

Resources for Serving the LGBTQ+ Community



Expectation of Service Providers Serving LGBTQ+ People

Foothills Housing Network expects that all providers will treat all clients equitably, regardless of gender identity or sexual orientation.

Providers should be informed about the different identities that exist within the LGBTQ+ community, as well as the unique needs of members of the community so that we can serve them to the best of our abilities.



AmeriCorps



Different Identities

LGBTQ+ is shorthand or umbrella terms for all folks who have a non-normative (or queer) gender or sexuality, there are many different initialisms people prefer. LGBTQ is Lesbian Gay Bisexual Transgender and Queer.

Lesbian - women who are primarily attracted romantically and/or emotionally to other women.

Gay - experiencing attraction solely (or primarily) to some members of the same gender. Can be used to refer to men who are attracted to other men and women who are attracted to women.

Bisexual - a person who experiences attraction to some men and women.

Transgender - an umbrella term for anyone whose sex assigned at birth and gender identity do not correspond in the expected way.

Queer - an umbrella term to describe individuals who don't identify as straight and/or cisgender.

+ - the plus represents more sexualities that may not be explicitly included in the acronym LGBTQ.

General Information on the LGBTQ+ Community

My Workplace Health, [LGBTQ+ Terminology – Educate Yourself First](#)

One of the first things to do when attempting to be a better LGBTQ+ ally, or working toward creating a more inviting and inclusive space, is to educate oneself. It can be daunting to know what to do or how to behave when there's so much we don't know about a community. Thankfully the internet has a plethora of information to get you started. One of the best places to start when first learning about the LGBTQ+ community is with basic LGBTQ+ terminology.

Human Rights Campaign, [Being an LGBTQ Ally](#)

As our world becomes more accepting of broader and more diverse identities, you may have questions about how you can better support the LGBTQ community, or what LGBTQ even stands for. Every person has their own journey in understanding what it means to support LGBTQ people, whether you're LGBTQ or not. We hope this resource can help you begin that journey.

Pride at Work Canada, [Beyond Diversity: An LGBT Best Practice Guide for Employers](#)

Diversity is about ensuring you have people of different backgrounds and experiences represented in the workplace. Inclusiveness takes it a step further by creating an environment where people's differences of thought and experience are actually appreciated and viewed as a business advantage. Many well-meaning organizations have jumped on the bandwagon to hire for diversity without having the programs and structures in place to truly bring diverse perspectives into the fold.

General Information on the LGBTQ+ Community

Center for American Progress, [Widespread Discrimination Continues to Shape LGBT People's Lives in Both Subtle and Significant Ways](#)

New research shows that LGBT people across the country continue to experience pervasive discrimination that negatively impacts all aspects of their lives. In response, LGBT people make subtle but profound changes to their everyday lives to minimize the risk of experiencing discrimination.

Richmond Wellbeing, [Tips for Creating a Safe Environment for LGBTIQ+ People in Your Organization](#)

LGBTIQ+ people can face a high level of discrimination in their day-to-day life. If your organization works or engages with LGBTIQ+ people, we have some tips to help you make your workplace or community space safer and more inclusive.

Ripple Match, [6 Ways To Ensure Your Hiring Process Is Inclusive for LGBTQ+ Candidates](#)

Most companies today recognize the importance of hiring a diverse workforce – many of today's top organizations have invested in processes and initiatives to cultivate inclusive cultures for employees of all identities. However, despite these companies' efforts, many employees still feel unable to bring their full selves to work.

Lambda Legal

Lambda Legal is a legal resource dedicated to protecting the civil rights of lesbians, gay men, bisexuals, transgender people.

LGBT People and Homelessness

The National Gay and Lesbian Task Force Policy Institute, [Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People](#)

Well-meaning shelter administrators are often unsure of how to provide safe shelter for transgender people. Rightfully concerned about safety and privacy for all shelter residents, these administrators may be unsure of how to integrate transgender people into the sex segregated shelter population. The good news for shelter administrators is that there are ways to provide safer shelter for transgender people by making a few changes in policy and procedures that will maintain personal privacy and safety for all shelter residents. This guide is meant for shelter administrators and staff, government officials, and anyone who is interested in making shelters safe for transgender people.

National Coalition for the Homeless, [LGBT Homelessness](#)

LGBT (Lesbian, Gay, Bisexual, Transgender) individuals face a particular set of challenges, both in becoming homeless as well as when they are trying to avoid homelessness. LGBT persons face social stigma, discrimination, and often rejection by their families, which adds to the physical and mental strains/challenges that all homelessness persons must struggle with.

True Colors United, [LGBT Youth Homelessness](#)

According to a recent study from Chapin Hall at the University of Chicago, LGBTQ young people are 120% more likely to experience homelessness than non-LGBTQ youth. Right off the bat, these young people are presented with an uneven playing field. True Colors United is working to level that field so that LGBTQ youth are no more likely to experience homelessness than anyone else. We've seen this higher risk reflected in our own research. It's estimated that about 7% of youth in the United States are LGBTQ, while 40% of youth experiencing homelessness are LGBTQ.

LGBT People and Homelessness

National Alliance to End Homelessness, [LGBTQ Youth National Policy Statement](#)

Nearly 1.7 million youth under the age of 18 run away from home and/or spend time homeless each year in the United States. Approximately 400,000 of these children remain outside their home for over a week, and 125,000 are homeless for over a month.

National Alliance to End Homelessness, [Data Snapshot: Trans Individuals Experience Unsheltered Homelessness at Higher Rates](#)

Data from the 2019 Point-in-Time (PIT) Count reveals that homeless transgender and gender non-conforming individuals are more likely to be unsheltered than cisgender adults experiencing homelessness.

National Alliance to End Homelessness, [LGBT Housing Discrimination is Real](#)

June is Pride month, and we want to use our blog this month to highlight issues around LGBT housing and homelessness. A good place to start is the basics of the fight for fair housing: ensuring that everyone has equal access to housing opportunities, regardless of sexual orientation or gender identity.

Chapin Hall, [LGBTQ Young Adults Experience Homelessness at More than Twice the Rate of Peers](#)

Lesbian, gay, bisexual, transgender and queer (LGBTQ) young adults were found to be twice as likely to experience homelessness as their peers. Further, data from in-depth interviews revealed that LGBTQ youth were at greater risk for adversity before and during homelessness. This is the second in a series of briefs from the Voices of Youth Count initiative.