

Adult Survey Question:

If there is one thing that the San Mateo County Board of Supervisors could do to enhance your wellbeing, please tell us what this would be.

LGBT Commission **Adult Survey** / Comments

High Interest and Participation

- Of 533 total respondents 192 chose to answer the optional Board of Supervisors question, or 36%.
- This presentation is an overview and the full comments can be provided upon request.
- We have focused somewhat on practical suggestions that the Board of Supervisors may be able to support directly. i.e. We won't spend a lot of time on all the suggested program types requested.

Respondents want more **visible** support

- 30 respondents (over 17%) used the word ‘Visibility’ in their answer. Most implied county support is somewhat muted.

“I have worked for the San Mateo County for 3 years and never have I heard anything that involves LGBTQI support or events to show said support. Does not matter too much. I just wish there was some visibility.”

“Please make the LGBT+ community more visible. We feel so underground that its easy to assume the larger community is uncomfortable or not accepting. Our identities should be celebrated and visible.”

“It’s hard to find community here”

Suggest ways to promote Public Visibility

- There was a theme of public invisibility and a yearning for the opposite
“It would be good to know my neighbors would stand with me.”
- Symbolic and Artistic: Fly the pride flag, public art, murals, posters
- Portray more LGTBQ people in county advertising and PR
- Verbal support, talk about us, be vocal, raise awareness
- Engagement, be present at LGBT events to listen and support
- Public Information and Outreach (vs. In-Reach)
- LGBTQ friendly signage in clinics, library's and public buildings, Directories of LGBTQ providers, county services listings.

Suggest ways to promote Public Visibility

“Continuously and actively promote LGBT inclusion as a firm belief of San Mateo County so I can feel as free and secure in the community as when I'm at a Pride event.”

“More of a push to bring LGBTQ to the forefront”

“Promote Diversity Awareness”

Wider Community Adult Education

“We shouldn’t be a secret”

- Target parents for LGBT Education and available resources for if their child comes out.
- Educate religious and wider community to be accepting and welcoming
- Train medical community

“Centers to educate our heterosexual, adult community, to better understand the lgbtqi community, through theater, cinema, activities in common, etc.”

Evaluate Employee Programs

- There were several comments specifically about employment.

Require Education of all employees about LGBTQ needs/Issues,
Vocabulary, sexuality, gender, sensitivity, older adults

“Be more aware of how LGBT identities intersect with other experiences like race, age, class, ability and education”

“Make workplace more LGBTQI friendly. Both I and the other queer person have been turned down for promotions that were well deserved”

Public Policy – Intersectional Interests

- Affordable Housing
 - LGBT Seniors, Young Families, High Rent, Coastwide, construction, address root causes, income inequality.
- Health Care
 - More full service clinics with dental
 - Mental Health funding (NAMI), more intensive outpatient programs
 - Continue to support HIV/AIDS Programs
- Small Business
 - Support LGBTQ Businesses, attract more, help businesses be friendly
- State/Federal: Support LGBTQ Friendly policies

Policy Related: Active Support

Public Funding for LGBTQ Pride Center and Programs

- “Funding for more LGBTQIA+ visible spaces in communities, especially on the coast!”
- “Help the new Pride Center survive, thrive, and meet the needs of our community, including places for folks to meet up, socialize, network, support each other even if NOT in crisis”

Gender awareness and accommodation

- Enforce bathroom law, use term ‘gender’ not sex, more inclusion

Public Safety: Provide a safer San Mateo County

- Train police officers and court employees / LGBTQ Awareness

Public Policy - Employment Issues

Employment

- Find a way to identify and stop LGBTQ discrimination in workplaces

“On your county job application, if you haven't done so already, get rid of the question "have you used other names?" I believe this interfered in my ability to even get interviews with San Mateo County agencies. I am successfully employed in law enforcement in San Francisco. Your questions interfere with your county's opportunity to hire great employees.”

Public Policy – Public Schools

“make sure school districts are supported in becoming compliant with lgbtq legislation, less bullying, fewer suicides, more visibility, less discrimination”

“MORE SUPPORT AND VISIBILITY OF LGBTQ and allies in MIDDLE SCHOOL AND HIGH SCHOOL.”

“Increase access to resources for LGBTQ youth and adults on the coast

Thank You

“First of all, thank you for making a survey that asks these types of questions. My upbringing was very closed off to a lot of people because coming out seemed to be something I never thought I would be able to do.... I think the LGBTQIA community wants to give back to people, and they want to support one another and I think San Francisco has great resources all over but we don't have as many of that in Silicon Valley. With that said, we are just like everyone else, with desires and feelings just like cis-straight people, and we want representation and acknowledgement. Thanks for considering us. :)”

“Thank you for conducting this survey and setting such an amazing example for other counties!”

Youth Survey Question:

If there is one thing that the San Mateo County Board of Supervisors could do to enhance your wellbeing, please tell us what this would be.

LGBT Commission **Youth Survey** / Comments

Community

“Make LGBTQ spaces or clubhouses like the boys and girls club or like a teen club”

“Have GSAs in all the schools!”

“LGBT+ youth groups and maybe even specifically a Trans Youth group”

“Provide LGBTQ services clearly in schools”

“Make trans resources more accessible”

“At schools, provide information about LGBT services, like the pride center”

“I guess just being able to talk to other people like me. However it is important to note I come from an accepting and well off family and people in my life are accepting so I am one of the really lucky ones.”

Access

“Ensure healthcare and legal protection for trans people (example: forbidding doctors from refusing to treat trans patients).”

“More all-gender restrooms, please.”

“Unisex bathrooms, more strict anti-bullying policies, gender neutral talk in the classroom, mandatory classes about gender and sexuality.”

Culture

“Equal treatment to ensure that i am not treated any differently in a school setting or otherwise because of my sexual and/or gender identity.”

“We can't magically change society as fast as we'd wish, but I hope you continue to do your best.”

“Somehow stop people from saying "gay" in a derogatory manner.”

Representative Government & Community

“information about LGBTQ+ services or events at private schools”

“This area is liberal, but schools are isolated places for LGBT kids.”

“The federal government is failing to protect trans people, so the state and county governments must step up and work twice as hard as usual to make sure trans people are safe.”

“There needs to be more intersectional representation”

Sex Education

“Ensuring that within comprehensive sexual education programs, students are taught about the differences between sexual and romantic attraction, differences between gender and sex, and introducing many different orientations and genders beyond lesbian, gay, bisexual, transgender FtM/MtF, and queer/questioning.”

“MoreThis was vaguely covered, but I am worried about a lack of resources regarding safe sex for LGBTQIA+ people, and I believe it needs to be much more widespread.”

“Asexuality needs to be included.”

Bathroom Access

“All-gender restrooms make me feel safer and more accepted.”

“Please add gender neutral bathrooms to public places”

“More gender neutral bathrooms.”

Thank you

“This survey rocks.”

“Thank you so much, it's about time!!!”