

# PCAR's LGBTQ Assessment Survey Results

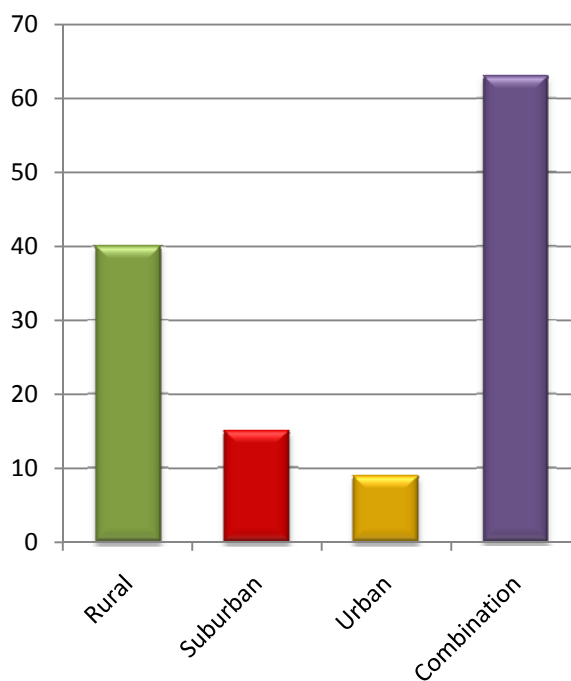
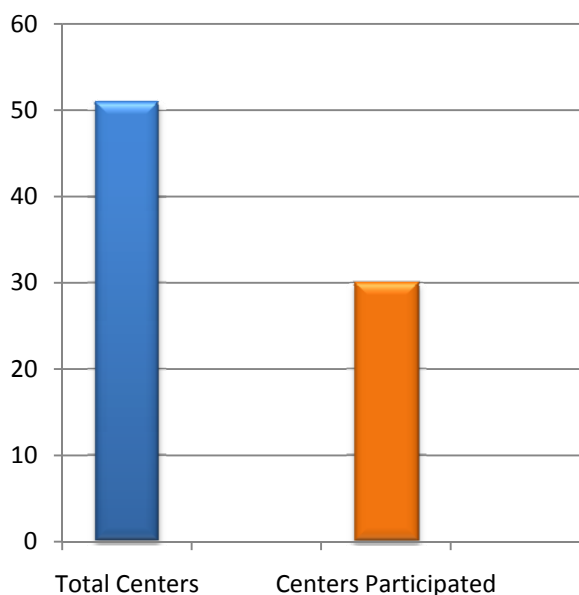
---

## Survey Summary

The survey was designed to assess centers' outreach efforts, internal policies, and openness to those who identify as LGBTQ and the LGBTQ community. The survey (which was in survey monkey format) was administered through an email announcement that went to all 51 centers as well as PCAR's LGBTQ Google Group. All center staff was encouraged to participate. Confidentiality was assured; all results were viewed by the internal PCAR LGBTQ Workgroup only.

## Survey Respondents

The following is a breakdown of who responded to our survey and their corresponding demographics.



Of the 51 centers who were notified of the survey, 30 centers participated. Of those centers, a total of 129 people filled out portions of the survey while 73 (56%) completed the survey in its entirety.

Demographics of rural, suburban, urban, and combination were self-identified and reported as follows:  
RURAL: 40 (31.5%)                      URBAN: 9 (7.1%)  
SUBURBAN: 15 (11.8%)                      COMBINATION: 63 (49.6%)

# Questions & Answers

The following outline the questions on the survey and corresponding answers. To ensure confidentiality, the responses that were open-text will be summarized.

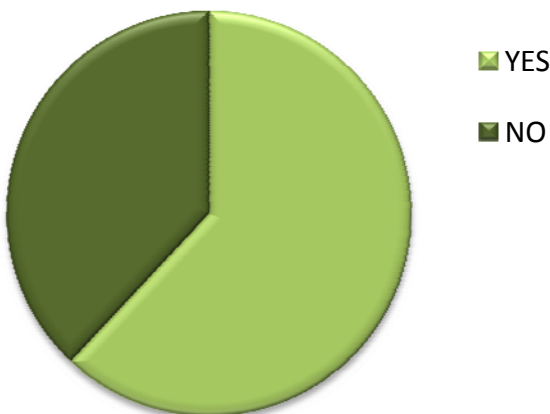
- 1. Please list the lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) organizations in your service area (e.g. community organizations, resource centers, advocacy centers, social clubs, Gay-Straight Alliances, bars, restaurants).**

Many listed organizations like local Pride Festival committees, bars, Gay/Straight Alliances, Unitarian/Universalist Churches, colleges with either GSA's or active faculty/student committees, Planned Parenthood, AIDS outreach organizations, PFLAG, etc. Some responded that they do not have any LGBTQ organizations in their area.

- 2. In the last year, how has your agency collaborated with those organizations? (e.g. subscribing to newsletters or publications, partnering for PRIDE events, organizing anti-violence community events, coordinating campus-related activities).**

Some respondents were actively involved in the aforementioned organizations' efforts in their local community and often partnered in tabling events such as Pride Festivals and memorial foundations. Others are working on internal capacity such as LGBTQ-inclusive brochures from the aforementioned organizations in waiting rooms and referrals to them when necessary. Others still have either never collaborated or have not collaborated in the past year.

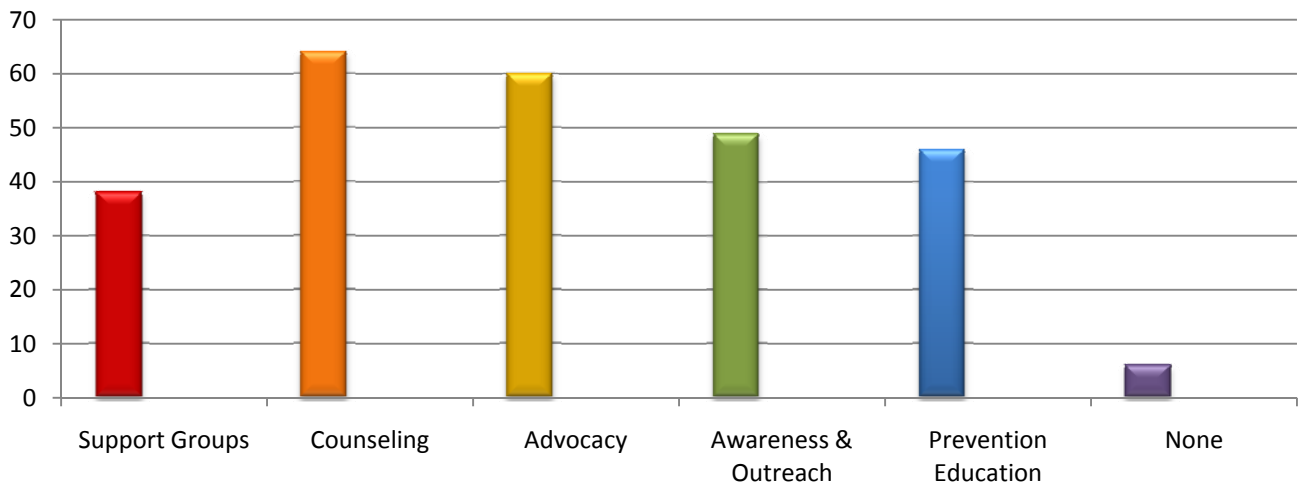
- 3. Does your agency display LGBTQ-identified individuals in outreach materials, such as brochures, websites, or posters?**



Of those who responded, many stated they incorporated LGBTQ pictures and messaging into agency brochures, newsletters, and presentations. Others used PCAR's materials as well as Men Can Stop Rape's LGBTQ posters and postcards.

44 (62%) responded YES  
27 (38%) responded NO

**4. Select the services you offer specifically for, or inclusive of LGBTQ-identified victims/survivors:**

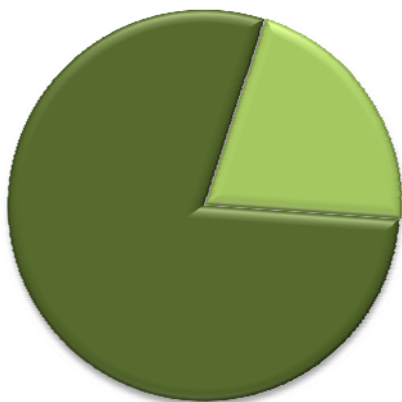


Most of the respondents were clear that they serve all victim/survivors of sexual violence and that their doors are open to everyone. Some had specific programs and group counseling sessions specifically for those who identified as LGBTQ.

**5. How does your agency educate staff, volunteers, and Board members on LGBTQ issues related to sexual violence?**

Respondents listed various trainings such as staff orientation, staff meetings, webinars, guest speakers, in-services, and on an “as needed basis” (i.e. when the situation arises). No center reported that they actively educate Board members on the issue; their main focus was on staff and volunteers.

**6. Do you have a staff person dedicated to working with LGBTQ-identified victims-survivors?**

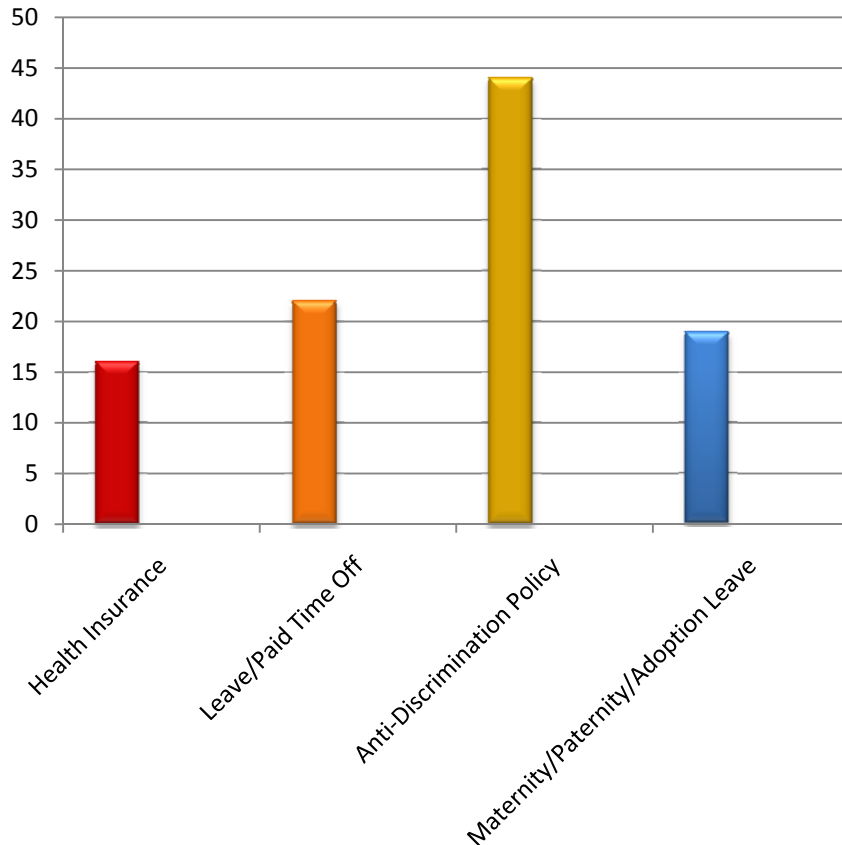


■ YES 15 (21%) responded YES  
■ NO 56 (78%) responded NO

**7. Please describe the ways your agency creates a safe and supportive environment for individuals (staff, volunteers, and Board members) who choose to be open and out as LGBTQ.**

Many stated they include LGBTQ language in their policies and procedures; others actively work to include those who identify as LGBTQ in their shelters and hiring practices. Some centers reported that they have staff members/volunteers/Board members who identify openly as LGBTQ and the agency is welcoming. Still others have gender-neutralized their bathrooms and policy language.

**8. Does your agency include LGBTQ identity in the following policies?**



Most who responded to this question were unclear of the response to be given; most answered “unsure”.

16 (33%) Health Insurance  
22 (45%) Leave/Paid Time Off  
44 (91%) Anti-Discrimination Policy  
19 (39%) Maternity/Paternity/etc.

**9. What are your training and technical assistance needs regarding LGBTQ issues?**

Most reported that they look to PCAR to provide training and technical assistance around the issues of LGBTQ sexual violence. They are excited about the new internal workgroup and are looking forward to future trainings. Training and technical assistance suggestions were vast and included:

- Outreach and relationship building with local LGBTQ organizations
- How to better counsel and provide services for LGBTQ-identified victim/survivors
- Understanding obstacles for LGBTQ-identified victim/survivors in reporting
- Counseling strategies
- PCAR to create more brochures, handouts, resources