

STATE OF OUR COMMUNITY

SAN ANTONIO LGBTQ+ 2020 SURVEY



Authors

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The Center - Pride Center San Antonio's mission is to serve the lesbian, gay, bisexual, transgender, queer and HIV communities by connecting them and their families to community resources and organizations related to health, wellness, support, education, activities, and advocacy. Established in 2011, as an all-volunteer led organization with limited programming and events has transformed into a community hub and referral network to other LGBTQ+ serving organizations, while providing direct services and support from our walk-in resource center. Some of the services include, community events, peer-to-peer support groups, access to technology in our cyber center, as well as training and educational initiatives aimed to build allies and improve the overall quality of life of LGBTQ+ people. Through our work on the "Strengthening Colors of Pride" project, The Center now offers case management and counseling services as part of our programs. The Center remains committed to "Empowering San Antonio's LGBTQ+ Community" and providing a safe space where all community members, regardless of their sexual orientation or gender identity can be their authentic self.



About Our Team



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In addition to our dedicated Community Advisory Board, we would like to thank the following organizations for their valuable input and partnerships:



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a team of writers, researchers, supporters,
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Introduction

■ In 2017, researchers, advocates, & community members formed the Strengthening Colors of Pride team & set out to understand the lived experiences of lesbian, gay, bisexual, transgender, queer, & other gender & sexual minority (LGBTQ+) people in the San Antonio Metro Area. Project leaders, with the help of a research team & community advisory board members, developed the largest survey of LGBTQ+ identified individuals ever conducted in South Texas. The survey provides important insight about the demographics of LGBTQ+ people in the area & their experiences with housing & homelessness, healthcare, employment, familial rejection & support, financial stability, resiliency, & much more.

Survey findings illustrate patterns of discrimination, harassment, & mistreatment that LGBTQ+ people continue to experience in all aspects of their lives, personally & professionally, publicly & privately. The findings identify large & alarming disparities between LGBTQ+ individuals & the larger San Antonio Metro Area population, disparities that are further heightened for transgender individuals, people of color, & youth. Most importantly, however, the findings also highlight the remarkable resiliency & strength of LGBTQ+ individuals & their capacity to navigate complex adversity & trauma.

This report provides much needed information for policymakers, employers, healthcare professionals, law enforcement officers, educators, academics, public & private sector employees, & the general public. The majority of Texans, regardless of political party or ideological persuasion, believe that it is wrong to treat someone poorly just because

of who they are or whom they love. They understand that LGBTQ+ Texans deserve the chance to earn a living, live safely, & take care of their families like everyone else.

For LGBTQ+ individuals & the family, friends, & advocates that support them, these findings highlight a reality they have long lived & understood, but only now have the data & research to support. For policymakers, these findings are a strong call to arms, an ethical imperative to improve the protections & rights of LGBTQ+ citizens in South Texas. For the general public, this information provides a rare & intimate glimpse into the lives of their LGBTQ+ neighbors, colleagues, classmates, & fellow San Antonians. Together, this report & its findings can serve as a catalyst for systemic & structural change within our community; an opportunity to provide fair & equitable treatment to all citizens regardless of sexual orientation, gender identity, or gender expression.

METHODS

Participants found out about the survey through metro area Pride events, online advertising on Facebook, promotion at events & other groups, & postings about the survey on social media. Anyone who was 16 years or older, identified as LGBTQ+, & lived in this area was eligible to take the survey. Of the 1819 people who took this survey, 1262 completed the entire survey. Anyone who was eligible & completed the survey received a \$10 Amazon gift card.

This report also includes voices from interviews with 82 LGBTQ+ residents of San Antonio that the Strengthening Colors of Pride research team conducted in the summer of 2018.

1819
SURVEYS

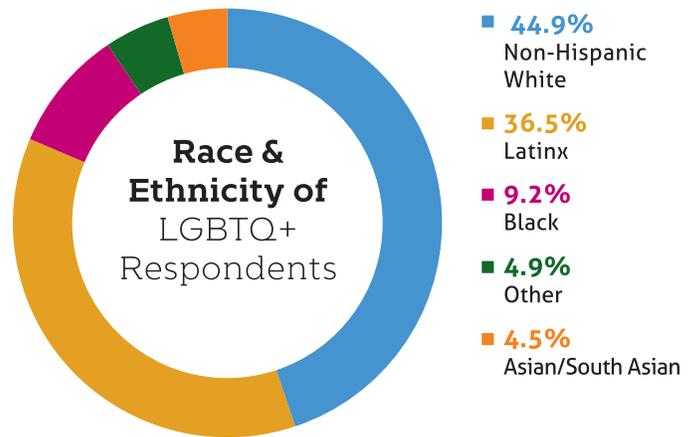
1545
BEXAR COUNTY

274
SURROUNDING
COUNTIES



Executive Summary

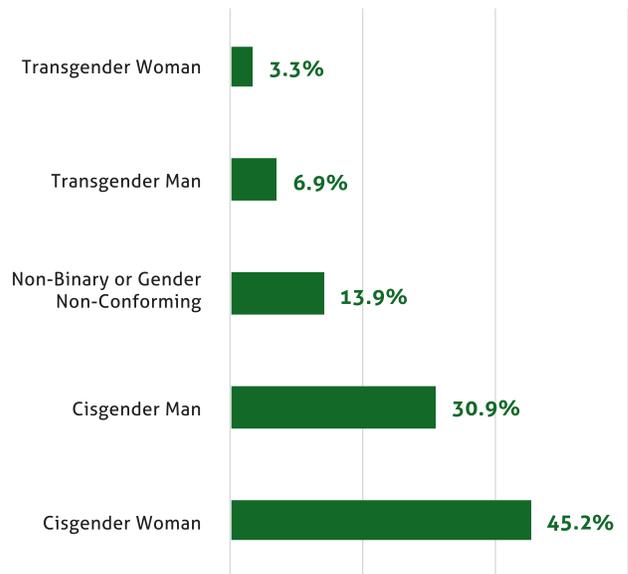
Between June & November of 2019, the Strengthening Colors of Pride research team collected **1819 online surveys** from lesbian, gay, bisexual, transgender, queer & other sexual minorities (LGBTQ+) in the San Antonio metro area. The **San Antonio metro area** includes Bexar County & the seven counties that surround San Antonio—Kendall, B&era, Medina, Atascosa, Wilson, Guadalupe, Comal. In this survey, we collected 1545 surveys from Bexar County residents & 274 surveys from the surrounding counties. Residents of all counties were represented in the survey.



Who is in the San Antonio LGBTQ+ Community?

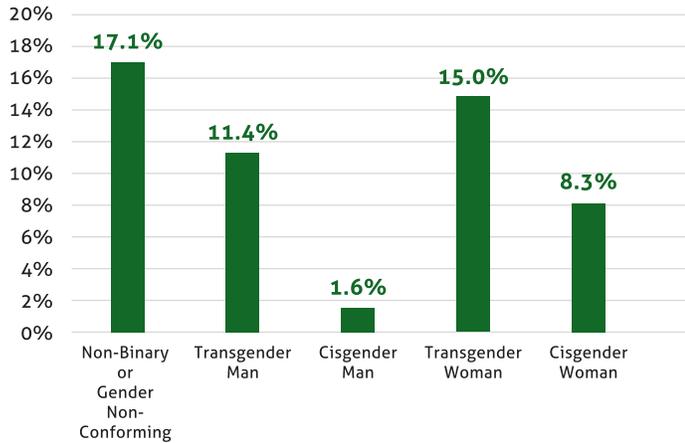
- LGBTQ+ people from 16 to 81 years old took this survey. The average age of LGBTQ+ adults in the San Antonio metro area is 32 years old.
- The most common answers to questions about sexual orientation were bisexual or pansexual (36.1%), gay (30.9%), or lesbian (19.4%).
- The San Antonio metro LGBTQ+ community is racially diverse. Only 44.9% of survey respondents identified as non-Hispanic White. This survey may also underestimate the number of Latinx LGBTQ+ people in the San Antonio metro area.
- Almost twenty percent of survey respondents speak a language other than English at home. Although most of these respondents speak Spanish at home, at least 18 other languages are spoken in the homes of LGBTQ+ people in the San Antonio metro area, including Urdu, Tagalog, Japanese, French, & American Sign Language.
- The San Antonio metro LGBTQ+ community is gender diverse. Almost one quarter (23.8%) of respondents identified as transgender, agender, non-binary,

Gender Identity



- genderqueer or otherwise gender non-conforming.
- LGBTQ+ youth are the most likely to have diverse gender identities. One third of LGBTQ+ youth (ages 16 to 24 years old) identify as transgender, non-binary or gender non-conforming.

Unemployment by Gender Identity



The Economics of LGBTQ+ Life in San Antonio

- LGBTQ+ survey respondents report high rates of completing a college or advanced degree. Among LGBTQ+ adults who are 25 years or older, 83.5% have attended college or other education beyond a high school diploma.
- The median personal income of LGBTQ+ adults (18+) in San Antonio metro area is around \$30,000 dollars, much lower than the citywide average. Transgender & Latinx LGBTQ+ respondents made some of the lowest incomes; 31.2% of transgender respondents & 23.2% of Latinx respondents made less than \$10,000 a year.
- There are high rates of unemployment in the LGBTQ+ community. Both Latinx & transgender respondents experience unemployment rates more than four times that of the general San Antonio population. 19.2% of LGBTQ+ youth are unemployed.
- Home ownership rates in the San Antonio LGBTQ+ community are low, & only 16.5% of Black LGBTQ+ adults own their own home, apartment, or condo.
- Almost one in five of LGBTQ+ San Antonio residents have experienced homelessness either now or in the past. 64% percent of LGBTQ+ respondents who have experienced homelessness as a child or teenager were kicked out of their home because of their sexual orientation or gender identity. One in four (27.5%) transgender youth

experienced homelessness before their 25th birthday.

- High rates of discrimination in employment & housing contribute to these economic differences. At least one in four LGBTQ+ people in San Antonio reported being fired or asked to resign from a job because of their gender identity or sexual orientation at some point. 33.3% of respondents reported not receiving a job or promotion because of their gender identity & 14% because of their sexual orientation.
- Housing discrimination impacts transgender people in San Antonio significantly. 44.6% of transgender men & 31.8% of transgender women report having been denied housing at some point in their lives based on their gender identity.

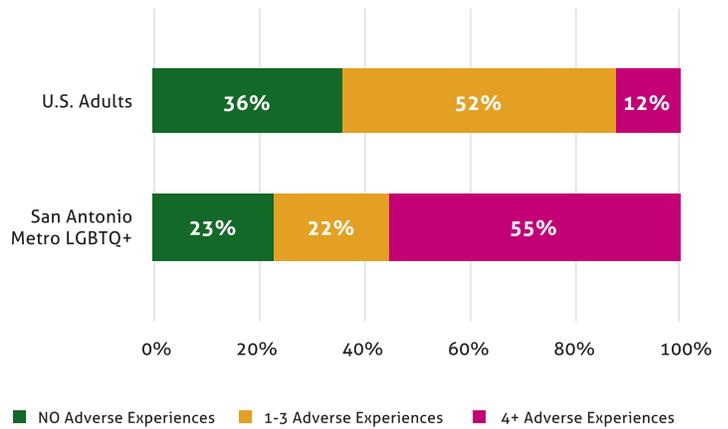
Health & Support Systems

- LGBTQ+ people are more likely to avoid seeing a healthcare professional when needed, less likely to have health insurance, & have problems finding LGBTQ+ competent healthcare in the San Antonio metro area. Approximately half of LGBTQ+ individuals do not know where to find a provider that is knowledgeable about LGBTQ+ concerns.



- *LGBTQ+ people in San Antonio report high rates of refusal of treatment & poor treatment by healthcare providers, including reports of abusive treatment & violence. More than 30% of LGBTQ+ individuals are regularly refused treatment by a healthcare provider, & around 40% have been asked to seek treatment elsewhere as the provider did not feel appropriately trained to treat LGBTQ+ concerns.*
- *High rates of family trauma & adverse childhood experiences (ACEs) impact the health of LGBTQ+ people in San Antonio. LGBTQ+ residents of the San Antonio metro area have three times the national average of ACEs scores than the general population, which may significantly impact adult physical & mental health.*

ACEs for LGBTQ+ San Antonio vs. U.S. Adults



Support & Resources

- *LGBTQ+ respondents reported high rates of resilience & supportive social networks. Around 80% of respondents agree that they have a special friend who cares about their feelings & they can share their joys & sorrows, being around when they are in need, & be a real source of comfort to them.*
- *There is an unmet need in the LGBTQ+ community for mental health services, community gathering places, sober spaces, job training, support groups, & legal assistance.*

Top Policy Recommendations



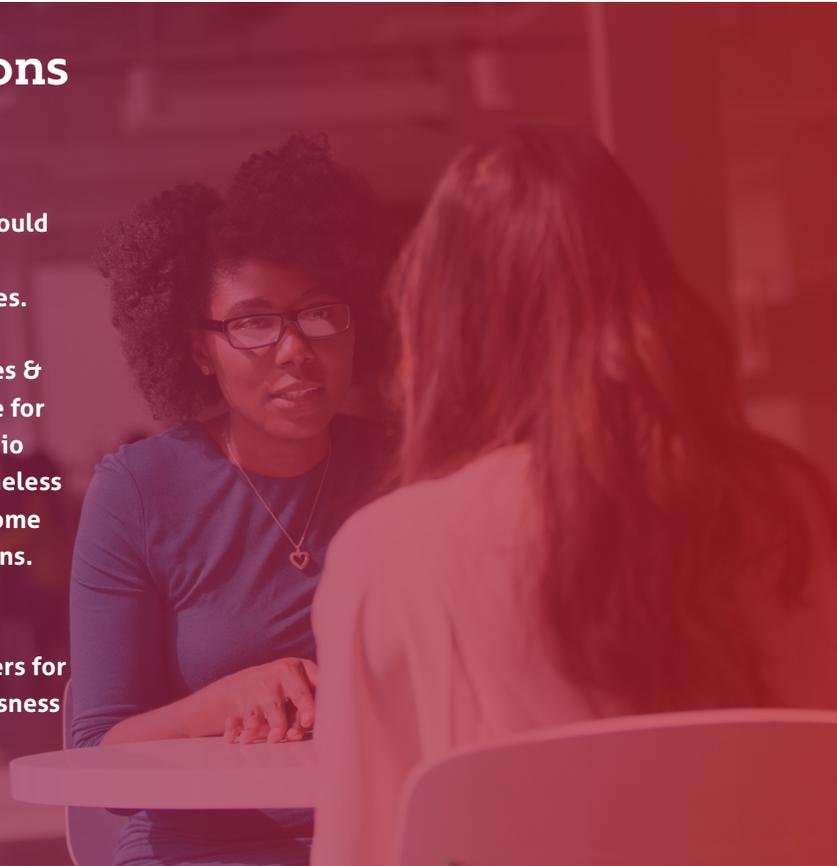
The comprehensive nondiscrimination protections statewide & expansion of employment protections in San Antonio would provide LGBTQ+ with assurances against discrimination & protection in public spaces.



LGBTQ+ competency training for employees & analysis of accessibility for LGBTQ+ people for the following institutions in the San Antonio metro area: healthcare organizations, homeless shelters, organizations that serve low-income communities, & youth-serving organizations.



The development of more emergency, transitional, & affordable housing & shelters for LGBTQ+ individuals experiencing homelessness or housing instability.

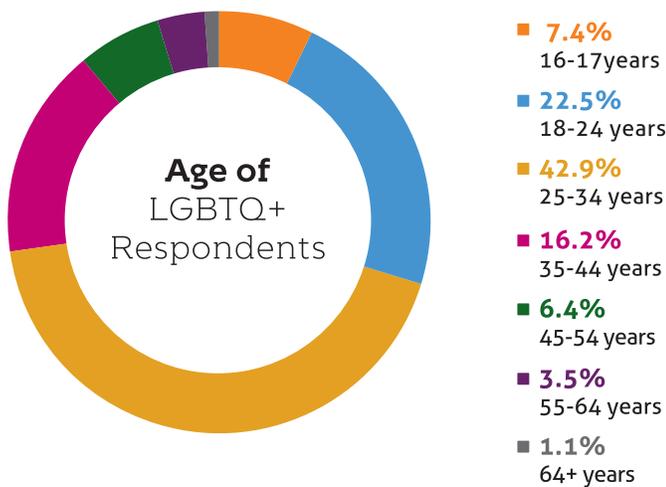


1 | Demographics

■ This section details the **basic demographics** of the San Antonio LGBTQ+ community, including the age, gender, race, & sexual orientation of people who answered the survey. Although these numbers can be seen to reflect the general composition of the San Antonio LGBTQ+ community, there are some places where we note how our survey may not fully include all members of the community.

Age

The average age of LGBTQ+ adults in the San Antonio metro area is 32 years old. The youth of this community is consistent with national probability surveys of LGBTQ+ people, but the online delivery of the survey may have made it less accessible to LGBTQ+ seniors, who are underrepresented in this survey.¹



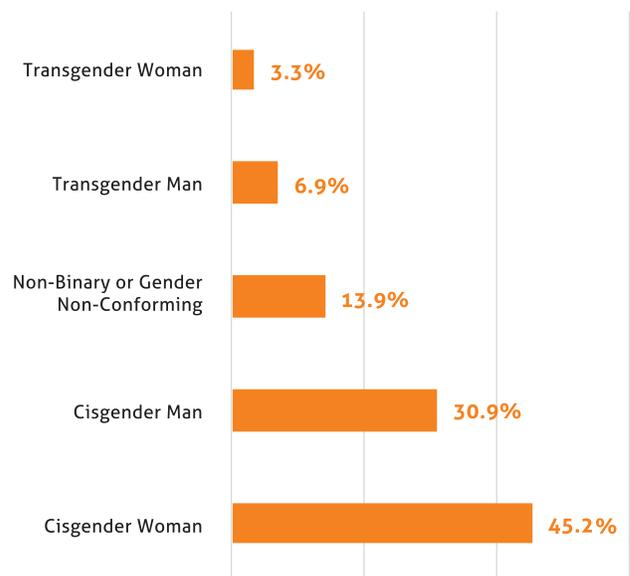
Sex & Gender Identity

In this survey, 60.9% of respondents were assigned female at birth & 38% were assigned male at birth. Forty-eight respondents (2.6%) said they were intersex or someone with disorders of sex development.

Almost one quarter (23.8%) of respondents identified

as transgender, agender, non-binary, genderqueer or otherwise gender non-conforming. Throughout this report, we use “transgender” or “trans” as shorthand way of referring to these complex & diverse gender identities, but we acknowledge that not everyone in this group identifies as “transgender.” At times, we clarify how the experiences of transgender men, transgender women, & non-binary or gender non-conforming individuals differ in the San Antonio metro area.

Gender Identity



LGBTQ+ youth are the most likely to have diverse gender identities. One third of youth (ages 16 to 24 years old) identify as transgender, non-binary or gender non-conforming. 22.1% of youth identify as non-binary or gender non-conforming.

Coming Out

Many LGBTQ+ respondents knew their gender &/or sexuality was different as teenager or child, a time when they are most vulnerable.

- Before they turned 16 years old, 75% of transgender & non-binary respondents knew their gender identity was different, & 62.7% of respondents knew their sexuality was different.

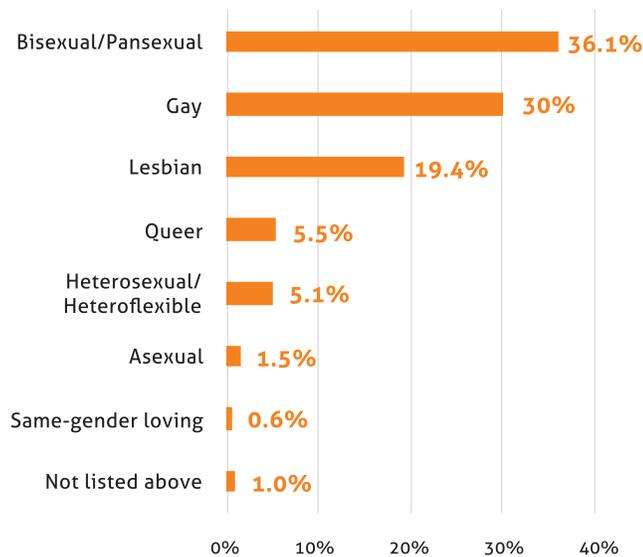
- Many respondents (37.8% of trans respondents & 27.4% of overall respondents) knew before they were 10 years old.
- Almost a third of respondents (28.6%) told others about their gender or sexuality before they were 16 years old.
- Among youth, 40% had family members that knew about their gender or sexuality before they were 16 years old.
- One in ten LGBTQ+ respondents say their family does not know about their gender or sexuality.

Sexual Orientation

When asked to identify their sexual orientation, respondents most commonly answered bisexual or pansexual (36.1%), gay (30.9%), or lesbian (19.4%). Other common answers included queer (5.4%) & heterosexual (4.5%). Some transgender & gender non-conforming people identify as heterosexual.

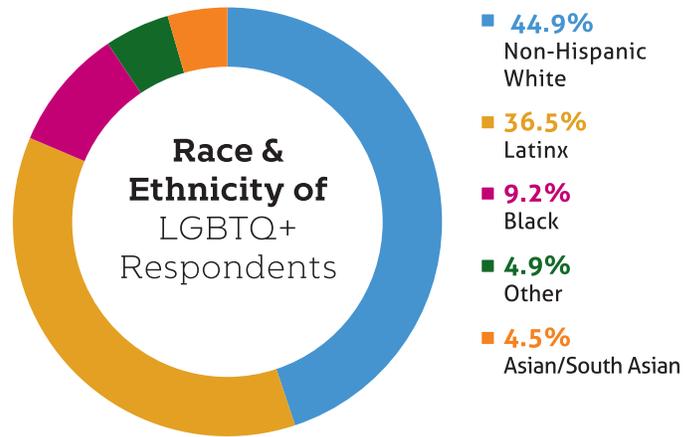
Youth are the most likely to identify as bisexual or pansexual (51.1%).

Sexual Orientation



Race or Ethnic Identity

- In this survey, respondents were asked which of the following racial or ethnic groups they identify with: American Indian or Alaskan Native, Asian, South Asian, Black/African American, Latinx/Latino/Latina/Hispanic, White, & Other (Not Listed Above). Individuals were not limited in the number of groups they could select.
- In this survey, most respondents identified as non-



Hispanic White (44.9%) or Latino/Latina/ Hispanic (36.5%). Fifty percent of the San Antonio metro MSA identifies as Latino/Latina/Hispanic based on Census data, so this survey falls short of fully representing the Latinx community in the Greater San Antonio area.

- It is worth noting that 5.1% of respondents identified as American Indian or Alaskan Native, many doing so in addition to identifying as Latinx, Black, or White.
- 13% of respondents identified as one or more race, & almost one third of Latinx respondents identified as multi-racial

HIV Status

5.2% of respondents report that a healthcare provider has told them they are HIV positive. Among adults who are over 25 years old, 6.5% of respondents are HIV positive. Among people who are assigned male at birth, 13.6% of adults & 5.7% of youth are HIV positive.



19

Languages

are spoken in the homes of LGBTQ+ residents of the San Antonio metro area.



36.1%

of the San Antonio LGBTQ+ community identify as bisexual or pansexual.

Veteran Status

Seven percent of LGBTQ+ respondents in the greater San Antonio metro area have served on active duty in the U.S. military, either now or in the past.

Language

Almost twenty percent of survey respondents speak a language other than English at home. Although most of these respondents speak Spanish at home, at least 18 other languages are spoken in the homes of LGBTQ+ people in the greater San Antonio area, including Urdu, Tagalog, Japanese, French, & American Sign Language.

Immigration Status

Few of the respondents for this survey were not U.S. citizens. Less than two percent of respondents noted that they were permanent residents, visa holders, refugees or otherwise not a U.S. citizen. Typically, surveys such as this one receive a lower number of people who are not citizens than are present in the population.

- Fifteen LGBTQ+ respondents report having left their birth country due to violence or discrimination related to their gender or sexuality.
- Of the 75 respondents who are not U.S. citizens by birth, 62.7% of them have been living in the U.S. more than ten years, & 6.7% report living in the U.S. less than a year.
- Among this group of 75 respondents, 13% have been in immigration detention & 32% report being frequently worried about their family or themselves being deported or arrested or their families have worried about have always, often, or sometimes worried about being deported or arrested.

Education

Members of the LGBTQ+ community who took this survey report high rates of completing a college or advanced degree. Among LGBTQ+ adults who are 25 years or older, 83.5% have attended college or other education beyond a high school diploma. However, among youth 18 to 24 years old, 11% have not completed high school & are not currently attending.

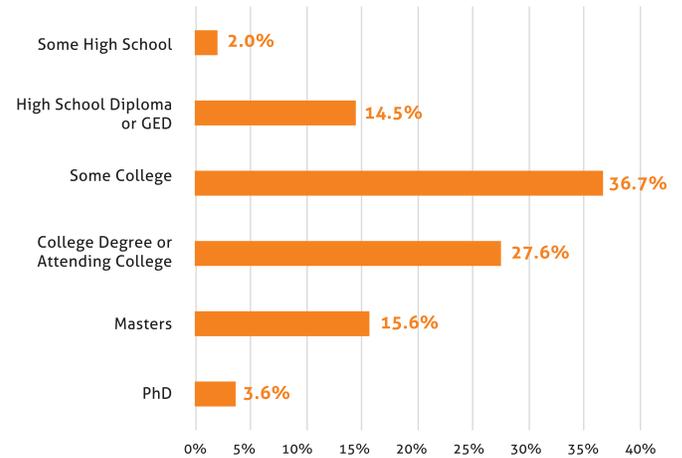
Income

The median personal income of LGBTQ+ adults (18+) in San Antonio metro area is around \$30,000 dollars, which is close to the per capita income of \$25,000 for San Antonio but far below the median household income of \$50,980.²

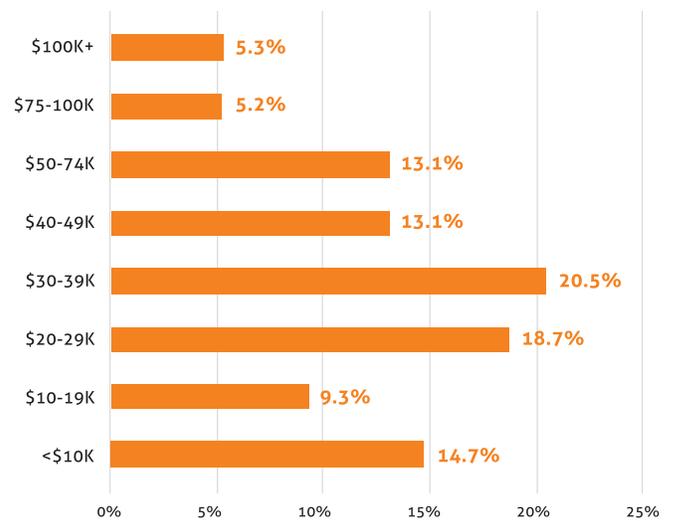
Latinx LGBTQ+ respondents made some of the lowest

incomes; 23.2% of Latinx respondents made less than \$10,000 a year.

Highest Degree for Adults (25-81 years)



Income of LGBTQ+ Adults (18-81 years)



7.2% of LGBTQ+ respondents reported that they were currently using food stamps (SNAP) or WIC. One out of three (32.9%) respondents received reduced or free lunch at school when they were a child or teenager.

Households & Children

Only 21.1% of LGBTQ+ respondents live alone; indeed, a third of LGBTQ+ respondents live in households with three or more adults.

Over a quarter of LGBTQ+ households (27.4%) have children under the age of 18 years old living in them. 13.8% of LGBTQ+ respondents live with a dependent child in their household.

2 | Employment

■ Employment is an important aspect of anyone’s life. Being gainfully employed brings you a sense of pride, self-satisfaction, resilience, & can be reaffirming. The significance is far greater than collecting a paycheck or wage, however, a reliable income is paramount to one’s financial security & their ability to provide basic necessities such as food, housing, & healthcare.

Economic & workplace discrimination has a substantial impact on the lives of LGBTQ+ people. In addition to reporting explicit discrimination, respondents were more likely to be unemployed & report a lower annual income than the general San Antonio population. This section explores the challenges LGBTQ+ individuals face in the workplace & when seeking employment.

KEY FINDINGS ON EMPLOYMENT

- Respondents were more likely to be unemployed & report a lower annual income than the general San Antonio population. the current unemployment rate for LGBTQ+ people (7.9%) is more than double that of the San Antonio metro area (3%).
- LGBTQ+ San Antonians make less income than the general population of San Antonio.
- Transgender respondents tend to have a lower annual income than their cisgender peers.
- 19.2% of LGBTQ+ youth are unemployed.
- Both Latinx & transgender respondents experience unemployment rates more than four times that of the general San Antonio population.



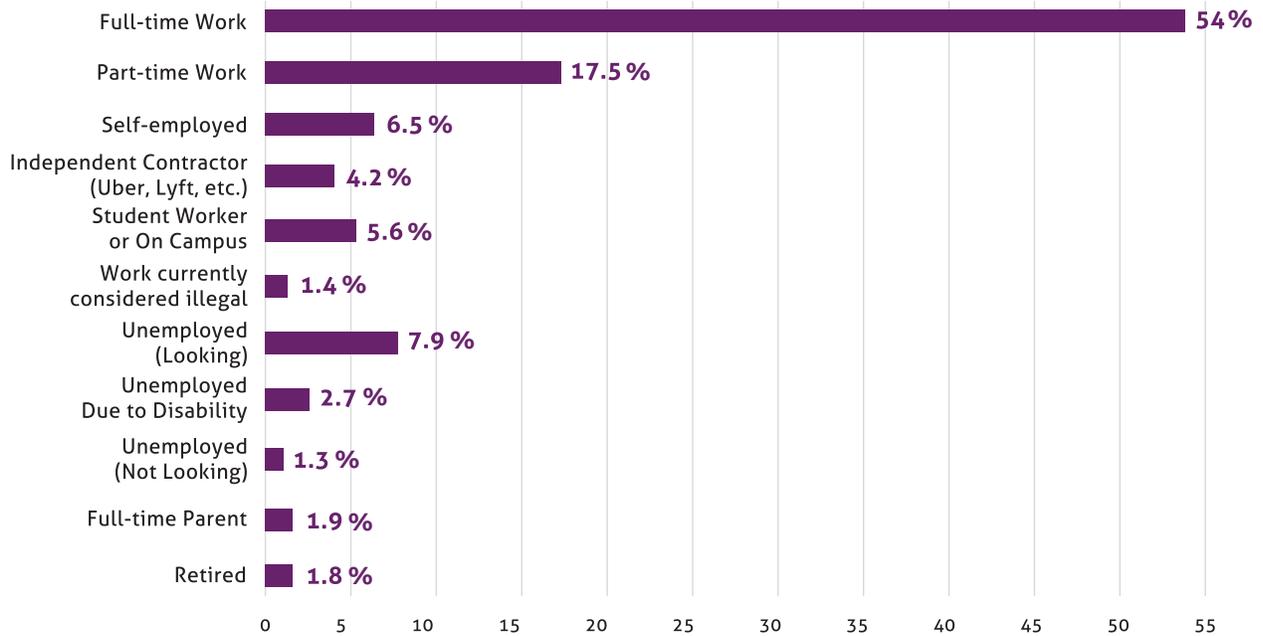
I’m self-sufficient. I don’t have a lot of stuff because transitioning is really expensive & I took out a bunch of student loans when I went to school because my parents paid everybody else’s tuition. As soon as I decided to transition, they stopped paying mine, so I have a whole bunch of debt that nobody else has in my family.

– Evren, 35, Anglo Bisexual Transgender



The current unemployment rate for LGBTQ+ people (7.9%) is more than double that of the San Antonio metro area (3%).

Current Employment



Current Employment Situation

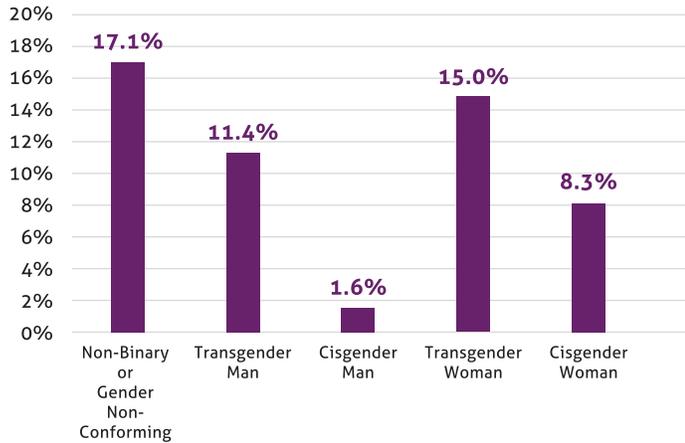
Respondents were asked about their current employment status. Most respondents are currently employed in a variety of employment situations or not looking for work. However, the current unemployment rate for LGBTQ+ people (7.9%) is more than double that of the San Antonio metro area (3%).³

- The majority of respondents (54%) engage in full-time work for an employer.
- Respondents in this survey are less likely to work as an independent contractor (Uber, Lyft, etc.) than U.S. residents in general (4.2% vs. 6.9%).
- Black respondents are most likely to be underemployed, by working part time (17.6%), in the gig economy for Uber or Lyft (5.5%), or unemployed & have stopped looking for work.
- 10% of respondents have previously done sex work for money or have worked in the sex industry. These high rates of sex work are related to poverty & housing instability in the LGBTQ+ community.
- Respondents that currently receive food stamps are almost four times as likely to report having engaged in sex work for money (31.7% vs 8.3%).
- Respondents who have experienced homelessness are more likely to work in occupations considered to be



of transgender & non-binary respondents make less than \$10,000 a year.

Unemployment by Gender Identity



- *illegal (4.4% vs 0.8%).*
- *Latinx respondents have higher unemployment rates than the general population. 13.3% of Latinx individuals are unemployed while the unemployment rate is 19.5% for those who are Latinx & multiracial.*
- *The current unemployment rate for transgender respondents is almost three times higher than the rate for cisgender respondents (15.2% vs. 5.6%).*
- *Transgender women are especially affected by unemployment (15%).*
- *17% of non-binary or gender non-conforming people are currently unemployed.*
- *22% of respondents who are experiencing homelessness currently or who have experienced homelessness in the past year are unemployed.*

Annual Income

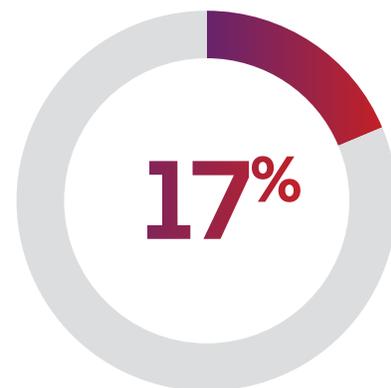
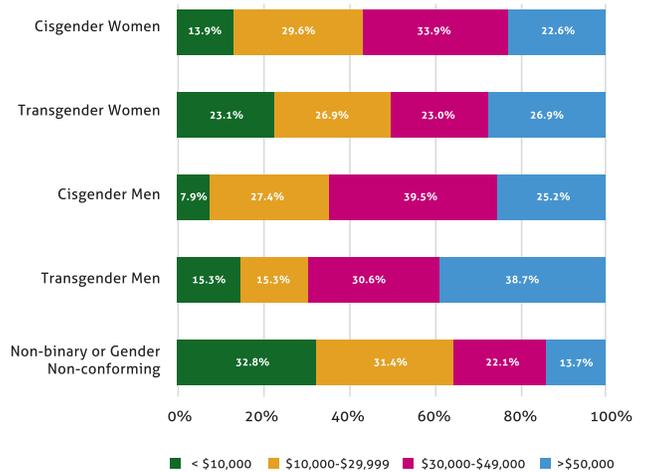
San Antonio is notorious for having a high level of income inequality & has often been considered to have one of the highest levels of income disparity (among large metro areas) in the country.⁴ This inequality hurts everyone but affects some more than others. Our LGBTQ+ respondents tend to make less annual income per year than other San Antonio residents. Transgender, non-binary, & Latinx residents are particularly disadvantaged by San Antonio's economy.

- *26% of transgender & non-binary respondents make less than \$10,000 a year, making them more than twice as likely to be at that income level than their cisgender peers (26.2% vs. 11.3%)*
- *14.7% of LGBTQ+ individuals in San Antonio make less*

than \$10,000 per year. Only 10% of all San Antonio households make less than \$10,000 per year.

- *Latinx respondents are the most likely San Antonians to make under \$10,000 per year (23.2%).*
- *36.2% of transgender Latinx respondents make under \$10,000 per year.*
- *Black respondents are slightly more likely to make a median income, but 77% of Black respondents make less than \$40,000 a year.*
- *LGBTQ+ Black respondents are more likely than LGBTQ+ residents in general to make between \$20,000 & \$39,999 per year. (63.2% vs. 39.2%).*
- *Non-binary or gender non-conforming respondents on average make significantly less than cisgender respondents.*

Annual Income by Gender Identity



of non-binary or gender non-conforming people are currently unemployed.

3 | Housing

■ **Everyone deserves access to safe & stable housing** & the opportunity to create a loving, supportive, & comfortable place to call home. Housing is a basic human necessity, yet LGBTQ+ people have low rates of home ownership & high rates of unstable housing & homelessness.

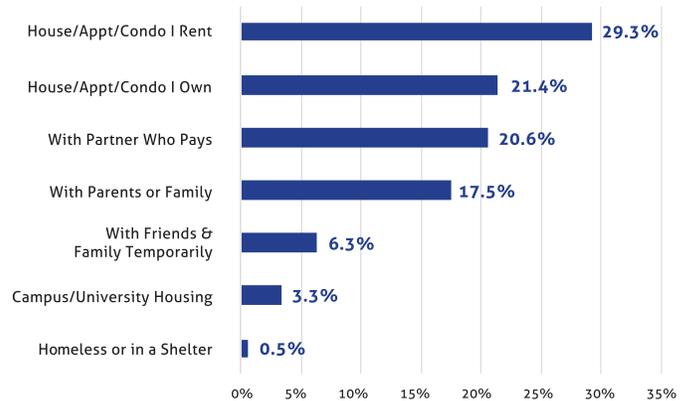


One in four (27.5%) transgender youth experienced homelessness before their 25th birthday.

KEY FINDINGS IN HOUSING

- Almost one in five of LGBTQ+ San Antonio residents have experienced homelessness either now or in the past. 5% of respondents have been homeless in the past year.
- American Indian, Latinx, transgender, transgender youth, & transgender people of color experienced some of the highest rates of homelessness in the community.
- LGBTQ+ youth are more likely to be unstably housed than LGBTQ+ adults. 64% percent of LGBTQ+ respondents who have experienced homelessness as a child or teenager were kicked out of their home because of their sexual orientation or gender identity.
- Respondents who had experienced housing discrimination based on gender identity or sexual orientation were twice as likely to have been homeless as respondents who did not experience this (33% vs. 14%)
- Respondents rarely used shelter systems.
- Home ownership rates in the San Antonio LGBTQ+ community are low, & only 16.5% of Black LGBTQ+ adults own their own home, apartment, or condo.

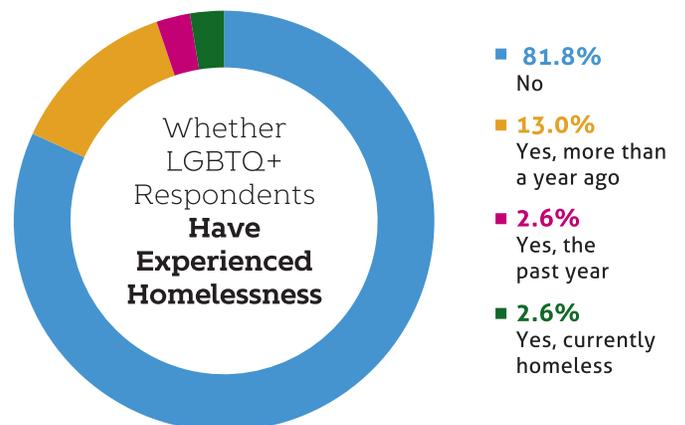
Low Rates of Homeownership



Current Housing Situation

Respondents were asked about their current housing situation. Most respondents live in a house, apartment or condo that they own or rent, but 23% of respondents live with family or friends.

- Transgender youth were the most unstably housed. Most transgender youth did not live in housing they rented, housing they owned, or student housing; instead, they often depended on parents, family members, partners, or friends to house them.
- 92% of teenage (16 to 17-year-old) respondents & 37.4% of emerging adults (18 to 24 year olds) lived with parents & family.
- Youth were also more likely to be living with family &

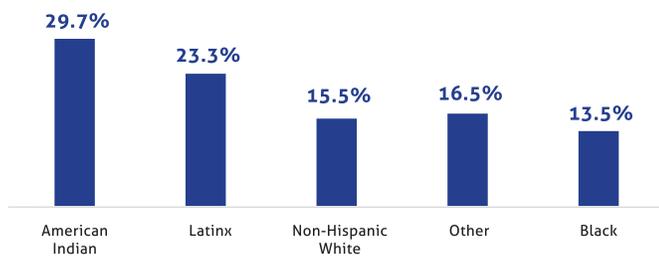


friends temporarily. Only 15.7% of LGBTQ+ young adults live in campus or university housing.

LGBTQ+ respondents are significantly less likely to own their home than other San Antonio residents: 21.4% instead of 54.8%.

- Among respondents who are 25 years or older, only 28% of Anglo & Latinx respondents owned their own home, apartment or condo.
- Only 16.5% of Black LGBTQ+ respondents own their own home.

Race & Lifetime Homelessness



Gender, Race, & Lifetime Homelessness

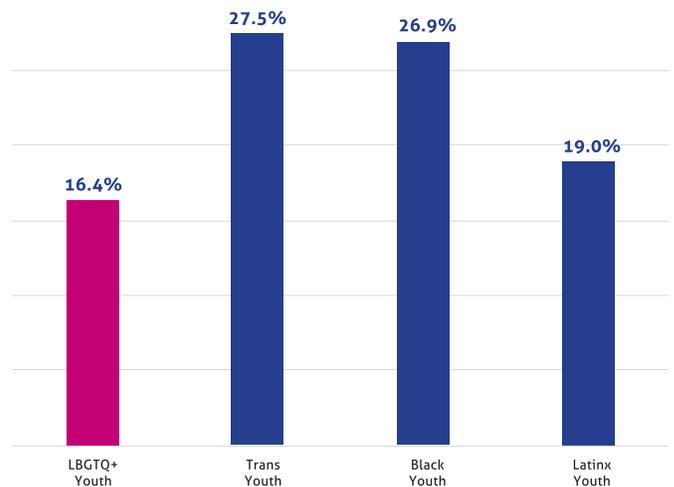


Lifetime Homelessness

Lifetime homelessness is the experience of having been homeless at some point in one’s life. Almost one in five (18.2%) LGBTQ+ San Antonio residents have experienced homelessness either currently or in the past. Five percent of respondents have been homeless in the past year.

Respondents who identified as American Indian, either exclusively or as part of a multiracial identity, had the highest rates of homelessness (almost one in three). Almost one in four Latinx respondents had experienced homelessness.

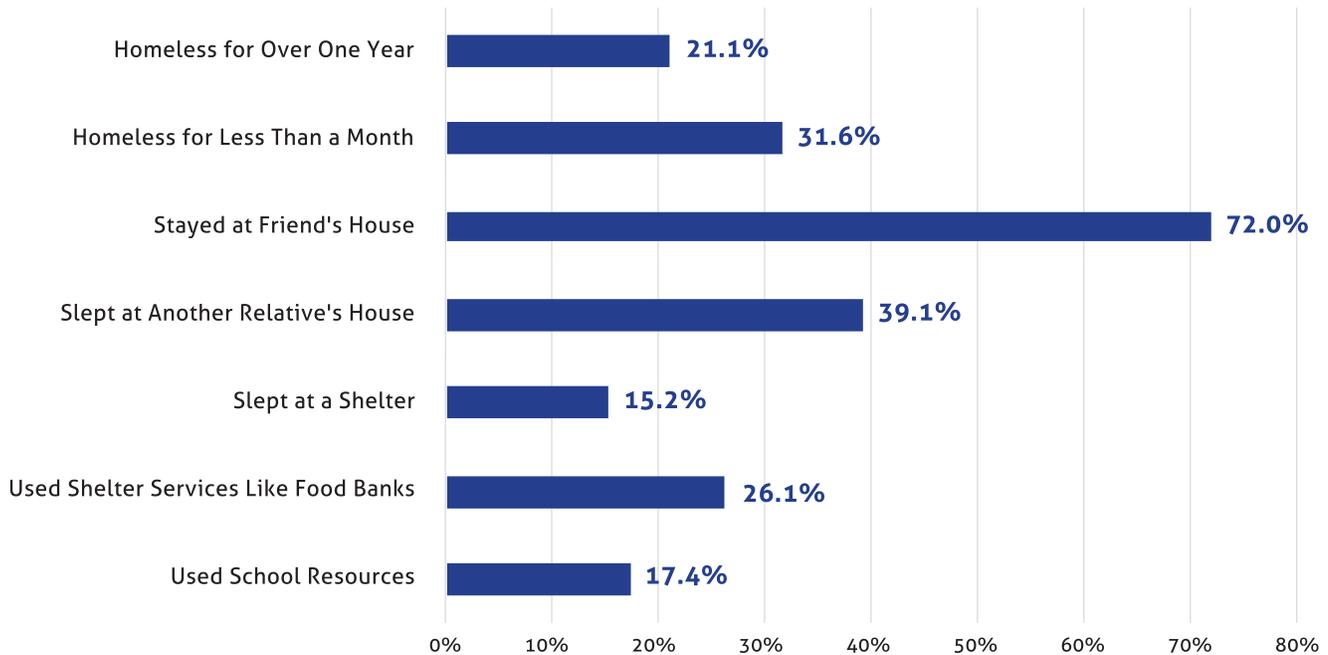
Youth, Race & Lifetime Homelessness



The most difficult thing is being homeless, being transgender, & having absolutely no one. Because I always watched the kids at the shelter, they at least have one family member that supports them. I have to watch them go & have sleepovers, & I’m just like, “I ain’t got nobody.”

– Donna, 22, Anglo Pansexual Transgender Woman

Experiences of **Homeless LGBTQ+ Teenagers**



Two of the populations that are the most vulnerable to homelessness within the LGBTQ+ community are youth (ages 16 to 24 years old) & transgender or non-binary people. Such is the case in San Antonio, where transgender & youth respondents reported high rates of homelessness. Transgender people of color & youth of color experienced the highest rates.

- Transgender respondents were more likely to be homeless than their cisgender counterparts. This data is consistent with the National Transgender Discrimination Survey, which reports high rates of homelessness for transgender people.
- 29.9% of transgender respondents have experienced homelessness
- Latinx transgender people experience some of the highest rates of homelessness; almost one in three (32.2%) Latinx transgender respondents have been homeless & half of American Indian trans people have been homeless.
- 16.4% of youth respondents report having experienced homelessness.

- One in four (27.5%) transgender youth experienced homelessness before their 25th birthday.
- Among youth respondents, 8.2% reported having experienced homelessness between the ages of 18 & 24 years old.



I am currently homeless due to not being able to be in contact with family because that wouldn't be healthy & also being trans, so there are better resources here than say if I was to be closeted at home.

– Shawn, 22, Black Panromantic Asexual Transgender Man

Teen Homelessness

This section of the report focuses on homelessness experienced by children or teenagers alone, many of whom ran away (“runaways”) or were kicked out by their families. Some of these respondents experienced homelessness as an adult (12.1%), some as a child with one’s family (4.5%), & others alone as a child or teenager (2.5%).

- 64.4% percent of LGBTQ+ respondents who have experienced homelessness as a child or teenager were kicked out of their home because of their sexual orientation or gender identity.
- Additionally, 67.4% of people who have been homeless as minors have run away from home.
- For LGBTQ+ respondents who were kicked out or ran away as a minor, they were an average of 14 years old when they did so the first time.
- These runaway youths were often kicked out for over a year & spent time couch surfing at friends’ houses. They were highly unlikely to access any shelter services.

Shelters

Among LGBTQ+ respondents who experienced homelessness in the past year, less than 7% accessed shelter services & one third slept in public places instead. In interviews with San Antonio LGBTQ+ people, several interviewees described local shelters as hostile & unfriendly to LGBTQ+ people experiencing homelessness.

Causes & Consequences

The causes of LGBTQ+ homelessness in San Antonio are a complex combination of poverty, housing discrimination, & family alienation.

- LGBTQ+ people who grew up in low income families are significantly more likely to have experienced



They had to call my parents to find out about [me being beat up for being gay]. Then my dad kicked me out of the house, so I went to live with my uncle. He was the one that helped me, they realized nothing was wrong, & that it was okay. That is how I got through is through my vice principal & my uncle.

– Mateo, 32, Latinx Gay Cisgender Man

homelessness: 32.9% of respondents who were on free or reduced lunch as a child have experienced homelessness (compared to 9.5% overall).

- Respondents who had experienced housing discrimination based on gender identity or sexual orientation were twice as likely to have been homeless than respondents who did not experience this (33% vs. 14%).
- Respondents with unsupportive families were twice as likely to report that they had been homeless as those with supportive families (33.6% vs. 17.6%).
- Respondents who had experienced homelessness were five times as likely to have engaged in sex work (also known as survival sex) of some kind (28.8 vs 5.3%) or have been in jail or prison in the past year (6.6% vs. 1.3%). 28.6% of youth respondents who have been homeless have also engaged in sex work.

Almost **ONE IN FIVE**
of LGBTQ+ San Antonio residents have experienced
homelessness now or in the past.

4 | Health & Healthcare

■ Regular access & utilization of healthcare acts to maintain levels of health & prevent chronic health outcomes. **Accessing healthcare that is affirming & supportive of LGBTQ+ experiences is critical for the provision of LGBTQ+ healthcare.**

KEY FINDINGS IN HEALTH & HEALTHCARE

- LGBTQ+ people are more likely than heterosexual individuals to avoid seeing a healthcare professional when needed, with 46.4% of respondents stating that there was a time in the last 12 months when they needed to see a doctor but did not.
- 15.2% of LGBTQ+ respondents are not currently covered by any health insurance plan, which is approximately double the national average. 22% of transgender respondents are not insured.
- Approximately half of LGBTQ+ individuals do not know where to find a provider that is knowledgeable about LGBTQ+ concerns.
- Over 30% of the LGBTQ+ participants are currently seeking healthcare related to gender-affirmation. Transgender respondents reported the most consistent barriers to healthcare.
- More than 30% of LGBTQ+ individuals are regularly refused treatment by a healthcare provider, & around 40% have been asked to seek treatment elsewhere as the provider did not feel appropriately trained to treat LGBTQ+ concerns.
- Around 35% of LGBTQ+ people have been asked invasive questions unrelated to their visit by the healthcare provider due to their LGBTQ+ identity.
- Over 20% of those surveyed have experienced a healthcare provider being physically rough or abusive when treating them, & more than 25% state that they have experienced harsh or abusive language from a provider during treatment.

- More than 25% of LGBTQ+ individuals indicate that they have been verbally attacked in a healthcare setting & just under 20% have been physically attacked in a healthcare setting.
- 20.3% of respondents have experienced unwanted sexual contact in a healthcare setting.

Healthcare Coverage & Access

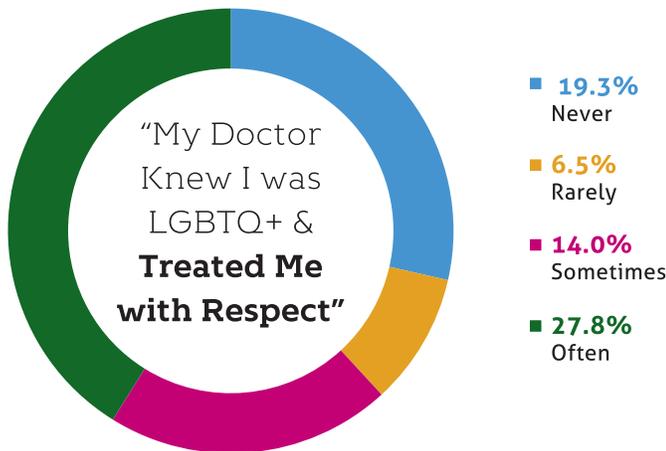
Access to healthcare — both insurance coverage & ability to pay — is essential for long term health, as well as acute conditions. We asked respondents about their current health insurance coverage. Like many San Antonio residents, 17% of whom do not have health insurance coverage, 15.2% of LGBTQ+ respondents do not currently have any kind of health or medical insurance. Transgender respondents were the least likely to have health or medical insurance; 22% of transgender people in San Antonio are uninsured.

“

I had been looking for a doctor to get on hormones for a long time. I have been going to therapist, after therapist, after therapist, couldn't get a letter, what I needed. Couldn't find a doctor. One of my friends saw a post on Facebook, he sent it to me, & he got me where I needed to go. I thank him for everything he's done for me because if it wasn't for him, I wouldn't be where I am right now.

– Linda, 55, Latinx Lesbian Transgender Woman

- Even though 84.8% of the LGBTQ+ individuals surveyed had medical insurance, 53.6% stated that there was a time in the last 12 months when they needed to see a doctor but did not. LGBTQ+ individuals without insurance were most likely to not visit a doctor when needed. Bisexual respondents were approximately 2.5 times more likely to miss seeing a healthcare professional when needed than other LGBTQ+ people.

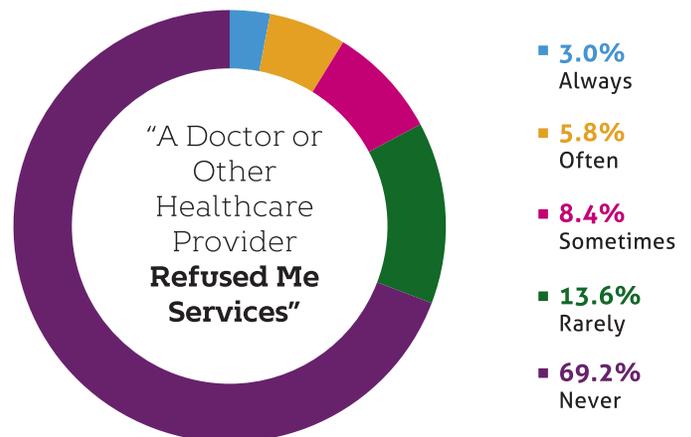


- LGBTQ+ respondents who made more than \$50,000 a year were significantly more likely to go to the doctor when needed.
- A significant number of respondents did not know or were unsure of where to find an LGBTQ+ friendly (40.5%) or LGBTQ+ knowledgeable (44%) provider. A majority of transgender respondents (53.6%) were unsure of where to find a LGBTQ+ friendly provider. Almost three-quarters (73.1%) of cisgender individuals knew where to find a LGBTQ+ friendly provider. This disparity highlights the disparities in healthcare faced by transgender individuals.
- LGBTQ+ individuals who received discriminatory care were more likely to not go to the doctor when they need treatment for both acute & chronic conditions.
- Respondents that were unaware of where to find an LGBTQ+ friendly or knowledgeable provider were more likely to report not visiting the doctor when needed in the last twelve months.

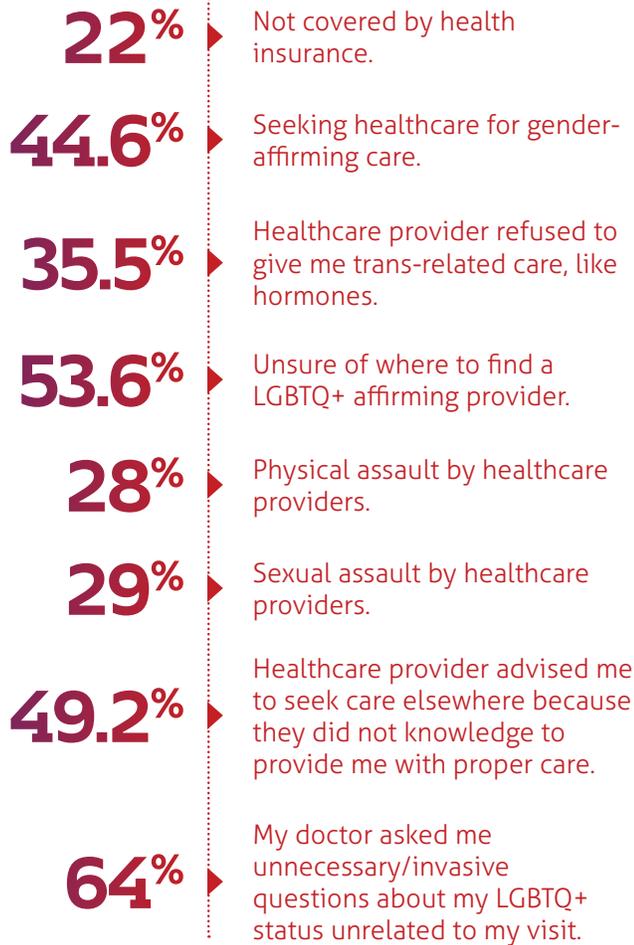
LGBTQ+ Healthcare Experiences

When LGBTQ+ respondents did try to access services, they reported negative experiences seeking healthcare in the San Antonio metro area.

- Only 66.7% of respondents said their doctor asks them to be a part of the decision regarding their care & treatment plans.
- When asked if respondents’ doctors & healthcare providers listened to their needs, Latinx respondents were the least likely to agree. (76.7% of black respondents, 71.7% of White respondents, & 60.4% of Latinx respondents). Transgender individuals were significantly less likely to feel listened to than cisgender individuals. (50.9% & 71.5% respectively).
- Almost one third (30.8%) of respondents had been refused services by a provider due their sexual orientation or gender identity on at least one occasion. 3% of respondents were refused services by a provider every time they tried to access them.
- 35.2% of respondents reported a provider asking unnecessary or invasive questions about their LGBTQ+ identity that were unrelated to their visit on one or more occasions.
- 25.3% of LGBTQ+ individuals surveyed reported harsh or abusive language from their healthcare provider, & 26.3% reported being verbally harassed in a healthcare setting.



Transgender Health Care Experiences



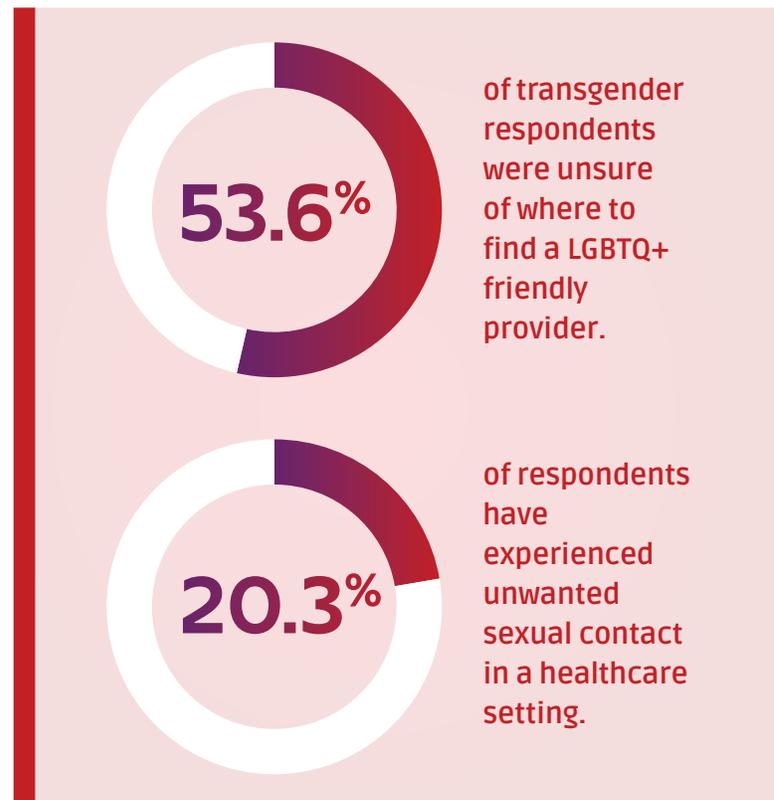
- 21.3% of LGBTQ+ respondents reported that their provider was physically rough or abusive.
- Of the individuals surveyed, 19.8% reported at least one incident of physical assault in a healthcare setting, & 20.3% reported at least one incident of sexual assault. Transgender individuals were more likely to experience both increased physical assault (28%) & sexual assault (29%) in a healthcare setting than cisgender individuals.
- LGBTQ+ individuals who had a provider that knew of their LGBTQ+ identity & did not consistently treat them with respect avoided visiting the doctor when needed.
 - Trans individuals who have been refused trans-related care by a provider were more likely to not visit the doctor when needed.
 - LGBTQ+ respondents who had been referred to a different provider due to a lack of knowledge about

LGBTQ+ health by their current provider were also 11% more likely to cease visiting the doctor when needed within the last year.

Chronic Conditions & Consequences

Chronic health issues within the LGBTQ+ community are not well managed by healthcare providers, impacting the individual's quality of life.

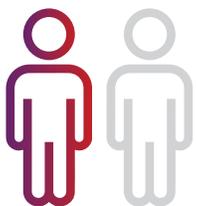
- LGBTQ+ respondents reported high rates of some chronic conditions like asthma (15.7%), Type 2 diabetes (4.1%), high blood pressure (10.6%), anxiety (40.6%), depression (38.9%), & post-traumatic stress disorder (12%).
- With the exception of HIV treatment, LGBTQ+ respondents with chronic conditions like hypertension or diabetes avoided going to the doctor in the last year more than those without a specific chronic condition.
- Individuals reporting mental health conditions, such as anxiety & depression, were significantly likely to avoid visiting their provider for regular treatment & condition management.



5 | Discrimination

■ **LGBTQ+ people's ability to navigate everyday life without fear is an act of resilience.** Workplace, housing, & public accommodation discrimination against LGBTQ+ Texans is still not prohibited under Texas law. As a result, LGBTQ+ Texans (& those perceived as LGBTQ+) can still legally be fired from their job, evicted from their apartment, & kicked out of a public space for simply existing authentically as a lesbian, gay, bisexual, transgender, or queer person. This discrimination leads to disproportionate numbers of unemployment, underemployment, lack of healthcare, homelessness, poverty, & an overall lower opportunity to thrive in life as a LGBTQ+ person.

KEY FINDINGS IN DISCRIMINATION



Almost half of youth respondents & non-binary & gender non-conforming individuals reported often feeling unsafe in their neighborhoods.

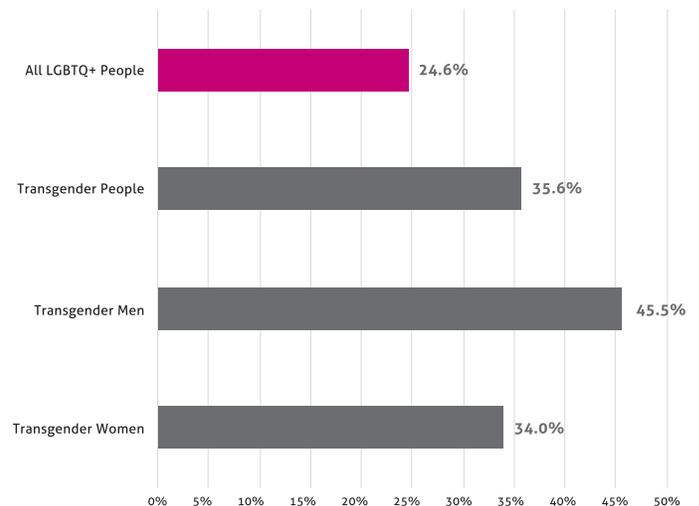
- Employment discrimination is still one of the most significant forms of discrimination against a person that identifies as LGBTQ+.
- Almost a quarter of LGBTQ+ in San Antonio reported being fired or asked to resign from a job because of their gender identity at some point.
- 11.1% of LGBTQ+ people reported being denied housing due to their gender identity & 12.4% because of their sexual orientation.
- Respondents reported feeling unsafe when in public,

27.7% because of their gender identity & 26.1% because of their sexual orientation.

- 13% of respondents reported being asked if they were using the wrong restroom & 15.8% reported being stopped from entering a public restroom entirely, both because of their gender identity.
- Acts of violence, such as threats & harassment were experienced by 20.6% of our respondents because of gender identity, & similarly to 18.2% based on their sexual orientation.

Employment

Have Been Fired Due to Gender Identity



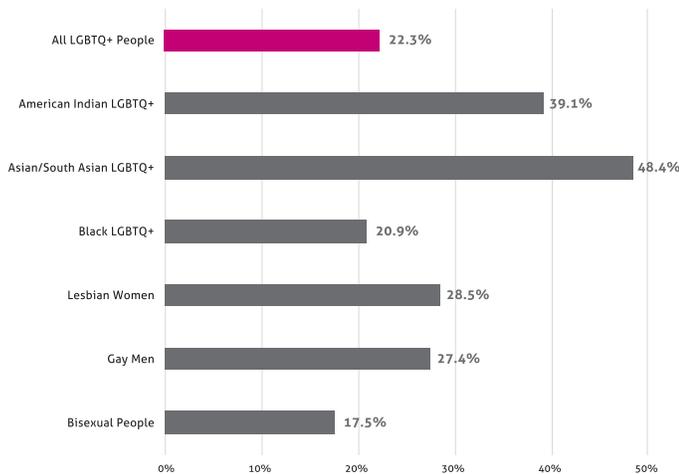
This survey asked respondents about their experiences with gender identity & sexual orientation discrimination in the job market. Transgender respondents report being discriminated against more frequently in the hiring & promotion process & also are more likely to be fired due to discrimination. Respondents also report different rates of job mobility due to discrimination by race. In particular, American Indian respondents are much more likely to be fired due to discrimination & less likely to be promoted.

- 24.6% of LGBTQ+ in San Antonio reported being fired or asked to resign from a job because of their gender

identity at some point. 4.2% of respondents reported that this happens often.

- Transgender men & transgender women have some of the highest rates of being fired or asked to resign because of their gender identity (45.5% & 34%, respectively).
- 40.9% of American Indian LGBTQ+ people have been fired or asked to resign from a job because of their gender identity.
- 22.3% of LGBTQ+ people in San Antonio metro area have been fired or asked to resign from a job because of their sexual orientation at some point. 3.7% of respondents reported that this happens often to them.
- Transgender respondents are more likely than their cisgender peers to lose a job due to discrimination based on their sexual orientation (24.1% vs. 12.3%).
- A majority of transgender men (51.5%) report being fired or asked to resign from a job because of their sexual orientation.
- American Indian & Asian/South Asian LGBTQ+ people experience some of the highest rates of being fired or asked to resign from a job because of their sexual orientation (39.1% & 48.4%)

Have Been Fired Due to Sexual Orientation



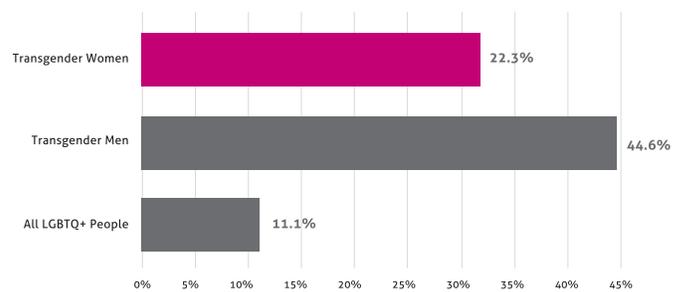
LGBTQ+ people also experience discrimination during a job search as well as seeking opportunities for advancement through the denial of job promotions.

- 33.3% of respondents reported not receiving a job or promotion because of their gender identity & 14%

because of their sexual orientation.

- 38% of LGBTQ+ American Indian/Alaskan Native respondents report not getting a job or promotion due to discrimination against their gender identity at some point.
- 28% of transgender or non-binary respondents report not having received at least one job or promotion due to discrimination against their sexual orientation.
- 10% of Asians/South Asian respondents say they often have not received jobs or promotions due to discrimination against their gender identity.

Denial of Housing Based on Gender Identity



Housing

Housing continues to be another area where LGBTQ+ people face discrimination through being refused the ability to rent & buy housing, unfairly evicted, charged higher rental rates, & harassment by landlords & neighbors. LGBTQ+ people lack federal protections unless the discrimination falls under one or more classes that are currently covered by the Fair Housing Act, however, the LGBTQ+ community does not have explicit protections enumerated on the basis of sexual orientation & gender identity.

- 11.1% of LGBTQ+ people reported being denied housing due to their gender identity & 12.4% because of their sexual orientation. LGBTQ+ people who identify as American Indian, Asian, South Asian, or multi-racial experience high rates of housing discrimination.
- 44.6% of transgender men & 31.8% of transgender women report having been denied housing at some point in their lives based on their gender identity. Transgender people also experience higher rates of being denied housing based on their sexual orientation.

24.6% of LGBTQ+ in San Antonio reported being fired or asked to resign from a job because of their gender identity at some point.

AMERICAN INDIAN & ASIAN/SOUTH ASIAN LGBTQ+ people experience some of the highest rates of being fired or asked to resign from a job because of their sexual orientation.

- *Even with the basic right of safety that should be afforded to everyone regardless of their sexual orientation & gender identity, almost one in four LGBTQ+ respondents noted that they felt unsafe in their neighborhood due to their sexual orientation (19.5%) or gender identity (21.1%). Almost half of youth respondents & non-binary & gender non-conforming individuals reported often feeling unsafe in their neighborhoods.*

Public Spaces & Safety

The ability for LGBTQ+ to safely navigate in public spaces is needed in order to participate fully in their daily lives. Discrimination & safety issues, to include violence & harassment, are an unfortunate reality in public spaces like places of employment, public transportation, shopping, dining, hotels, & more. Similar to employment & housing, there are no explicit laws in Texas or federally that protect LGBTQ+ people from these situations.

- *Respondents reported feeling unsafe when in public, 27.7% because of their gender identity & 26.1% because of their sexual orientation. Often times, these instances of discrimination & feeling unsafe, lead to LGBTQ+ people withdrawing from everyday activities from fear that negative encounters will occur.*
- *Restroom use in public spaces has continually disenfranchised LGBTQ+, & especially transgender & gender nonconforming community members. Of those that participated in our survey, 13% of respondents reported being asked if they were using the wrong restroom & 15.8% reported being stopped from entering a public restroom entirely, both because of their gender identity. A majority of transgender men have been asked if they were using the wrong restroom. 60% of transgender*



If you take a look at the situation, everything that's going on around us — African Americans getting shot & killed, police brutality when it comes to African Americans & then the pure hatred towards the gay community, period. You get both ends of the stick. You have people hating you because you're black, & you have somebody hating you because you're gay.

– Marquis, 25, Black Gay Cisgender Man

men, 34.8% of transgender women, & 35.4% of non-binary or gender non-conforming respondents recalled being stopped from entering a public restroom at some point.

- *Acts of violence, such as threats & harassment were experienced by 20.6% of our respondents because of gender identity, & 18.2% based on their sexual orientation.*
- *Many of those surveyed expressed issues of unseen harms, such as receiving poorer service than other people at restaurants or stores, being followed around stores while shopping, & overall being treated as though they are dishonest.*

6 | Family

■ The experience of coming out to family & risking potential family rejection is a unique part of the LGBTQ+ experience. LGBTQ+ people are coming out at younger ages & often come out when they are still economically & emotionally dependent on family. **Many researchers have shown that family support is critical for the health & development of youth & young adults.** Family trauma is associated with poor health outcomes for both youth & adults. Family estrangement & lack of familial support are common experiences for LGBTQ+ individuals & directly impact LGBTQ+ physical & mental health outcomes. In this section, we report on adverse childhood experiences (ACEs). The ACEs scale measures experiences of childhood trauma, childhood neglect, & family dysfunction, with higher scores indicating increased risk for poor adult health outcomes & reduced life expectancy.



They still won't use the correct pronouns. They still refuse to call me by new name. On Mother's Day, they made a point to give me a Mother's Day card & they don't recognize Father's Day. They won't call my daughter my daughter. So, it's no acceptance at all.

– Evren, 35, Anglo Bisexual Transgender Man

KEY FINDINGS ON FAMILY

- LGBTQ+ respondents reported extremes in their relationships with family members. Some LGBTQ+ adults & youth had positive, supportive relationships with their family, while others had hostile relationships.
- Family members of transgender respondents are significantly less supportive than family members of cisgender respondents.
- LGBTQ+ people report higher rates of family trauma or adverse childhood experiences (ACEs) which impact adult health.
- LGBTQ+ people in San Antonio experience high levels of Queer Adverse Childhood Experiences (Q-ACEs), including school bullying & religious condemnation.

Family Response to Coming Out

After I came out, family members...

	Sometimes or more often	Never
Treated me poorly	37.9%	34.5%
Made me feel unwelcome at family functions	31.1%	41.9%
Required that I did not speak about my gender or sexuality	37.8%	37.8%
Told me that I was going to hell or religion prevented them from supporting me	31.7%	44%
Called me the wrong name or pronoun on purpose or make hurtful jokes	27.7%	40.9%
Told me my gender/sexuality is not real, is a phase or can be fixed	38.5%	38.2%

Among respondents whose family knows about their LGBTQ+ identity, many reported a negative response from family members. About one-third of respondents reported regular hostility or rejection from their family members. However, 35 to 40% of respondents said that their families were regularly supportive & did not engage in these negative behaviors.

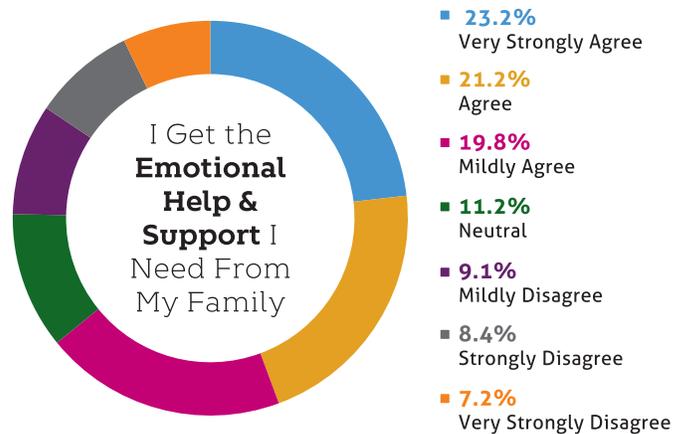
Some respondents reported a cultural component to the negative responses that they received from family after coming out. For example, 12.7% of respondents noted that their family did not understand their identities & pronouns because of differences between English & their home language.

- American Indian & Asian or South Asian respondents were most likely to experience this discrepancy between their home language & English, 56% & 41.4% respectively.
- Twenty-two percent of Latinx respondents experience this as well.

Family Support

	Agree	Disagree
Is your family supportive of you being LGBTQ+?	58.3%	41.7%
Does your family try to help you?	70.2%	29.8%
Can you talk to your family about your problems?	58%	42%
Do you feel welcome coming to your family for advice when facing a tough decision?	63.3%	36.7%
Do you feel comfortable talking to your family about your romantic relationships?	60.4%	39.6%
Does your family use your correct pronouns? (if applicable)	45.6%	54.4%
Does your family invite your partner to family events?	42.6%	57.4%
Has your family done research in order to learn how to best support you?	28.4%	71.6%
Does your family stand up for you if family, friends, or others say mean, disrespectful, or hurtful things to you?	36.8%	63.2%

When asked if they felt supported by their family for being LGBTQ+, transgender people felt less supported than their cisgender counterparts (63% & 43% respectively).



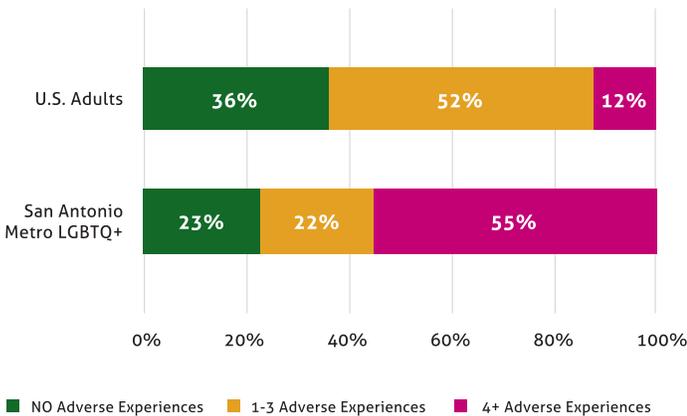
Family Trauma

Adverse childhood experiences (ACEs) are potentially traumatic events that children experience which can have negative, lasting effects on health & well-being. ACEs are measured through a set of ten questions about physical abuse, emotional abuse, sexual abuse, neglect, emotional neglect, divorce, parental mental health issues, parental substance use, incarceration of family members, & domestic violence. An ACEs score is a number from 0 to 10 that represents how many of these questions respondents answered positively. An ACEs score of 4 or more items is associated with negative health outcomes like mental or physical health issues & tendencies towards substance abuse.

LGBTQ+ residents of the San Antonio metro area have significantly higher ACEs scores than the general population, which may impact adult physical & mental health.

- 55% of the LGBTQ+ respondents have an ACEs score of 4 or more, & 30% have a score of 6 or more. This is at least three times the national average for these scores.
- Readers should not conclude that ACEs create gender or sexual identity differences. Instead, LGBTQ+ children may be targeted for child abuse & neglect based on family reactions to sexuality or gender non-conformity.
- There are large differences between the average ACEs scores of respondents who have not come out to their

ACEs for LGBTQ+ San Antonio vs. U.S. Adults



families (3.14), those who came out as adults over the age of 21 years old (3.7), & respondents who came out as teenagers or children (5.8).

- Gender non-conforming & racial minorities in the LGBTQ+ community have high ACEs scores, which may affect adult health.
- Transgender, non-binary, & gender non-conforming respondents reported some of the highest ACEs scores (5.7 vs 3.6 for cisgender people), suggesting that some of these adverse childhood experience like neglect may be a family response to gender non-conformity.
- Average ACEs scores above 5 were reported by lesbian women, American Indian, Asian/South Asian, pansexual, asexual, & queer individuals.

Childhood Trauma Specific to LGBTQ+ People

Queer Adverse Childhood Experiences (Q-ACEs) is a measure being developed by this research team. Based on interviews with 82 high ACEs or low-income LGBTQ+ members of the San Antonio community, we developed questions about common childhood traumatic experiences. In San Antonio, LGBTQ+ respondents reported high rates of family homophobia, transphobia, & biphobia, along with shame & worry about being a burden or troubling their parents with their gender & sexuality. One third of LGBTQ+ respondents also reported feeling worried about their safety or housing because their gender or sexuality would be discovered by family members.

Reporting Before the Age of 18	Sometimes or more often	Never
Bullying in school by children, teachers, or staff because of sexuality or gender identity	43.3%	38.2%
Spent time in foster care, juvenile detention, or a mental hospital	17.4%	77.7%
Family members said homophobic, transphobic, or biphobic things about you or other people on a regular basis in person or on social media	42.8%	40.2%
Religious leaders said homophobic & transphobic things	44.1%	44.7%
You were punished or shamed by family members for not conforming to gender expectations	36.8%	50.4%
You felt pressure to have sex or relationships that you did not want in order to protect your family from discovering your gender or sexuality	34.1%	52.7%
You worried about your safety or housing because your gender or sexuality would be discovered by family members	33.3%	54.3%
You worried about being a burden or troubling your parents with your gender or sexuality	47.8%	37.6%
You felt ashamed of being LGBTQ+	48.2%	35.8%
You saw or heard of other LGBTQ+ being physically harmed	61.4%	28.7%

Transgender, non-binary, & gender non-conforming respondents reported some of the highest ACEs scores **5.7 vs 3.6 for cisgender people** suggesting that some of these adverse childhood experience like neglect may be a family response to gender non-conformity.

7 Resilience & Other Systems of Support

■ **LGBTQ+ individuals are often resilient, able to overcome adversity & this resilience is linked to both their coping skills & their development of systems of support.**

KEY FINDINGS ON RESILIENCE & SYSTEMS OF SUPPORT

- *LGBTQ+ respondents consider themselves to be resilient & able to recover from stressful life situations.*
- *A vast majority of respondents feel as if they have someone in their life (friends, loved ones, etc.) as a system of support. Most respondents said they have a special person in their life with whom to share their joys & sorrows (70.2%).*
- *Although most respondents believe they feel welcomed by the South Texas LGBTQ+ community, transgender respondents are less likely to feel welcomed than cisgender respondents. Furthermore, Latinx respondents felt the least welcomed out of every other racial group.*



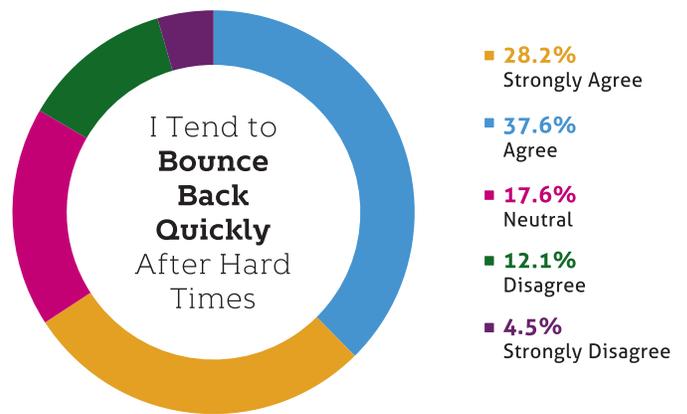
I consider myself a resilient person because in a nutshell, I keep going.

– Tiara, 25, Black Bisexual Cisgender Woman

Resilience & the Self

We asked our respondents whether they considered themselves to be resilient & if they are able to recover from stressful life events.

- *36.4% of our respondents expressed having a hard time making it through stressful events.*



- *More than half (57.5%) our respondents have said that it does not take a long time for them to recover from a stressful event.*

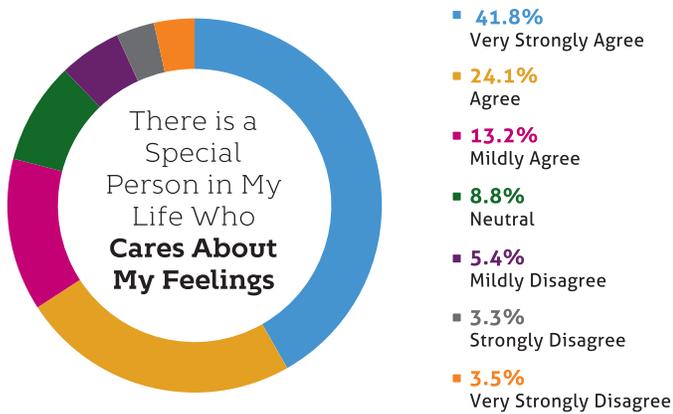
Resilience Activities

The survey explored which activities respondents utilized to support their resilience & mental health. In the absence of access to LGBTQ+ affirming programming & support services, respondents relied on exercise, social support from friends, & media to boost their resilience. Respondents found the following activities helpful, starting with the most common to least common activities.

1. **Reading books, watching television shows or movies, or playing video games**
2. **Spending time with friends or other individuals with whom you are close**
3. **Walking, exercising, going to the gym, other physical activity**
4. **Spending time with pets or other animals**
5. **Texting or chatting with friends &/or family online**
6. **Doing arts, including drawing, painting, dancing, theatre, & singing, performing, doing crafts, & writing**

- 7. Focusing on work, school, or other projects
- 8. Spending time with family
- 9. Interacting with social media
- 10. Volunteering
- 11. Following role models online
- 12. Prayer, meditation, & or other mindful practices
- 13. Online gaming
- 14. Drinking alcohol, smoking pot, & using other drugs
- 15. Cutting friends &/or family out of my life
- 16. Cosplay or LARPing

Support from Friends & Loved Ones



So resilience is...it could be just waking up today, because some people take their lives because of their identity, so even the act of waking up and getting through the day is something of resilience.

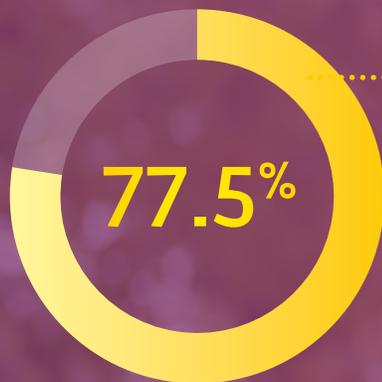
– Timor, 21, Latinx Bisexual Transgender Man

Although individuals had mixed responses regarding their relationships with family, they responded more positively when asked about relationships with friends.

- Around 80% of respondents can identify at least one special friend who cares about their feelings & with whom they can share their joys & sorrows, be around when they are in need, & access as a real source of comfort.
- A vast majority of respondents said that they can count on their friends when things go wrong (77.5%).
- When asked if their friends try to help them, 79.2% of people agreed.

Faith

- More than half (59%) of respondents have been a part of a spiritual/religious community before & about



of respondents said that they can count on their friends when things go wrong.



half (51.5%) have been active in a spiritual/religious community within the past year.

- Most respondents (67.3%) have always or often feel accepted as an LGBTQ+ person in their spiritual/religious community, & 65.5% always or often feel welcomed as an LGBTQ+ person when attending faith community functions & services.

LGBTQ+ Community

Respondents were asked about their thoughts & feelings about the LGBTQ+ community in South Texas & whether they felt welcomed & supported in the broader community.

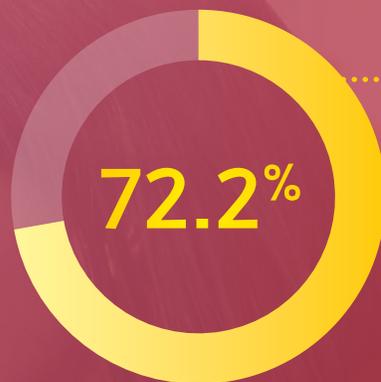
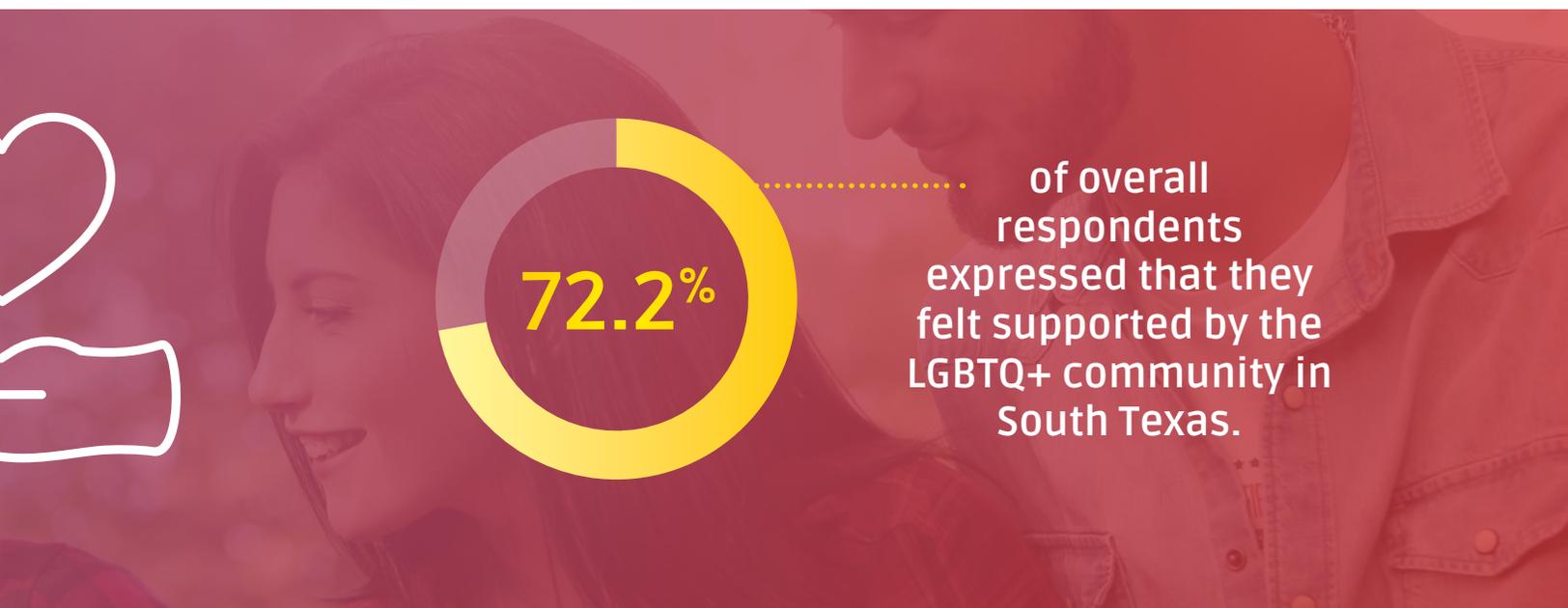
- Slightly more than half (59.4%) of respondents agree that the LGBTQ+ community helps them when they are struggling.
- Most people (73.1%) believe that the LGBTQ+ community is visible in South Texas.
- Respondents were asked if they felt welcomed in the LGBTQ+ community in South Texas. Latinx respondents were the least likely to agree with the statement.
 - » Overall, 72.2% of respondents expressed that they felt supported by the LGBTQ+ community in South Texas.
 - » 76.9% of Black respondents, 72.8% of White respondents, & 68.1% Latinx respondents agreed that they felt welcomed in the LGBTQ+ community.
 - » Transgender respondents were significantly less

likely to feel welcomed compared to cisgender counterparts. While 73% of cisgender individuals agreed that they felt welcomed, only 57.4% of transgender individuals agreed with the statement.

“

I think [resilience] means when you do feel like you're pushed down and oppressed, getting back up again and being able to stand strong, and then taking those negative feelings and turning them into something positive to make a positive impact on the community.

– Becky, 23, Anglo Pansexual Cisgender Woman



72.2% of overall respondents expressed that they felt supported by the LGBTQ+ community in South Texas.

8 | Resource Development & Policy Recommendations

■ **This report has documented extensive inequalities in the LGBTQ+ community in economic resources, housing stability, employment, health care, and support systems.** This data also shows that the LGBTQ+ community in San Antonio demonstrates tremendous resilience and creativity in developing their own support systems and persevering in the face of daunting odds. However, the startlingly high rates of LGBTQ+ homelessness, economic instability, employment discrimination, and lack of accessible and affirming health care will not be remedied by individual grit or organizations created to serve only LGBTQ+ individuals. Solutions will require a full community effort to ensure full equity for LGBTQ+ citizens in San Antonio. The entire San Antonio metro community must come together to improve how existing institutions serve LGBTQ+ individuals, to create new laws and policies that directly combat LGBTQ+ inequality, and to collectively protect the youth in the LGBTQ+ community.

This section charts a course of action, providing next steps for community members, policy makers, health care providers, and family members to play their parts in improving the health and well-being of LGBTQ+ community members in the San Antonio metro area. Here, we highlight

“

Two and a half years ago I was diagnosed with an autoimmune neurological condition. I’ve kind of been struggling with that, but I learned early on to rely and get help from support groups. For me, support groups have been lifesaving and they have been life-changing for me. I joined a support group when my mom was diagnosed with cancer, and that really helped me and helped my sisters out a lot and going through a support group and hearing and learning. I’m a recovering alcoholic, and so AA groups were incredible for me and saved my life. That kind of support has really made me who I am today .

– Daniel, 70, Latinx Gay Cisgender Man

necessary resources identified by survey respondents, gaps in LGBTQ+ supportive policies, and recommendations from the research team. Some of these recommendations come from survey questions about needed resources and

whether or not existing resources were LGBTQ+ friendly. The top nine most-needed resources are, in order of need: sober spaces, support groups, mental health services, community gathering spaces, job training, legal assistance, indoor fitness/recreational facilities, technology resources, HIV-testing.

LGBTQ+ Friendly Resources in San Antonio	Yes, this is LGBTQ+ Friendly
HIV-testing	50.2%
Support groups	42.3%
Mental health services	40.5%
Sober spaces	38.5%
Legal assistance	37.2%
Community gathering spaces	32.7%
Indoor fitness/recreational facilities	27.4%
Technology resources	26.4%
Job training	26.0%

Developing Policies and Laws to Prevent Discrimination

In San Antonio, there have been patchwork additions to the city’s nondiscrimination ordinance to provide protections on the basis of sexual orientation and gender identity. These additions attempt to fill in gaps left by state and federal level policies that do not protect citizens against discrimination based on their sexual orientation, gender identity, and/or gender expression. The update to the city’s ordinance provides protections in the areas of housing, public accommodations and employment (city employees and contractors only). However, much of the housing and economic instability experienced by LGBTQ+ residents of the San Antonio metro area is due to high rates of discrimination in housing, employment, and public accommodations.

Every person deserves acceptance and for their identities to be understood and protected. The health, safety, and livelihood of LGBTQ+ members of the San Antonio area depend on being accepted and supported as full-fledged members of the community. We recommend the following policies to prevent discrimination in the San Antonio metro area.



Expand San Antonio’s LGBTQ+ non-discrimination ordinance to apply to private sector employees as well as city employees. Currently, employment discrimination on the basis of one’s gender identity or sexual orientation is legal as long as the employee is not working for the city or on a city contract.



Pass non-discrimination ordinances with protections for gender identity and sexual orientation in the seven counties that are included in this report.



To ensure full protection regardless of where someone calls home, Texas state laws need to be updated to explicitly protect LGBTQ people. Legislators should pass comprehensive nondiscrimination laws that are enumerated to include sexual orientation, gender identity and expression. The same can be applied to federal level laws, where lack of protections also exist.

Improving the Economic Stability of LGBTQ+ Members of the San Antonio Community

High rates of unemployment⁵, homelessness, and unstable housing, coupled with low rates of family support, make LGBTQ+ people in the San Antonio metro area vulnerable to poverty and economic instability. San Antonio already has an expansive network of social institutions that serve youth, members of the Latinx and Black communities, individuals with low-incomes or those who are experiencing homelessness. However, many of these institutions do not adequately serve members of the LGBTQ+ community. Less than half of all the people that have used these resources found them LGBTQ+ friendly. For example, San Antonio currently has only one shelter that is accessible to

LGBTQ+ youth, ages 18 to 24 years old. Shelter services for LGBTQ+ adults and youth of any other age are extremely limited. The San Antonio metro area needs more emergency shelters, transitional housing, and affordable housing for LGBTQ+ people.



Collaborate with Pride Center San Antonio to implement existing LGBTQ+ affirmative competency training for employees of the following institutions in the San Antonio metro area: health care organizations, homeless shelters, organizations that serve low-income communities, and youth-serving organizations.



Analyze and correct barriers to access these San Antonio institutions, including administrative paperwork, screening practices, economic barriers, and gender requirements for participation.



Develop more effective job training that meets the needs of transgender individuals. One third of transgender men and one fourth of transgender women reported an unmet need for job training.



Make existing shelters that serve adults and youth experiencing homelessness more LGBTQ+ friendly by training staff members, evaluating policies, and funding only LGBTQ+ friendly shelters. City funding should not fund homeless service organizations that are hostile to LGBTQ+ clients.



Homeownership rates for LGBTQ+ people in this city are extremely low. **New programs and policies encouraging minority home-buyers should include LGBTQ+ people.**

Improving Health and Healthcare

The health care crisis for LGBTQ+ residents of San Antonio is perpetuated by a combination of lack of access to health care, lack of LGBTQ+ affirming healthcare providers, and the impact of adverse childhood experiences (ACEs) and queer adverse childhood experiences (Q-ACEs) on the

health of LGBTQ+ adults and youth.

The consequences of this health care crisis are dramatic, and interventions to improve the health of the LGBTQ+ community are needed to save LGBTQ+ lives in San Antonio.



Increase free and low-income LGBTQ+ friendly mental health services in San Antonio. Mental health services are a major unmet need for transgender and non-binary individuals. 31.7% of transgender women, 30.1% of transgender men, and 20.2% of non-binary people report that they need and cannot access mental health services. Youth also report a higher need for mental health services than adults (23.2% versus 14.3%).



Develop mandatory LGBTQ+ competency and sensitivity training, in collaboration with local LGBTQ+ organizations, for all health care providers that are trained in the colleges and universities of San Antonio, including nurses, doctors, and medical receptionists.



Collaborate with UT Health San Antonio to offer their LGBTQ+ training for medical students as CME for area providers.



Launch a transgender health training program for area providers to equip more healthcare providers with much needed knowledge and competency to serve transgender-specific health care needs and to serve transgender patients for all other health care needs.



Train social workers and employees of youth-serving institutions about the detrimental impact of ACEs and Q-ACEs on the health and well-being of LGBTQ+ youth. This training could include learning to mediate parental punishment of gender-nonconformity and general neglect of LGBTQ+ youth. School district trainings could include information about the impact of ACEs and Q-ACEs on LGBTQ+ youth.

 **Develop health public service announcements and programming** for family members about the impact of family support on the health of LGBTQ+ youth.

 **Identify physical locations where sober spaces can be developed which are LGBTQ+ friendly.**

 **City government investment in community spaces that serve LGBTQ+ youth.** One in five LGBTQ+ youth surveyed said they needed more access to community spaces. San Antonio metro area currently does not have a daily drop-in center or other programming for LGBTQ+ youth that are supported by City or County government.

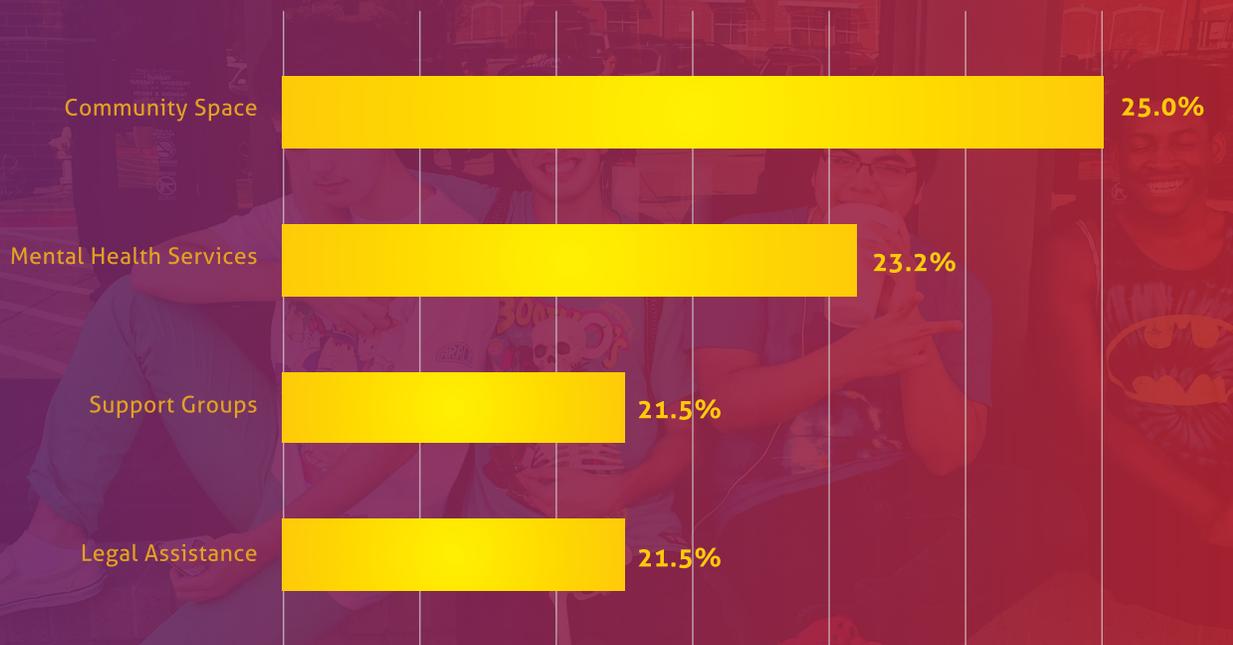
 **Cultivate support groups and community spaces for transgender, Black, Asian, South Asian, and American Indian LGBTQ+ community** in the San Antonio metro area. These groups report the highest need for these resources.

Increasing LGBTQ+ Spaces

Three of the top four requested resources—sober spaces, support groups, mental health services, and community gathering spaces—identify physical meeting space as a major unmet need. Youth, transgender people, and people who identify as Asian, South Asian, or American Indian reported the highest need for these community spaces.

We recommend the following action items to facilitate the creation of these new spaces:

Major Needs for LGBTQ+ Youth



2020

Sources

¹<https://www.pewsocialtrends.org/2013/06/13/a-survey-of-lgbt-americans/>

²<https://www.census.gov/quickfacts/fact/table/sanantoniocitytexas/POP060210>

³National employment data from: https://www.bls.gov/eag/eag.tx_sanantonio_msa.htm

⁴Research from: <https://www.citylab.com/life/2014/03/us-cities-highest-levels-income-segregation/8632/> <https://eig.org/wp-content/uploads/2016/02/2016-Distressed-Communities-Index-Report.pdf>

⁵San Antonio rate from: <https://datausa.io/profile/geo/san-antonio-tx/>

