

**MOTION BY SUPERVISOR HOLLY J. MITCHELL**

November 22, 2022

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

Locally, statewide, and nationally – Transgender, Gender non-conforming, and Intersex (TGI) people experience severe disparities in life outcomes related to health, housing, wealth and employment, safety, and other areas. On the heels of Transgender Awareness Month and Transgender Day of Remembrance, it is essential that Los Angeles County (County) affirm its commitment to provide equitable services to the TGI community. The TGI community plays a critical role in the County’s rich, diverse cultural fabric. Approximately 218,400 Californian adults identify as Transgender<sup>1</sup> many of which reside in the County.<sup>2</sup>

Historically, TGI people, have experienced discrimination, violence, and exclusion from mainstream institutions. In the County, there have been a high number of violent crimes committed against transgender women. In 2021, there were 57 reported murders of transgender women across the United States (U.S.)<sup>3</sup>. In addition to violent crimes, transgender people are particularly vulnerable to poverty, unemployment, and homelessness. The number of unhoused TGI people has risen 87% in the County since 2019. According to the Los Angeles County Homeless Services Authority’s 2022

<sup>1</sup> <https://williamsinstitute.law.ucla.edu/wp-content/uploads/LGBT-Adult-US-Pop-Jul-2020.pdf>

<sup>2</sup> [Trans-Pop-Update-Jun-2022.pdf \(ucla.edu\)](#)

<sup>3</sup> <https://www.hrc.org/resources/fatal-violence-against-the-transgender-and-gender-non-conforming-community-in-2021>

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MOTION

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Homeless Count, 2,350 people identified as TGI in the County and in 2019, the number was 1,257. Further, across the U.S., transgender workers [report](#) unemployment at twice the rate of the population as a whole (14% vs. 7% at the time workers were surveyed), and transgender workers are nearly four times more likely than the population as a whole to have a household income of under \$10,000. A Williams Institute study found LGBTQ+ adults are 1.6 times more likely to suffer from food insecurity, and that 36% of transgender people of color experience food insecurity. In addition, according to the anecdotal evidence from the County's Anti-Racism, Diversity, and Inclusion Initiative monthly community engagement meetings, LGBTQ+ persons generally do not seek assistance when applying for benefits, due to concerns about stigma.

The County Board of Supervisors (Board) has advanced multiple efforts to expand access and address the needs of LGBTQ+ communities. On September 15, 2021 our Board approved a [motion](#) that asked for a Countywide policy for sexual orientation, gender identity, and expression (SOGIE) data collection, including a progress report on standardized questions to be included in SOGIE data collection to comply with state data reporting mandates. This effort also involves the development and implementation of relevant SOGIE data collection trainings for County staff, informed by the input of LGBTQ+ and TGI led organizations. Further, on October 19, 2021, the Board passed a [motion](#) to expand the community-based system of care for cisgender women, two spirit, lesbian, gay, bisexual, questioning, and transgender, gender non-conforming and/or intersex (2S-LGBQ+TGI) people inclusive of those incarcerated. In relation to health disparities and the County's Gender Health Program, the Board passed a [motion](#) on June 14, 2022 that standardized and elevated access to LGBTQ+ services for Department of Health services-empaneled patients in conjunction with Department of Children and Family Services and Department of Mental Health to ensure mental health and child welfare partners were included and core components of the program.

Still, while the County has made significant strides to address issues affecting the LGBTQ+ community, efforts to date have been fragmented, and a more coordinated, strategic approach is needed to address ongoing disparities, particularly for the TGI community. It's critical that strategic efforts intentionally uplift the needs of the TGI community, and that this strategy is shaped in collaboration with groups led by TGI

individuals that have lived experiences with these issues.

**I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

- 1) Direct the Chief Executive Officer (CEO), in collaboration with the Executive Director of the Anti-Racism, Diversity, and Inclusion Initiative, the Executive Director of the Human Relations Commission, the Women & 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 LGBTQ+ communities, particularly organizations led by Transgender, Gender non-conforming, and Intersex (TGI) individuals to report back in writing in 180 days on:
  - A. 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;
  - B. Improving data collection on the equitable distribution of American Rescue Plan 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 more effectively gather information on how funds and services are reaching and impacting related groups;
  - C. 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; and
  - D. 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;
  - E. 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:

- i. An evaluation of the staffing and funding required to implement the recommended strategy;
  - ii. 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.
- F. An analysis of potential funding streams to increase County resources for TGI individuals, including opportunities for state and federal funding.

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