

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. Adopt and implement LGBTQ-affirming, evidence-based social-emotional learning, bullying prevention, and medically accurate sex education programming in schools.
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.
TRAINING RESOURCES: Hope Research Center at OU-Tulsa
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.
TRAINING RESOURCES: Hope Research Center at OU-Tulsa
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 & policy implementers** 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.

In addition to this set of recommendations, the Prism Project includes five briefs which summarize key findings in the report:

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

The complete report, recommendations, briefs, 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.

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

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, Youth Services of Tulsa, 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, counseling, and other healthcare and mental health preparation programs to build competencies among future practitioners in working with and supporting LGBTQ youth and adults.
3. Provide culturally competent and affirming care to LGBTQ youth and adults.
4. 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, Amplify, Take Control Initiative, and Tulsa CARES

5. Implement visible LGBTQ-affirming signs and messaging in hospitals and healthcare facilities.
6. 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.
7. Adopt anti-discrimination policies covering sexual orientation, gender identity, and gender expression and regularly communicate those policies to all staff and patients.
8. 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 & Policy Implementers:



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.
TRAINING RESOURCES: Hope Research Center at OU-Tulsa
5. Fund the development and delivery of training for agencies and professionals working with and supporting LGBTQ youth and families.
TRAINING RESOURCES: Youth Services of Tulsa, Oklahomans for Equality, and Oklahoma Center for Community & Justice
6. Conduct an audit of current practices and needs across all state agencies that affirm or deter identifying as an LGBTQ person.
7. State Licensing Boards should require culturally competent and affirming curricula in all professional training programs.

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

Amplify Tulsa provides support for sex education implementation and expansion, educator training, professional development opportunities, and data collection on teen birth rates.

CONTACT: Preston Shatwell, PR Director, pshatwell@tulsacampaign.org

Camp Fire of Green Country provides young people the opportunity to find their spark, lift their voice, and discover who they are. Camp Fire supports several LGBTQ youth programs, including school-based GSA Clubs (Gender & Sexuality Alliances), CampOUT youth retreats, and LGBTQ Summer Camp.

CONTACT: Logan Hutson, Program Manager, lhutson@tulsacampfire.org

GLSEN works to ensure that every student has the right to a safe, supportive, and LGBTQ-inclusive K-12 education by developing supportive educators, implementing comprehensive policies, advocating for inclusive & affirming curriculum, and supporting student GSAs.

CONTACT: Taylor Raye, LGBTQ+/GSA Program Coordinator, Youth Services of Tulsa, mraye@yst.org

GSA Network works with youth-led GSAs, empowering them to educate their schools and communities, advocate for just policies that protect LGBTQ youth from harassment and violence, and organize in coalition with other youth groups across identity lines to address broader issues of oppression.

CONTACT: Taylor Raye, LGBTQ+/GSA Program Coordinator, Youth Services of Tulsa, mraye@yst.org

Hope Research Center at OU-Tulsa considers hope as the theory of change required for individuals, families, organizations and whole communities. The HRC designs hope-centered program evaluations and leads training for organizational leadership and staff on the science and application of hope in programs and services.

CONTACT: Dr. Chan Hellman, Executive Director, chellman@ou.edu

Oklahoma Center for Community & Justice seeks to facilitate understanding and empower individuals to create inclusive communities through dynamic diversity and inclusion programming for all ages, including school-based programs, diversity & leadership development, and educator professional development.

CONTACT: Avery Marshall, Director of Programs, amarshall@occjok.org

Oklahomans for Equality seeks equal rights for LGBTQ+ individuals and families through intersectional advocacy, education, programs, alliances, and the operation of the Dennis R. Neill Equality Center.

CONTACT: Toby Jenkins, Executive Director, toby.jenkins@okeq.org

Take Control Initiative empowers women with the choice of when to have children through education, outreach, free clinical services, and workshops to health care providers and social service workers.

CONTACT: Laura Bellis, Executive Director, laura@takecontrolok.org

Tulsa CARES delivers social services to people affected by HIV/AIDS through empowerment, inclusion, and the creation of hope by offering tailored, integrated resources and advocating for the end of HIV stigma.

CONTACT: Kate Neary, Chief Executive Officer, katen@tulsacares.org

Youth Services of Tulsa (YST) values and accepts all youth, supporting and challenging them to embrace their potential. YST works with youth and educators to build youth capacity as leaders in their schools and communities, foster youth connection to the community, affect change at school through GSA Clubs, and improve LGBTQ youth outcomes.

CONTACT: Taylor Raye, LGBTQ+/GSA Program Coordinator, mraye@yst.org

Sample Anti-Discrimination Statement

ABC Organization is an Equal Opportunity Employer. **ABC** promotes diversity and provides equal employment opportunities without regard to race, color, national origin, ancestry, sex, gender, gender identity, gender expression, religious creed, disability, genetic information, age, marital status, sexual orientation, or military and veteran status. We encourage individuals of all backgrounds to apply.