

# LGBTQIA2S+ Strategic Plan Report

Lex Jakusovszky (they/them)

*Senior LGBTQIA2S+ Policy  
Analyst*

Aubri Qian (she/her)

*LGBTQIA2S+ Policy Analyst*



**OFFICE of EQUITY  
and HUMAN RIGHTS**  
CITY OF PORTLAND



2024

**LGBTQIA2S+ PROGRAM REPORT  
AND STRATEGIC PLAN**



**OFFICE of EQUITY  
and HUMAN RIGHTS**  
CITY OF PORTLAND

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CITY OF PORTLAND  
FEBRUARY 2024

# Agenda

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Program Background & Focus

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LGBTQIA2S+ Demographics

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Legal & Political Landscape

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LGBTQIA2S+ Program Highlights / Partnerships

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Citywide LGBTQIA2S+ Equity Framework

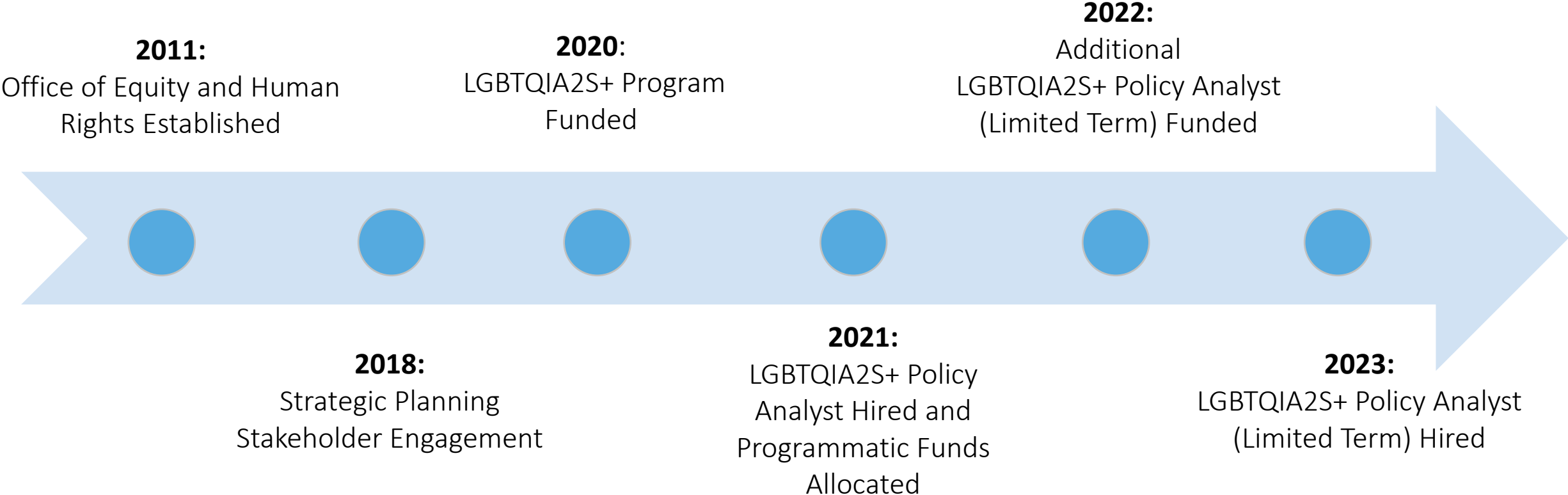
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LGBTQIA2S+ Program Recommendations

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# Program Background



# Program Focus

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- 1. Providing education and technical support** to City staff and elected officials to better serve the LGBTQIA2S+ community and City Staff;
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- 2. Identifying and removing systemic barriers** to fair and just distribution of resources, access, and opportunity for the LGBTQIA2S+ community and;
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- 3. Serving as the LGBTQIA2S+ community liaison** in a city that boasts the second highest percentage of LGBTQIA2S+ residents of any metropolitan area in the nation

CITY HALL

# City of Portland Workplace Demographics

**16%** of respondents to the 2023 City of Portland Workplace Census are gay, lesbian, bisexual, or pansexual.

**4%** are transgender, nonbinary, genderqueer, or genderfluid

**~6%** of the Portland Metropolitan Statistical Area are  
LGBTQIA2S+



# Anti-LGBTQIA+ Legislation and Local Impacts



Sections

WILLAMETTE WEEK

NEWS • FOOD • DRINK • MUSIC • ARTS • GET BUSY • GUIDES • GIVE GUIDE • SUPPORT US

## They Arrived: Portland Is Becoming a Haven for Gender Refugees

Thousands of people are leaving Texas, Florida and other states that are waging a culture war on LGBTQ+ people. Portland needs them.



DEC. 7, 2023

In The News

Ice sculpting

Libraries

Jail deaths

Homelessness

Flooding

PacifiCorp settlement

Foster

### More queer people are coming to Oregon to flee restrictive laws. Service providers seeing increased need

NEWS | Jan 29, 2024 at 11:55 am

## New Report Highlights Major Gaps in Portland Region's Shelter, Housing, and Services for LGBTQ+ Residents

Despite Portland's reputation as a queer-friendly city, barriers to housing and shelter leave vulnerable people displaced.

COURTNEY VAUGHN

# Internal Partnerships

## Bureau Specific Partnerships

- Transportation
- Planning & Sustainability
- Human Resources
- Office of Management and Finance
- Police Bureau
- Parks and Recreation
- Environmental Services
- Government Relations

## Queer Alliance

- 313 members
- Issue-spotting City-wide concerns
- Proclamations

## Programmatic Investment

- City Wide Virtual Training Simulation
- Live Training Opportunities for high impact workgroups
- Queer Data Project



Queer Alliance Employees Resource Group members and community advocates celebrating the Transgender Day of Visibility Proclamation 2023

# Community Partners



## Intergovernmental Partners

- Multnomah County
- Portland Public Schools
- Oregon Department of Education

## Cascade Aids Project

- PRISM Center Expansion Funding
- Proclamation honoring LGBTQIA2S+ Health Awareness Week

## Frontrunners

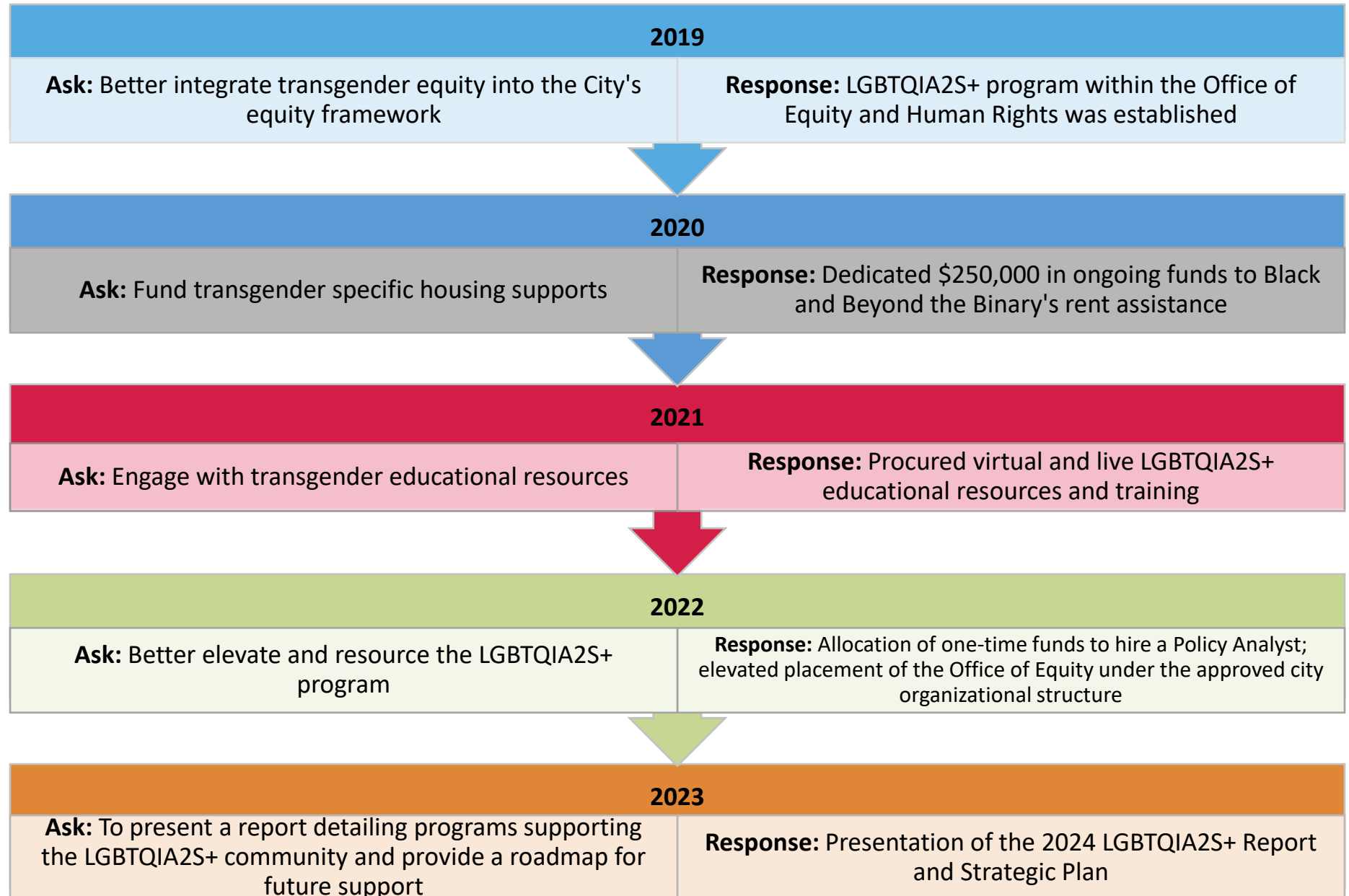
- Community street painting project
- Proclamation honoring 40<sup>th</sup> Anniversary

## Oregon Pride in Business

- Supporting initiatives to support LGBTQIA2S+ owned businesses



# Transgender Day of Visibility



# Pillars of Program Work

## City Policy

- **Develop robust city policy across City bureaus to promote LGBTQIA2S+ representation, equity, and justice**

## Workforce and Economic Development

- **Foster an economic ecosystem conducive to LGBTQIA2S+ community participation**

## Community Engagement

- **Cultivate strong, mutually-beneficial symbiotic relationships with LGBTQIA2S+ community**

## Performance Management and Data

- **Track and record progress on the goals listed in the Program's strategic plan and collect data to support the ongoing work of LGBTQIA2S+ equity**

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# Current Active Priorities

City Policy: Current Active Priorities	Status
All City forms, websites and registrations, both internal and external, will provide Portlanders the ability to identify themselves accurately	In-Progress
All City Equity Practitioners will work with the LGBTQIA2S+ program to weave LGBTQIA2S+ equity into their bureau-specific equity plans and general workplan	In-Progress
All City facilities will have multiple clearly designated, gender-neutral bathroom and locker room facilities	In-Progress
City benefits will address the needs of LGBTQIA2S+ employees	In-Progress
There will be a clear process for City employees who transition at work as well as robust, ongoing support from both Human Resources and Bureau-specific leadership throughout their employment with the City	Presented to Council on January 10, 2024

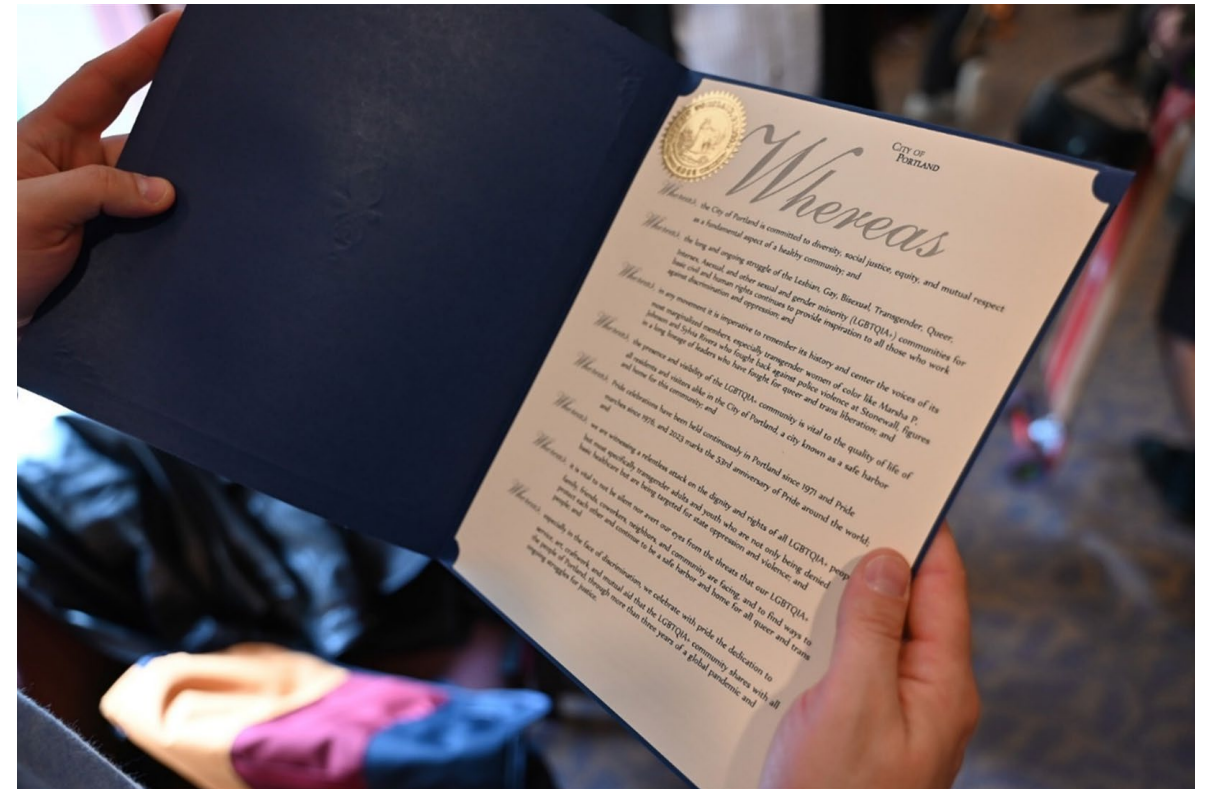
# Long-term Goals

Community Engagement: Long-term Goals	Status
The LGBTQIA2S+ Program will have access to annual funding for community grants to be dispersed based off community needs	Not Started
The LGBTQIA2S+ Program will facilitate compensated LGBTQIA2S+ focus groups to inform internal and external City decision making	Not Started
The LGBTQIA2S+ Program will provide technical and financial support for LGBTQIA2S+ community led efforts	In-Progress
The LGBTQIA2S+ Program will work with local LGBTQIA2S+ organization to provide resource navigation services to community members.	Not Started

Performance Management and Data: Long-term Goals	Status
The LGBTQIA2S+ Program will support the safe collection of demographic data within bureau work to track how the City serves LGBTQIA2S+ Portlanders to ensure equity across all City services	Not Started
The LGBTQIA2S+ Program will advocate for updates to the National Census to ensure accurate representation for the community	In-Progress

# Program Recommendations

- Resourcing the Office of Equity's LGBTQIA2S+ Program to allow for the fulfillment of its program pillar objectives
- Support policy recommendations for active priorities in city policy, workforce and economic development, community engagement and data collection



# Endorsements



## LGBTQAI2S+ Housing Collaborative

- Basic Rights Oregon
- Black & Beyond the Binary Collective
- Cascade AIDS Project
- The Marie Equi Institute
- PDX Trans Housing Coalition
- Pride Northwest
- Quest Center for Integrative Health
- Q Center
- Lukas M. Soto Consulting