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# MEMO

December 15, 2020

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 2019-20, DCYF administered approximately \$100 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 2019-20, from July 1, 2019 through June 30, 2020.

## Approach for FY 2019-20

For fiscal year 2019-20, 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.<sup>1</sup> 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> )   |
| <ul style="list-style-type: none"> <li>• Bisexual</li> <li>• Gay/Lesbian/Same-Gender Loving</li> <li>• Questioning/Unsure</li> <li>• Straight/Heterosexual</li> <li>• Not listed. Please specify: _____</li> <li>• Decline to answer</li> </ul> | <ul style="list-style-type: none"> <li>• Female</li> <li>• Genderqueer/Gender Non-binary</li> <li>• Male</li> <li>• Trans Female</li> <li>• Trans Male</li> <li>• Not listed. Please specify: _____</li> <li>• Decline to answer</li> </ul> |

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.

<sup>1</sup> [https://www.sfdph.org/dph/files/PoliciesProcedures/COM9\\_SexualOrientationGuidelines.pdf](https://www.sfdph.org/dph/files/PoliciesProcedures/COM9_SexualOrientationGuidelines.pdf)  
[https://www.sfdph.org/dph/files/PoliciesProcedures/COM5\\_SexGenderGuidelines.pdf](https://www.sfdph.org/dph/files/PoliciesProcedures/COM5_SexGenderGuidelines.pdf)

DCYF began the current 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.

### **COVID-19 and its Impact on DCYF-funded programming**

It is important to note that the COVID-19 pandemic led grantees to implement major shifts in their approach and focus in order to meet the essential service needs of San Francisco children, youth, and families. DCYF categorized these shifts under the following categories: Basic Needs, Economic Stability, Education, Social Connection, *and* Wellness and Trauma. Additionally, many grantees began to deliver services online and through other remote formats in order to adhere to public health orders issued by the city and state. As grantees rapidly pivoted their services during the first few months of the COVID-19 pandemic, DCYF reduced its grantee reporting requirements and primarily tracked dates of service, with limited information on changes to activities and the youth served. DCYF will be able to provide more accurate information on programming during the pandemic using FY 20-21 data.

Therefore, the following information regarding services and demographics is primarily based on service data from the first three quarters of the Fiscal Year.

We also did not include a year over year comparison of SOGI data between FY2018-19 and FY202019-20 because of data collection issues associated with COVID-19, including an increase in percentage of participants with "Declined/Not Stated" listed in place of an identification of Sexual Orientation. This increase may be the result of participants who joined programs via remote platforms, and program staff unable to complete typical intake processes.

### **TAY Programming**

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 3 is a full list of these programs.

Table 2: Count of Programs Serving Disconnected TAY by Service Area, Fiscal Year 2019-20

| Service Area   | Count of TAY Serving Programs |
|--|-------------------------------|
| <b>Educational Supports</b>  |                               |
| 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.  | 11                            |
| <b>Enrichment, Leadership and Skill Building</b>   |                               |
| 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.  | 14                            |
| <b>Family Empowerment</b>  |                               |
| 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. | 1                             |
| <b>Justice Services</b>  |                               |
| Supports a continuum of services for justice system-involved youth and disconnected TAY.   | 28                            |
| <b>Mentorship</b>  |                               |
| Supports opportunities for middle school girls, children of incarcerated parents and disconnected TAY to connect with caring adult mentors.  | 1                             |
| <b>Youth Workforce Development</b>   |                               |
| Supports a continuum of tiered career exposure and work based learning opportunities that are developmentally appropriate and meet youth needs.  | 23                            |
| <b>Total</b>   | <b>78</b>                     |

Table 3: DCYF-Funded Programs Serving Disconnected TAY, Fiscal Year 2019-20

| Agency - Program   | Service Area         |
|--|----------------------|
| Alive & Free - Alive & Free Leadership Academy                   | Educational Supports |
| Bayview Hunters Point YMCA - Center for Academic Re-Entry (CARE) | Educational Supports |
| Hunters Point Family - Academic Support                          | Educational Supports |
| Larkin Street Youth Services - Academic Supports                 | Educational Supports |
| Life Learning Academy - Life Learning Academy                    | Educational Supports |

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| Agency - Program  | Service Area                              |
|---|---|
| Mission Neighborhood Centers - GED Prep Program   | Educational Supports                      |
| Richmond District Neighborhood Center - RDNC Academic Response to Intervention (MS/HS)                                  | Educational Supports                      |
| Samoan Community Development Center - Arise   | Educational Supports                      |
| San Francisco Students Back On Track - Back On Track 6-12 Free Academic Tutoring  | Educational Supports                      |
| Success Center San Francisco - Early Morning Study Academy-GED Preparation & Transitional Services                      | Educational Supports                      |
| Young Community Developers - 100 College Prep   | Educational Supports                      |
| 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                        |
| Bay Area Community Resources - RESET  | Justice Services                          |

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| Agency - Program   | Service Area     |
|--|------------------|
| Center on Juvenile and Criminal Justice - CJJ Juvenile Justice Services (JJS)  | Justice Services |
| 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 |
| 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 |
| 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 |
| 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 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   | Justice Services |
| 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 |
| Young Community Developers - Re-Entry Integrative Services for Employment (RISE)   | Justice Services |

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| Agency - Program   | Service Area                |
|--|-----------------------------|
| 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            |
| Lavender Youth Recreation and Information Center (LYRIC) - NetwerQ - A Mentorship Program (Collaborative)            | 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 |
| 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 |

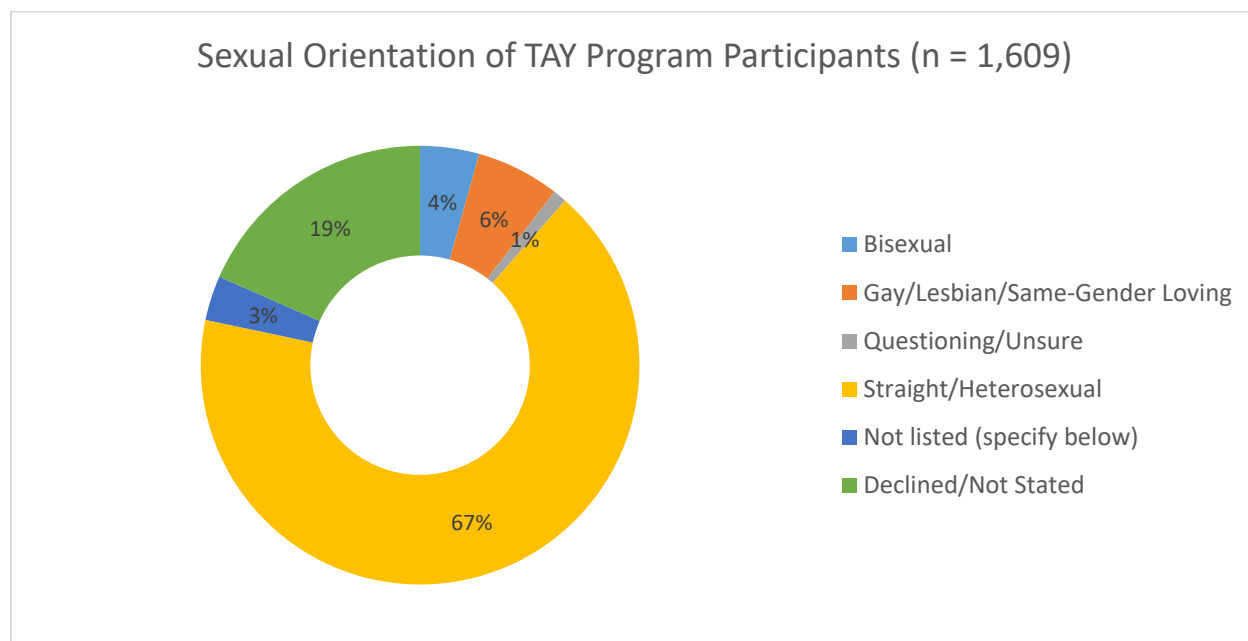
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| Agency - Program   | Service Area                |
|--|-----------------------------|
| The Arc San Francisco - The Arc San Francisco Youth Workforce Development Education and Career Preparatory Program | Youth Workforce Development |
| Urban Services 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 3,240 participants age 18 and over in DCYF programs during FY19-20, 1,609 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=1,609)



Of the 1,609 TAY program participants for whom sexual orientation data is available, 11% indicated that they were bisexual, gay/lesbian/same-gender loving, or questioning/unsure, and 18% 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. One write-in response was relatively frequent (20 or more instances): “Queer.”



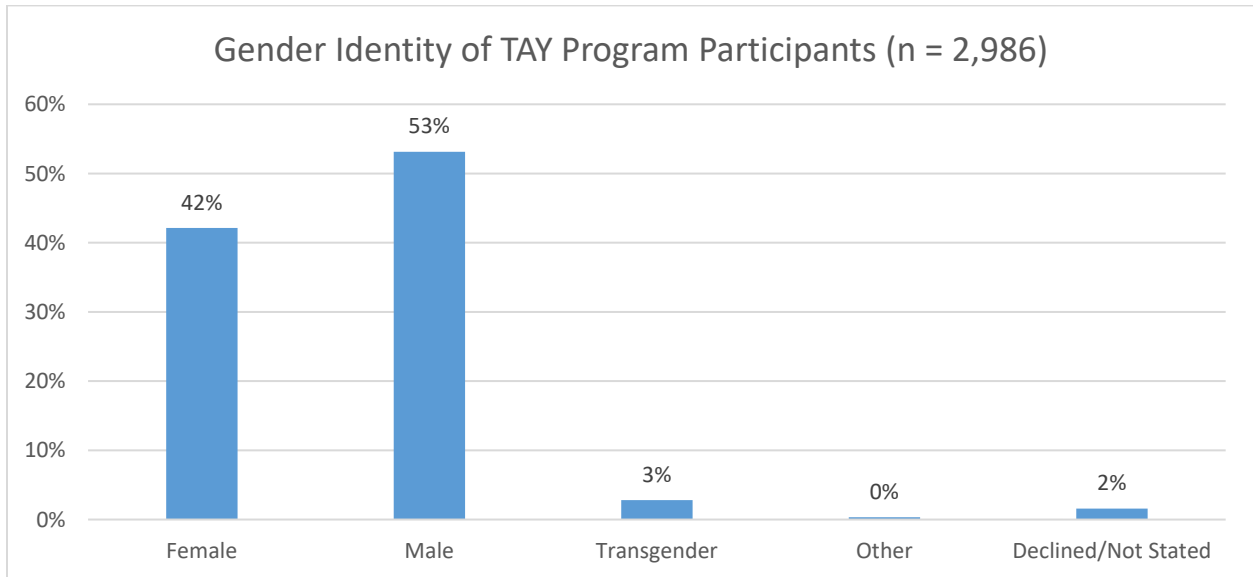
Figure 2: Sexual Orientation Write-In Responses

- Asexual
- Demisexual/Panromantic
- Fluid
- Gender Non-Conforming
- LGBTQ+
- More than one
- Multiple Identities
- Pan
- Pansexual
- Queer
- Queer - Asexual
- Queer/Pansexual
- Sapio-Pansexual
- Transwomen loving men

### Gender Identity

Of the 2,986 TAY program participants for whom gender identity data was available, 3% identified as “Transgender” and less than 1% identified as “Other” based on their responses to the gender identity question.

Figure 3: Gender Identity of TAY Program Participants (n=2,986)



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

- 2-Spirited
- Gender nonconforming
- Non-binary
- Nonconforming non-binary
- Pan gender
- Queer
- Two Spirit

### **FY2019-20 SOGI Data Collected for youth in Grades 6 and Up**

In addition to collecting client-level SOGI data from TAY program participants, DCYF asks its grantees to administer anonymous youth experience surveys to collect SOGI data for program participants in grades 6 and up. The COVID-19 pandemic disrupted programming during the time of the year when most grantees administer surveys to their youth participants. Because of this disruption, DCYF waived the requirement that grantees administer surveys in FY2019-2020.

### **Discussion**

With recent studies estimating that transgender men and women constitute roughly 0.24% of the San Francisco adult population<sup>2</sup>, 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.<sup>3</sup> Given this estimate, the 11% 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 FY20-21 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 FY20-21

- Continue to improve SOGI data collection efforts to help DCYF better describe how well LGBT communities are being served by DCYF-funded programs, with specific attention to addressing data collection challenges associated with grantees who have pivoted from providing in person to remote/distance services due to the COVID-19 pandemic.
- Continue to encourage outreach to LGBT communities and support accountability efforts, and work with grantees to identify engagement mechanisms that are effective during the COVID-19

<sup>2</sup> <https://www.tandfonline.com/doi/abs/10.1080/15532739.2017.1376729?journalCode=wijt20>  
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5862690/>

<sup>3</sup> [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](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)

pandemic. Since March grantees have supported LGBT participants with efforts to increase their sense of safety and to support basic needs resulting from the COVID-19 pandemic.

- Continue to direct funding toward LGBT communities, as research 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 will continue to assess the needs of grantees and offer training as needed, in a virtual format as necessary.