

The District of Columbia
Mayor's Office of Gay, Lesbian, Bisexual, & Transgender Affairs
Annual Report



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Executive Summary

The Mayor’s Office of Gay, Lesbian, Bisexual and Transgender Affairs (GLBT) is a permanent, cabinet-level office within the Executive Office of the Mayor, established by statute in 2006 to address the important concerns of the District's gay, lesbian, bisexual and transgender residents.



Jeffrey D. Richardson, MSW
Director

The Office of GLBT Affairs works in collaboration with an Advisory Committee, appointed by the Mayor, to define issues of concern to the GLBT community and find innovative ways of utilizing government resources to help address these issues. The Office’s core duty is to advise the Mayor, District Government, and the Council of the District of Columbia on issues affecting LGBT residents of Washington, DC.

The Office offers four primary services: Capacity Building, Community Outreach, Public Education and Public Policy Development and Advocacy. From March of FY11 to the end of the fiscal year, the Office of GLBT Affairs has focused its work in five primary issue areas to support the advancement of the Mayor’s four priorities, public safety, LGBTQ youth, government operations and policies, community engagement, and issues affecting Transgender residents.

In March of 2011 a new Director was appointed to oversee the operations of the Office. Under his leadership the Office of GLBT affairs has re-energized the LGBT community’s engagement with District Government and the Executive Office of the Mayor.

Highlights of the Office of GLBT Affairs accomplishments in fiscal year 2011 are outlined in this report.

Contents

- Executive Summary 1
- Primary Service Areas..... 2
- Highlights of FY2011*..... 3
- Addressing the Mayor’s Four Priorities* 7



Primary Service Areas

Capacity Building

The Office of GLBT Affairs provides limited consultation to organizations on capacity building and organizes workshops and trainings that focus on improving capacity and assisting nonprofit and community leaders.

Community Outreach

Community Outreach is at the heart of the work of the Office of GLBT Affairs. The office works in partnership with and provides support to local organizations by promoting community events; attending community meetings; and addressing current issues in the community via town hall meetings, conferences, and advisory committee meetings that feature presentations by the Mayor and other members of the Administration.

Public Education

The goal of the Public Education program is to organize a series of training and public education programs that help promote better use of government resources and foster exchange of ideas to improve the lives of District GLBT residents. The Public Education program also works to facilitate access for DC government agencies and related service providers to model sensitivity training institutes on GLBT issues and ensure that the training provided by these agencies is culturally competent and appropriately addresses issues facing the GLBT community.

Public Policy Development and Advocacy

The Public Policy Development and Advocacy Program advises the Mayor on important policy initiatives that directly affect the GLBT community by providing evidence-based and community-informed data/information. The Office works to monitor the development and implementation of public policies that will have an impact on the GLBT residents; create and promote policies that build and maintain cultural competencies among DC government employees; and liaise to the DC Council, US Attorney's Office, and DC government agencies on legislative and policy initiatives.



Highlights of Fiscal Year 2011

Capacity Building

The Office of GLBT Affairs with support from the Office of Human Rights leveraged resources to partner with Public Allies DC to become a 2011 Public Allies Partner Organization. As a partner organization the Office of GLBT Affairs is serving as an apprenticeship host site for a 2011 Public Allies AmeriCorps member.

Through this partnership the Office of GLBT Affairs has been able to increase our capacity to support partner organizations in their capacity building goals. Specifically, this partnership will allow the Office of GLBT Affairs to support community based organizations in increasing their capacity to provide culturally competent opportunities, services, and supports to LGBTQ youth in the District of Columbia.

Public Education

The Office of GLBT Affairs has facilitated or supported LGBT cultural competency trainings for many District Government Agencies and partner organizations and institutions. In FY2011 the Office has facilitated or supported training for the Court Services and Offender Supervision Agency, the Department of Youth Rehabilitation Services, the Department of Employment Services, and the Metropolitan Police Department.

In 2011, with the mandate from Mayor Vincent C. Gray, the Office of GLBT Affairs worked with the DC Office of Human Resources and the Office of Human Rights to develop the framework for an LGBT cultural competency training initiative that will be launched citywide in FY2012.



Highlights of Fiscal Year 2011

Community Engagement

The Office of GLBT Affairs has engaged in many community outreach activities and initiatives during FY2011.

The Office has partnered with the Metropolitan Police Department to host a series of Public Safety community forums and open houses with staff from MPD, FEMS, and the Office of Victims Services. Forums and open houses were held in the spring, summer, and fall of 2011.

The Office has participated in annual community events such as, Youth Pride, DC Black Pride, Latino Pride, Trans Pride, Capital Pride, Pride & Heritage, Night Out at the Nationals, DCPS Beautification Day, and Transgender Day of Remembrance. The Office has also attended significant organizational events such as, The Capital Gay & Lesbian Chamber of Commerce Annual Gala, the DC Center Annual Awards Reception, the Sexual Minority Youth Assistance League's Annual Brunch, and The Maunter Project's Annual Gala.

The Office also attends several regularly monthly community meetings including, The DC Concerned Provider Coalition, the MPD Gay & Lesbian Liaison Unit LGBT Critical Incident Team, Rainbow Response Coalition, the LGBT Aging Coalition, and the Gertrude Stein Club.

The Office of GLBT Affairs has presented before several community organizations such as, The DC Trans Coalition, The DC Log Cabin Republicans, The Anacostia Coordinating Council, The Gay District, The International Federation of Black Prides, New Leaders Council DC and others.



Highlights of Fiscal Year 2011

DC Government LGBTQ Youth Taskforce

In 2011 the Office of GLBT Affairs launched the District Government's LGBTQ Youth Taskforce.

The DC Government LGBTQ Youth Taskforce has been convened to promote collaboration among agencies that serve and interact with youth residents of the District in their efforts to provide culturally competent services, opportunities, and supports for LGBTQ youth in the District of Columbia.

LGBTQ Taskforce Goals:

- Foster collaboration across agencies on initiatives and projects focused on LGBTQ Youth
- Develop a baseline LGBTQ Youth Cultural Competency Training
- Issue a report highlighting the District's initiatives focused on improving quality of life and services for LGBTQ Youth
- Develop an online resource center for DC Government staff and others serving LGBTQ Youth

The Taskforce is comprised of representatives from DCPS, DPR, DYRS, and CFSA. In FY 2012 the Taskforce plans to expand to include representation from DC Libraries, DOES Office of Youth Programs, UDC, and CCDC.

In partnership with Metro TeenAIDS, the Office of GLBT Affairs supported a review of DC Government laws and regulations protecting LGBTQ students in the District of Columbia. This review was conducted by Wiley Rein LLP on behalf of Metro TeenAIDS. The results of this review have been compiled into a Guide on Laws & Regulations Protecting LGBT Students in the District of Columbia.





Addressing the Mayor’s Four Priorities

Fiscal Stability

- The Office of GLBT Affairs has operated in accordance with its FY2011 budget. The Office was successful in leveraging additional resources to host a Public Ally to expand our outreach and capacity building work.
- The Offices primary cost drivers are personnel. Personnel costs represent 96% of the offices annual budget allocation.
- The Office of GLBT Affairs has two full time staff and is supported by seasonal interns.
- Director of the Mayor’s Office of GLBT Affairs manages the day to day operations of the Office, oversees all staff, initiatives, and projects of the office, as well as convenes the GLBT Advisory committee.
- The Office’s Program Manager manages the administrative support functions of the office, serves as the offices public information officer to other district agencies, and coordinates trainings and community education initiatives.



Jobs & Economic Development

- In 2011 with the mandate from Mayor Vincent C. Gray and the vision of the Director of the Department of Employment Services, Lisa Mallory, the Office of GLBT Affairs supported the launch of the first ever District Government transgender employment initiative through DOES’ Project Empowerment Program.
- With support from members of the community, 21 individuals were identified and 17 individuals completed the program. The 17 individuals who completed the program currently are either employed in full-time permanent jobs, completing a six month paid apprenticeship, or receiving a financial stipend to complete needed education.
- This project was the first initiative of its kind fully supported and implemented by a local or state government to address barriers to employment for Transgender citizens.



Addressing the Mayor's Four Priorities



Quality Education

- In addition to establishing the District Government's LGBTQ Youth Taskforce, in FY2011 the Office of GLBT Affairs, in Partnership with the Columbia Heights Youth Club, launched the DC Queer Youth Project (QYP).
- The Queer Youth Project's mission is to increase the capacity of youth serving organizations in the District of Columbia who are intentionally providing culturally competent and meaningful opportunities, services, and supports to LGBTQ youth in Washington, DC.
- The DC Queer Youth Project builds upon the Columbia Heights Youth Club's long history of activism and youth empowerment by launching a youth leadership project, targeting LGBTQ youth who are at high risk of becoming or have already become disconnected from school. Utilizing the Columbia Heights Youth Club's successful youth and family community engagement model, QYP will use case management and workshops to support youth in developing and implementing personal leadership plans focusing on self-love, building community and strengthening their connection to school.
- The Queer Youth Project will also provide training and technical assistance to youth serving organizations on LGBTQ youth cultural competency, creating safe spaces, and youth development.

Safe Communities

- The Office of GLBT Affairs has hosted four community forums, including our Pride Month kick-off event with Mayor Vincent C. Gray, which focused on public safety.
- The Office works with the Gay & Lesbian Liaison Unit of MPD to provide administrative support for the LGBT Critical Incident Team.
- The Office has worked very closely with the Office of the Deputy Mayor for Public Safety and Justice on District Government's response to LGBT bias/hate crimes.
- The Office has worked with MPD to draft the 2012 Community Services & Youth Outreach Division Special Liaison Branch's 2012 Performance Plan.