

Cultivating Inclusion of LGBTQIA+ Residents

HUD *Strong*
FAMILIES



Strong Families, Stronger Communities

What does it mean to cultivate

inclusion of LGBTQIA+ residents, and why does it matter?

When a resident first steps into your office to receive supportive services, you may not know whether they are a part of the LGBTQIA+ community. It's important to approach supportive services in a way that is LGBTQIA+ inclusive to ensure that all your residents can access support in ways that are safe and meaningful.

For more resources and information on developing inclusive housing practices please visit HUD's LGBTQIA+ Fair Housing Toolkit at <https://www.hudexchange.info/programs/fair-housing/lgbtqia-fair-housing-toolkit/introduction/>.

Outreach

Creating an inclusive environment starts with outreach. Include resources such as the HUD Strong Families Pride Know Your Rights flyer in your welcome packet to residents.

Case Management

Ask rather than assume pronouns and ensure your resident's files reflect their pronouns. If you accidentally use the wrong term or pronoun, just as if you had mispronounced someone's name, correct yourself, apologize, and continue forward with the conversation. Additionally, treat any disclosure of LGBTQIA+ status as confidential information. Just because a resident is comfortable sharing their LGBTQIA+ status with you doesn't mean they are open with everyone in their life. Coming out is a deeply personal choice, and it should always be the LGBTQIA+ person's choice to make.

Also encourage staff to share pronouns first whether that is through written correspondence, verbally, or a name tag if relevant.

Community Partnerships

Build partnerships with local organizations who tailor services to LGBTQIA+ persons. Include these partners in your service provider list that you use for resident referrals and bring these organizations onsite as part of your programs.

What do we mean by LGBTQIA+?

The acronym "LGBTQIA+" stands for lesbian, gay, bisexual, transgender, queer (or questioning), intersex, and asexual. Adding a "+" to the acronym is an acknowledgement that there are non-cisgender and non-straight identities that are not included in the acronym, which is inclusive of gender nonconforming, gender fluid, nonbinary, and gender expansive individuals.

Crisis Support

- ▶ Trevor Project hotline for LGBTQIA+ youth: 1-866-488-7386
- ▶ SAGE hotline for elderly LGBTQIA+ persons and caregivers: 1-877-360-LGBT (5428)
- ▶ Trans Lifeline for transgender persons: 1-877-565-8860

Abuse can look different for LGBTQIA+ persons. To better understand the signs of abuse your LGBTQIA+ residents may face, check out the Power and Control Wheel adapted for LGBT relationships: <https://www.thehotline.org/wp-content/uploads/media/2020/09/LGBT-Wheel.pdf>

Important Dates

The <https://lgbtqa.unl.edu/awareness-days> offers a listing of important dates on the LGBTQIA+ community's calendars. Here are few examples:

- ▶ Pride Month: June
- ▶ National Coming Out Day: October 11
- ▶ Transgender Day of Remembrance: November 20