

Recommendations



Tulsa's Sexual and Gender Minority Community Needs Report, 2019

For Educators:



1. Implement pre-service training in regional colleges of education to build competencies among future educators in working with and supporting LGBTQ youth.
2. Ensure that emergency-certified educators receive training in working and supporting LGBTQ youth early in their employment.
3. Hold staff training on understanding the basics of working with and supporting LGBTQ youth.

TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country

4. Implement visible LGBTQ-affirming signs and messaging in school buildings and identify staff in each building who are willing to be visible allies of LGBTQ students.
5. Ensure all school libraries provide LGBTQ-affirming books and materials.
6. Connect families to resources that will help them support their children in "coming out" as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
7. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff, teachers, and students.
8. Embed Hope-building practices into all touch-points with youth and families.
9. Provide students and families with a general resource guide listing LGBTQ youth-supporting agencies and services.

For Youth-Serving Agencies:



1. Adopt goals, accountability measures, and action plans regarding program services provided to LGBTQ youth.
2. Hold staff training on understanding the basics of working with and supporting LGBTQ youth and families.

TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country

3. Implement visible LGBTQ-affirming signs and messaging in facilities.
4. Connect parents to resources that will help them support their children in "coming out" as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
5. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff and clients.
6. Embed Hope-building practices into all touch-points with youth and families.
7. Provide youth and families with a general resource guide listing LGBTQ-supporting agencies and services.

The Prism Project - to better inform the community of issues involving Tulsa's LGBTQ+ members.

In 2019, Tulsa Reaches Out (TRO) partnered with several Tulsa-area organizations to conduct a needs assessment survey to provide outreach, create advocacy groups and guide policymakers about the needs of Tulsa's sexual and gender minorities, commonly referred to as the LGBTQ+ community.

TRO commissioned The Hope Research Center at the University of Oklahoma-Tulsa to conduct the survey within Tulsa's LGBTQ+ community. More than 800 anonymous surveys were completed and analyzed. From this effort, a 73-page report was released in November 2019.

From the findings and the report, TRO established three goals:

1. **Provide outreach** to community partners to inform practices and ensure responsive services to the needs of sexual and gender minorities (SGM);
2. **Inform advocacy groups** working to increase public awareness and support goals to improve the well-being of the SGM community, and
3. **Guide policymakers** with data and analysis about the SGM community to inform future policy recommendations and actions.

The Prism Project tracks changes in the LGBTQ+ community since TRO first conducted a LGBTQ+ Needs Assessment in 2004-2005.

This brief is one in a series of five which summarize key findings in the report:

- Family & Community Experiences
- Health & Healthcare Access
- Mental Health
- Workplace Experiences
- Youth Experiences

The complete report, the briefs, a PowerPoint and other supportive materials can be found at link.ou.edu/tulsa-lgbtq

About Tulsa Reaches Out (TRO)

Tulsa Reaches Out is an advisory council within the Tulsa Community Foundation whose goal is to raise awareness and address changes needed for sexual and gender minorities.



For Funders:

1. Require that grantees adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression.
2. Request that grantees set goals, identify outcome measures, and collect data through application and reporting processes regarding program services provided to LGBTQ individuals.
3. Fund the development and delivery of training for agencies and professionals working with and supporting LGBTQ youth and families.
4. Fund community programs and initiatives that explicitly seek to improve the experiences and outcomes of LGBTQ individuals, as described in the Prism Project Report.

For Employers:

1. Hold training for all managerial positions on understanding the basics of building an LGBTQ-affirming workplace culture.

TRAINING RESOURCES: Oklahomans for Equality and Oklahoma Center for Community & Justice

2. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all employees.
3. Implement visible LGBTQ-affirming signs and messaging in the workplace.
4. Connect employees to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
5. Provide employees with a general resource guide listing LGBTQ-supporting agencies and services (available through Oklahomans for Equality).



For Healthcare and Mental Health Professionals:



1. Participate in the ongoing efforts of Oklahomans for Equality to establish a directory of culturally responsive mental health and medical professionals
2. Implement pre-service training in regional schools of medicine, social work, and other healthcare and mental health preparation programs to build competencies among future practitioners in working with and supporting LGBTQ youth and adults.
3. Hold staff training on understanding the basics of working with LGBTQ youth and adults.

TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, Oklahoma Center for Community & Justice, and Camp Fire of Green Country

4. Implement visible LGBTQ-affirming signs and messaging in hospitals and healthcare facilities.
5. Connect parents to resources that will help them support their children in “coming out” as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
6. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff and patients.
7. Provide patients with a general resource guide listing LGBTQ-supporting agencies and services.

For Faith-based Institutions:



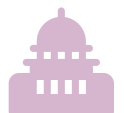
1. Establish a definition and process in line with accepted standards for determining the institution's commitment as an open and affirming community.
2. Assist Oklahomans for Equality in maintaining a directory of open and affirming faith-based institutions.
3. Hold training for staff on understanding the basics of working with and supporting LGBTQ youth and families.
TRAINING RESOURCES: Oklahomans for Equality, Oklahoma Center for Community & Justice, and Youth Services of Tulsa
4. Implement visible LGBTQ-affirming signs and messaging in facilities.
5. Connect parents to resources that will help them support their children in "coming out" as an LGBTQ person, such as Oklahomans for Equality, Youth Services of Tulsa, and PFLAG.
6. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.
7. Provide constituents with a general resource guide listing LGBTQ-supporting agencies and services.

For Law Enforcement:



1. Implement pre-service officer training to build competencies among future practitioners in working with LGBTQ youth and adults.
2. Hold training for officers on understanding the basics of working with LGBTQ individuals.
TRAINING RESOURCES: Oklahomans for Equality
3. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.

For Policymakers:



1. Require the creation of a plan to recruit more LGBTQ-friendly foster homes.
2. Require the inclusion of an SGM identifying question on existing statewide survey instruments such as the State Department of Mental Health's Oklahoma Prevention Needs Assessment.
3. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all constituents.
4. Adopt policies supporting the implementation of trauma-informed and Hope-building practices across all government agencies.
5. Conduct an audit of current practices and needs across all state agencies that affirm or deter identifying as an LGBTQ person.

We hope readers will consider **committing** their resources, influence, and networks to come up with **creative solutions** to the persistent challenges faced by sexual and gender minorities so that we can continue making progress together as **one community**.

TRAINING RESOURCES

Camp Fire of Green Country | www.tulsacampfire.org

Oklahomans for Equality | www.OKEQ.org

Oklahoma Center for Community & Justice | www.OCCJOK.org

Youth Services of Tulsa | www.yst.org