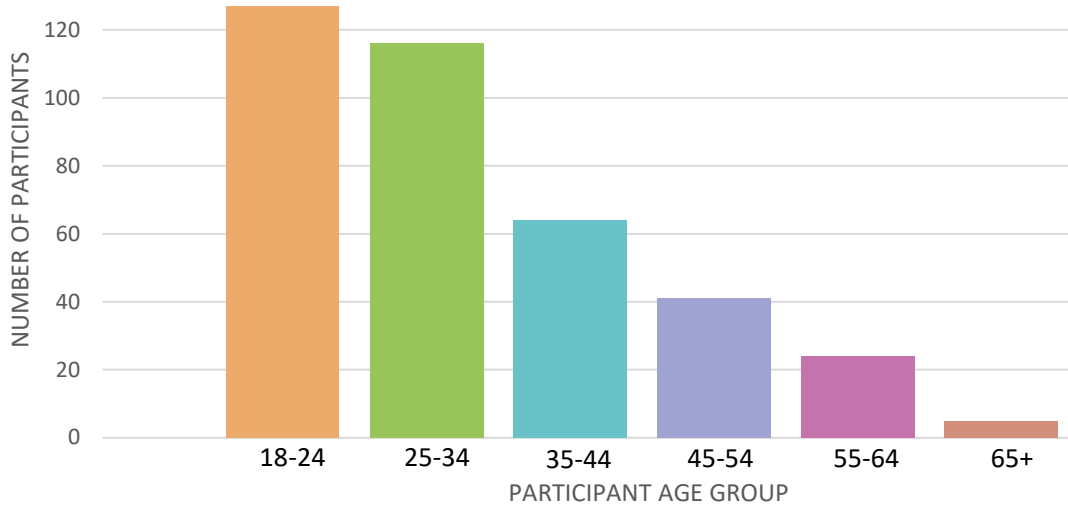
3 out of 4 people felt so nervous, anxious, or on edge in the past 12 months that they found it hard to stop worrying or had an anxiety attack



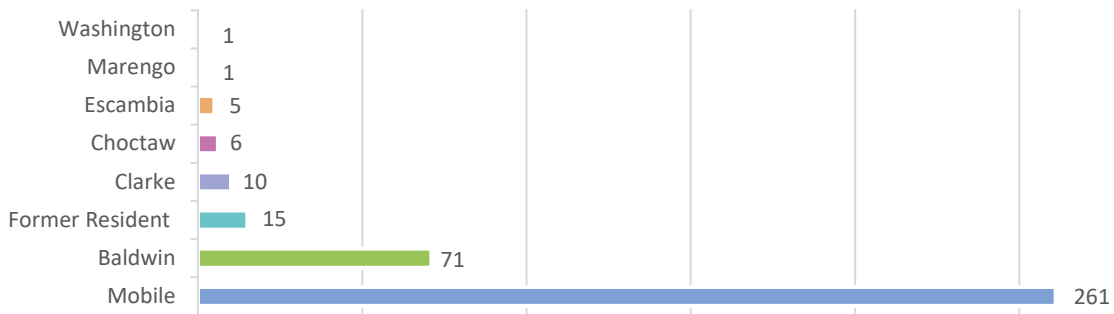
AIDS Alabama South tabling at a community resource event

## B. Adult Participant Demographics

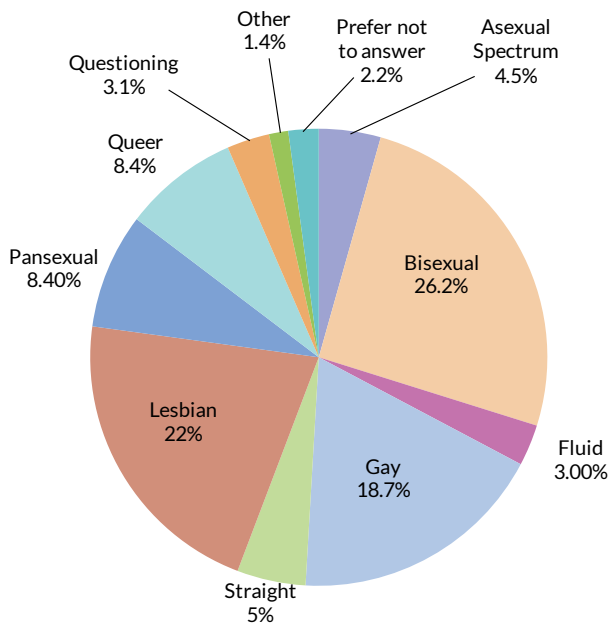
### 1. What is your age? (Total: 377)



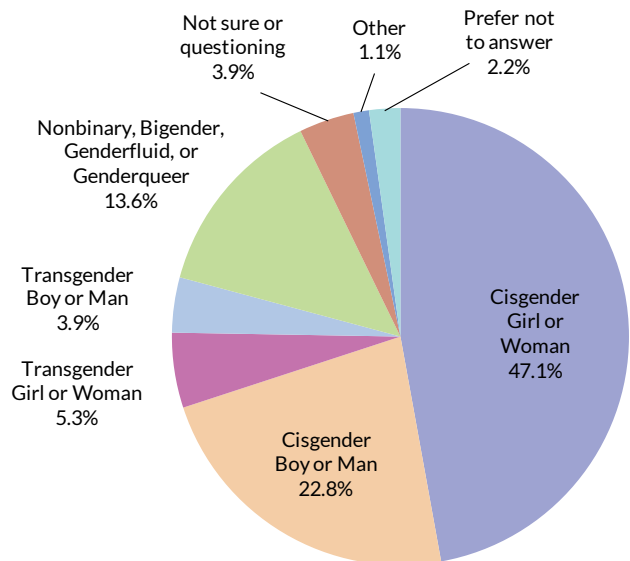
### 2. In which of the following counties in southwest Alabama (SWAL) do you currently live? (Total: 377)



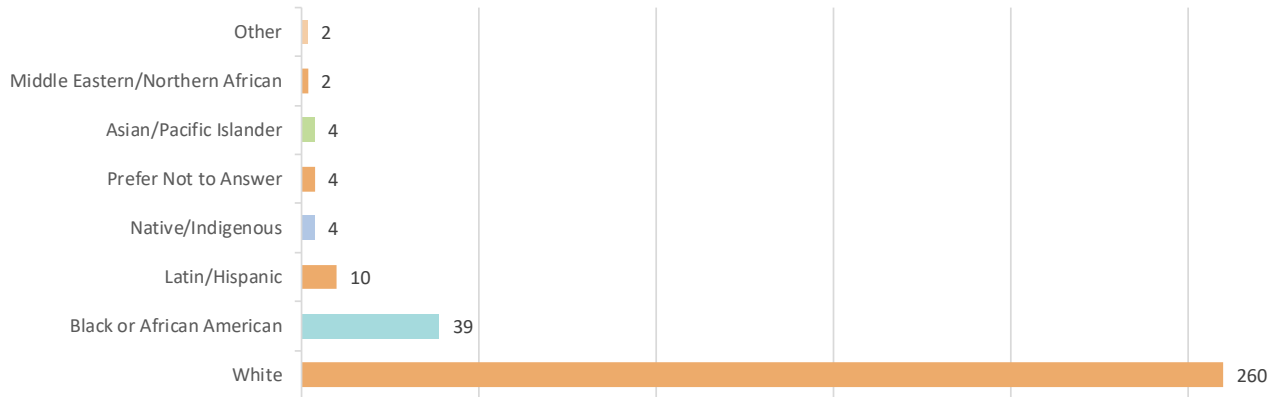
### 3. Which of the following best describes your current sexual orientation? (Total: 359)



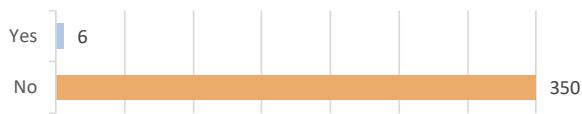
### 4. Which of the following best describes your gender identity? (Total: 359)



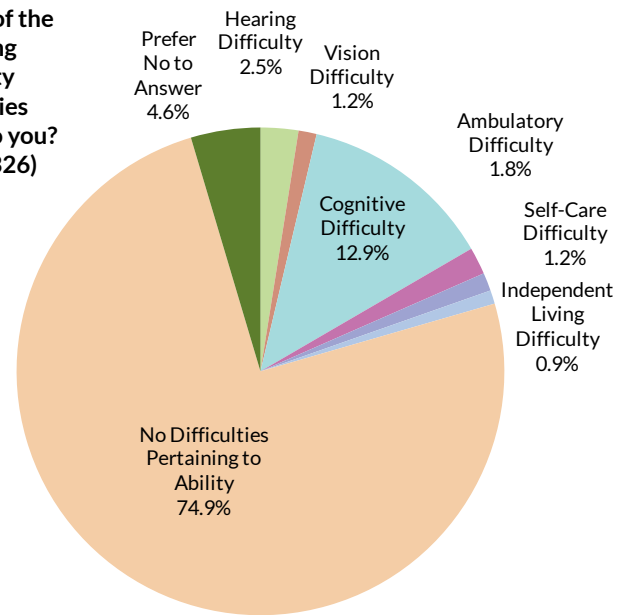
5. What is your race/ethnicity? (Total: 325)



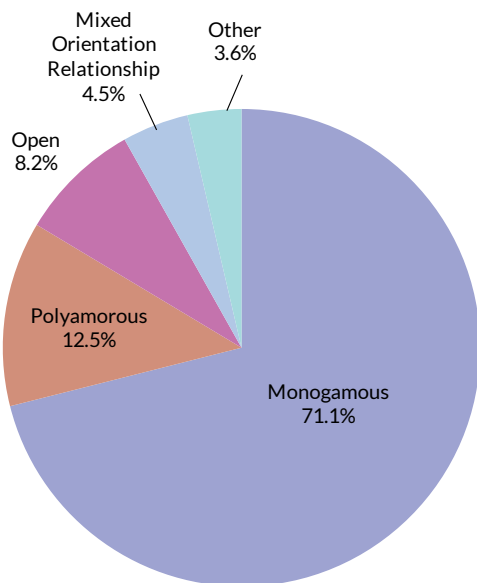
6. Are you an immigrant? (Total: 356)



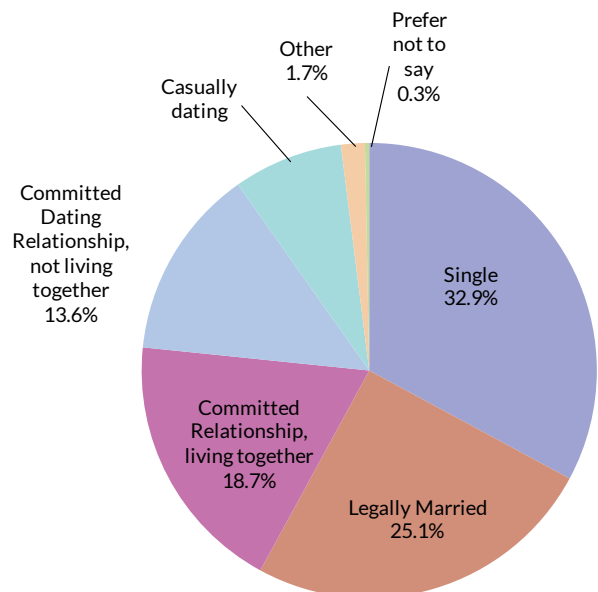
7. Which of the following disability categories apply to you? (Total: 326)



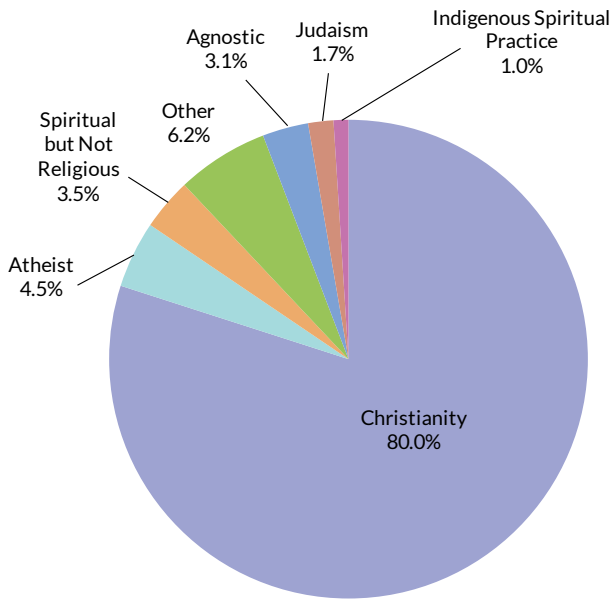
8a. Which of the following best describes your relationship dynamic? (Total: 352)



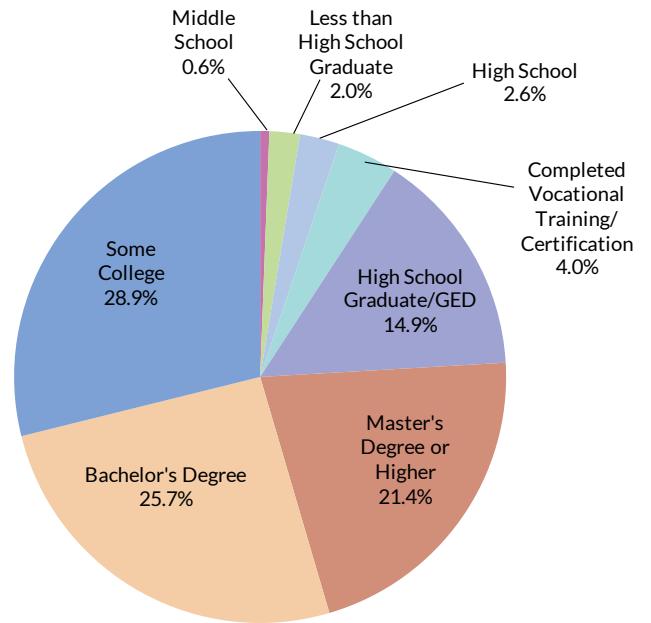
8b. Which of the following best describes your relationship status? (Total: 359)



9. Which of the following best describes the spiritual or religious beliefs in the home where you grew up? (Total: 196)



10. What is the highest level of education you have completed? (Total: 213)

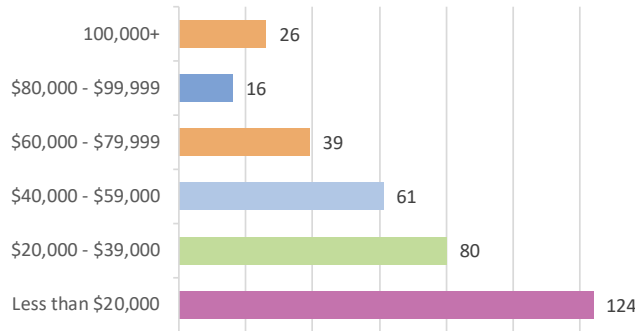


Open Table United Church of Christ at 2022 PrideFest

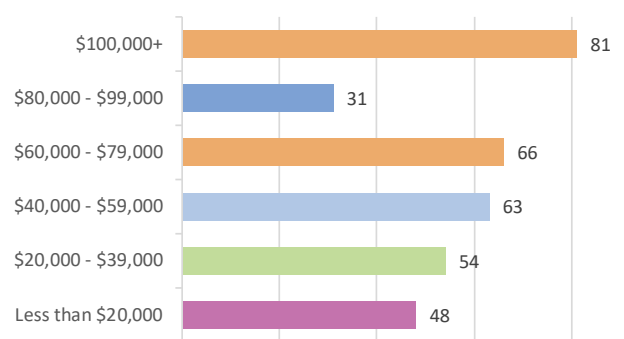
## C. Adult Economic Access

### 1. Income

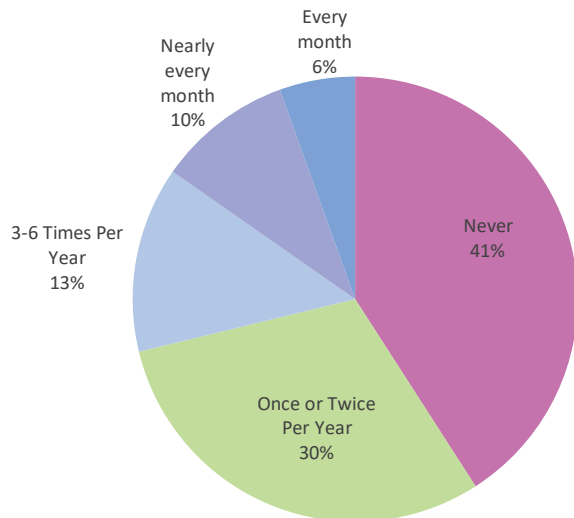
What is your individual annual income? (If you are not sure, it's okay to estimate) (Total: 204)



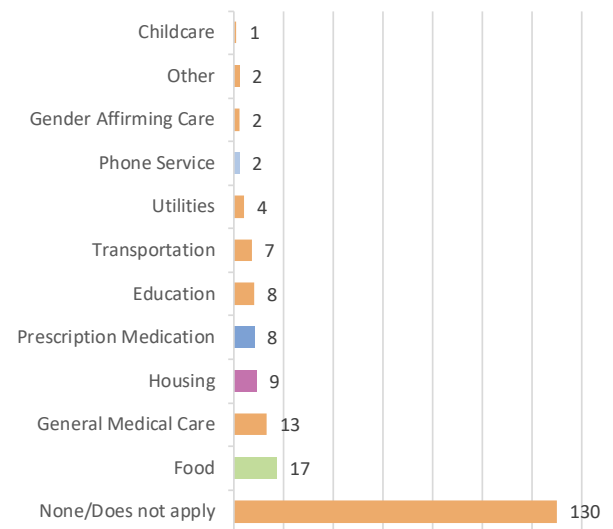
What is the total annual income for your household? (If you are not sure, it's okay to estimate) (Total: 202)



How often do you (or your family) have difficulty making ends meet at the end of the month? (Total: 347)

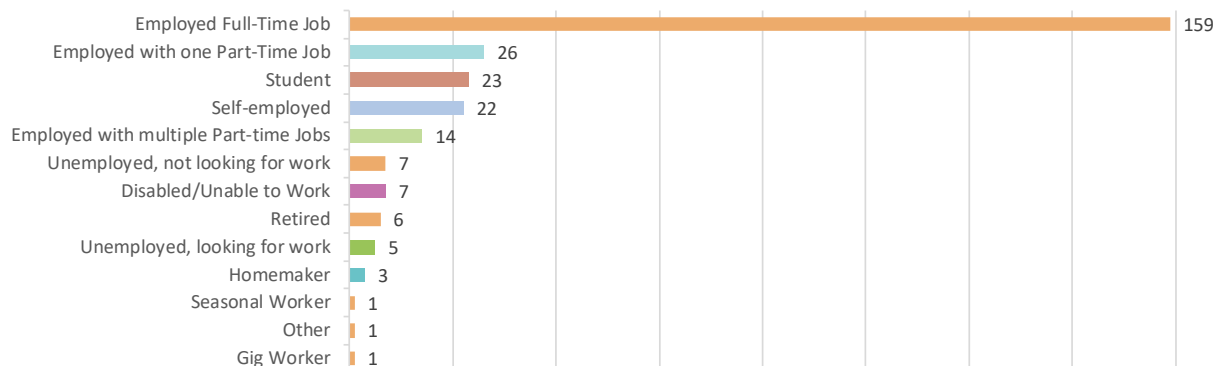


Which of the following have you had trouble affording in the last year? (Select all that apply) (Total: 203)



### 2. Employment Status

What is your employment status? (Total: 275)

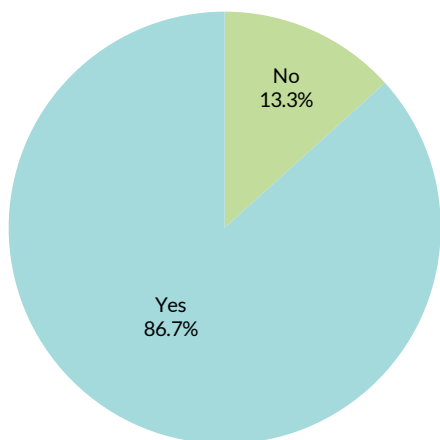


Have you ever been terminated from a job because of your LGBTQIA+ identity? (Total: 304)

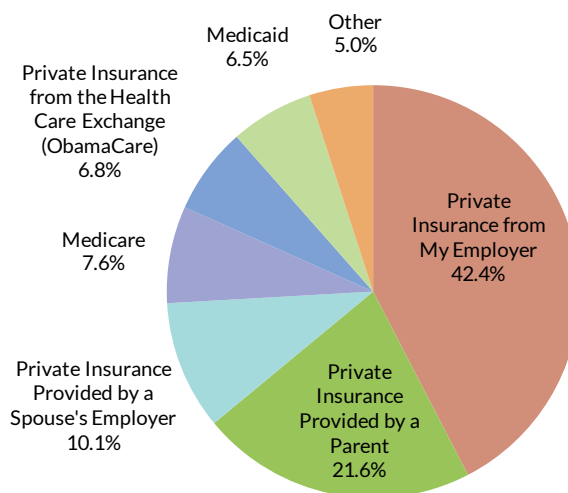


### 3. Insurance Access

Do you have medical insurance? (Total: 377)



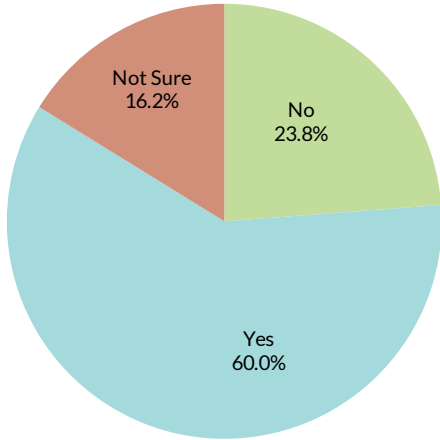
What kind of insurance do you have? (Total: 278)



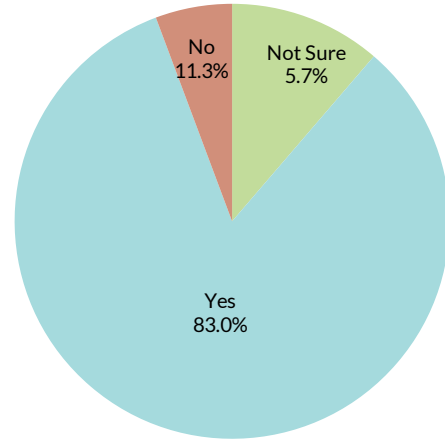
Dan Van Nostrand speaks at the City of Mobile LGBTQIA+ Liason Town Hall on Herz patio

4. Food Security

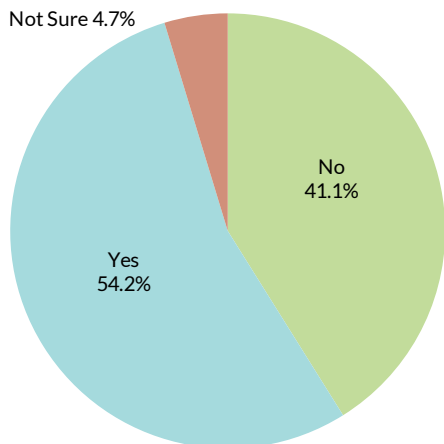
Do you feel that you get enough food during any given week? (Total: 105)



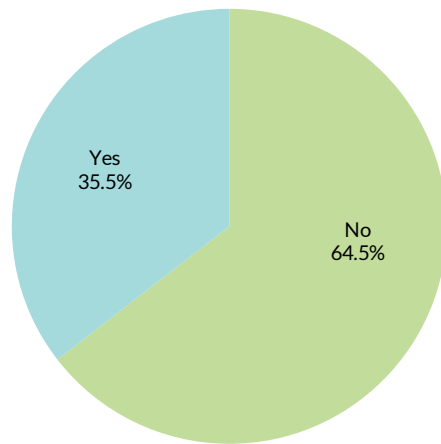
Did you or your family have to buy lower quality food in order to have enough food? (Total: 106)



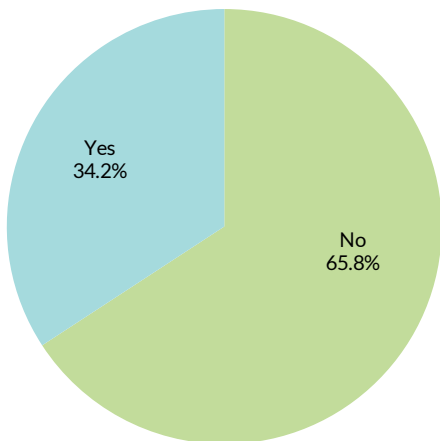
Have you or your household felt like you must skip meals in order to pay for other household expenses such as water, electricity, or rent? (Total: 107)



In the past 12 months, have you visited a charitable food site such as a food pantry, food distribution, etc.? (Total: 107)



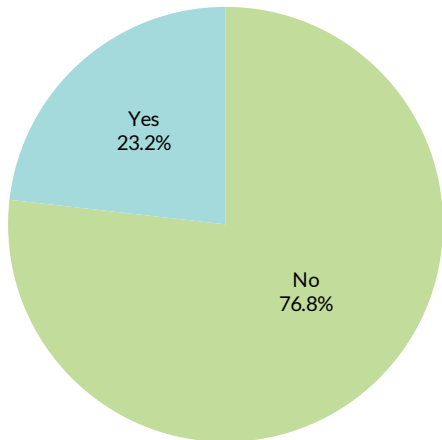
Did you experience any discrimination or microaggressions (indirect, subtle, or unintentional discrimination) during this experience? (Total: 38)



A night out at B-Bob's in Mobile

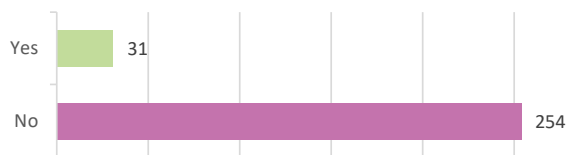
### 5. Housing Security

Have you ever been homeless (even for a short amount of time)? (Total: 345)

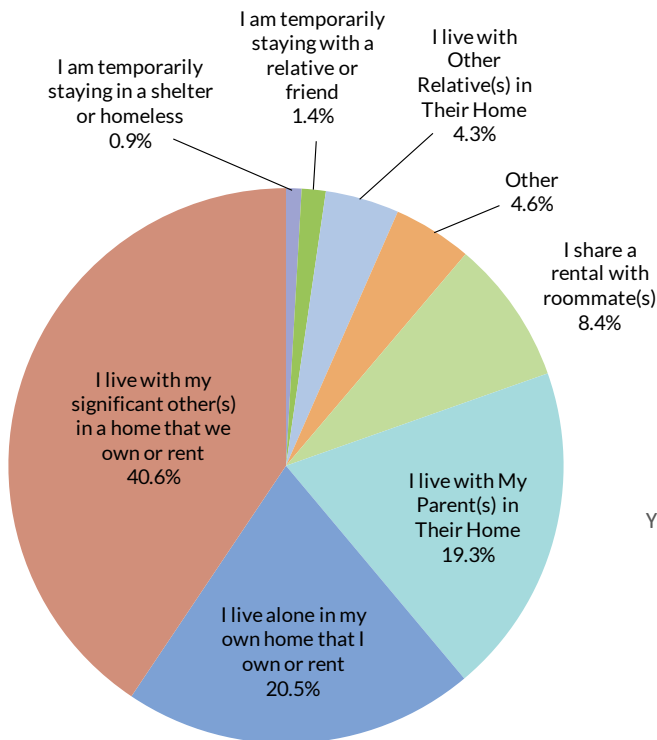


*Nearly 1 in 4 LGBTQIA+ adults have been homeless at some point in their lives*

Have you ever been homeless or kicked out of your parents' home because of your LGBTQIA+ identity (even for a short amount of time)? (Total:285)



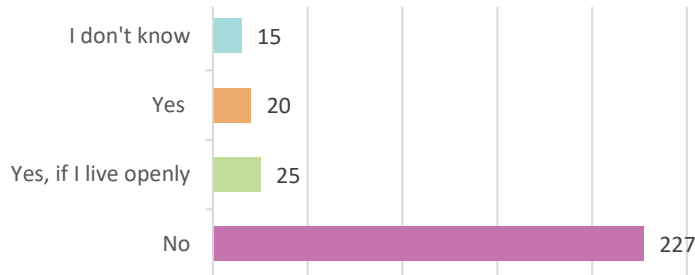
Which of the following best describes your CURRENT living situation? (Total: 347)



Have you ever been evicted from your home because of your LGBTQIA+ identity? (Total: 304)

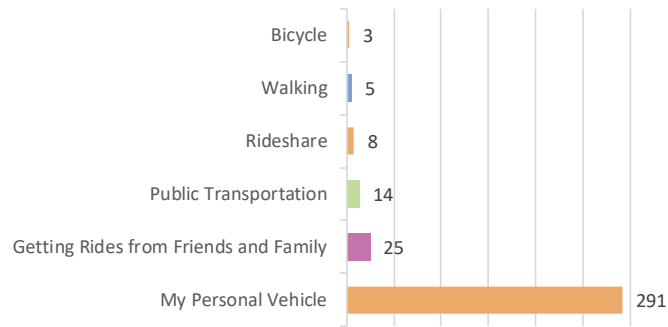


Do you believe you are at risk of homelessness or having to move from your current housing due to your sexual orientation or gender identity? (Total: 287)



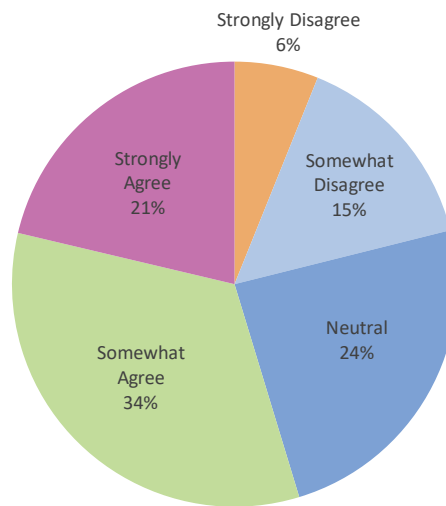
6. Sources of Transportation

What is your primary source of transportation? (Total: 346)



7. Perceived Economic Output

In the future, there will be opportunities for me to achieve economic stability/improve my economic outlook in the county where I currently reside. (Total: 347)



Revelers at the inaugural Wig Walk in 2023



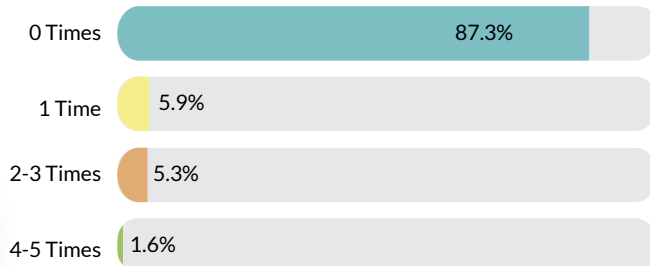
## D. Adult Mental Health and Suicide Risk

1. During the past 12 months, did you ever seriously consider attempting suicide? (Total: 321)

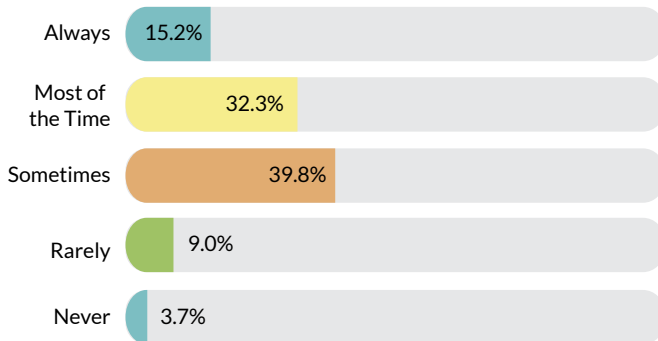


*12.7% or about 1 in 8 respondents reported attempting suicide in the past year*

2. How many times adults actually attempted suicide during the past 12 months (Total: 162)

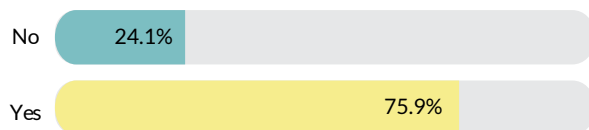


3. During the past 30 days, how often did you experience stress, anxiety, or depression? (Total: 322)

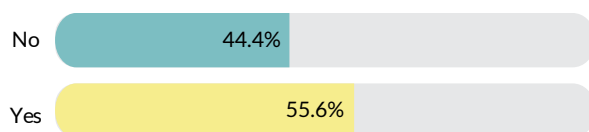


*47.5 % reported experiencing poor mental health Most of the Time or Always*

4. In the past 12 months, did you ever feel so nervous, anxious, or on edge that you found it hard to stop worrying or had an anxiety attack? (Total: 320)

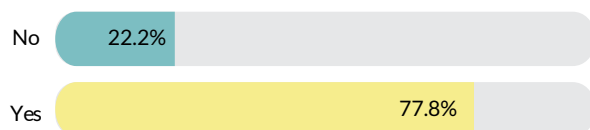


5. In the past 12 months, did you ever feel so sad or hopeless almost every day for two weeks or more in a row that you stopped doing some usual activities? (Total: 322)

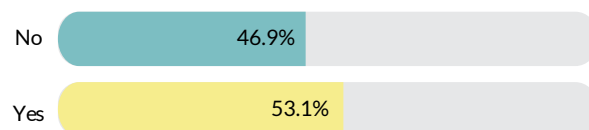


## E. Adult Mental Health Care

1. In the past 12 months, have you wanted to seek mental health care? (Total: 320)



2. Adults who received mental healthcare in the past 12 months (Total: 161)

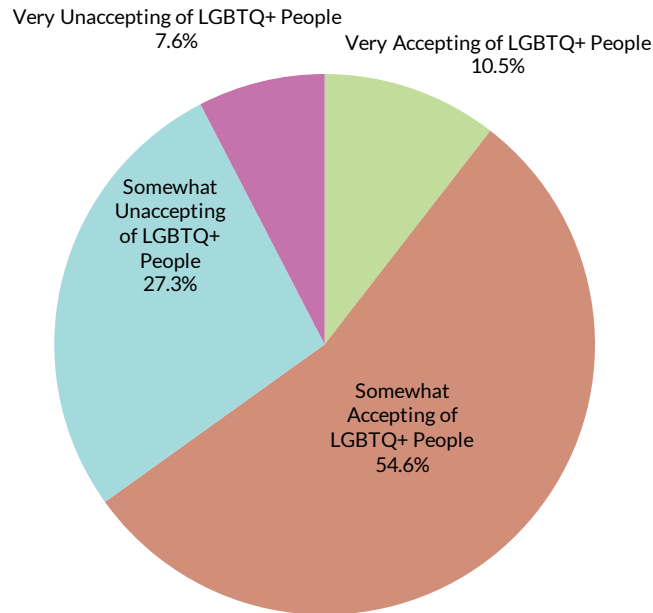


*249 respondents reported wanting mental health care in the past year while only 170 reported having received mental health care in the past year*

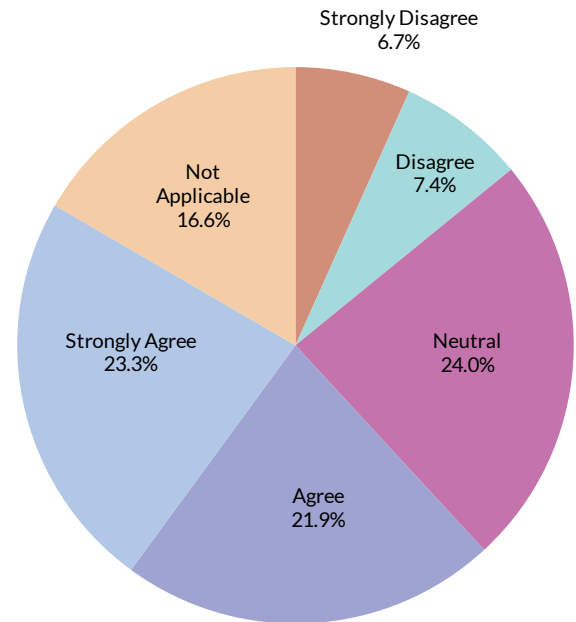
## F. Being LGBTQIA+ Adults in Southwest Alabama

*Less than half of LGBTQIA+ adults reported working in a place where their sexuality and gender identity are affirmed*

1. In general, the community where I live is: (Total: 304)

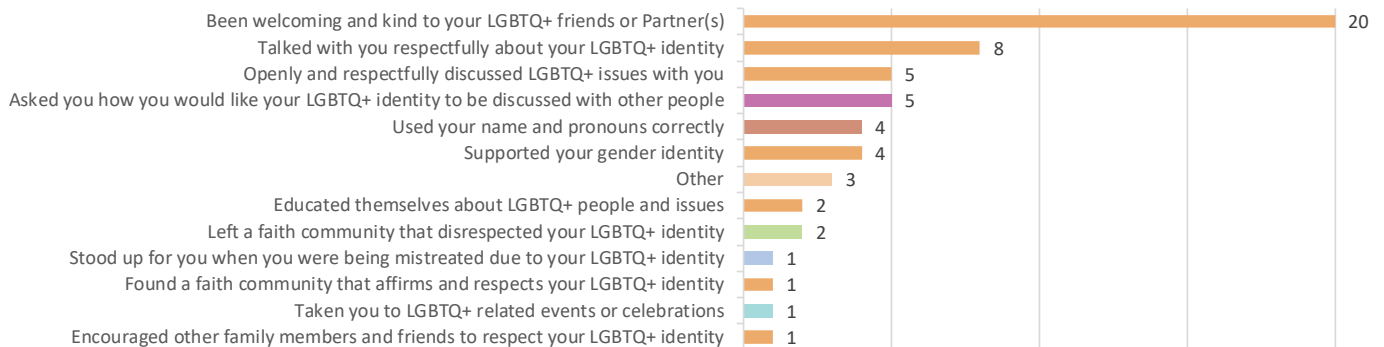


2. I work in a place where my sexuality and gender identity are affirmed. (Total: 283)

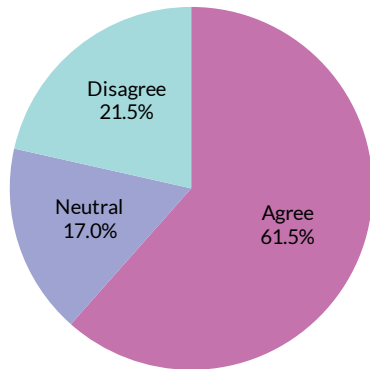


## G. Experiences in Childhood Families - Adults

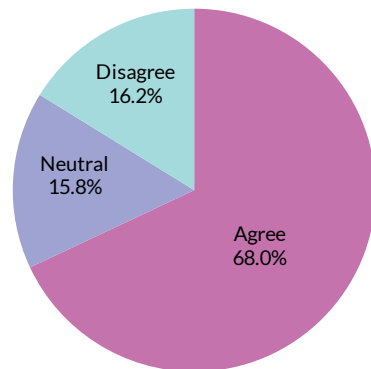
1. Has a parent or guardian ever taken any of the following actions to support your LGBTQIA+ identity? (Total: 377)



**2. I live in a home where my sexual orientation is affirmed. (Total: 289)**



**3. I live in a home where my gender identity is affirmed. (Total: 284)**



**4. LGBTQIA+ Relatives**

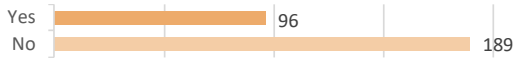
**Do you have at least one parent who identifies as LGBTQIA+? (Total: 287)**



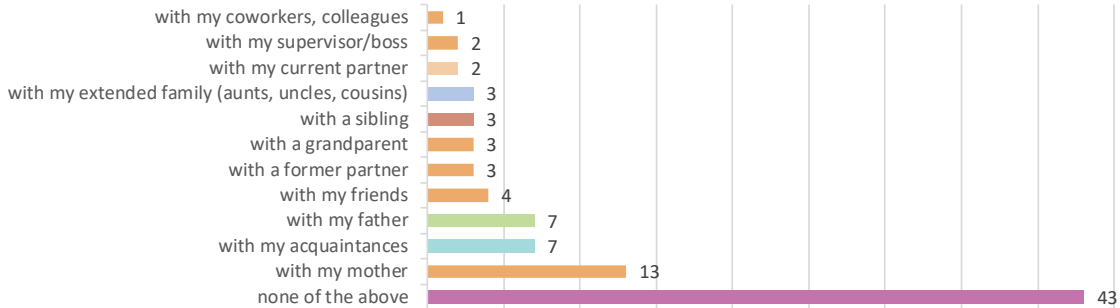
**Do you have other people in your family such as siblings, aunts, uncles, cousins, grandparents, or your own kids who identify as LGBTQIA+? (Total: 287)**



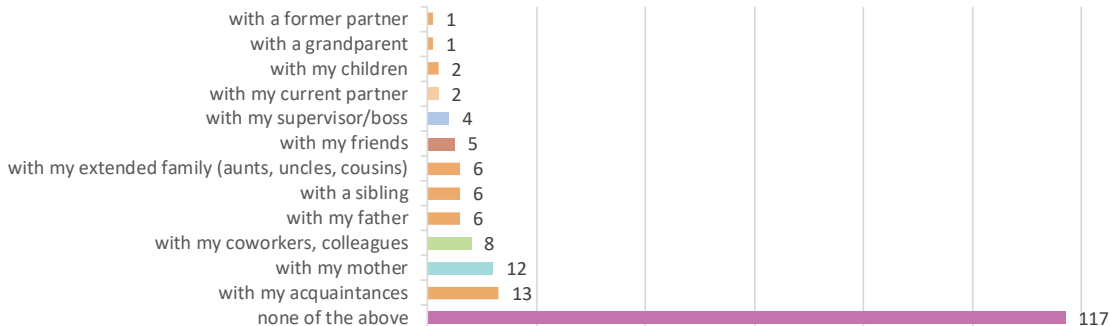
**Are you a parent or step-parent? (Total: 285)**



**5. In which of the following relationships has a response or reaction to your LGBTQIA+ identity EVER been stressful for you? (Total: 91)**



**6. In the PAST 12 MONTHS, in which of the following relationships has a response or reaction to your LGBTQIA+ identity been stressful for you. (Total: 183)**



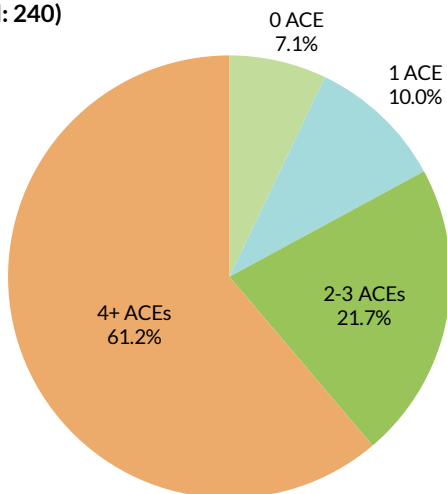
## Participants at Love Wins Fairhope in 2023



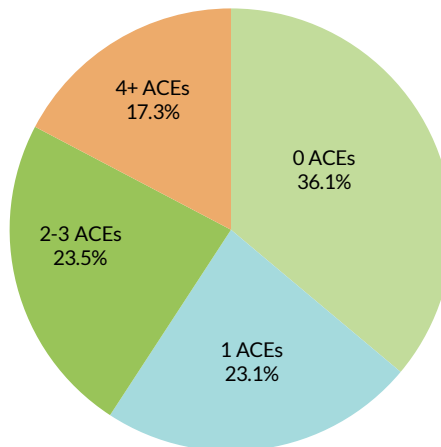
### Adverse Childhood Events (ACEs)

Adverse childhood experiences (ACEs) refer to stressful or traumatic events that occur during childhood, typically before the age of 18. These experiences can vary widely and may include physical, emotional, or sexual abuse, neglect, household dysfunction such as substance abuse or mental illness among caregivers, or exposure to violence. ACEs can profoundly impact a child’s physical, emotional, and cognitive development, as well as their overall well-being. For individuals who have experienced multiple adverse childhood experiences, the cumulative effects can be particularly severe. The greater the number of ACEs in one’s background, the higher the risk of negative outcomes later in life. Research has shown that individuals with a high ACE score are more likely to suffer from chronic health conditions such as heart disease, obesity, and mental health disorders like depression and anxiety. Additionally, they may have difficulties forming and maintaining healthy relationships, struggle with substance abuse or addiction, and face challenges in academic or professional settings.

**Number of ACEs (Adverse Childhood Experiences) present in LGBTQIA+ Adults in southwest Alabama (Total: 240)**



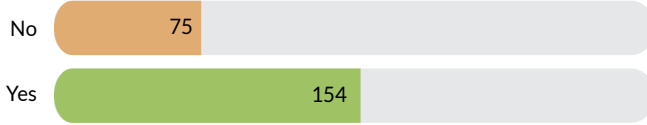
**ACE Score Prevalence among U.S. Adults, 2001-2020 BRFSS ACEs Module<sup>5</sup>**



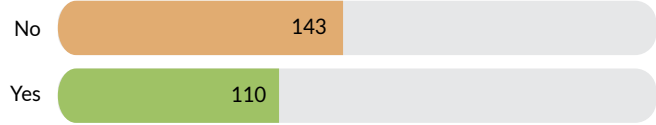
<sup>5</sup>Source: Swedo EA, Aslam MV, Dahlberg LL, et al. Prevalence of Adverse Childhood Experiences Among U.S. Adults – Behavioral Risk Factor Surveillance System, 2011–2020. MMWR Morb Mortal Wkly Rep 2023;72:707–715. DOI: <http://dx.doi.org/10.15585/mmwr.mm7226a2>

### 7. Adverse Childhood Events (ACEs)

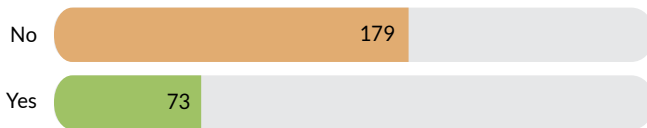
**Did you live with anyone who was depressed, mentally ill, or suicidal? (Total: 229)**



**Did you live with anyone who was a problem drinker or alcoholic? (Total: 253)**



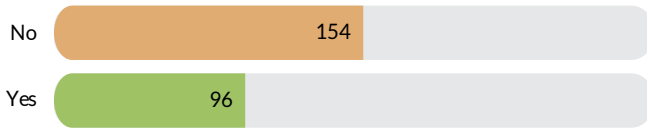
**Did you live with anyone who used illegal street drugs or who abused prescription medications? (Total: 252)**



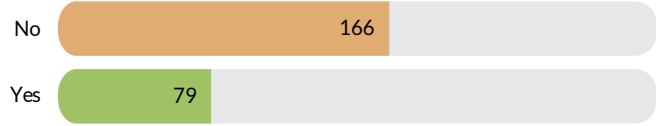
**Did you live with anyone who served time or was sentenced to serve time in a prison, jail, or other correctional facility? (Total: 263)**



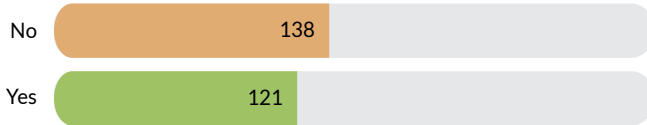
**Were your parents separated or divorced? (Total: 250)**



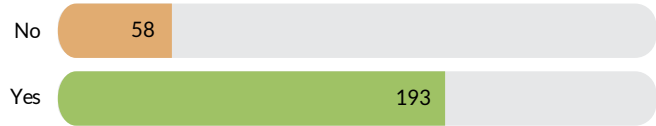
**Did your parents or adults in your home ever slap, hit, kick, punch, or beat each other up? (Total: 245)**



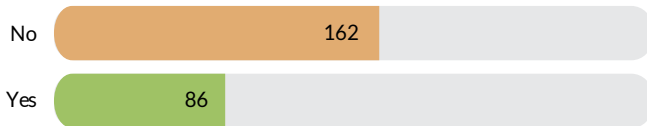
**Not including spanking (before age 18), did a parent or adult in your home ever hit, beat, kick, or physically hurt you in any way? (Total: 259)**



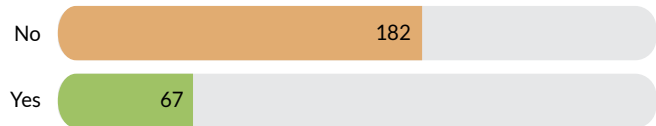
**Did a parent or adult in your home ever swear at you, insult you, or put you down? (Total: 251)**



**Did anyone at least 5 years older than you or an adult ever touch you sexually? (Total: 248)**



**Did anyone at least 5 years older than you or an adult try to make you touch them sexually? (Total: 249)**



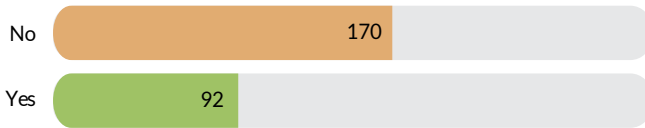
**Did anyone at least 5 years older than you or an adult force you to have sex? (Total: 248)**



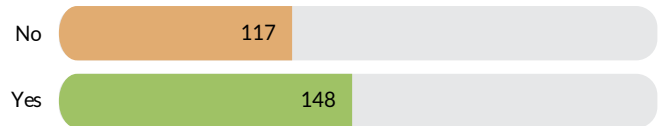
**During your childhood was there an adult in your household who made you feel safe and protected most or all of the time? (Total: 259)**



**During your childhood was there an adult in your household who tried hard to make sure your basic needs were met most or all of the time? (Total: 262)**



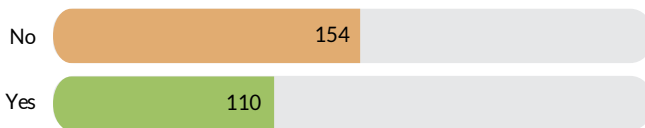
**Have you ever seen, heard, or been a victim of violence in your neighborhood, community or school? (For example, targeted bullying, assault or other violent actions, war or terrorism) (Total: 265)**



**Have you experienced discrimination? (For example, being hassled or made to feel inferior or excluded because of your race, ethnicity, gender identity, sexual orientation, religion, learning differences, or disabilities) (Total: 265)**



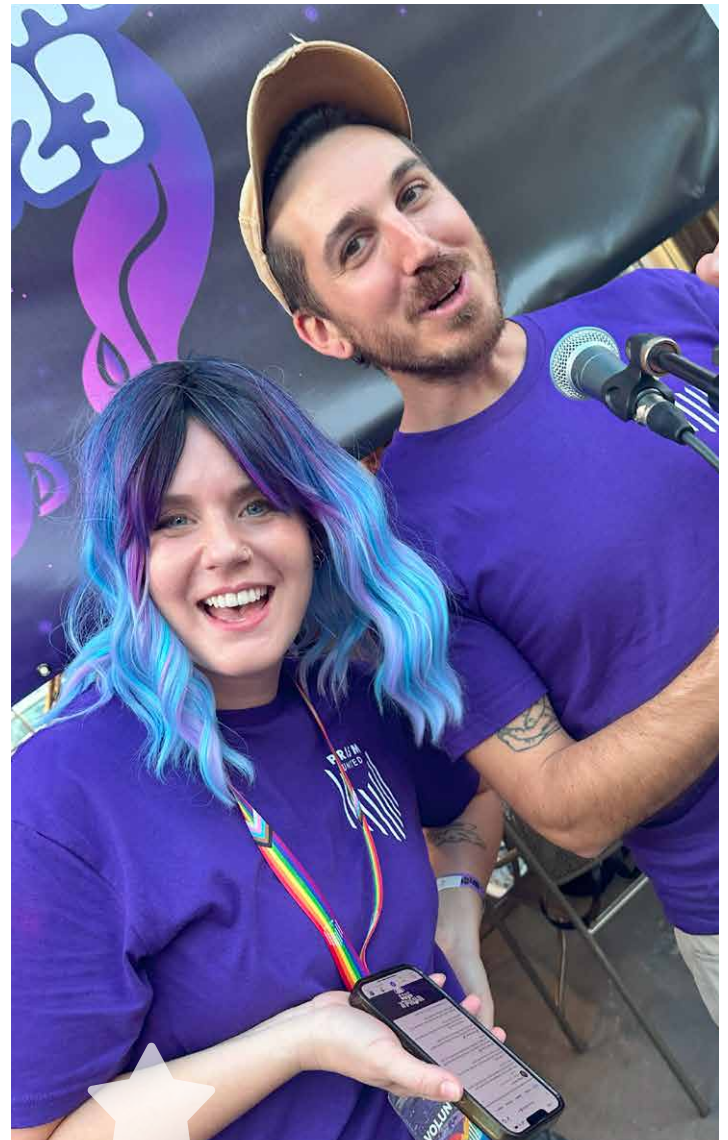
**Have you ever experienced verbal or physical abuse or threats from a romantic partner? (For example, a partner, boyfriend or girlfriend) (Total: 264)**



**Have you ever had to sleep away from your parent(s) or caregiver(s) because you were kicked out or abandoned? (Total: 264)**



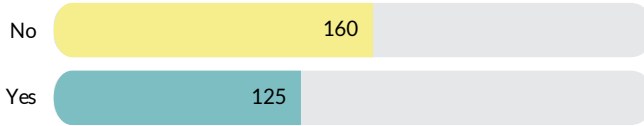
**Have you ever been in foster care, even for a short period of time? (Total: 264)**



Rachel and Tom announcing the 2023 WigWalk costume winners at Oyster City Brewing Company

### 8. Identity-based Adversity in Families

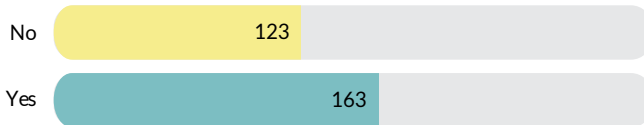
Have you ever been rejected by or distanced from family members because of your sexual orientation? (Total: 285)



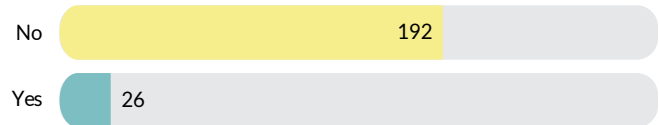
Have you ever been rejected by or distanced from family members because of your gender identity? (Total: 285)



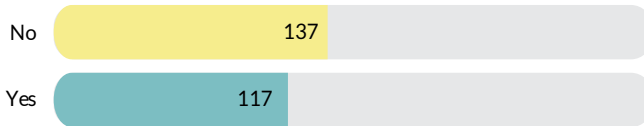
Did a parent or guardian ever openly speak negatively of or use slur words to refer the LGBTQIA+ Community? (Total: 286)



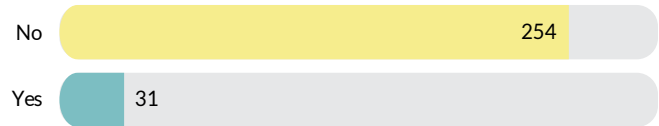
Has your parent or guardian ever threatened to withhold any resources due to your LGBTQIA+ identity? (Total: 218)



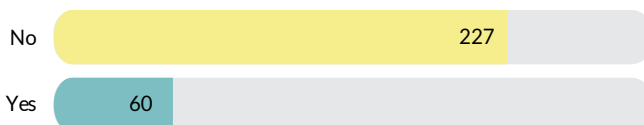
Did you ever believe that your parent or guardian would likely withhold resources from you due to your LGBTQIA+ identity? (Total: 254)



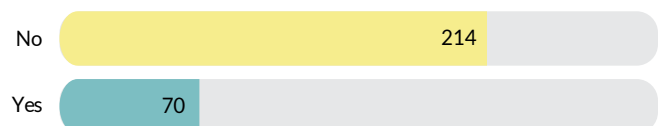
Have you ever been homeless or kicked out of your parents' home because of your LGBTQIA+ identity (even for a short amount of time)? (Total: 285)



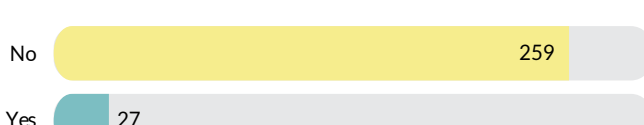
Do you believe you are at risk of homelessness or having to move from your current housing due to your sexual orientation or gender identity? (Total: 287)



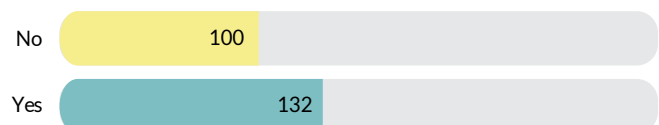
Were you ever encouraged, compelled, or forced to participate in religious activities (e.g. prayer, laying on of hands, etc.) for the purpose of changing your sexual orientation or gender identity? (Total: 284)



Were you encouraged, compelled, or forced to participate in "conversion" therapy with a mental health professional for the purpose of changing your sexual orientation or gender identity? (Total: 286)



With regard to your LGBTQIA+ identities and related experiences, did you often feel misunderstood, dismissed, stigmatized, or blamed by a parent or other important adults in your life? (Total: 232)

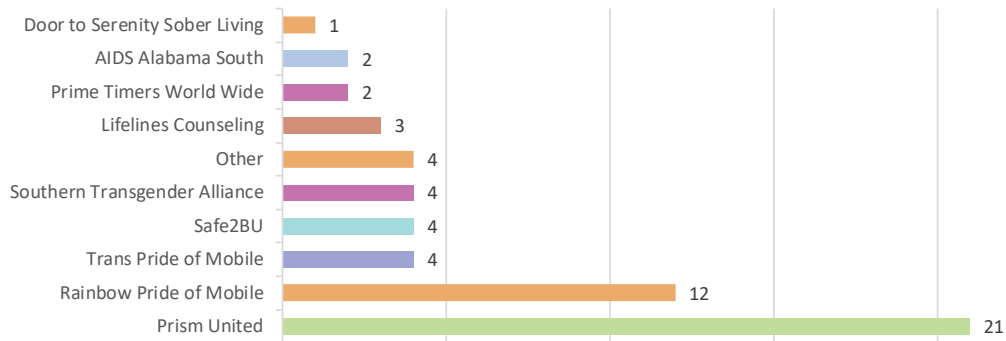


## H. Adult Experiences within the LGBTQIA+ Community

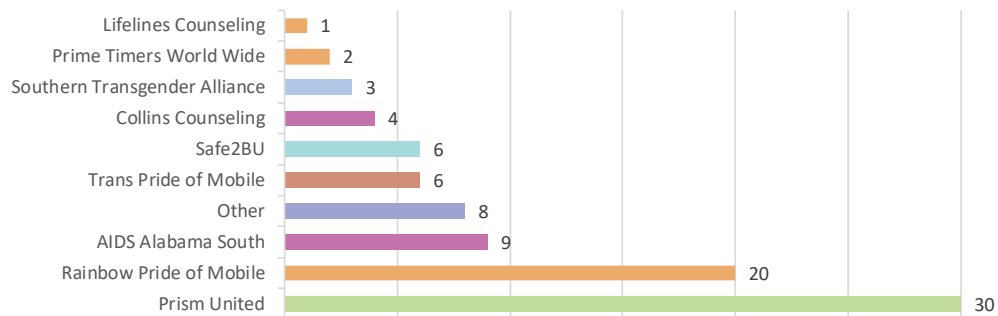
1. If I want to socialize with other LGBTQIA+ people in person, I am generally able to do so. (Total: 303)



2. Of which of the following LGBTQIA+ led/allied organizations are you aware? (Total: 60)

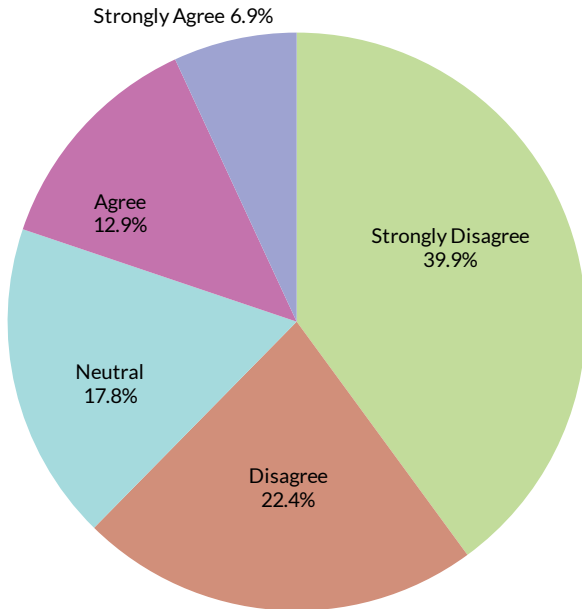


3. Which of the following LGBTQIA+ led/allied organizations have you interacted with in the past? (Total: 92)

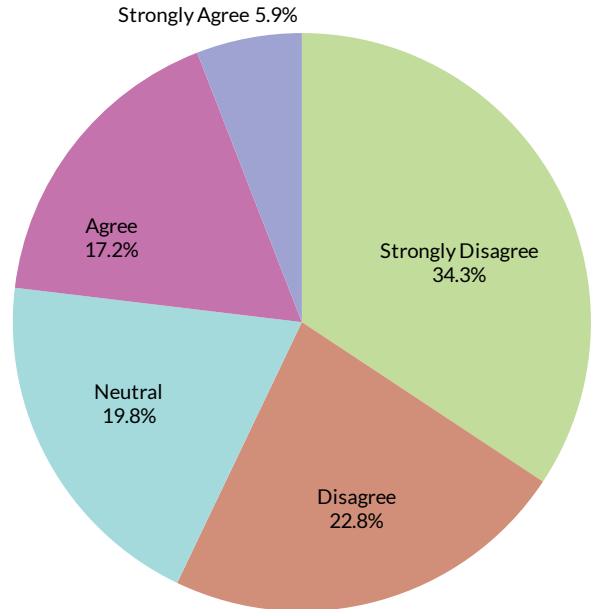


#### 4. Affirmation within the LGBTQIA+ Community

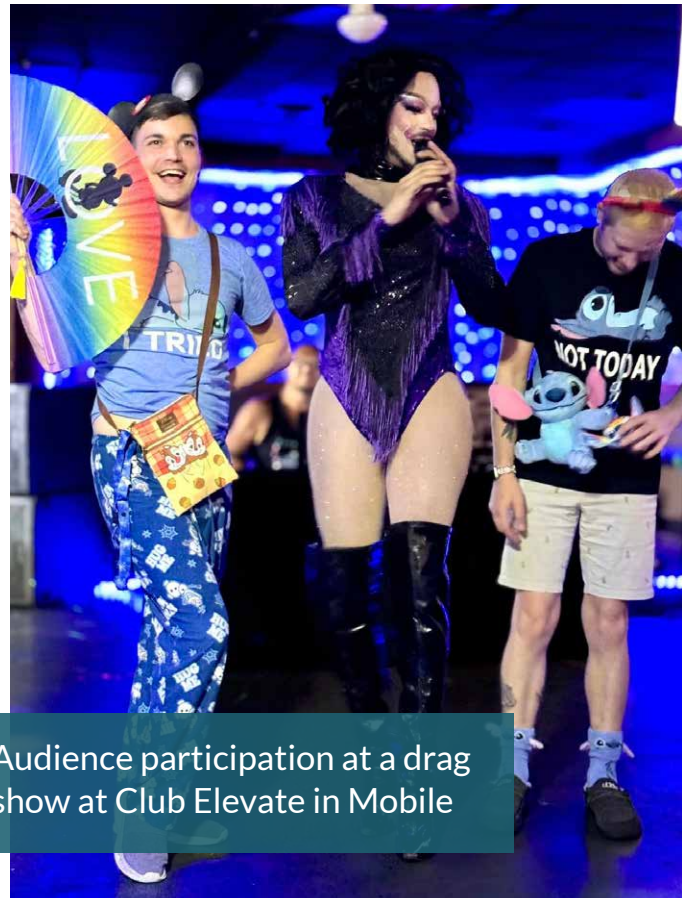
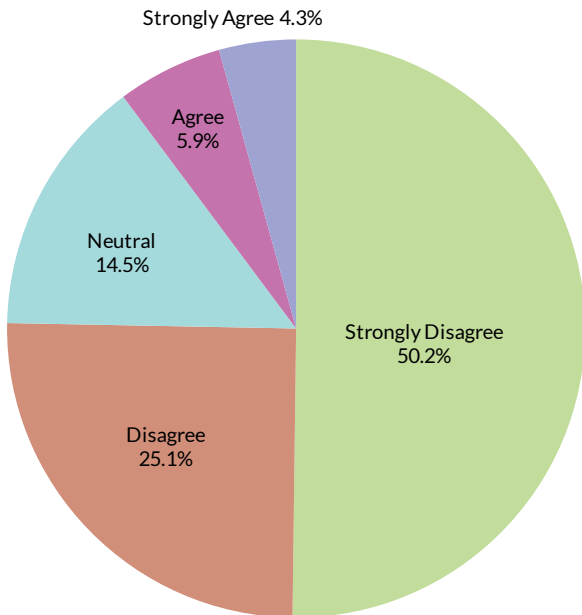
At times I have felt rejected by the LGBTQIA+ community because of my cultural identity (e.g. race, ethnicity, nationality, religion, etc.). (Total: 303)



At times I have felt rejected by the LGBTQIA+ community because of my sexuality or gender identity. (Total: 303)



At times I have felt rejected by the LGBTQIA+ community because of my health or disability status. (Total: 303)



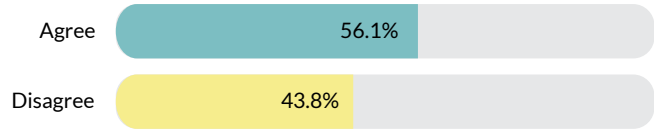
Audience participation at a drag show at Club Elevate in Mobile

### 5. LGBTQIA+ People of Color

It is hard for people of color (POC) to come out because being LGBTQIA+ is less accepted in POC communities. (Total: 73)



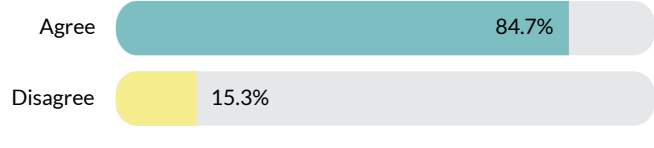
It is hard to find examples of LGBTQIA+ people of color whom I respect or see as a role model. (Total: 73)



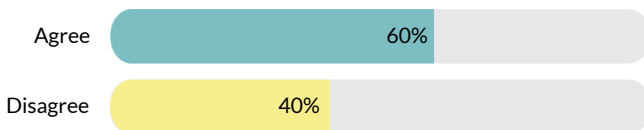
There are already so many things to deal with when you are a person of color, that being LGBTQIA+ just makes things harder. (Total: 70)



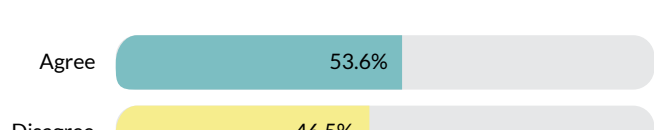
The mainstream LGBTQIA+ community does not reflect the needs of people of color. (Total: 72)



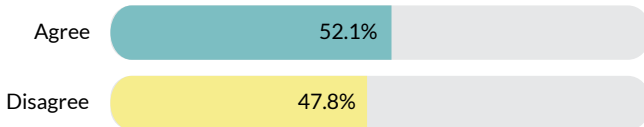
I am often asked to represent my entire race in mostly white LGBTQIA+ settings. (Total: 70)



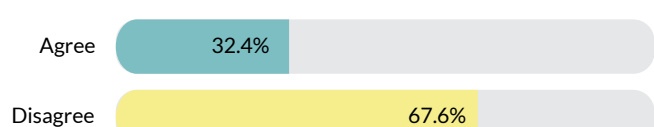
It is more comfortable for me to hang out with other LGBTQIA+ people of color than with white LGBTQIA+ people. (Total: 71)



My identity as a person of color is more important to who I am than my LGBTQIA+ identity. (Total: 69)



My LGBTQIA+ identity is more important to who I am than my identity as a person of color. (Total: 68)



# COMMUNITY NEEDS

Survey participants were asked to rank a list of community needs that were previously identified through discussions with local focus groups and individuals. Participants used a ranked voting system, selecting their top 5 priority needs as their first choices and their next 5 priority needs as their second choices. Each first-choice need was given double the weight of a second-choice need in the final tally, reflecting its higher priority. Second-choice needs were included without additional weight. The combined needs scores were calculated to quantitatively represent the community's priorities.

The survey results, presented in two sets of ranked Community Needs lists for each participant age group, provide a crucial basis for decision-making. The first set includes all participants in an age group, and the second set includes only participants who identified themselves as people of color. The significant differences in the needs rankings further emphasize the importance of diversifying leadership and involving communities of color in decision-making processes for local agencies and organizations.



## Community Needs – All Youth

- 01 Access to safe spaces in schools
- 02 Safety from Violence and Victimization in the Community and Shelter for LGBTQIA+ Youth Experiencing Homelessness
- 03 LGBTQIA+ Community Center for Youth
- 04 Anti-Discrimination City Ordinance for LGBTQIA+ People and Accessible LGBTQIA+ Affirming Mental Health Care
- 05 More Organizing to Address Anti-LGBTQIA+ Laws and Government
- 06 More LGBTQIA+ Community Spaces (Other than the bar scene)
- 07 Affirming LGBTQIA+ Sex Education
- 08 More Advocacy and Support in Public School System and Accessible LGBTQIA+ Affirming Health Care
- 09 Affordable Housing
- 10 LGBTQIA+ Community Center for Adults
- 11 Affordable Food
- 12 Expanding Medicare/Access to Affordable Health Insurance
- 13 More People of Color in Leadership in LGBTQIA+ Organizations

14 Services for Families who want to learn to be affirming

15 Access to Gender-Affirming Identification

16 LGBTQIA+ Affirming Magnet School

17 More Accessibility to LGBTQIA+ Events/Spaces for Disabled People



## Community Needs – Youth of Color

01 Access to safe spaces in schools

02 Affordable Housing

03 Safety from Violence and Victimization in the Community *and*  
More Organizing to Address Anti-LGBTQIA+ Laws and Government

04 Shelter for LGBTQIA+ Youth Experiencing Homelessness

05 LGBTQIA+ Community Center for Adults *and*  
More People of Color in Leadership in LGBTQIA+ Organizations

06 LGBTQIA+ Community Center for Youth *and*  
More LGBTQIA+ Community Spaces (Other than the bar scene) *and*  
More Advocacy and Support in Public School System

07 Accessible LGBTQIA+ Affirming Mental Health Care *and*  
Expanding Medicare/Access to Affordable Health Insurance

08 Accessible LGBTQIA+ Affirming Health Care *and*  
Affirming LGBTQIA+ Sex Education

09 Affordable Food

10 Anti-Discrimination City Ordinance for LGBTQIA+ People

11 Services for Families who want to learn to be affirming

12 LGBTQIA+ Affirming Assisted Living and Nursing Home Agencies

13 LGBTQIA+ Affirming Magnet School

14 Access to Gender-Affirming Identification

15 More Cohesion in the LGBTQIA+ Community

16 More Accessibility to LGBTQIA+ Events/Spaces for Disabled People



## Community Needs – All Adults

Below, you'll find the results of the Adult LGBTQIA+ community needs assessment, reflecting the diverse perspectives and priorities of LGBTQIA+ adults. This invaluable input serves as a compass for understanding the challenges faced by our community and guiding efforts to address them effectively.

- 01 Shelter for LGBTQIA+ Youth Experiencing Homelessness
- 02 LGBTQIA+ Community Center for Youth
- 03 Anti-Discrimination City Ordinance for LGBTQIA+ People
- 04 Access to safe spaces in schools
- 05 Safety from Violence and Victimization in the Community
- 06 LGBTQIA+ Community Center for Adults
- 07 More LGBTQIA+ Community Spaces (Other than the bar scene)
- 08 Accessible LGBTQIA+ Affirming Mental Health Care
- 09 Affordable Housing
- 10 More Organizing to Address Anti-LGBTQIA+ Laws and Government
- 11 Accessible LGBTQIA+ Affirming Health Care
- 12 More Advocacy and Support in Public School System
- 13 Affordable Food
- 14 Expanding Medicare/Access to Affordable Health Insurance
- 15 Affirming LGBTQIA+ Sex Education
- 16 More People of Color in Leadership in LGBTQIA+ Organizations
- 17 Services for Families who want to learn to be affirming
- 18 LGBTQIA+ Affirming Magnet School
- 19 More Cohesion in the LGBTQIA+ Community
- 20 Access to Gender-Affirming Identification



## Community Needs – Adults of Color

- 01 Access to safe spaces in schools  
*and*  
Safety from Violence and  
Victimization in the Community
- 02 Shelter for LGBTQIA+ Youth  
Experiencing Homelessness
- 03 LGBTQIA+ Community Center for  
Youth  
*and*  
Affordable Housing
- 04 More LGBTQIA+ Community  
Spaces (Other than the bar scene)
- 05 More Organizing to Address Anti-  
LGBTQIA+ Laws and Government
- 06 LGBTQIA+ Community Center for  
Adults  
*and*  
Accessible LGBTQIA+ Affirming  
Mental Health Care
- 07 Expanding Medicare/Access to  
Affordable Health Insurance  
*and*  
Affirming LGBTQIA+ Sex Education
- 08 More People of Color in Leadership  
in LGBTQIA+ Organizations
- 09 More Advocacy and Support in  
Public School System
- 10 Anti-Discrimination City  
Ordinance for LGBTQIA+  
People
- 11 Affordable Food
- 12 Accessible LGBTQIA+ Affirming  
Health Care
- 13 LGBTQIA+ Affirming Magnet  
School  
*and*  
Access to Gender-Affirming  
Identification
- 14 Services for Families who want  
to learn to be affirming.  
*and*  
LGBTQIA+ Affirming Assisted  
Living and Nursing Home  
Agencies
- 15 More Cohesion in the  
LGBTQIA+ Community
- 16 More Accessibility to LGBTQIA+  
Events/Spaces for Disabled  
People



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