



**Chief
Executive
Office.**

COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER

Fesia A. Davenport

June 26, 2023

To: Supervisor Janice Hahn, Chair
Supervisor Hilda L. Solis
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Kathryn Barger

From: Fesia A. Davenport 
Chief Executive Officer FAD (Jun 23, 2023 20:40 PDT)

REPORT ON ADDRESSING THE INEQUITIES FACING TRANSGENDER, GENDER NON-CONFORMING, AND INTERSEX PEOPLE (ITEM NO. 2, AGENDA OF NOVEMBER 22, 2022)

On November 22, 2022, the Board of Supervisors (Board) adopted a motion directing the Chief Executive Officer, in collaboration with the Executive Director of the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative, the Executive Director of the Human Relations Commission, the Women and Girls Initiative, Los Angeles Homeless Services Authority, Departments of Children and Family Services, Aging and Disabilities, Public Social Services, Health Services, Public Health, Mental Health and Economic Opportunity and other relevant County initiatives and departments, and the community stakeholders representative of the County's diverse Lesbian, Gay, Bisexual, Transgender, Questioning and Queer (LGBTQ+) communities, particularly organizations led by Transgender, Gender Non-Conforming, and Intersex (TGI) individuals, to report back on:

1. Recommendations on data gathering, standard metrics, reporting, policy, and program changes that enable the County to better serve TGI communities. The assessment should identify the reach and outcomes of existing services and programs to date;
2. Improving data collection on the equitable distribution of American Rescue Plan (ARP) Act funds and services to underserved, geographically isolated, and excluded TGI-serving groups, and, in consultation with LGBTQ+ and



TGI-serving community-based organizations, exploring methods to gather information more effectively on how funds and services are reaching and impacting related groups;

3. Improving, as needed, the County's COVID-19 Vulnerability and Recovery Index Dashboard and Equity Explorer Mapping Tool to incorporate data on LGBTQ+ and TGI communities;
4. An initial assessment on the critical gaps in services and recommendations on priority strategies for improving and expanding programs and services for TGI individuals across all relevant departments;
5. Initial recommendations on how the County can develop a permanent, integrated TGI population strategy, including structural ways to better coordinate County services for TGI individuals. The strategy should include:
 - a. An evaluation of the staffing and funding required to implement the recommended strategy; and
 - b. An assessment of how TGI services intersect with other high-need communities, such as low-income communities, communities of color, the aging population, the disabled community, and others; and
6. An analysis of potential funding streams to increase County resources for TGI individuals, including opportunities for state and federal funding.

The attachment provides an update on progress made related to Directive Nos.2 and 3. The remaining directives will be addressed in a subsequent report submitted within 120 days. This report covers:

- ARP data collection and program reporting to increase awareness of, and access to, County ARP-funded programs and services among TGI communities;
- The addition of TGI population data in the Equity Explorer Mapping Tool;
- Recommendations on TGI-inclusive outreach and engagement strategies; and
- Next steps, including plans for a community townhall, the launch of an internal workgroup, the release of a survey to assess potential gaps in County services for TGI individuals, and a session on County contracting for TGI-led and centered organizations.

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Should you have any questions concerning this matter, please contact me or D'Artagnan Scorza, Ph.D., Executive Director of Racial Equity, at (213) 974-1761 or dscorza@ceo.lacounty.gov.

FAD:JMN:JFO
DS:HJN:es

Attachment

- c: Executive Office, Board of Supervisors
 - County Counsel
 - Aging and Disabilities
 - Children and Family Services
 - Economic Opportunity
 - Health Services
 - Internal Services
 - Mental Health
 - Public Health
 - Public Social Services

Report on Addressing the Inequities Facing Transgender, Gender Non-Conforming, and Intersex People

On November 22, 2022, the Board of Supervisors (Board) adopted a motion directing the Chief Executive Officer, in collaboration with the Executive Director of the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative, the Executive Director of the Human Relations Commission, the Women and Girls Initiative, Los Angeles Homeless Services Authority, Departments of Children and Family Services, Aging and Disabilities, Public Social Services, Health Services, Public Health, Mental Health and Economic Opportunity and other relevant County initiatives and departments, and the community stakeholders representative of the County's diverse Lesbian, Gay, Bisexual, Transgender, Questioning and Queer (LGBTQ+) communities, particularly organizations led by Transgender, Gender Non-conforming, and Intersex (TGI) individuals to report back on:

1. Recommendations on data gathering, standard metrics, reporting, policy, and program changes that enable the County to better serve TGI communities. The assessment should identify the reach and outcomes of existing services and programs to date;
2. Improving data collection on the equitable distribution of American Rescue Plan (ARP) Act funds and services to underserved, geographically isolated, and excluded TGI-serving groups, and, in consultation with LGBTQ+ and TGI-serving community-based organizations, exploring methods to gather information more effectively on how funds and services are reaching and impacting related groups;
3. Improving, as needed, the County's COVID-19 Vulnerability and Recovery Index Dashboard and Equity Explorer Mapping Tool to incorporate data on LGBTQ+ and TGI communities;
4. An initial assessment on the critical gaps in services and recommendations on priority strategies for improving and expanding programs and services for TGI individuals across all relevant departments;

5. Initial recommendations on how the County can develop a permanent, integrated TGI population strategy, including structural ways to better coordinate County services for TGI individuals. The strategy should include:
 - a. An evaluation of the staffing and funding required to implement the recommended strategy; and
 - b. An assessment of how TGI services intersect with other high-need communities, such as low-income communities, communities of color, the aging population, the disabled community, and others; and
6. An analysis of potential funding streams to increase County resources for TGI individuals, including opportunities for state and federal funding.

This report provides an update on progress made to date. An additional update will be submitted in 120 days.

American Rescue Plan (ARP) Data Collection and Program Reporting

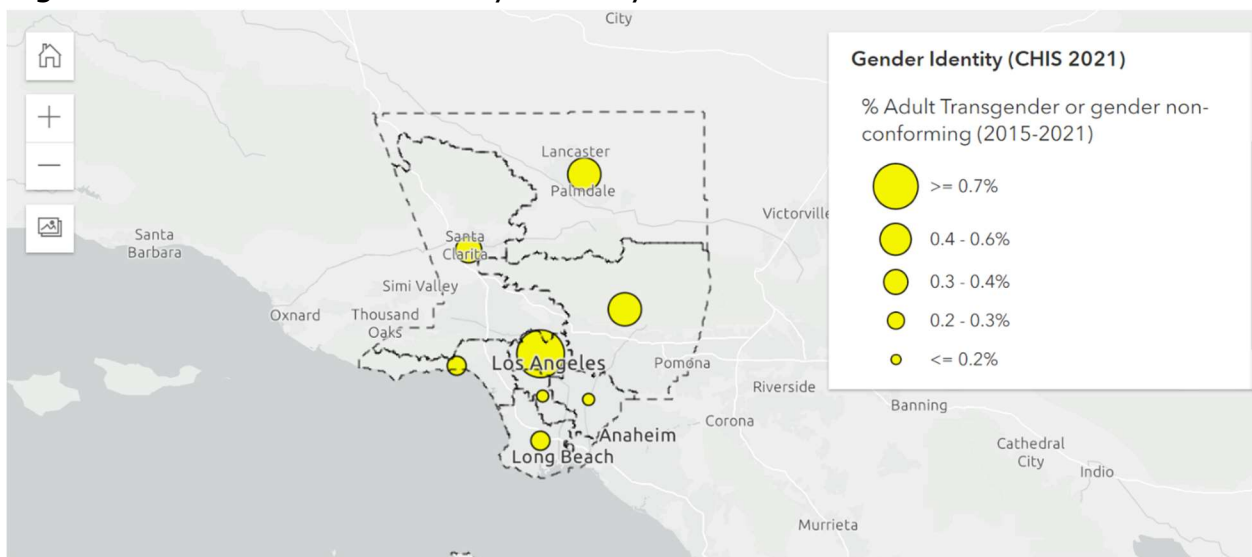
From December 2022 through May 2023, ARDI conducted key informant interviews and presented to internal and external TGI-led groups to gather recommendations on strategies that increase awareness of, and access to, County American Rescue Plan (ARP)-funded programs and services among TGI communities. As a result of the stakeholder meetings, several recommendations emerged to improve the County of Los Angeles ARP Public Portal. The recommendations centered on updates to the ARP Project Dashboard (Dashboard) and/or ARP Project Viewer to identify programs that serve TGI communities; require a government-issued identification to access services; and have onsite security and gender-neutral bathrooms publicly available at service delivery locations.

Based on these recommendations, ARDI is working with the Internal Services Department (ISD) to incorporate these fields to capture the requested information from departments and feature the responses on the ARP Dashboard and ARP Project Viewer.

TGI Population Data in the Equity Explorer Mapping Tool

ARDI worked with community stakeholders to assess the need to better identify TGI communities and capture data in a sensitive and culturally responsive way. TGI demographic or reliable proxy data are limited and even fewer data sources reliably collect and report gender identity beyond the categories of 'man' and 'woman'. A 2022 study by The Williams Institute at the University of California, Los Angeles School of Law approximated that 0.5% of all adults 18 years of age and older identify as transgender.¹ While TGI demographic data is limited, ARDI worked with ISD to identify transgender and gender non-conforming demographic data by Service Provider Area (SPA) using the California Health Interview Survey (CHIS). This data is now included as a layer in the Equity Explorer and incorporates 2015-2021 results to increase statistical reliability due to the small sample size. See Figure 1 below.

Figure 1: CHIS Gender Identity Data by SPA from 2015-2021



¹ Herman, J.L., Flores, A.R., and O'Neill. June 2022. How Many Adults and Youth Identify as Transgender in the United States? The Williams Institute. Online at: <https://williamsinstitute.law.ucla.edu/publications/trans-adults-united-states>.

While the TGI-specific data featured in the Equity Explorer shows small pockets of population density, community stakeholders emphasized that TGI residents exist in multiple communities throughout the County and are likely represented in other population specific categories including residents who are may be low-income, justice impacted, identified as immigrants. Furthermore, only one ARP program specifically serves TGI communities, i.e., interim housing for transgender and gender non-conforming communities through the acquisition and renovation of an existing facility in SPA 2. Therefore, community members recommended a more inclusive outreach approach to promote ARP services, since many funded programs serve the broader public or are already inclusive of TGI individuals through other qualifying eligibility requirements. Suggested outreach strategies include, but are not limited to:

- Partnering with TGI-led or serving organizations;
- Employing trans-identified outreach workers;
- Recruiting TGI community members to join County advisory groups or committees to provide consultation through a trans-inclusive lens;
- Conducting outreach in physical places and online spaces where strong TGI networks exist; and
- Distributing promotional materials that are culturally relevant and representative of local TGI communities.

ARDI will use this feedback to inform the implementation of the County's Community Navigators program to increase engagement with TGI communities who were highly impacted by COVID-19 and can benefit from ARP-funded resources and other County services. As reported in a policy brief released by the Human Rights Campaign and PSB Research, "more than half of transgender and transgender people of color [in the United States] lost work hours, while one in five [became] unemployed" during the pandemic. Transgender and transgender people of color were also more likely to have taken unpaid leave or a pay cut, to have been switched to part-time work, to have made changes to their household budget, and fear they will be unable to continue making payments on their debt.²

² Human Rights Campaign and PSB Research. The Economic Impact of Covid-19 Intensifies For Transgender and LGBTQ Communities of Color. Online at: <https://hrc-prod-requests.s3-us-west-2.amazonaws.com/files/assets/resources/COVID19-EconImpact-Trans-POC-061520.pdf>.

Next Steps

To further engage TGI communities and learn more about local post-pandemic recovery needs, as well as potential barriers to accessing County programs, ARDI will convene a townhall in partnership with representatives from TGI-led organizations in Los Angeles County. Invited organizations included Gender Justice LA, Invisible Men, The LGBT Center – Transgender Wellness Center, Mirror Memoirs, TG/Enby Project, Trans Can Work, TransLatin@ Coalition, and Unique Women’s Coalition. ARDI and community stakeholders will convene the event and report on its status in the next Board report.

ARDI will also convene the Executive Director of the Human Relations Commission, the Women and Girls Initiative, Los Angeles Homeless Services Authority, Departments of Children and Family Services, Aging and Disabilities, Public Social Services, Health Services, Public Health, Mental Health and Economic Opportunity and other relevant County initiatives and departments recommended by community stakeholders to share the feedback received during the initial stakeholder engagement process and to discuss workstreams needed to identify gaps in programs, as well as develop a plan to strengthen TGI services. ARDI drafted a survey with input from internal and external community members to relevant County departments to assess potential gaps in County services for TGI individuals. ARDI will work with the relevant departments to further refine and distribute the survey to capture feedback from multiple departments. The draft survey is available upon request.

Additionally, ARDI plans to partner with the Equitable Recovery Initiative to host a TGI-specific session on applying for County contracts, including potential ARP funded opportunities. The session will respond to recommendations developed by TGI-led and centered organizations to help further address barriers to working with the County, as well as their desire to learn more about navigating the County’s contracting process.