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Executive Director

London Breed
Mayor

MEMO

October 1, 2019

To: Office of the City Administrator

From: Department of Children, Youth and Their Families

Re: **Annual Report on Sexual Orientation and Gender Identity Data**

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Introduction

In July 2016, the San Francisco Board of Supervisors passed Ordinance 159-16, which amended the Administrative Code to require city departments and contractors that provide health care and social services to collect and analyze data concerning the sexual orientation and gender identity (SOGI) of the clients they serve. The Ordinance identifies the Department of Children, Youth and Their Families (DCYF) as one of the city departments that must comply with the legislation. This memo is intended to fulfill the requirements of section 104.8(c) of the Administrative Code and serve as DCYF's Annual Report on Sexual Orientation and Gender Identity Data.

DCYF's primary role is to administer the Children and Youth Fund in accordance with the requirements of the City Charter. As a funding agency, DCYF contracts with nonprofit agencies to provide services to children, youth and their families in San Francisco. In fiscal year 2016-17, DCYF administered approximately $85 million in direct grants to nonprofit agencies providing a range of services, from out of school time programs for children and youth to family support services and youth employment programs.

This memo provides an analysis of the SOGI data that DCYF collected during fiscal year 2018-19, from July 1, 2018 through June 30, 2019. Please not that this memo represents an update to DCYF's previously memo from July 2019. DCYF received approval from the Office of Transgender Initiatives for an extension to submit this memo with full FY2018-19 data in September 2019.

Approach for FY 2018-19

For fiscal year 2018-19, DCYF based its approach for SOGI data collection on policies and procedures issued by the Department of Public Health (DPH), which are referenced in section 104.3(c)(2) of the

Administrative Code.[1] These documents provide guidelines, questions, and response options for collecting SOGI data from clients ages 18 and up. Table 1 provides the questions and corresponding response options recommended by the DPH documents.

Table 1: SOGI Questions and Response Options

Sexual Orientation	Gender Identity
1. How do you describe your sexual orientation or sexual identity? (check <u>one</u>)	1. What is your gender? (check <u>one</u>)
• Bisexual • Gay/Lesbian/Same-Gender Loving • Questioning/Unsure • Straight/Heterosexual • Not listed. Please specify: _____ • Decline to answer	• Female • Genderqueer/Gender Non-binary • Male • Trans Female • Trans Male • Not listed. Please specify: _____ Decline to answer

As DCYF functions primarily as a funding agency and not as a direct service provider, DCYF does not collect data directly from children, youth or their families. DCYF establishes reporting requirements and data entry expectations for its grantees, which report client-level data, including participant names, demographics, and attendance in funded activities, into a secure, online database known as the DCYF Contract Management System (CMS). In 2018, DCYF worked with Cityspan, the vendor responsible for maintaining and preparing updates to the CMS, to modify the CMS form used to track client-level demographics to include data entry fields that correspond with the SOGI questions and response options described in Table 1.

Given ongoing research into appropriate methods for capturing SOGI data for children and adolescents under the age of 18, this memo focuses on SOGI data collected from participants age 18 and over. DCYF holds a specific interest in data collected by grantees funded to serve disconnected transitional age youth (TAY). Disconnected TAY are youth who are disconnected from the supports and services they need to ensure a successful transition into stable and self-sufficient adulthood. The City Charter defines "disconnected TAY" as young people ages 18 to 24 who:

- are homeless or in danger of homelessness;
- have dropped out of high school;
- have a disability or other special needs, including substance abuse;
- are low-income parents;
- are undocumented;
- are new immigrants and/or English learners;
- are lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQQ); and/or
- are transitioning from the foster care, juvenile justice, criminal justice or special education system.

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[1] https://www.sfdph.org/dph/files/PoliciesProcedures/COM9_SexualOrientationGuidelines.pdf
https://www.sfdph.org/dph/files/PoliciesProcedures/COM5_SexGenderGuidelines.pdf

DCYF recently began a new five-year funding cycle in fiscal year 2018-19 and enacted a shift in allocating funds for disconnected TAY in the process. Whereas DCYF previously established funding strategies specifically for disconnected TAY, DCYF's 2018-23 funding cycle allows for programs under any funded strategy to serve disconnected TAY. In other words, programs funded through almost any of DCYF's strategies may intend to serve disconnected TAY. Table 2 offers descriptions of the DCYF Service Areas and a count of programs who report serving disconnected TAY in each Service Area. Table 3 offers a list of these programs.

Table 2: Count of Programs Serving Disconnected TAY by Service Area

Service Area	Count of TAY Serving Programs
Educational Supports	
Supports a range of educational opportunities that help children and youth who are struggling academically get back on track with their education and achieve individualized educational goals.	7
Enrichment, Leadership and Skill Building	
Supports opportunities for children, youth and disconnected TAY to learn specialized skills, build positive personal identities, and improve their leadership abilities through project and curriculum based programming.	15
Family Empowerment	
Programs that provide coordinated, culturally competent services like case management, job training, family support, cultural identity support, mental health and substance abuse counseling for high needs African American and Latino/a youth and/or their families involved in multiple systems, like justice and social welfare systems.	2
Justice Services	
Supports a continuum of services for justice system-involved youth and disconnected TAY.	33
Mentorship	
Supports opportunities for middle school girls, children of incarcerated parents and disconnected TAY to connect with caring adult mentors.	5
Youth Workforce Development	
Supports a continuum of tiered career exposure and work based learning opportunities that are developmentally appropriate and meet youth needs.	23
Total	**85**

Agency - Program	Service Area
Alive & Free - Alive & Free Leadership Academy	Educational Supports
Bayview Hunters Point YMCA - Center for Academic Re-Entry (CARE)	Educational Supports
Larkin Street Youth Services - Academic Supports	Educational Supports
Life Learning Academy - Life Learning Academy	Educational Supports
Mission Neighborhood Centers - GED Prep Program	Educational Supports
Success Center San Francisco - Early Morning Study Academy-GED Preparation & Transitional Services	Educational Supports
Urban Services YMCA - TARC	Educational Supports
African American Art and Culture Complex - Creative Exploration In the Arts	Enrichment, Leadership and Skill Building
American Conservatory Theater - Intensive Residencies	Enrichment, Leadership and Skill Building
Bay Area Community Resources - Hope SF Youth Leadership Program (HSF YPL)	Enrichment, Leadership and Skill Building
Bay Area Video Coalition - Bridges	Enrichment, Leadership and Skill Building
Horizons Unlimited of San Francisco - Females Against Violence (FAV): Leadership and Empowerment Program	Enrichment, Leadership and Skill Building
Horizons Unlimited of San Francisco - The DJ Project	Enrichment, Leadership and Skill Building
Jamestown Community Center - Loco Bloco Arts Education Programs	Enrichment, Leadership and Skill Building
Larkin Street Youth Services - Youth Advisory Board (YAB) Program	Enrichment, Leadership and Skill Building
Lavender Youth Recreation and Information Center (LYRIC) - Emerging Queer & Transgender Youth (EQTY) Leadership Program	Enrichment, Leadership and Skill Building
Project Level - Project Level	Enrichment, Leadership and Skill Building
Queer Women of Color Media Arts Project - Film & Freedom Academy	Enrichment, Leadership and Skill Building
San Francisco Lesbian Gay Bisexual Transgender Community Center - LGBTQ Youth Services	Enrichment, Leadership and Skill Building
Sunset Youth Services - Digital Arts	Enrichment, Leadership and Skill Building
Young Community Developers - Studio 96	Enrichment, Leadership and Skill Building
Youth Leadership Institute - Building Leaders in Innovative New Giving (B.L.I.N.G)	Enrichment, Leadership and Skill Building
Instituto Familiar de la Raza - Roadmap to Peace	Family Empowerment
Young Community Developers - Black to the Future	Family Empowerment
Bay Area Community Resources - RESET	Justice Services
Center on Juvenile and Criminal Justice - CJCJ Juvenile Justice Services (JJS)	Justice Services

Agency - Program	Service Area
Central American Resource Center - Second Chance Youth Program and Tattoo Removal Clinic	Justice Services
Community Works West - Women Rising / Rising Voices	Justice Services
Community Works West - Young Men's Reentry	Justice Services
Community Youth Center of San Francisco - Asian Pacific Islander Violence Prevention Services	Justice Services
Each One Reach One - ADAPT (A Dream and A Plan for Tomorrow)	Justice Services
Each One Reach One - Pathways to Success	Justice Services
Felton Institute - Felton's Young Adult Court Program	Justice Services
Five Keys Schools and Programs - TAY Resiliency	Justice Services
Homies Organizing the Mission to Empower Youth (HOMEY) - HOMEY CALLES Case Management Program	Justice Services
Huckleberry Youth Programs - Huckleberry Advocacy & Response Team (HA&RT) Program Serving Justice-Involved Girls and Young Women	Justice Services
Huckleberry Youth Programs - Huckleberry Community Assessment and Referral Center (CARC)	Justice Services
Hunters Point Family - Youth Justice Services	Justice Services
Instituto Familiar de la Raza - Cambios	Justice Services
Instituto Familiar de la Raza - Destinos Nuevos	Justice Services
Legal Services for Children - Legal Services for Children Justice Services Project	Justice Services
Mission Neighborhood Centers - Home Detention	Justice Services
Mission Neighborhood Centers - Young Queens on the Rise	Justice Services
Niroga Institute - Juvenile Halls	Justice Services
Potrero Hill Neighborhood House - Peer-Counseling	Justice Services
Samoan Community Development Center - Transforming Our Attitude (TOA)	Justice Services
Special Service for Groups - Occupational Therapy Training Program-San Francisco	Justice Services
Sunset Youth Services - Justice Services	Justice Services
The Art of Yoga Project - The Art of Yoga Project: Gender-Responsive Programming for Girls in Juvenile Detention	Justice Services
The Beat Within - The Beat Within Juvenile Justice Center Workshops	Justice Services
United Playaz - United Playaz Violence Interventions	Justice Services
University of California, San Francisco - UCSF ZSFG Gender-Responsive Care for Justice-Involved Girls and Young Women	Justice Services
Urban Services YMCA - Tailor Made	Justice Services
Young Community Developers - OMI RITES (Reshaping Ideas Through Empowerment and Support	Justice Services

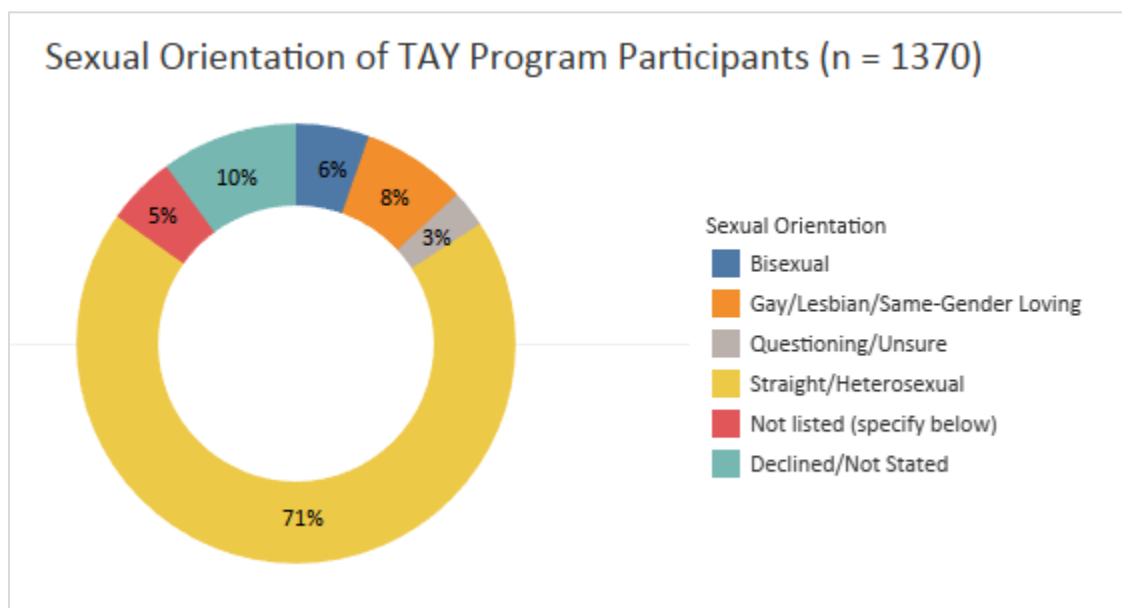| Agency - Program	Service Area
Young Community Developers - Re-Entry Integrative Services for Employment (RISE)	Justice Services
Young Women's Freedom Center - Girls and Young Women's Detention Advocacy Project	Justice Services
Young Women's Freedom Center - Stepping into Sisterhood	Justice Services
Homeless Children's Network - Mental Health and substance abuse support for youth	Mentorship
Homeless Children's Network - Western Addition Youth Leadership Committee and Case Management	Mentorship
Lavender Youth Recreation and Information Center (LYRIC) - NetwerQ - A Mentorship Program (Collaborative)	Mentorship
San Francisco CASA - Core Advocacy & Mentorship Program for Foster Youth	Mentorship
Westside Community Services - Ajani Community Case Management	Mentorship
Bay Area Community Resources - Career Pathways Undocumented (CPU)	Youth Workforce Development
Bay Area Community Resources - Youthline Tech	Youth Workforce Development
Community Youth Center of San Francisco - Job Readiness for English Language Learners	Youth Workforce Development
Horizons Unlimited of San Francisco - LifeWorks Employment Program	Youth Workforce Development
Hunters Point Family - Ujamaa Training and Employment	Youth Workforce Development
Jewish Vocational Service - Transitional Age Youth Early Care and Education (TAYECE) Program	Youth Workforce Development
Juma Ventures - Juma Ventures - YouthConnect	Youth Workforce Development
Larkin Street Youth Services - Youth Workforce Development	Youth Workforce Development
Lavender Youth Recreation and Information Center (LYRIC) - LYRIC Fellowship (Youth Employment/Organizing Components)	Youth Workforce Development
Lavender Youth Recreation and Information Center (LYRIC) - Sequoia Leadership Institute for LGBTQQ and Ally Youth	Youth Workforce Development
Lavender Youth Recreation and Information Center (LYRIC) - UndocuWorkforce for LGBTQQ and Ally Youth	Youth Workforce Development
Life Learning Academy - LLA Workforce Development Program	Youth Workforce Development
Marriott Foundation for People with Disabilities - Bridges from School to Work	Youth Workforce Development
New Door Ventures - New Door Ventures Youth Workforce Development	Youth Workforce Development
Old Skool Cafe - Youth Workforce Training and Employment	Youth Workforce Development
Richmond Area Multi-Services - RAMS' NextGen Workforce Program	Youth Workforce Development

Agency - Program	Service Area
San Francisco Conservation Corps - SFCC Youth Workforce Development	Youth Workforce Development
Success Center San Francisco - Code on Point - Coding Bootcamp (Formerly Code Ramp)	Youth Workforce Development
Sunset Youth Services - Workforce Development	Youth Workforce Development
The Arc San Francisco - The Arc San Francisco Youth Workforce Development Education and Career Preparatory Program	Youth Workforce Development
Urban Services YMCA - OMIE Beacon TAY Job Connection Program	Youth Workforce Development
Urban Sprouts - Urban Sprouts	Youth Workforce Development
Young Community Developers - Employment & Education Reengagement Program	Youth Workforce Development

Sexual Orientation

Of the 2806 participants age 18 and over in DCYF programs during FY1819, 1370 provided a valid response to the sexual orientation by the end of the year. Figure 1 below shows the overall results for the TAY grantees.

Figure 1: Sexual Orientation of TAY Program Participants (n=1370)

Of the 1370 TAY program participants for whom sexual orientation data is available between July 1, 2018 and June 30, 2019, 17% indicated that they were bisexual, gay/lesbian/same-gender loving, or questioning/unsure, and 10% declined to state or did not identify their Sexual Orientation.

Figure 2 displays write-in responses for participants who reported their sexual orientation as not listed. Two write-in responses were relatively frequent (20 or more instances): "Pansexual" and "Queer."
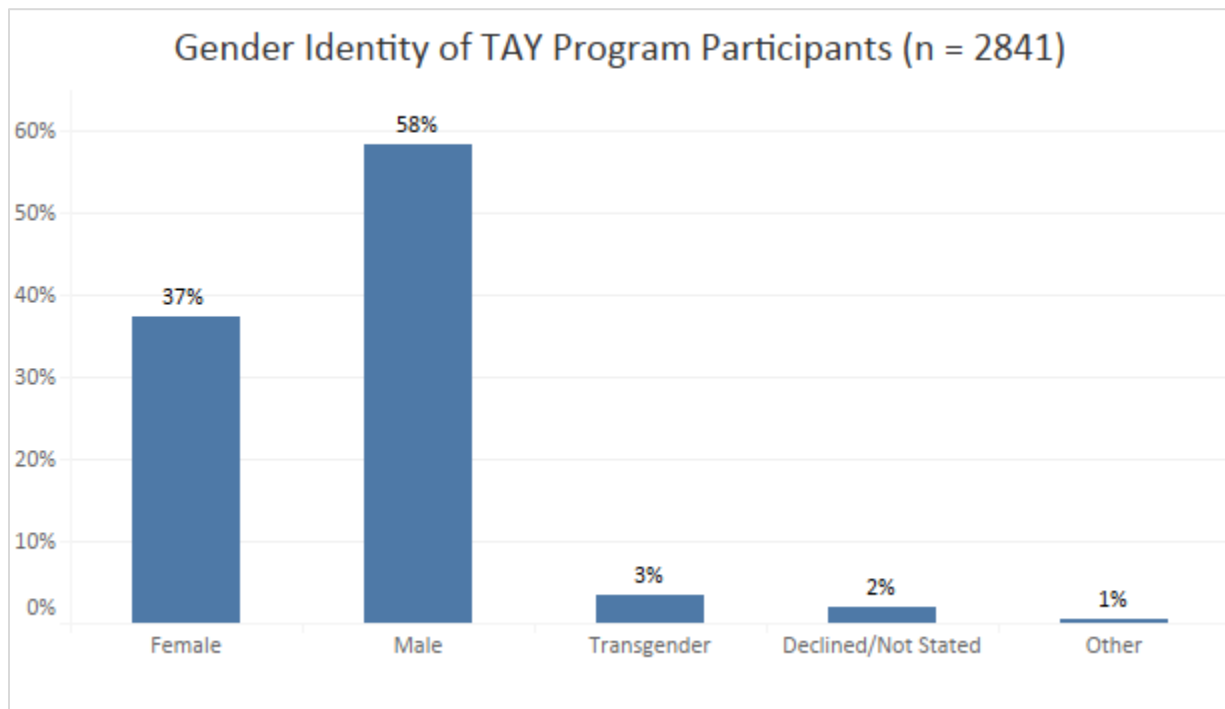
- Asexual
- Asexual/Aromantic
- Asexual/Gay
- Grey/pansexual
- Just people
- Multi gender attracted – demi/gray asexual
- Muxhu
- Pansexual
- Polyamorous
- Queer
- Sapio-Pansexual
- Transwomen loving men
- Unknown/Unsure

Gender Identity

Of the 2,841 TAY program participants for whom gender identity data was entered by June 30, 2019 3% identified as "Transgender" and about 1% identified as "Other" based on their responses to the gender identity question.

Figure 3: Gender Identity of TAY Program Participants (n=2,841)

Percentages may not add up to 100% due to rounding.

Figure 4 shows the write-in responses of the participants identified as "Other."

Figure 4: Gender Identity Write-In Responses

- Agender
- Agender/Nonbinary
- Gender Non-conforming
- Genderfluid
- Genderfluid, Genderqueer, Gender Non-conforming
- Genderqueer
- Non-Binary
- Nonbinary, Trans Man
- Pangender
- Transgender
- Transmasculine
- Two Spirit

FY2018-19 SOGI Data Collected for youth in Grades 6 and Up

In addition to collecting client-level SOGI data from TAY program participants, DCYF has partnered with SFUSD to modify the department's anonymous youth experience surveys to collect SOGI data for program participants in grades 6 and up. The questions and response options used in the survey are based on the questions used to capture gender identity and sexual orientation on the SFUSD Youth Risk Behavior Survey, as displayed in Table 4 below.

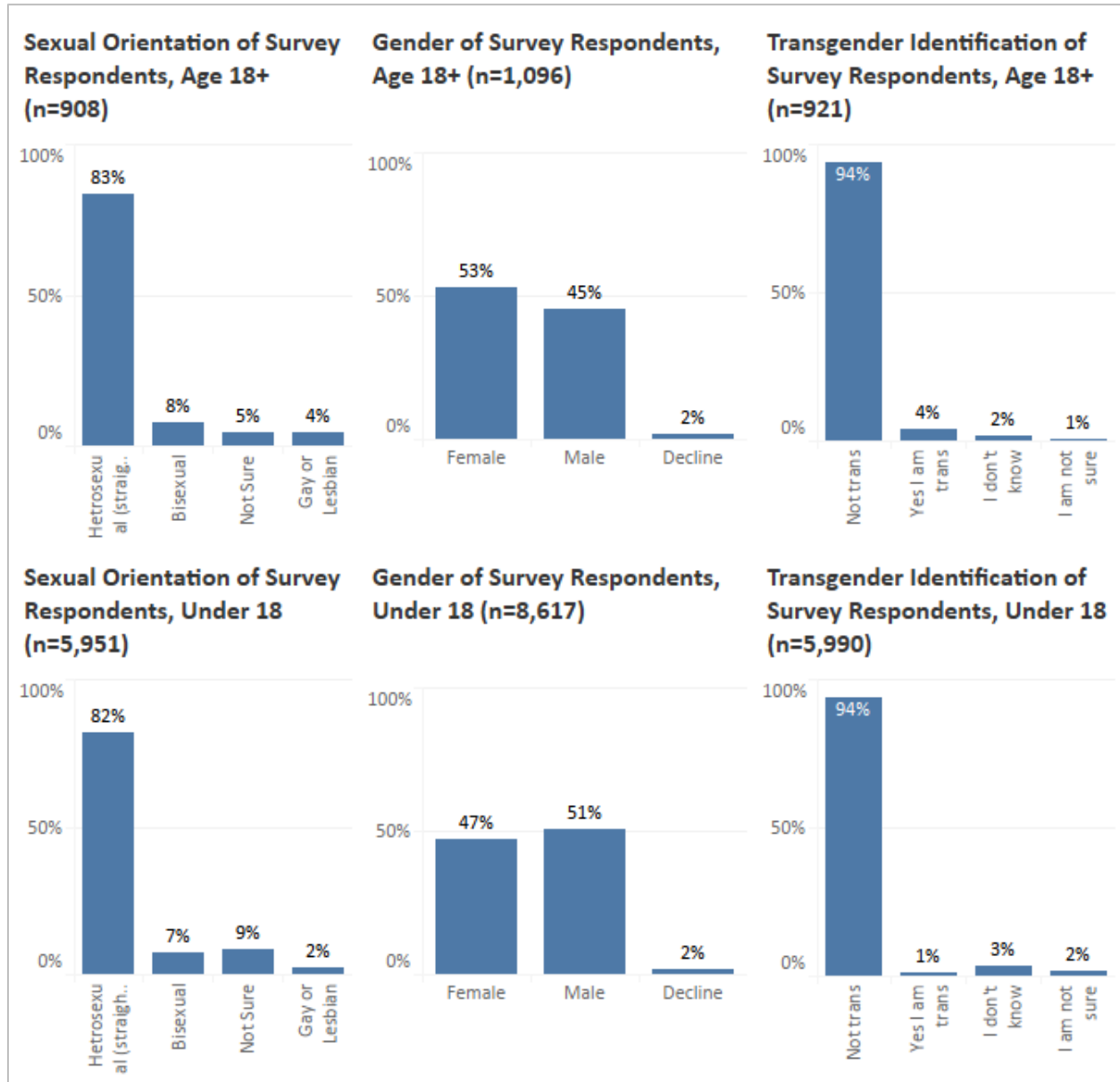*Table 4: SOGI Questions and Response Options on DCYF Youth Surveys*

Sexual Orientation	Gender Identity	
1. Which of the following best describes you?	2. What is your sex?	3. Some people describe themselves as transgender when their sex at birth does not match the way they think or feel about their gender. Are you transgender?
• Heterosexual (straight)	• Female	• No, I am not transgender
• Gay or lesbian	• Male	• Yes, I am transgender
• Bisexual		• I am not sure if I am transgender
• Not sure		• I do not know what this question is asking

Of the 9,930 respondents to youth surveys in FY1819, 8,650 were under age 18 and 1,094 were TAY by January 2019.[2] Figure 5 displays their responses to SOGI questions posed in Table 4. Among older

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[2] DCYF youth surveys ask respondents for birth year, rather than full date of birth to preserve anonymity. As surveys may be administered anytime during the fiscal year, DCYF assumes that anyone listing their birth year of 2000 or earlier is considered age 18 or above during fiscal year 2018-19. Sum of respondents under and over 18

survey respondents, youth identifying as female are represented at slightly higher rates than expected, as Figure 3 shows that males constitute a larger portion of TAY participants.

Figure 5: Responses to Youth Survey SOGI Questions from Respondents, by Respondent Age Group

NOTE: *Shifting n's reflect the optional nature of survey responses. Lower overall n's for sexual orientation and transgender identification compared to male/female gender identification may indicate lower levels of comfort with disclosing this personal information or lower levels of understanding the content of these survey prompts.*

Respondents self-reports of sexual orientations and transgender identifications mirror proportions of the broader demographics of DCYF's TAY program participants.   When comparing sexual orientation

does not equal overall N, due to the fact that all responses are optional, and a number of respondents left the field for birth year blank or incorrectly populated.

responses, youth under 18 utilize the "not sure" option at a higher rate. Similarly, youth under the age of 18 utilize the "I am not sure…" and "I do now know what this question is asking" options at slightly higher rates in response to the survey question, "…Are you transgender?" This difference may again indicate that older youth have had more exposure and developmental time dedicated to understanding gender identities beyond the male/female binary in addition to where they place themselves along the spectrum of gender identity.

Discussion

With recent studies estimating that transgender men and women constitute roughly 0.24% of the San Francisco adult population[3], the 3% transgender proportion of DCYF's TAY program participants, shown in Figure 3, appears higher than might be expected if CMS participant demographics simply mirrored those of the City's general population. A 2015 Gallup poll estimated that roughly 6% of the San Francisco metropolitan area (San Francisco, Oakland, Hayward) identifies as LGBT.[4] Given this estimate, the 14% share of youth in DCYF programs who identify as gay, lesbian or bisexual, shown in Figure 1, again appears higher than might be expected if participants simply reflected a general swath of the area's adult population.

DCYF can state with confidence that we remain committed to monitoring SOGI data in FY19-20 to ensure that DCYF-funded programs are accessible by LGBT individuals. Below is a brief list of steps that the department will take to ensure accessibility in FY19-20.

- Improve SOGI data collection efforts to help DCYF better describe how well LGBT communities are being served by DCYF-funded programs.

- Report SOGI data regularly to encourage outreach to LGBT communities and support accountability efforts.

- Continue to direct funding toward LGBT communities, as data on TAY program participants suggest that LGBT individuals are more likely to participate in programs and services dedicated to meeting their needs.

- Build the capacity of grantee agencies to serve LGBT communities. DCYF has partnered with community-based organizations such as LYRIC to build capacity of grantees to serve LGBT youth through recent trainings. DCYF will continue to assess the needs of grantees and offer training as needed.

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[3] https://www.tandfonline.com/doi/abs/10.1080/15532739.2017.1376729?journalCode=wijt20
https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5862690/
[4] https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles