



MONTGOMERY COUNTY
LGBTQ+
COMMUNITY
SURVEY
RESULTS REPORT



2023

Office of Community Partnerships — Montgomery County Government

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The authors would like to thank all community members who responded to this survey and the many community partners who helped disseminate the survey to respondents.

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LETTER FROM THE COUNTY EXECUTIVE

Montgomery County has a diverse LGBTQ+ community that includes people of all races, ethnicities, religions, and professions. I believe everyone should be able to live without fear of prejudice, discrimination, violence, and hatred based on race, ethnicity, religion, gender identity or sexual orientation, age, and disability status.

In June 2022, with the help of the County's LGBTQ+ Community Liaison, the LGBTQ+ Advisory group, and the Department of Health & Human Services, the County conducted our first LGBTQ+ Community Survey. This survey aimed to identify opportunities to improve quality of life and reduce experiences of discrimination among LGBTQ+ residents. We also sought feedback on ways Montgomery County can improve the health and wellness of our LGBTQ+ residents.

Montgomery County supports and recognizes the importance of increasing awareness, education, support, and visibility of lesbian, gay, bisexual, transgender, queer and questioning (LGBTQ+) people and we affirm our commitment to full equality for all LGBTQ+ residents. We look forward to using data from this survey to make Montgomery County a safe and affirming place.

Sincerely,

A handwritten signature in black ink that reads "Marc Elrich". The signature is fluid and cursive, with a prominent loop at the end.

Marc Elrich
County Executive



EXECUTIVE SUMMARY

Montgomery County Government is committed to serving our diverse LGBTQ+ communities. To ensure this commitment goes beyond rhetoric and inspires action, it is essential to understand LGBTQ+ community members' lived experiences and self-identified needs.

To this end, Montgomery County's LGBTQ+ Advisory Group initiated an LGBTQ+ Community Survey in June and July 2022. The survey was designed to help County leadership establish a foundational understanding of the experiences of LGBTQ+ persons in Montgomery County that can inform and guide the County's work in this community going forward, as well as provide a baseline with which to compare progress in the future.

The report begins with a brief background of Montgomery County's LGBTQ+ communities, followed by an in-depth discussion of the Community Survey project. It then describes the demographics of the survey respondents before sharing a detailed look at the responses to each of the questions in the survey.

Key insights from the survey results include:

- Most respondents (74.3%) agree or strongly agree that Montgomery County is a safe place to live openly as a member of the LGBTQ+ community. Businesses, nonprofits, and schools/colleges topped the list of places that respondents expressed feeling safe and welcome.
- Notably, 44.9% of respondents reported experiencing discrimination in at least one place over the past year with nearly one in four respondents (23.8%) stating that they experienced this in a public space.
- Overall, respondents felt most comfortable with others knowing their sexual orientation and gender identity at home, and least comfortable in faith communities.
- Respondents indicated that Montgomery County would be made safer and more welcoming to LGBTQ+ communities through increased visibility (communicating inclusion, Pride and other community events, LGBTQ+ representation in government) and increased resources (particularly an LGBTQ+ community center or gathering space, access to healthcare, LGBTQ+ nightlife, gender neutral restrooms, social groups, social services).
- Nearly one in eight respondents (12.8%) said they had experienced homelessness at some point, while nearly one in six respondents reported difficulty finding housing or staying housed.



- Over a quarter of respondents reported having to teach their healthcare provider about their sexual orientation or gender identity to receive appropriate care.
- 41.1% of respondents who attempted to find a medical provider to support gender-affirming medical care found it difficult, and 41.8% found it difficult to find gender affirming mental health support.
- Over half of respondents (55.1%) feel somewhat or very comfortable discussing sexual health with a healthcare provider.
- Nearly one-third of respondents said they have never been tested for HIV, despite CDC recommendations for routine HIV screening for everyone ages 13-64.
- Over three-fourths of respondents have heard of PrEP, the HIV prevention medication.
- Nearly a quarter (23.9%) of respondents reported having an interaction with law enforcement in Montgomery County in the past year. Of those 201 respondents, 42.6% had a positive or very positive experience, while 29.9% said their experience was somewhat or very negative.
- Trans, gender expansive, and questioning respondents who indicated they had any experience with law enforcement in the past year were less likely to have had a somewhat or very positive experience, and more likely to report a somewhat or very negative experience when compared to not trans, gender expansive, or questioning respondents.

"I don't know of any particular places or orgs locally that are openly welcoming. However, I also do not generally feel unsafe here due to my identity."

Asian, Cis, Lesbian, Woman, Age 32

On behalf of the County, the Montgomery County LGBTQ+ Advisory Group and LGBTQ+ Liaison are grateful to all survey respondents for their generosity in sharing these insights into their experiences. May their trust be rewarded with clear, measurable progress toward a more equitable society.



BACKGROUND: MONTGOMERY COUNTY'S LGBTQ+ COMMUNITIES

Montgomery County is a large, culturally diverse, and progressive county that is home to a diverse community of lesbian, gay, bisexual, trans, queer and questioning (LGBTQ+) residents. While there is no reliable LGBTQ+ population estimate, the U.S. Census Bureau's Household Pulse Survey (2021)¹ found that approximately 8% of households surveyed across the United States identified as LGBTQ+. Using that estimate, 88,000 of our 1.1 million residents may be members of the LGBTQ+ community.

Relative to other jurisdictions, Montgomery County government has a history of acknowledgement and proactive protections of its LGBTQ+ communities. Sexual orientation has been a protected legal class in the county for housing and employment since 1984, and same-gender partnerships have been legally recognized by county government since 1999. As Emma Satterfield writes in her essay *The Fight for "Gay Rights": LGBTQ+ Civil Rights Legislation in 20th Century Montgomery County* (2022)², "These achievements would not have been possible without years of advocacy and educational work by local LGBTQ+ community organizations, advocates, and allies."

In 2020, the County Council passed Maryland's first LGBTQ+ Bill of Rights³, which offers expanded legal

protections for LGBTQ+ community members, adding gender expression and gender identity as protected classes to support trans and gender expansive residents. The same year, County Executive Marc Elrich created an LGBTQ+ Liaison in the Office of Community Partnerships and the County's LGBTQ+ Advisory Group.

Despite these substantial advancements, Montgomery County's LGBTQ+ communities remain vulnerable to anti-LGBTQ+ bias, discrimination, and violence. While local protections exist, national anti-LGBTQ+ political rhetoric, frequently codified into state and local legislation, has an impact on the mental health and wellbeing of LGBTQ+ residents. It is more important now than ever to counteract these hateful messages with explicit support. Trans and gender expansive communities, Black, indigenous, and other LGBTQ+ communities of color, and undocumented LGBTQ+ residents face layered biases, and it is critical to acknowledge how these intersecting identities increase vulnerability to anti-LGBTQ+ and other violence. In a recent example, following anti-LGBTQ+ backlash against drag performers at local family events, Montgomery County Council unanimously passed a resolution to express support for trans and gender expansive communities in March of 2023.



“...I look for the Pride flag at businesses, organizations, etc.”

Asian, Cis, Gay, Man, Age 54

THE MONTGOMERY COUNTY LGBTQ+ COMMUNITY SURVEY

PURPOSE AND GOALS

The LGBTQ+ Community Survey was proposed as a project of the 2021-2022 LGBTQ+ Advisory Group in early 2022. The project’s goal was to establish a baseline understanding of LGBTQ+ residents’ experiences in Montgomery County to:

1. Inform the work of the Montgomery County LGBTQ+ Advisory Group and LGBTQ+ Liaison
2. Identify opportunities to improve quality of life and reduce experiences of discrimination among LGBTQ+ residents
3. Identify ways Montgomery County can improve health and wellness of LGBTQ+ residents
4. Inform future surveys and other needs assessments of LGBTQ+ communities in Montgomery County

The survey was drafted and launched through a collaboration between the Office of Community Partnerships’ LGBTQ+ Liaison, LGBTQ+ Advisory Group, and the Department of Health & Human Services and was launched from the Office of Community Partnerships.

DISSEMINATION AND DATA COLLECTION

The LGBTQ+ Community Survey was open to Montgomery County residents between June 1 and July 15, 2022. Responses were collected through the online survey platform Cognito Forms. The survey was available in English, Spanish, French, Chinese, Vietnamese, and Amharic. The complete English language version of the survey is in Appendix A of this report.

The survey was shared broadly through a press release on the County website, affinity group email lists, and online social network platforms including Facebook, Twitter, and Instagram. Survey responses were also collected in person at the Pride in the Plaza LGBTQ+ community festival in Silver Spring on June 27, 2022. Respondents were self-selected and eligible for a \$500 drawing in return for their time spent on the 15-minute survey.

"I found the closer to DC, the safer I feel. There are some places farther out in the more rural parts of the county where, as a visibly trans woman, I don't feel 100 percent safe at all times."

White, Queer, Trans, Woman, Age 34



DATA CLEANING AND FINAL DATA SET

A total of 2,566 responses were collected before data cleaning. Data cleaning included screening for fraudulent and problematic responses. This screening included a combination of automated and manual techniques such as verifying that the respondent's zip code was in Montgomery County Maryland; cross-checking for response duplication, similarities, and inconsistencies; and screening for inflammatory open text responses.

Online data collection is a quick and robust option to collect community-wide information. It also leaves data vulnerable to fraudulent/bot responses.⁴ This is in addition to the smaller number of duplicate and problematic responses that also require screening. Bot-generated responses required a review of responses looking for suspicious patterns such as mentioning organizations located in the Montgomery Counties located outside of Maryland, distinct grammatical errors, and inconsistent responses among the discreet and open-ended questions.

The survey allowed for open responses to demographic variables that included sexual orientation and gender identity. This was a conscious decision to gauge how the County's LGBTQ+ community defines themselves and to inform future outreach. To facilitate data summarization for this report, these responses were categorized into discrete categories. This was done in close collaboration with the County's LGBTQ Advisory Board (see Appendix B).

RESULTS INCLUDED IN THIS REPORT

After thorough data cleaning, a total of 842 respondents were included in this analysis. This final data set does not include respondents who identified as heterosexual, cis-gender, and not falling under the gender expansive umbrella. The youngest respondent was 11 years old and the oldest was 84 years old. Most respondents were U.S.-born with those born outside of the U.S. representing 35 different countries. Responses were collected from residents in 54 zip codes.

This report includes summary data of respondent demographic information, response summaries, and findings from survey questions related to participants' experiences with safety, housing, healthcare, gender affirmation, sexual health, and law enforcement interactions. This report also includes a focus on participants who identified as trans, gender-expansive, or questioning.


RESPONDENT DEMOGRAPHICS

The following is a demographic breakdown of the **842 people** who responded to the LGBTQ+ Community Survey.

GENDER IDENTITY AND AGE

How do you describe your gender?

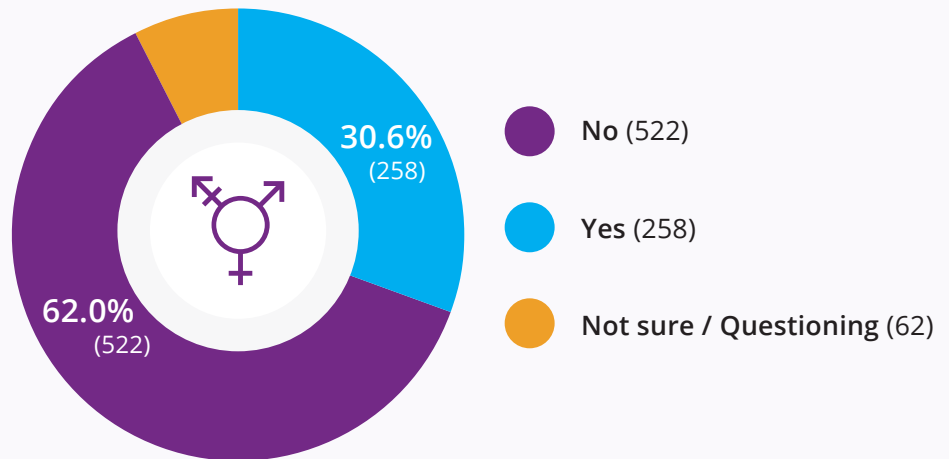
Respondents were asked to describe their gender using an open-text field. Demographic survey questions often utilize pre-established gender and/or sex categories for simplicity of analysis, but because a key purpose of this survey was to inform future surveys and community needs assessments, the authors chose to utilize an open-ended (free text) field to maximize respondents' freedom to self-describe their gender without the constraints of traditional gender categories and language. Free text responses were then grouped together for analysis.

 **A strong majority of respondents (73.8%) describe their gender as either Man or Male or Woman or Female.**

While some respondents indicated trans identity in their response to the gender question (e.g., "transman," "transgender," or "nonbinary/genderqueer," many responded to these questions with genders that could apply to either cis or trans identities, e.g., "woman" or "man." To ensure an accurate understanding of respondents' gender identity, the survey included a qualifying question about whether a respondent identifies as trans. Results from this question could then supplement the open-text responses to establish a more accurate understanding of gender identity. For analysis purposes, responses to this question create two discreet data sets to compare: Those who identify as Trans or gender expansive or are questioning their gender identity, and those who are not. The language used in this question is below:

Do you identify as Trans, Transgender, Nonbinary, or any gender under the gender-expansive umbrella?

Over one-third of respondents self-identified as having a **gender expansive identity or as not sure/questioning.**



How do you describe your sexual orientation?

The largest proportion of respondents described their sexual orientation as **gay (30.9%)**, followed closely by **bisexual/pansexual (26.8%)**.

RESPONDENT DEMOGRAPHICS



What is your age?

The majority (**59.5%**) of respondents' ages fell between **19-44 years old**. When compared to the overall Montgomery County population, **those aged 65 years or more (5.6%)** were underrepresented compared to the U.S. Census data (16.6%).⁵

SELF-REPORTED RACE/ETHNICITY

Black and Latino/a/x residents were likely underrepresented in this sample relative to their overall racial/ethnic identities in the County. White residents were overrepresented. Importantly, there is no reliable estimated dataset of LGBTQ+ resident population size in Montgomery County, and further breaking this down to racial, ethnic, age, or other intersecting identities is challenging.

How do you describe your racial and ethnic identity?

Over two-thirds of respondents identified their race and ethnic identity as white only. Within Montgomery County, 41.4% of people were white only according to the population estimates from the July 2022 Census, meaning that this group was overrepresented in our survey. All other racial and ethnic groups were underrepresented when compared to Census data.⁷

67.6% White Only

12.4% 2 or more race/ethnicity descriptors

6.3% Asian Only

6.3% Black or African American Only

5.8% Latinx, Latino, or Latina/Hispanic Only

1.7% Another Race/Ethnicity

EDUCATION LEVEL AND EMPLOYMENT STATUS



What is your highest level of education?

All respondents aged 25 years or older had at least a high school diploma or equivalent. The majority had a Bachelor's or Master's degree, with **77.6% having a Bachelor's degree or higher. These are all higher when compared to the overall Montgomery County population.** According to the 2017-2021 U.S. Census Bureau, American Community Survey (ACS), 91.2% of those 25 years old or more are a high school graduate or higher and 59.8% have a Bachelor's degree or higher.⁷

Which best describes your employment status?

Among respondents 18 years old or older, **over two-thirds stated they were employed full-time (67.4%).**



What is your yearly household income?

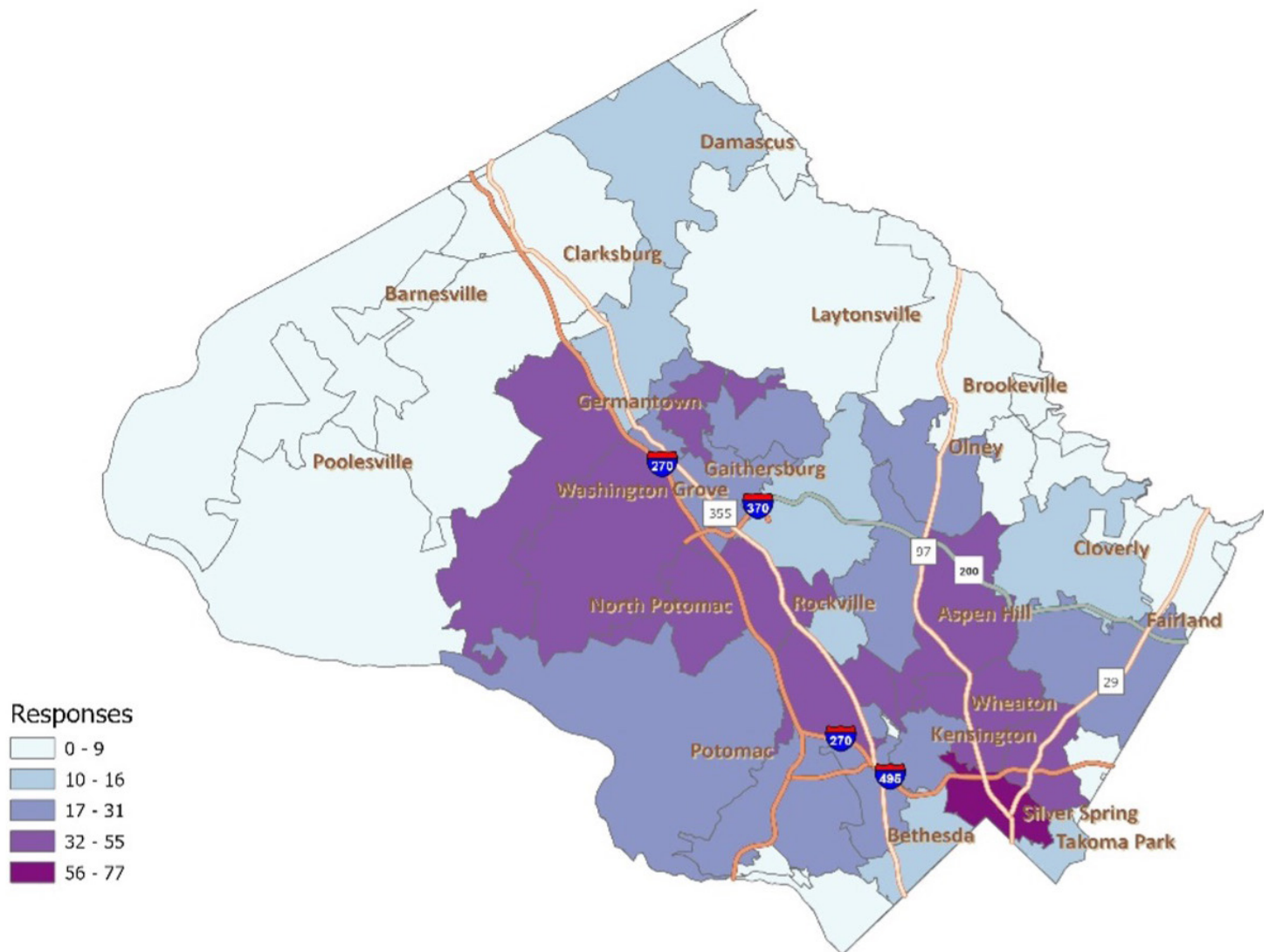
Respondents' incomes ranged from less than \$10,000 to more than \$300,000, with **the majority reporting between \$60,000 to \$200,000 (54%).** Among the entire Montgomery County population, **the median household income from 2017-2021 was \$117,345.**⁷

RESPONDENT DEMOGRAPHICS

ZIP CODE OF RESIDENCE AND COUNTRY OF ORIGIN

The overwhelming majority of respondents were born in the United States (91.8%). Thirty-five countries were listed among those who were born outside of the United States. In comparison, among the overall Montgomery County population, 32.2% of the population was born outside of the United States.⁸

Survey respondents were largely concentrated Downcounty with a substantial proportion in Silver Spring and along the 270 corridor. Outlying areas and Upcounty were underrepresented in this survey.



“Personally, I was pretty comfortable at my high school, but that’s only because the program I was in was mostly filled with other queer students. Outside of the program and in the hallways, I didn’t feel too safe.”

Asian, Trans, Queer, Age 19



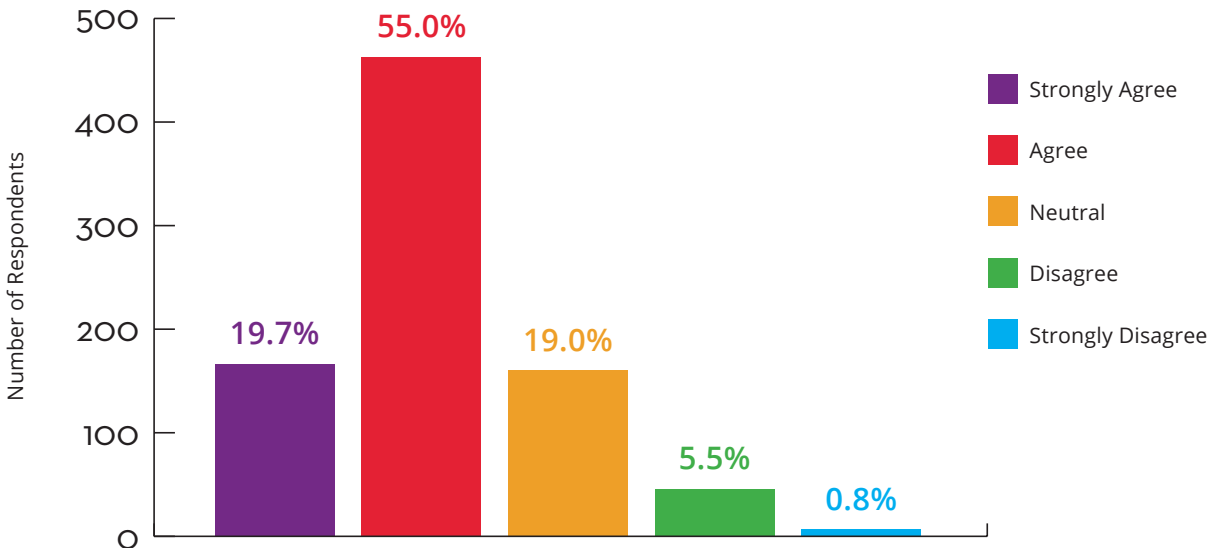
SURVEY RESPONSES

FEELING SAFE AND WELCOME IN MONTGOMERY CO.

The following is a summary of survey responses collected in the Montgomery County LGBTQ+ Community Survey.

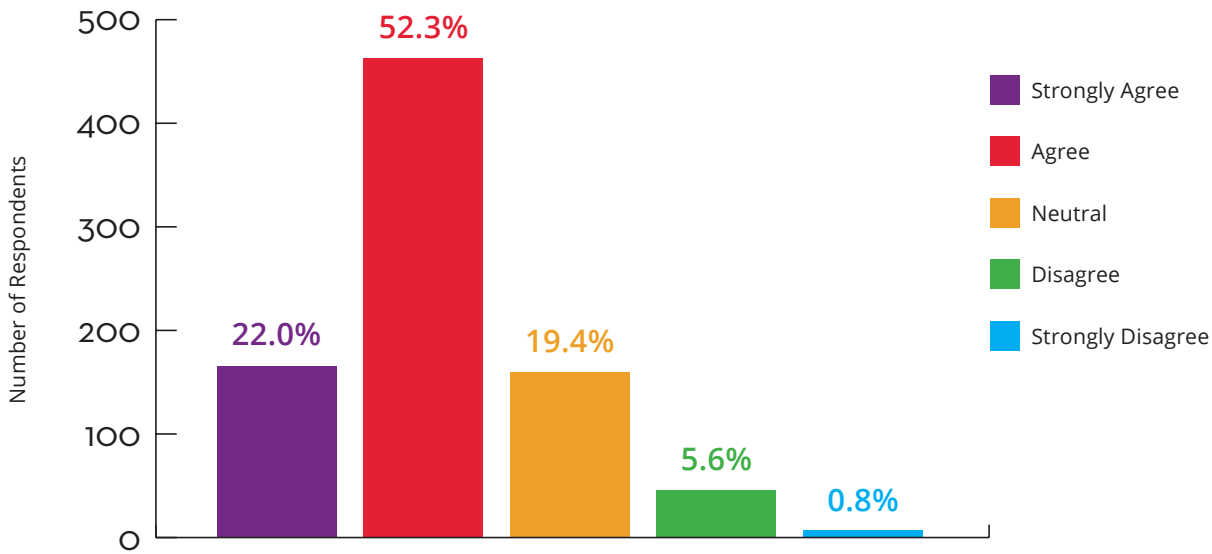
OVERALL, MONTGOMERY COUNTY IS WELCOMING TO LGBTQ+ COMMUNITIES.

Most respondents agreed Montgomery County is a safe place to live openly as a member of the LGBTQ+ community, with 74.7% of respondents agreeing or strongly agreeing and 6.3% disagreeing or strongly disagreeing with the statement, “Overall, Montgomery County is welcoming to LGBTQ+ communities.”

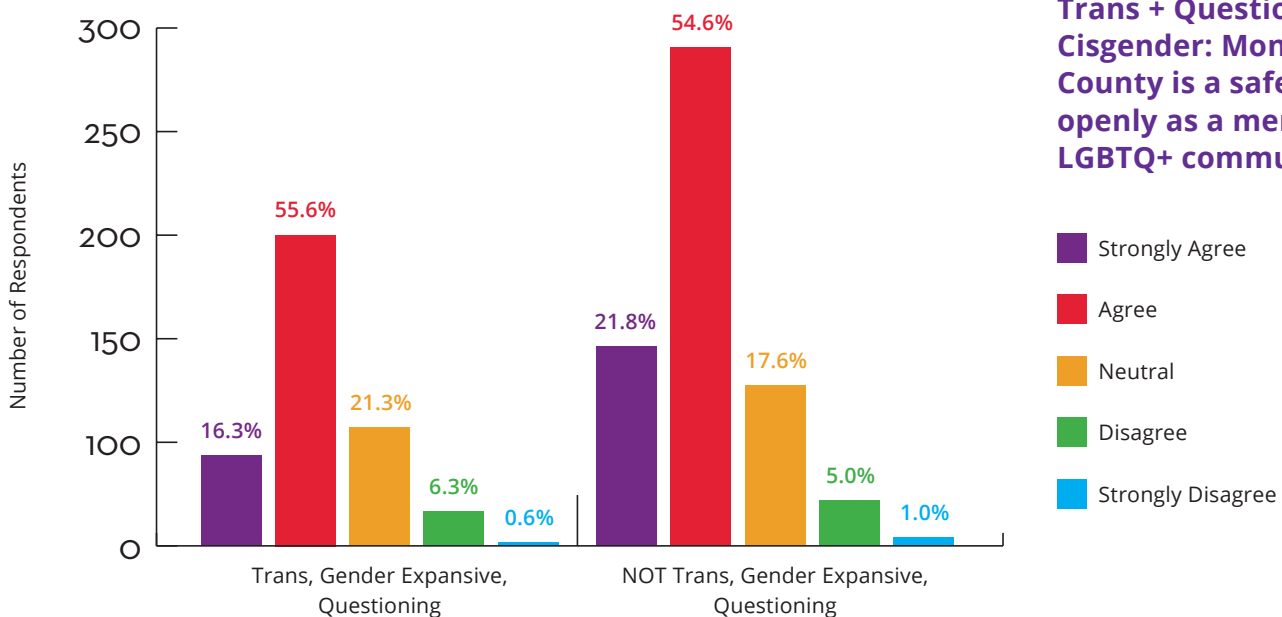


OVERALL, MONTGOMERY COUNTY IS A SAFE PLACE TO LIVE OPENLY AS A MEMBER OF THE LGBTQ+ COMMUNITY.

Most respondents agreed that Montgomery County is a safe place for members of LGBTQ+ communities to live openly, with 74.3% of respondents expressing agreement or strong agreement and 6.4% disagreeing or strongly disagreeing with the statement, "Overall, Montgomery County is a safe place to live openly as a member of the LGBTQ+ community."



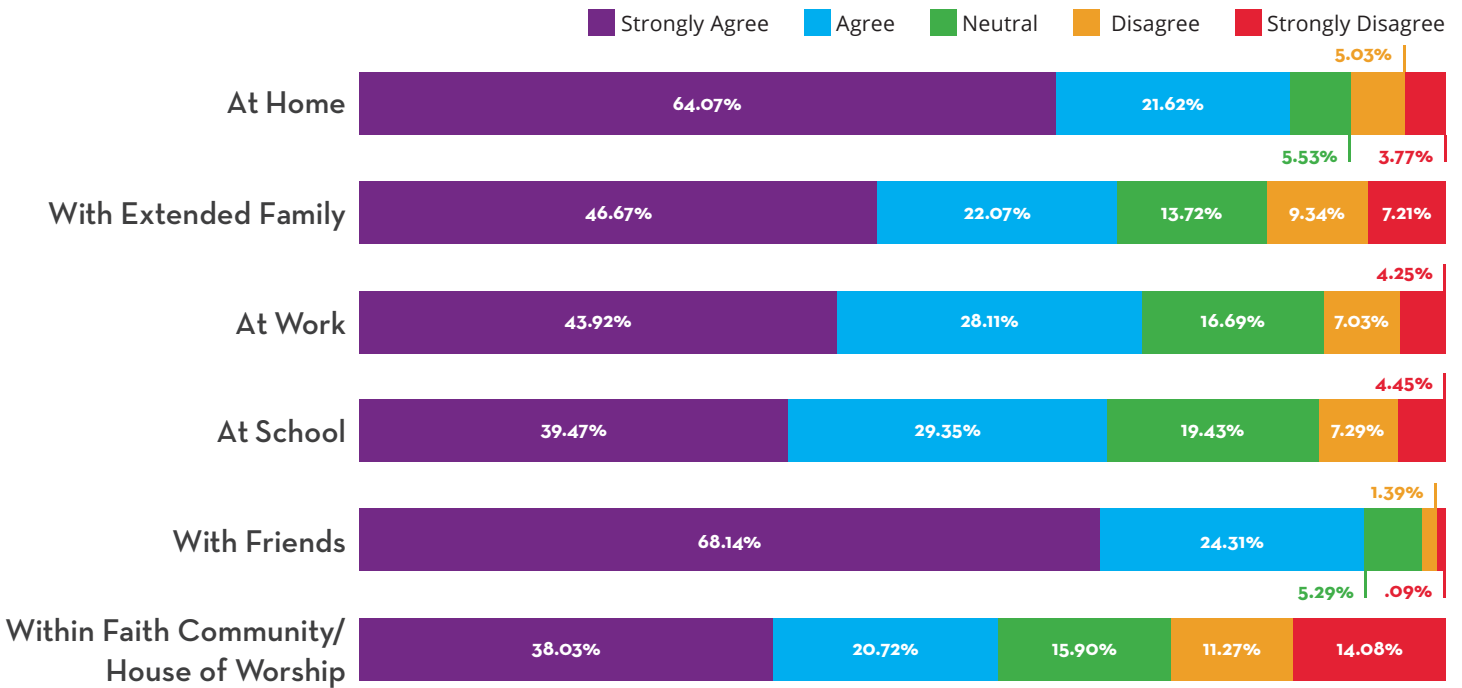
As noted on page 6, 30.6% of survey respondents answered "yes" and 7.4% "not sure/questioning" to the question, "Do you identify as Trans, Transgender, Nonbinary, or any gender under the gender-expansive umbrella?" We combined those 38% of respondents into one category (Trans, Gender Expansive or Questioning) and compared those to responses of those who said "no" to the question about trans identity.



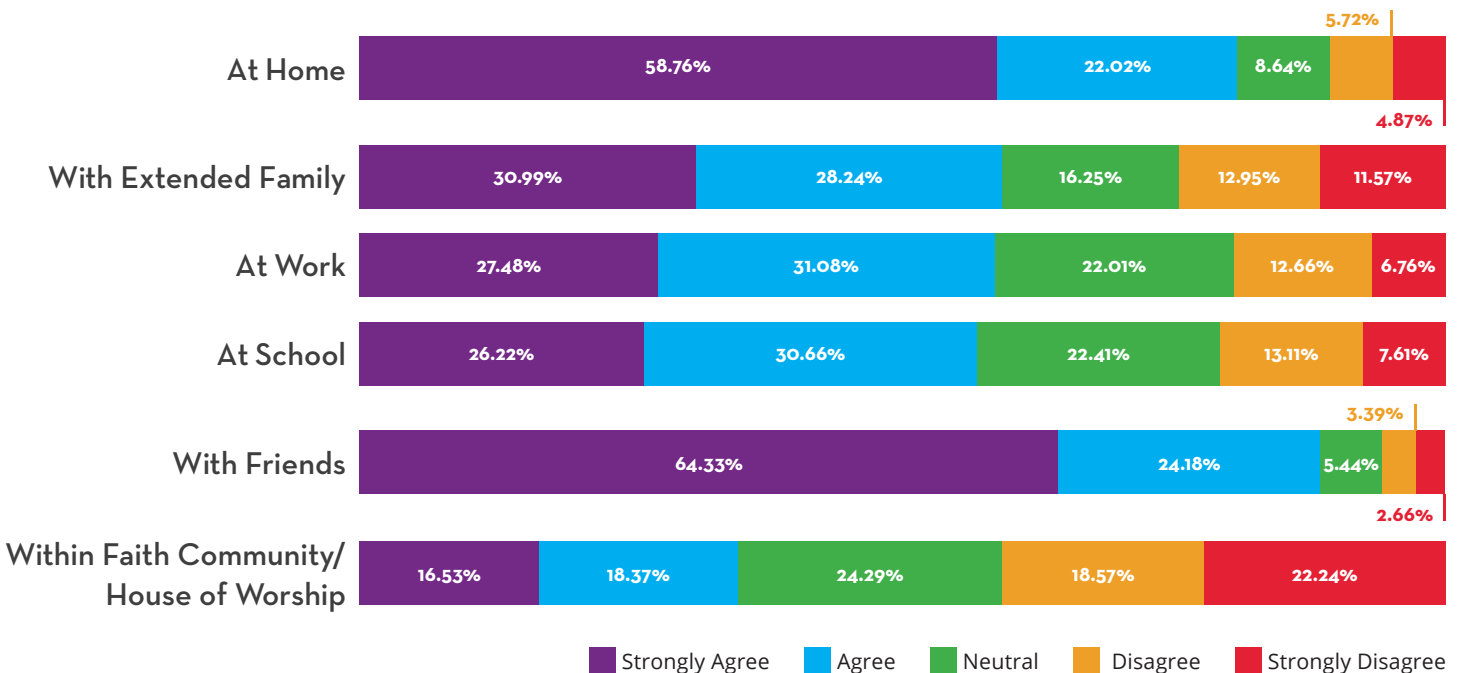
Trans + Questioning vs. Cisgender: Montgomery County is a safe place to live openly as a member of the LGBTQ+ community.

In Montgomery County, I feel comfortable with people knowing my gender identity.

This series of questions examined respondents' comfort with others knowing their gender identities and/or sexual orientations in various social environments: at home, with extended family, at work, at school, with friends, and in faith communities. Respondents could choose "N/A" for specific environments that did not apply to them. Graphs exclude "N/A" responses, and the total number of respondents in each category is indicated in each environment. **Overall, for both sexual orientation and gender identity, respondents felt most comfortable with friends and at home, and least comfortable in faith communities.**



In Montgomery County, I feel comfortable with people knowing my sexual orientation





“Honestly, I go into DC to socialize with the LGBT community. I’m not aware of places in MoCo that prioritize this community.”

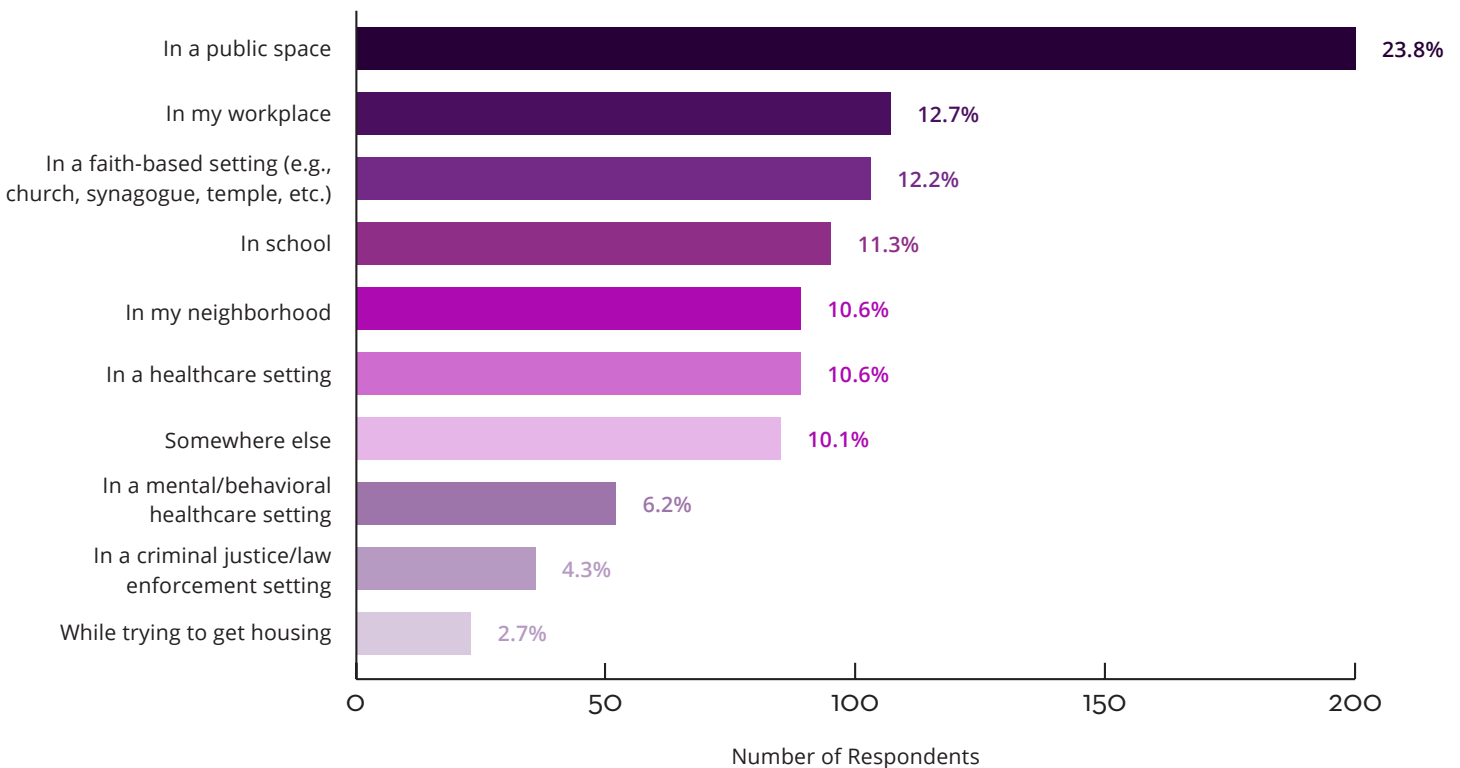
White, Cis, Gay, Man, Age 49

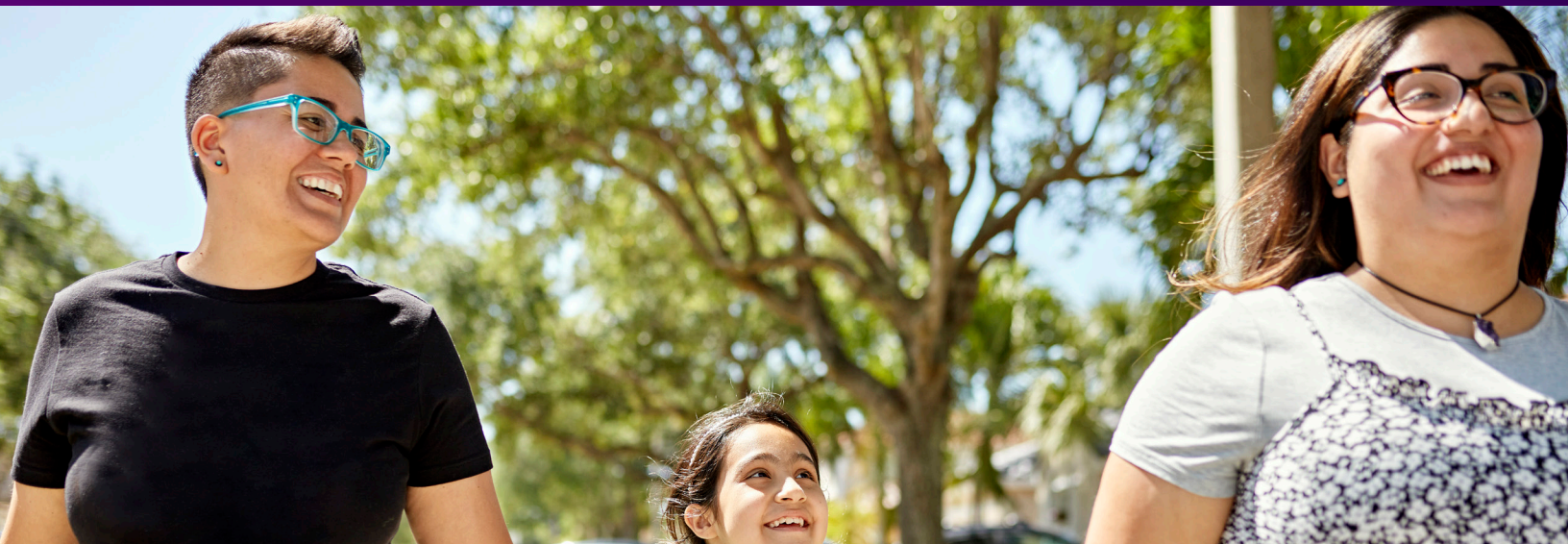
EXPERIENCES OF DISCRIMINATION



This question asked respondents about experiences of being treated differently and/or discriminated against because of their sexual orientation, gender identity, or gender expression in various places over the past year. Notably, 44.9% experienced discrimination in one or more places over the past year. Nearly one in four respondents (23.8%) said they experienced being treated differently and/or discriminated against in a public space this year. Another 12.7% said they experienced being treated differently and/or discriminated against in their workplace, and 12.2% in a faith-based setting. The majority of respondents (66.5%) reported discrimination in only 1 of the 10 places listed in the survey.

Over the past year, were you treated differently and/or discriminated against because of your sexual orientation, gender identity, or gender expression in any of the following areas? Check all that apply.





What are some places or organizations in Montgomery County that are especially safe and welcoming to LGBTQ+ communities?

Respondents were asked about places or organizations in Montgomery County that feel especially safe. These were open-ended, free-text responses that were coded into the categories and subcategories depicted below. Those who did not respond or used “N/A,” “Don’t know,” or “None”, and those whose responses indicated that they feel Montgomery County is generally a welcoming place for LGBTQ+ communities were excluded from this summary. Proper nouns (business names, specific nonprofits, etc.) are purposefully excluded from this summary and coded into the appropriate response category. For example, “St. John’s Church” was coded into “faith communities” subcategory “churches.”

If a respondent listed more than one place, their responses were coded into multiple categories. For example, if someone responded, “my high school, Starbucks, and St. John’s church,” their responses would be coded as individual responses in the “schools,” “businesses,” (subcategory “bars/restaurants/cafes/breweries”) and “faith communities” (subcategory “churches”) categories. Response categories with fewer than 20 responses and subcategories with fewer than 5 responses are not included in the graphic below, but a complete summary of open-ended response categories and subcategories can be found in Appendix C.

Businesses, nonprofits, and schools/colleges topped the list of places respondents felt safe and welcome. Many respondents named specific geographic regions of the County, including urban centers such as Takoma Park, Silver Spring, and Rockville.

“As a person who came out in my adulthood, and wound up in a heterosexual partnership, I don’t have much experience with displaying my sexuality in public. But I’m worried because my neighbor expressed that students in elementary school were using “gay” as an insult and bullying him for being gay even though he himself had not come out as gay. I also never came out at work because I was afraid of discriminatory treatment based on the experiences of my LGBTQ friends.”

Latina & White, Bisexual, Age 32

WHAT ARE SOME PLACES OR ORGANIZATIONS IN MONTGOMERY COUNTY THAT ARE ESPECIALLY SAFE AND WELCOMING TO LGBTQ+ COMMUNITIES?

Below are the top responses for each place or organization type.



1. BUSINESSES

- Bars/Restaurants/Cafes/ Breweries
- Fitness/Health/Dance
- Arts & Culture
- Malls/Retail Hubs
- Grocery/Retail



2. NONPROFIT ORGANIZATIONS

- LGBTQ+ Organizations
- Arts & Culture
- Trans-Focused



3. SCHOOLS/COLLEGES

- Public Schools
- Colleges
- High Schools



4. NEIGHBORHOODS

- Takoma Park
- Rockville
- Bethesda
- Silver Spring
- Leisure World
- Close to DC/Down County



5. FAITH COMMUNITIES

- Churches
- Temples and Synagogues



6. GOVERNMENT/PUBLIC SERVICES

- Other/Unspecified Government/Public Services
- Federal Government Services
- County Government/ Public Services
- City Government/ Public Services



In your opinion, what would make Montgomery County safer and more welcoming to LGBTQ+ communities?

Responses to this question were nuanced and difficult to categorize, but clear themes emerged. Calls for increased visibility, broadly defined as responses that emphasize the need for more integration and inclusion of LGBTQ+ communities in existing programs, strategies, or communications were summarized under “More Visibility,” with subthemes of increased communication of LGBTQ+ inclusion, increasing Pride and other community events focused on the LGBTQ+ community, information and resource sharing (e.g., a directory of LGBTQ+ businesses/resources), increased LGBTQ+ focused programming beyond Pride month (June), and LGBTQ+ representation in government and leadership. Responses coded as “More Resources” were those that called for the creation of new resources to support LGBTQ+ communities, including the creation of LGBTQ+ community centers/gathering spaces, LGBTQ+ focused or inclusive social spaces (bars, cafes, nightlife), gender neutral restrooms, and LGBTQ+ healthcare and social services/resources.

Many respondents suggested that improvements to LGBTQ+ communities’ feelings of welcoming and safety would only improve after cultural shifts such as improved acceptance, openness, or tolerance. These responses were grouped into the “Cultural Shift” category. Some participants directed their responses to specific sectors,

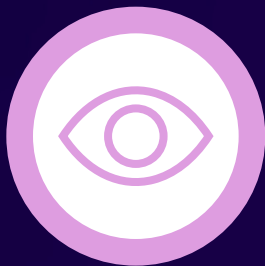
“More LGBTQ+ events, not just during June. Not just displaying the flag during June. In other communities, flags are flown and encouraged at restaurants, retail, and bars year round.”

Latina, Cis, Bi, Woman, Age 54

such as schools, police, county government, and/or healthcare providers, with feedback about specific changes these entities could make to better ensure LGBTQ+ safety and welcome.

Those who did not respond or used “N/A,” “Don’t know,” or “None”, and those who expressed in their responses that there were no improvements needed to make Montgomery County a safer and more welcoming place were excluded from this summary. Response categories with fewer than 20 responses and subcategories with fewer than 5 responses are not included in the graphic below, but a complete summary of open-ended response categories and subcategories can be found in Appendix C.

IN YOUR OPINION, WHAT WOULD MAKE MONTGOMERY COUNTY SAFER AND MORE WELCOMING TO LGBTQ+ COMMUNITIES?



MORE VISIBILITY

1. COMMUNICATE INCLUSION

- Public Facing LGBTQ+ Resource/Business Directory
- Flags and other affirming symbols/signs
- Explicit Statements of Support from Leadership
- LGBTQ+ inclusion in programs and materials
- Campaigns
- Pronoun use and other inclusive language
- Information & Resource Sharing

2. PRIDE AND OTHER COMMUNITY EVENTS

3. LGBTQ+ REPRESENTATION IN GOVERNMENT

- Programing Beyond Pride
- Pride Month Recognition

MORE RESOURCES

1. LGBTQ+ COMMUNITY CENTER/GATHERING SPACE

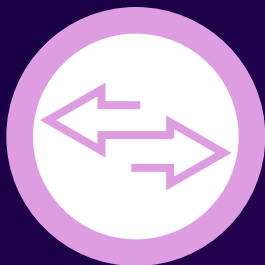
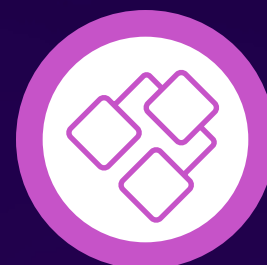
- LGBTQ+ Bars/Cafes/Nightlife
- Gender Neutral/All Gender Restrooms

2. LGBTQ+ HEALTHCARE

Gender Affirming Healthcare

3. LGBTQ+ ORGANIZATION/AFFINITY/SOCIAL GROUPS

4. SOCIAL SERVICES FOR LGBTQ+ PEOPLE



CULTURE SHIFT

1. TOLERANCE/ACCEPTANCE/OPENNESS

2. AWARENESS

3. INTERSECTIONALITY

LEGAL PROTECTIONS/ POLICY CHANGE

1. PROTECTION/NONDISCRIMINATION

2. TRANS-SPECIFIC PROTECTIONS

3. ADOPTION RIGHTS



ACCOUNTABILITY

1. HATE SPEECH/CRIME/VIOLENCE ACCOUNTABILITY

2. HOMOPHOBIA/TRANSPHOBIA/BULLYING/ HARASSMENT ACCOUNTABILITY

TRAINING/EDUCATION

1. GENERAL EDUCATION ON LGBTQ+ IDENTITIES/ISSUES

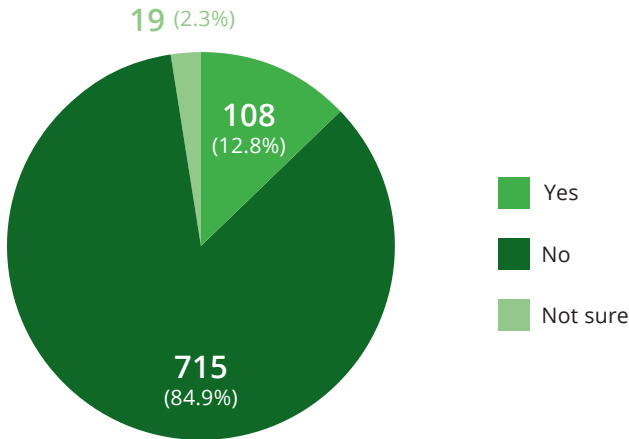


SURVEY RESPONSES

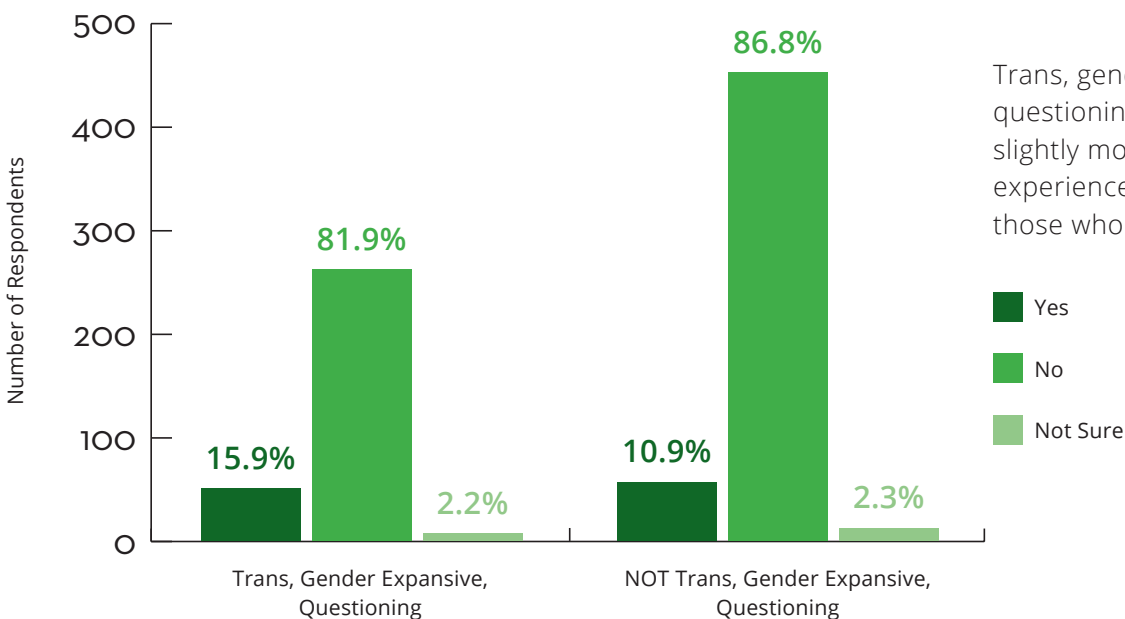
HOUSING

Studies suggest that housing instability disproportionately affects LGBTQ+ communities across the United States⁹, but local data is limited. This section asked respondents about their experiences with lifetime episodes of homelessness and their overall housing access and stability.

Have you ever experienced homelessness?



Most (84.9%) respondents have never experienced homelessness, but nearly one in eight (12.8%) said they had experienced homelessness at some point.



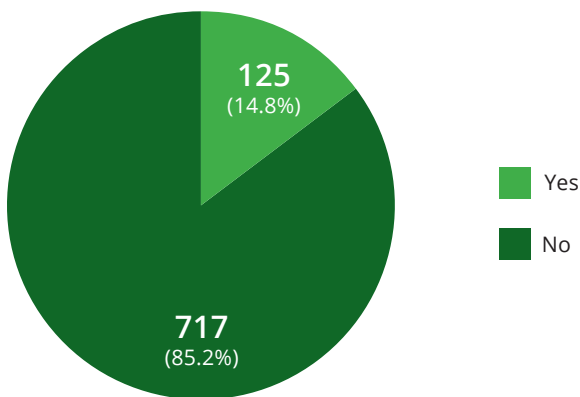
Trans, gender expansive, and questioning respondents were slightly more likely to have experienced homelessness than those who do not identify this way.

What are some places or organizations in Montgomery County that are especially safe and welcoming to LGBTQ+ communities?

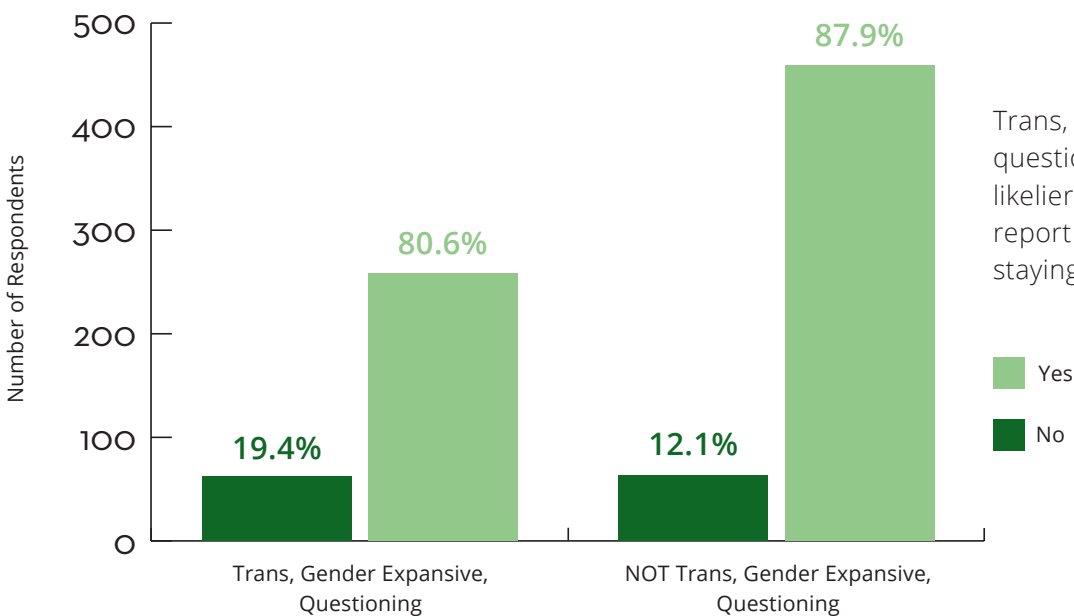
“Most of the safety exists for wealthier residents, particularly in whiter areas. Workplace discrimination is still bad in the service industry, schools in areas with higher BIPOC populations don’t have the resources to dedicated to tackling discrimination and having a third gender marker makes you a target in other ways. There are also limited programs and resources focused on lower income and disabled LGBTQ+ people like myself.”

White, Trans, Nonbinary, Lesbian, Age 28

In the past year, have you had difficulty finding housing or staying housed?



Overall, most respondents had no difficulty finding housing or staying housed in the past year. However, nearly one in six respondents reported difficulty finding housing or staying housed.

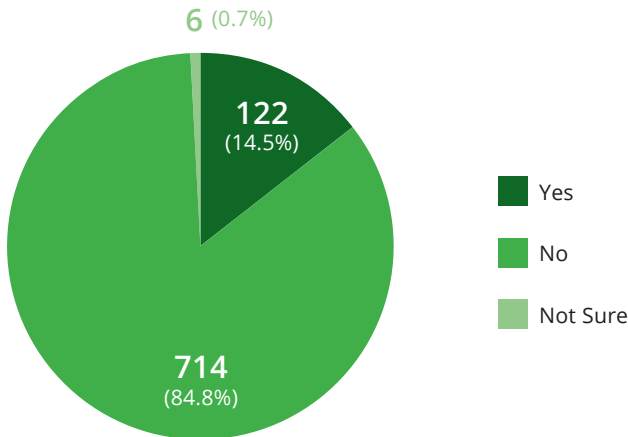


Trans, gender expansive, and questioning respondents were likelier than other respondents to report difficulty finding housing or staying housed over the past year.

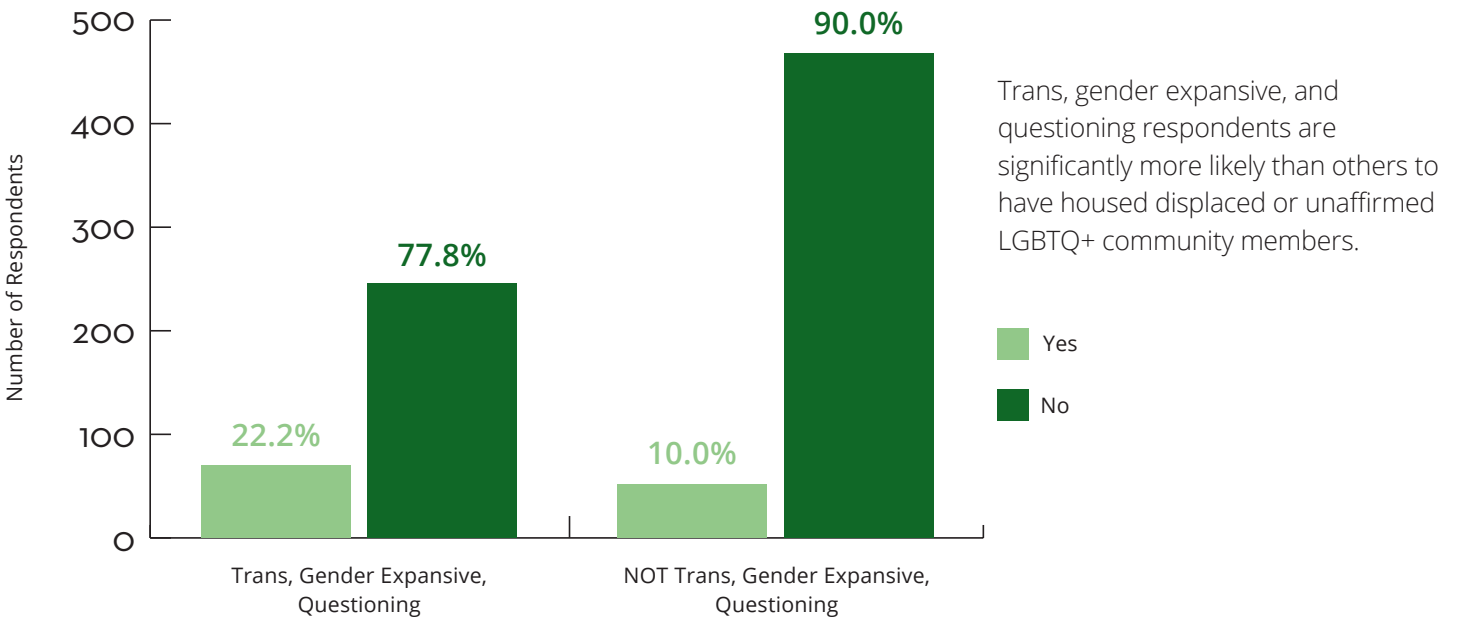
HOUSING AS MUTUAL SUPPORT

LGBTQ+ community members often provide housing as a means of mutual support to other members of the community, hosting displaced community members temporarily or long-term in their homes. These arrangements can be made through formal housing programs or informal/social networks.

Have you ever (formally or informally) housed a displaced or unaffirmed LGBTQ+ person in Montgomery County?



Overall, nearly one in six respondents (14.5%) have formally or informally housed a displaced or unaffirmed LGBTQ+ person in Montgomery County.



Trans, gender expansive, and questioning respondents are significantly more likely than others to have housed displaced or unaffirmed LGBTQ+ community members.



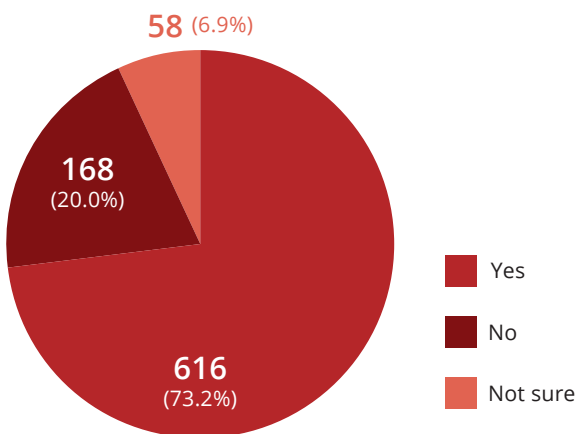
SURVEY RESPONSES

HEALTHCARE ACCESS AND USE

There is a dearth of population-level healthcare access and outcomes data that includes sexual orientation and gender identity, but it is widely understood that LGBTQ+ communities face various health inequities relative to their non-LGBTQ+ peers¹⁰. This section of the survey asked respondents about their healthcare access and use in Montgomery County to gain a clearer understanding of barriers they may face.

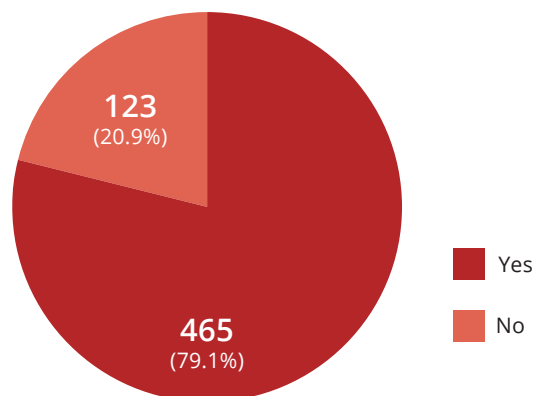
PRIMARY CARE

Do you have one person or office you think of as your primary care provider?

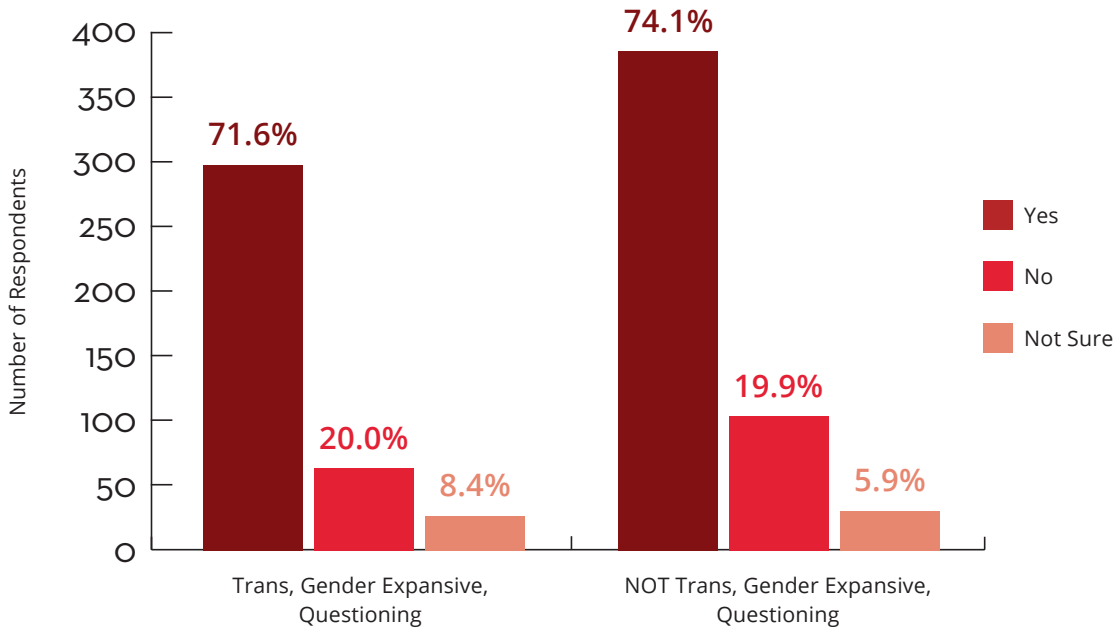


Nearly three-quarters (73.2%) of respondents have a provider they consider their primary care provider. Of those, 79.1% said their primary care provider is in Montgomery County.

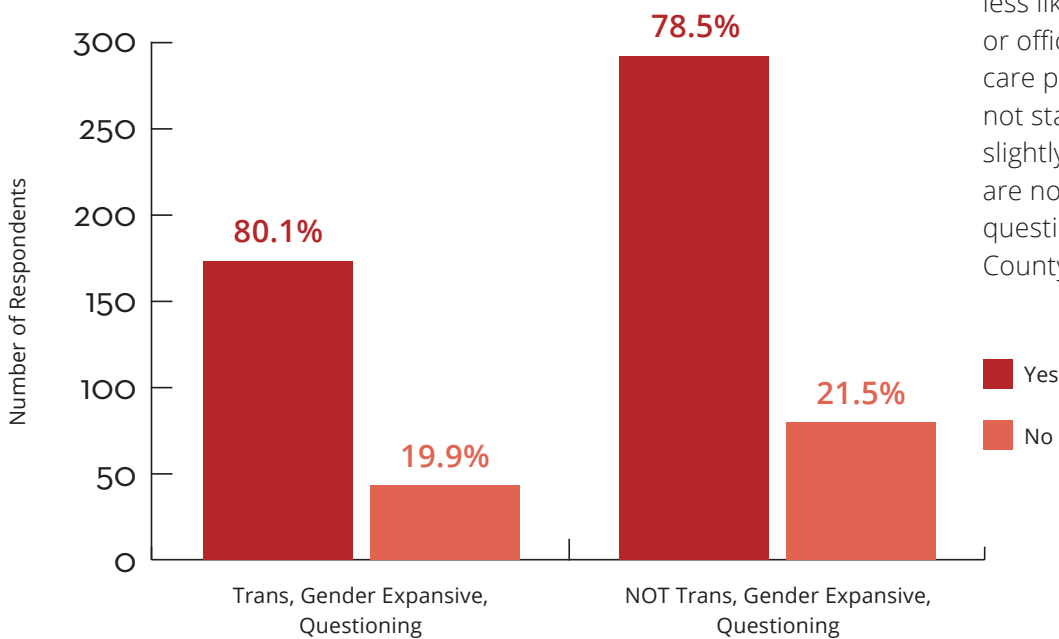
Is that provider located in Montgomery County?



Do you have one person or office you think of as your primary care provider?



Is that provider located in Montgomery County?



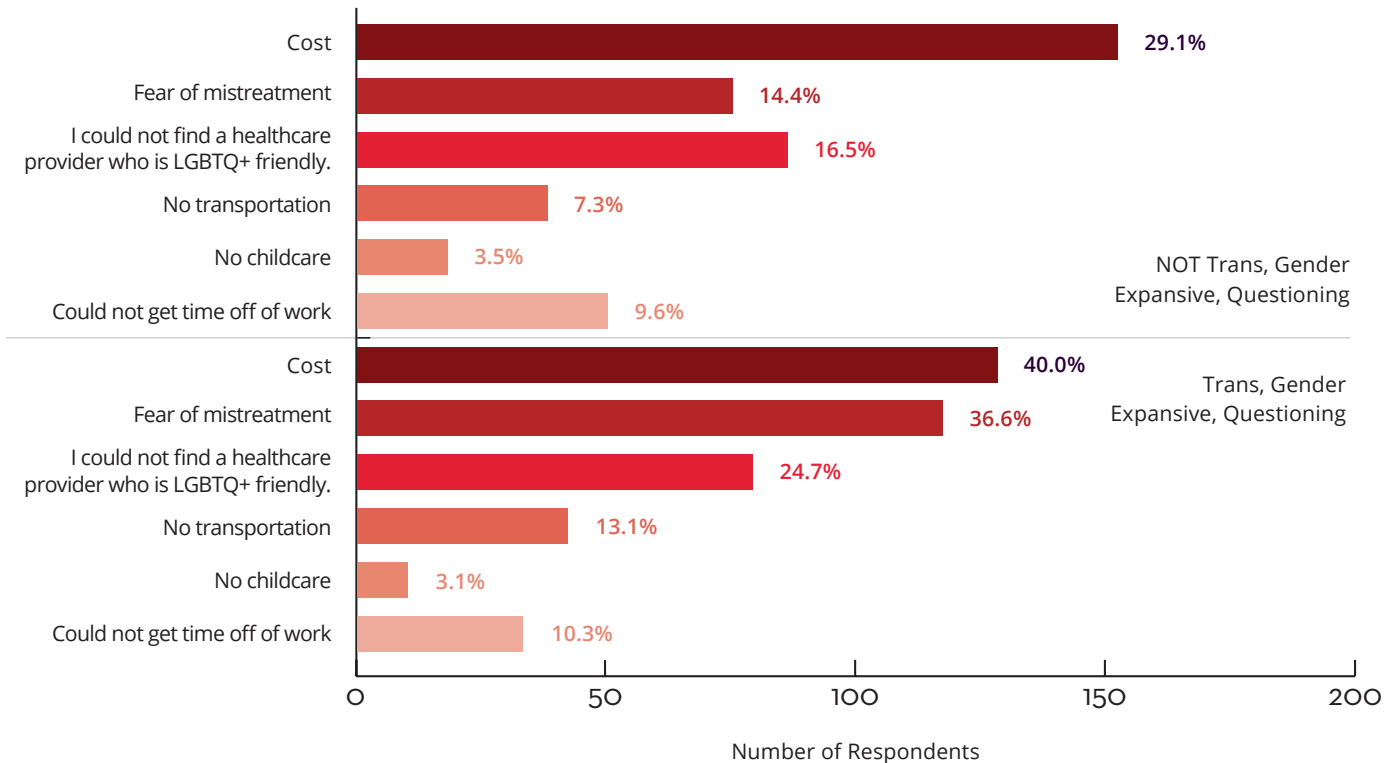
Trans, gender expansive, and questioning respondents were slightly less likely to report having a person or office they think of as a primary care provider, but that difference is not statistically significant. They are slightly more likely than those who are not trans, gender expansive, or questioning to have a Montgomery County-based provider.

On Experiencing Discrimination

“Experiencing hostility and aggression from other drivers and pedestrians, both alone and when walking with my transfeminine partner. Healthcare providers who say they can’t treat people like me. Being told that I could not have or need procedures that I did. Healthcare records and systems that were not set up to allow name and/or gender marker changes. Being “outed” against my wishes at my employer due to how their IT system handles personal information and email addresses. Not being comfortable being out about my gender identity due to overhearing slurs and transphobia.”

White, Queer, Trans, Man, Age 30

Within the past year, have you delayed or postponed medical care for any of the following reasons:



Over half (53.8%) of respondents reported delaying or postponing medical care for at least one of the reasons listed in the chart. Respondents were permitted to choose multiple responses. Topping the list were cost (33.3%), fear of mistreatment by a provider or other healthcare professional (22.8%), and not being able to find an LGBTQ+-friendly healthcare provider (19.6%).

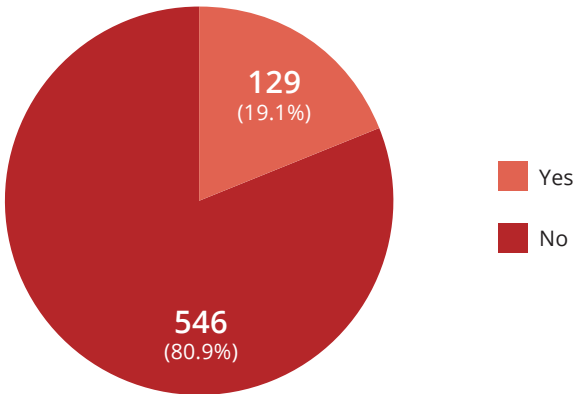
Trans, gender expansive, and questioning respondents were likelier to report cost as a reason for delaying/postponing medical care and far likelier to fear mistreatment. These respondents were also significantly likelier than others to face transportation barriers.

NEGATIVE EXPERIENCES IN HEALTHCARE

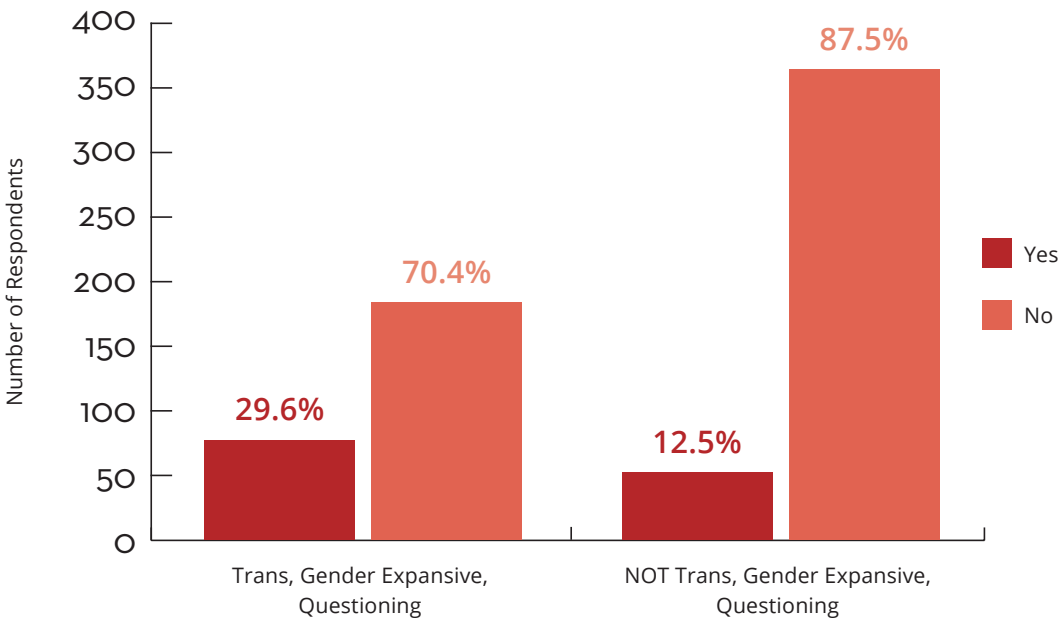
The following questions ask about problems LGBTQ+ community members experienced during medical visits. Respondents could select "N/A" for any situations that did not apply to them. Their responses are excluded from this summary and the total number of respondents for each question is indicated in individual graphs.

Within the past year, have any of the following occurred at a medical visit?

A provider was visibly uncomfortable because of my actual or perceived sexual orientation or gender identity



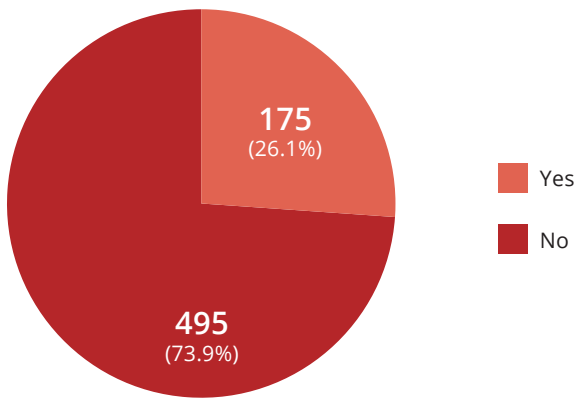
Nearly one in five (19.1%) of the 675 respondents said that, within the past year, a provider was visibly uncomfortable because of their actual or perceived sexual orientation or gender identity.



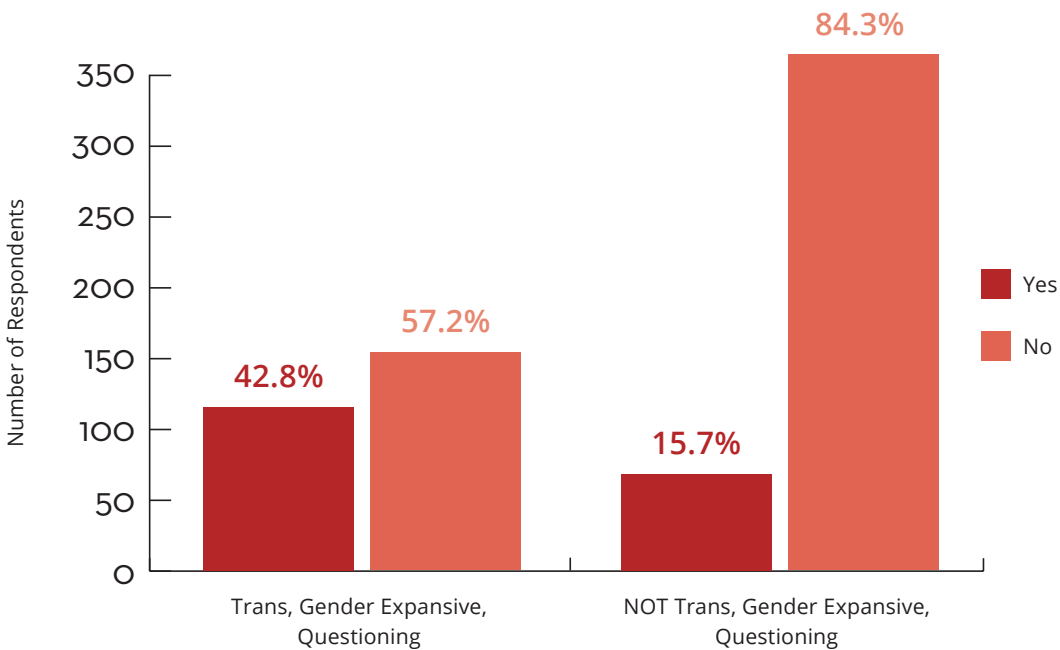
Nearly one in three trans, gender expansive, or questioning respondents reported that in the past year, a provider was visibly uncomfortable because of their actual or perceived sexual orientation or gender identity. They were significantly more likely than other respondents to report this concern.

Within the past year, have any of the following occurred at a medical visit?

I had to teach the doctor about my sexual orientation or gender identity in order to receive appropriate care.



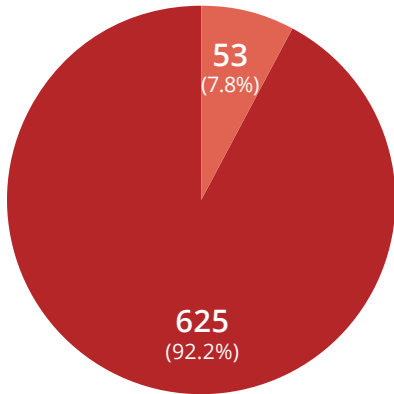
Over a quarter of respondents reported having to teach their provider about their sexual orientation or gender identity to receive appropriate care.



Trans, gender expansive, or questioning respondents were far likelier than other respondents to report having to teach a provider about their sexual orientation or gender identity to receive appropriate care.

Within the past year, have any of the following occurred at a medical visit? If the statement does not apply to you, select "N/A."

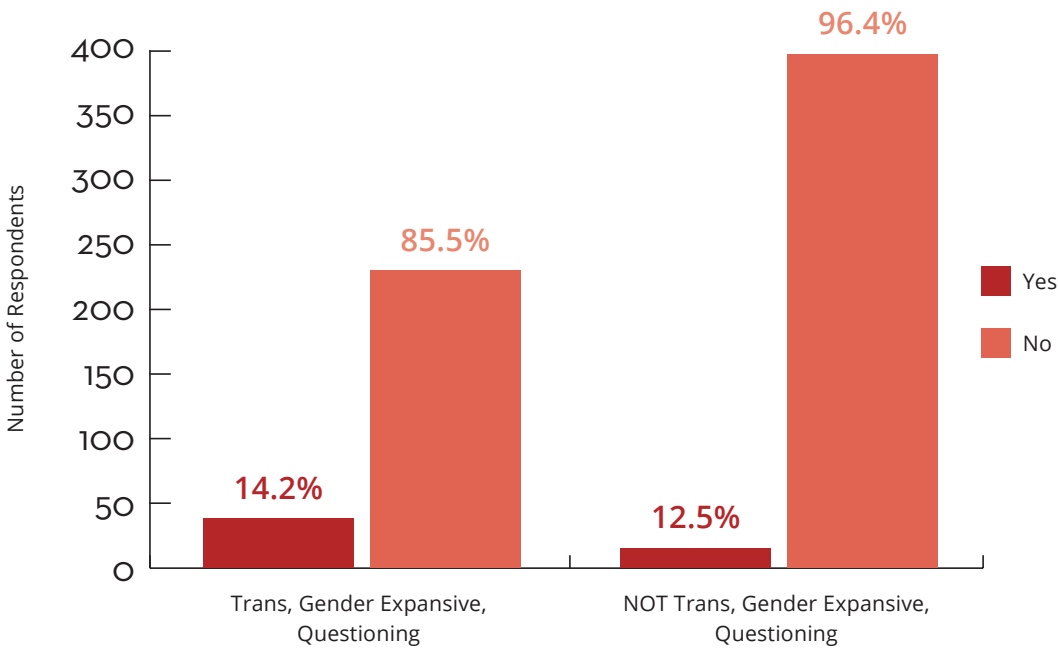
A provider used harsh or abusive language when treating me.



- Yes
- No

Overall, only 7.8% of respondents reported that a provider used harsh or abusive language when treating them.

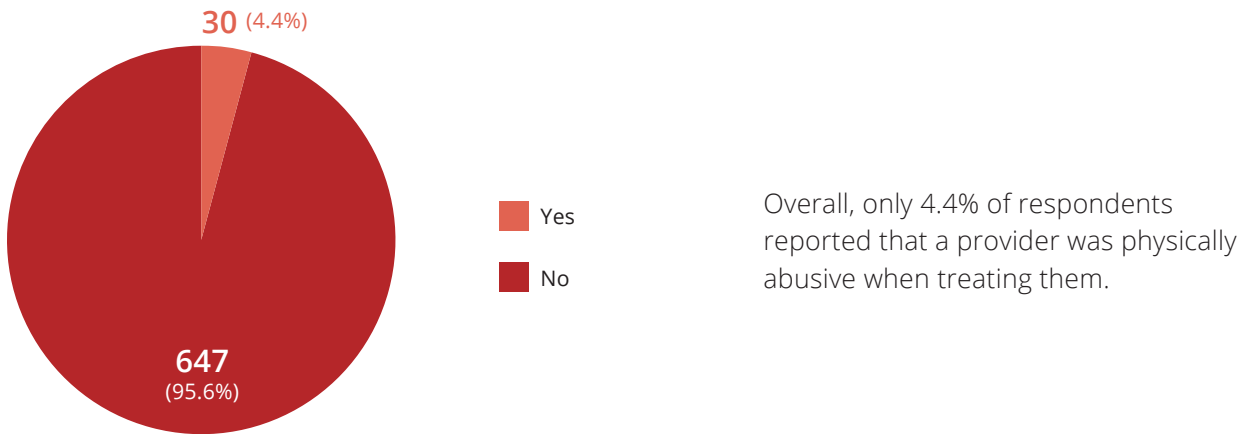
A provider used harsh or abusive language when treating me.



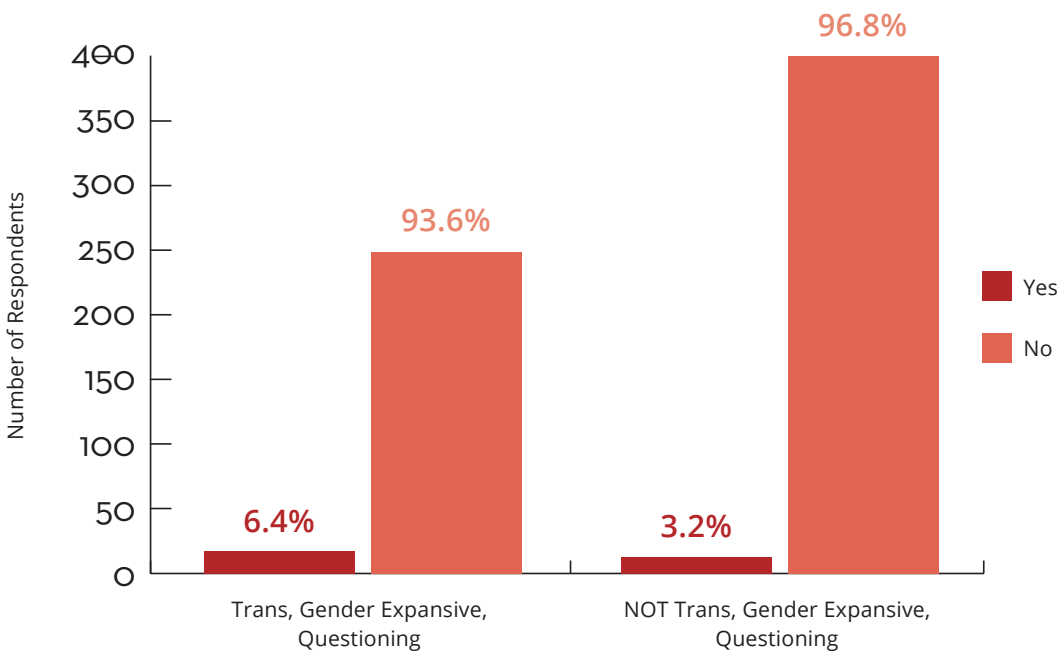
Trans, gender expansive, and questioning respondents were over four times likelier than other respondents to report that their provider used harsh or abusive language while treating them.

Within the past year, have any of the following occurred at a medical visit? If the statement does not apply to you, select "N/A."

A provider was physically abusive when treating me.



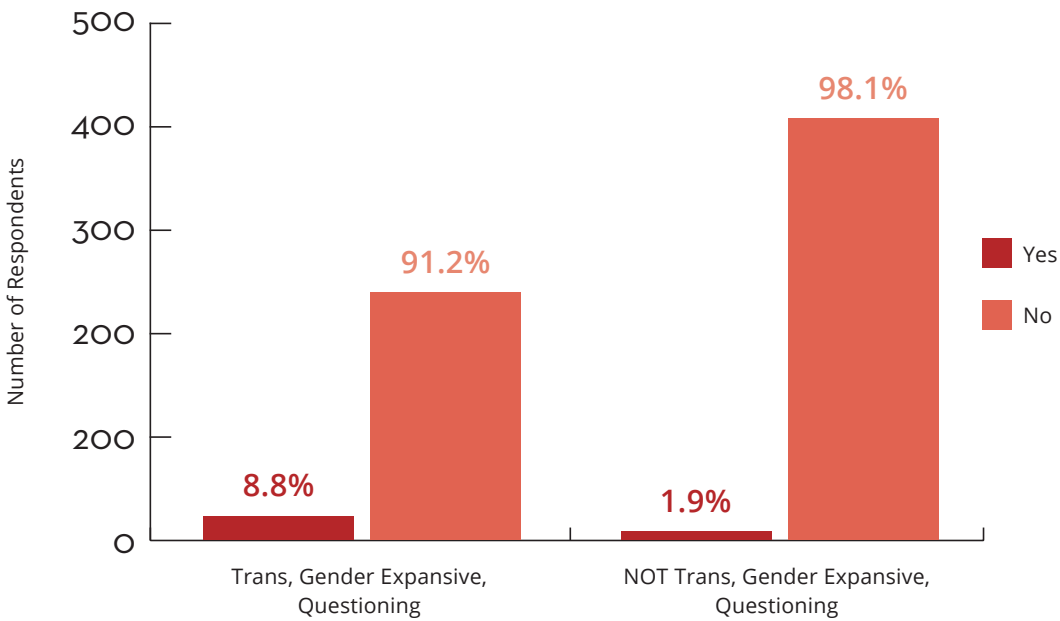
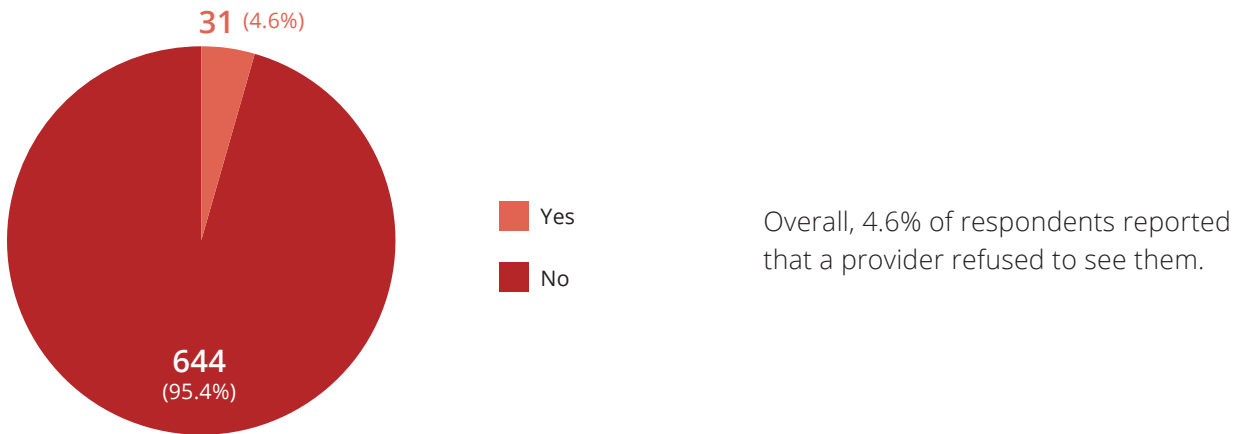
A provider was physically abusive when treating me.



Trans, gender expansive, and questioning respondents were twice as likely as other respondents to report that their provider was physically abusive while treating them.

Within the past year, have any of the following occurred at a medical visit? If the statement does not apply to you, select "N/A."

A provider refused to see me.

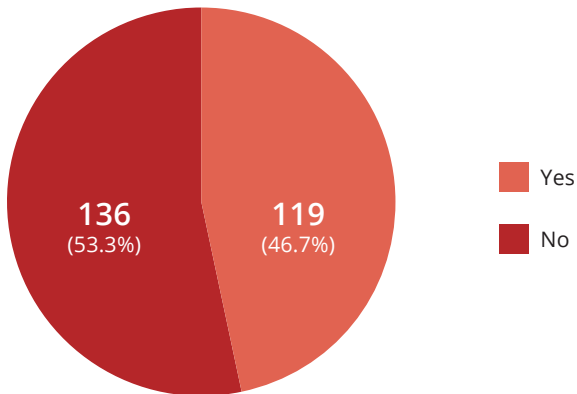


Trans, gender expansive, or questioning respondents are nearly five times likelier than other respondents to report that a provider refused to see them.

TRANS AND GENDER EXPANSIVE HEALTHCARE BARRIERS

The following is a summary of data that applies specifically to care barriers associated with gender identity and/or gender expression in medical visits. Only the responses of those who identify as trans, gender expansive, or questioning are summarized below. Summary comparisons between respondents who are trans, gender expansive, and questioning and those who are not are accessible in Appendix D.

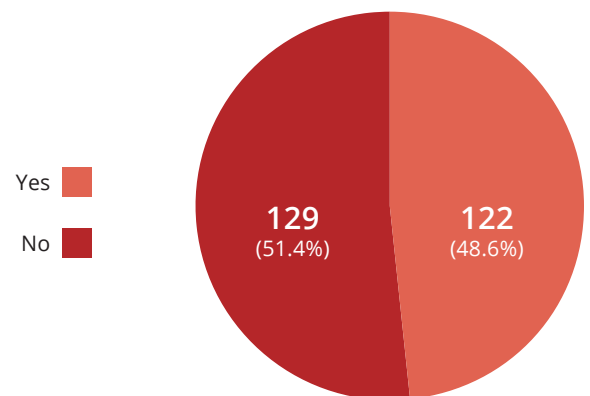
A provider misgendered me or used the wrong name.



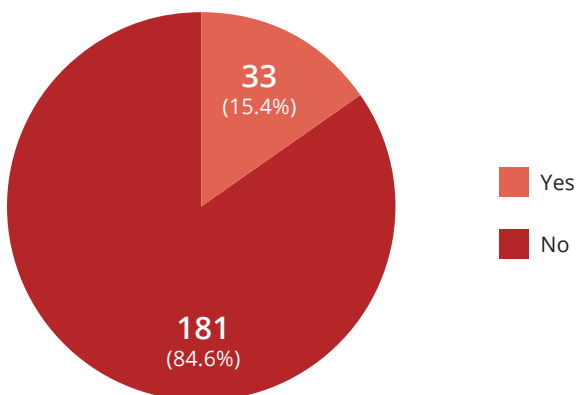
46.7% of all trans, gender expansive, and questioning respondents who answered this question report that a provider misgendered them or used the wrong name.

Office staff misgendered me or used the wrong name.

Nearly half (48.6%) of all trans, gender expansive, and questioning respondents who answered this question report that a provider misgendered them or used the wrong name.



A provider refused to give me gender affirming care.



One in six (15.4%) trans, gender expansive, and questioning respondents who answered this question report that a provider refused to provide them with gender affirming care, such as gender-affirming hormone therapy or support letters for surgery.

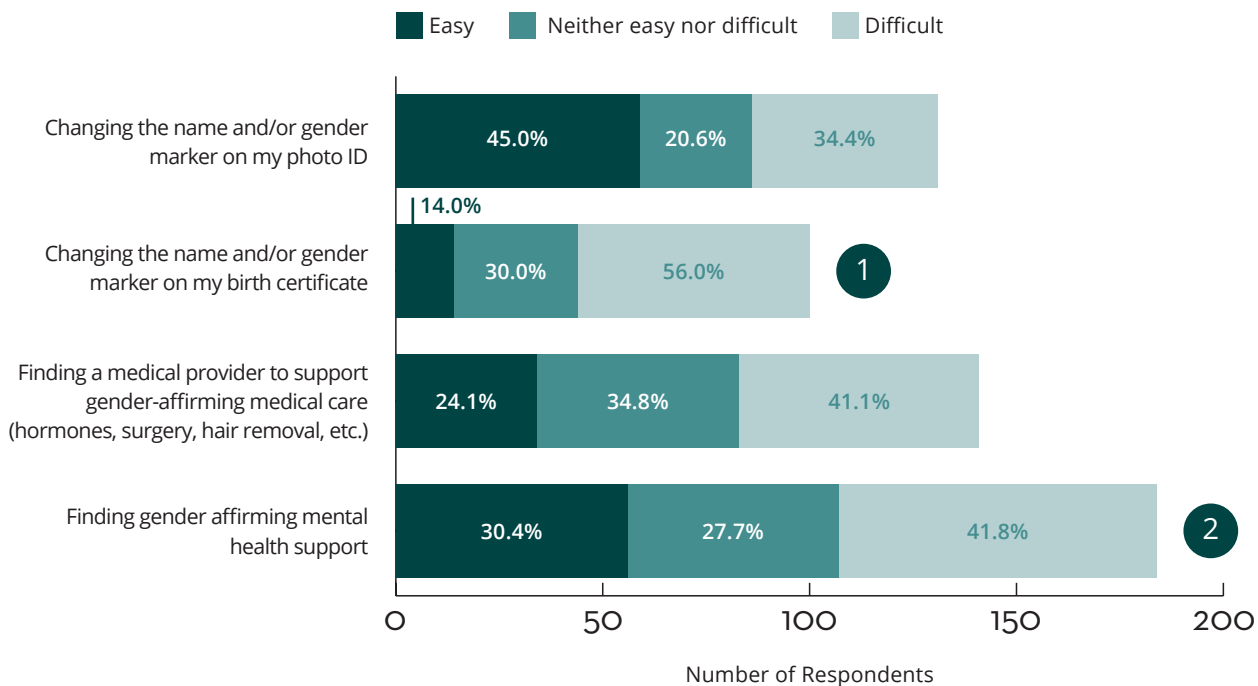
SURVEY RESPONSES

GENDER AFFIRMATION



Questions in this section refer to the access and availability of services that support gender affirmation. The survey intentionally asked all respondents these questions, whether or not they identified as trans, gender expansive, or questioning, to determine the extent to which cisgender respondents may attempt to access gender affirming services. The data suggests that less than half of those who do not identify as trans, gender expansive, or questioning attempted to access these services. The summaries below include only those who identify as trans, gender expansive, or questioning because the research shows that gender-affirming care improves mental health and other health outcomes among gender diverse individuals.

The following questions refer to different gender affirmation services. Please indicate if this service was easy, difficult, or if you have not tried to access it.

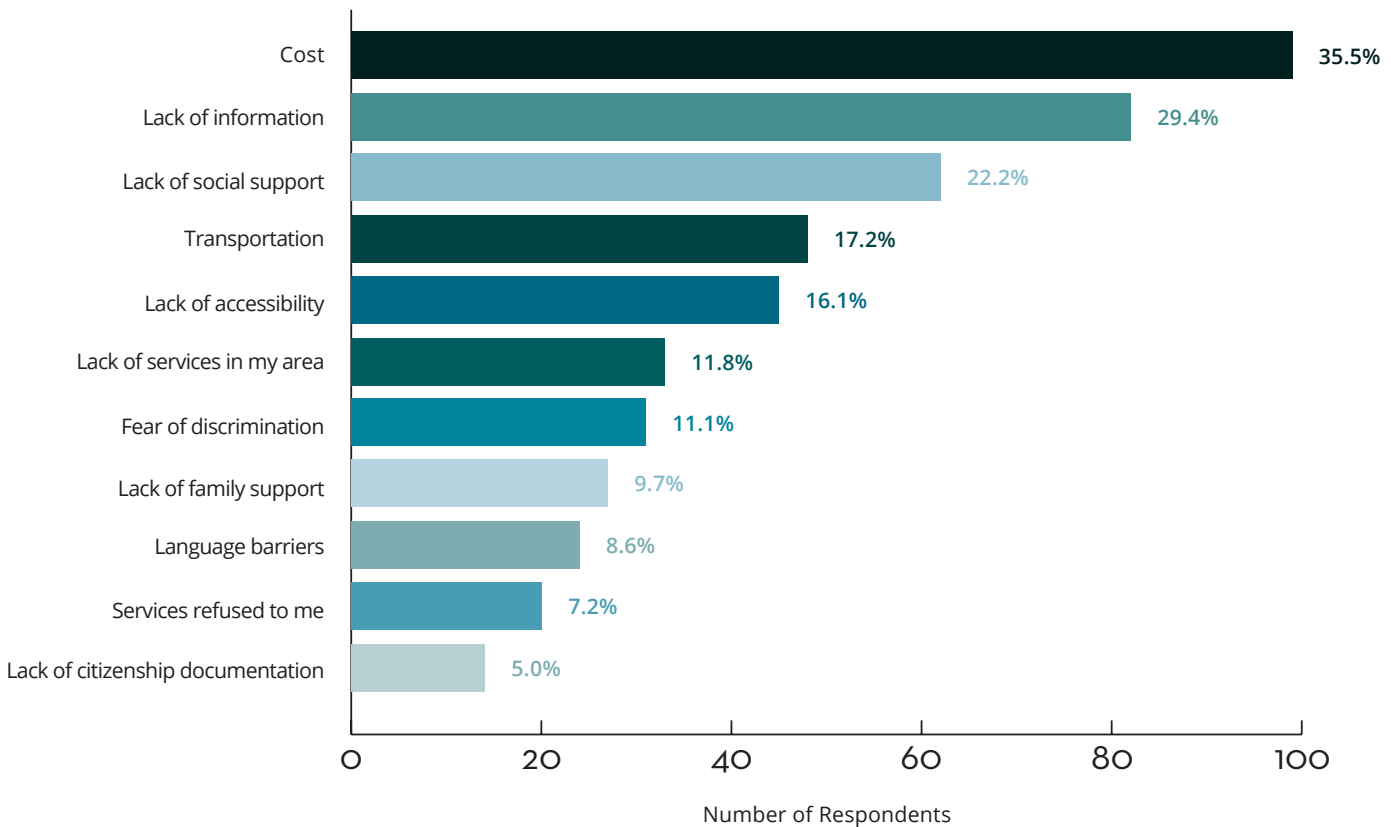


- 1 Of the 131 respondents who reported attempting to change the name and/or gender marker on their photo IDs, 45.0% found it easy, and 34.4% found it difficult. Of the 100 who tried to change the name and/or gender marker on a birth certificate, over half (56.0%) found it difficult, and only 14.0% found it easy.
- 2 41.1% of respondents who attempted to find a medical provider to support gender-affirming medical care found it difficult, and 41.8% found it difficult to find gender affirming mental health support.



Gender Affirming Care Barriers

What barriers to gender affirming services and care have you faced in Montgomery County?



Trans, gender expansive, and questioning respondents who reported barriers to gender affirming care say that cost (35.5%), lack of information (29.4%), and lack of social support (22.2%) were the greatest barriers to receiving these services. 67.7% experienced one or more barriers to gender affirming services and care in Montgomery County.

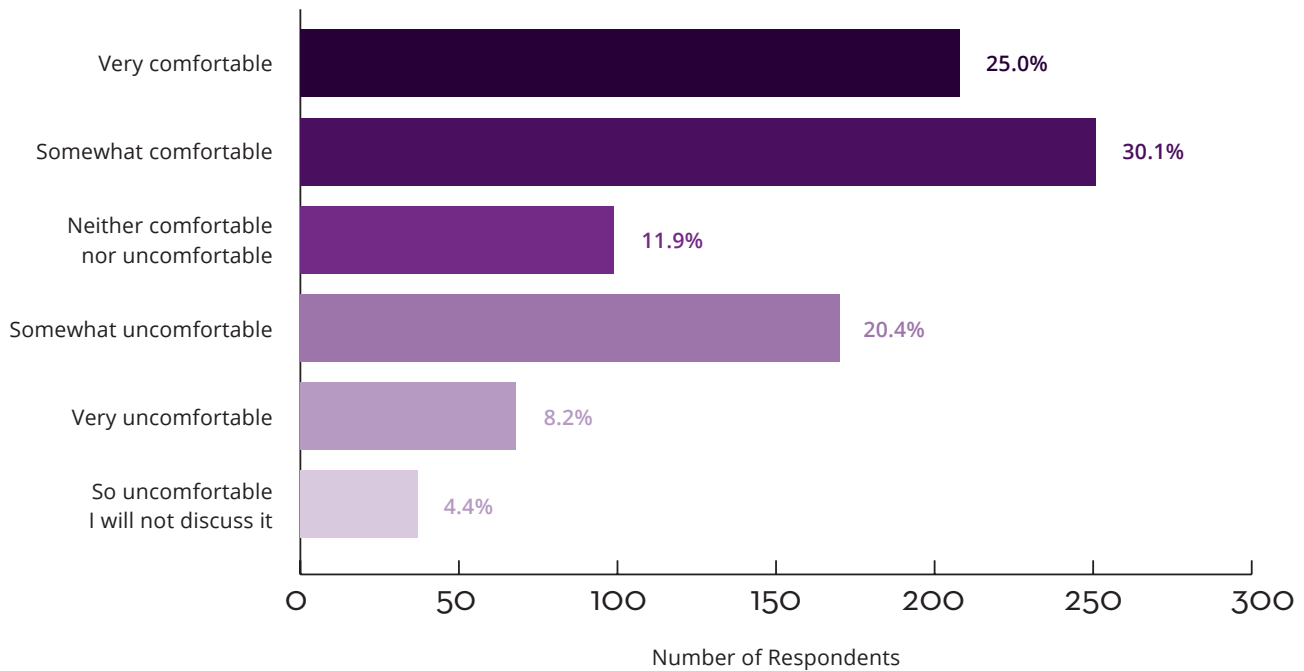
SURVEY RESPONSES

SEXUAL HEALTH



These questions asked specifically about sexual health, as some members of LGBTQ+ communities face disproportionate risk for HIV and other sexually transmitted infections (STIs) relative to their non-LGBTQ+ peers. In 2020, Montgomery County was named an Ending the HIV Epidemic jurisdiction because of its high relative rate of new HIV infections. The County's Plan to End HIV¹¹ prioritizes increased HIV testing and prevention interventions among priority communities including gay, bisexual, and other men who have sex with men. Respondents under 13 were excluded from the data summaries in section because screening recommendations begin at age 13.

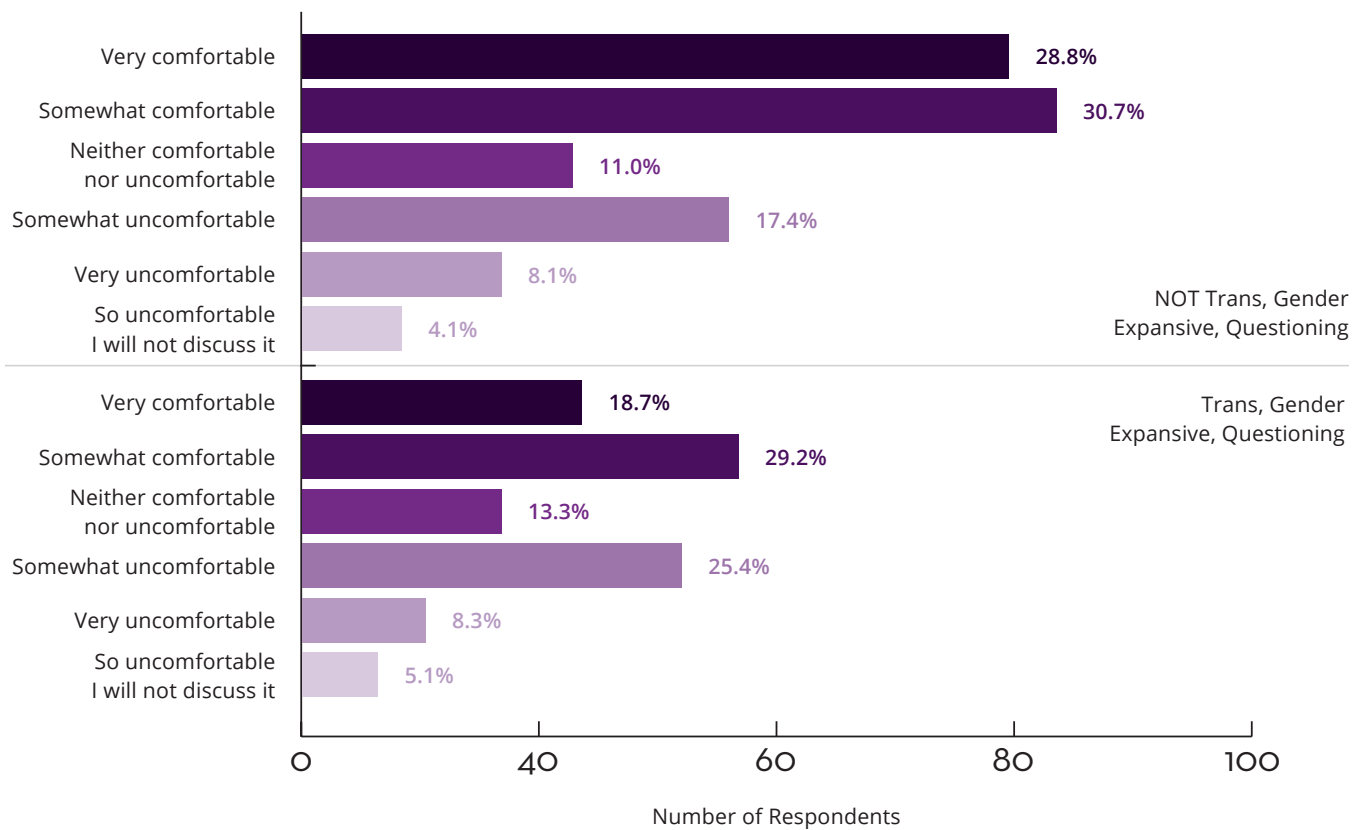
How comfortable do you feel discussing your sexual health with a healthcare provider?



Over half of respondents feel somewhat or very comfortable discussing sexual health with a healthcare provider, while one in three feel somewhat uncomfortable, very uncomfortable, or so uncomfortable they will not discuss it.



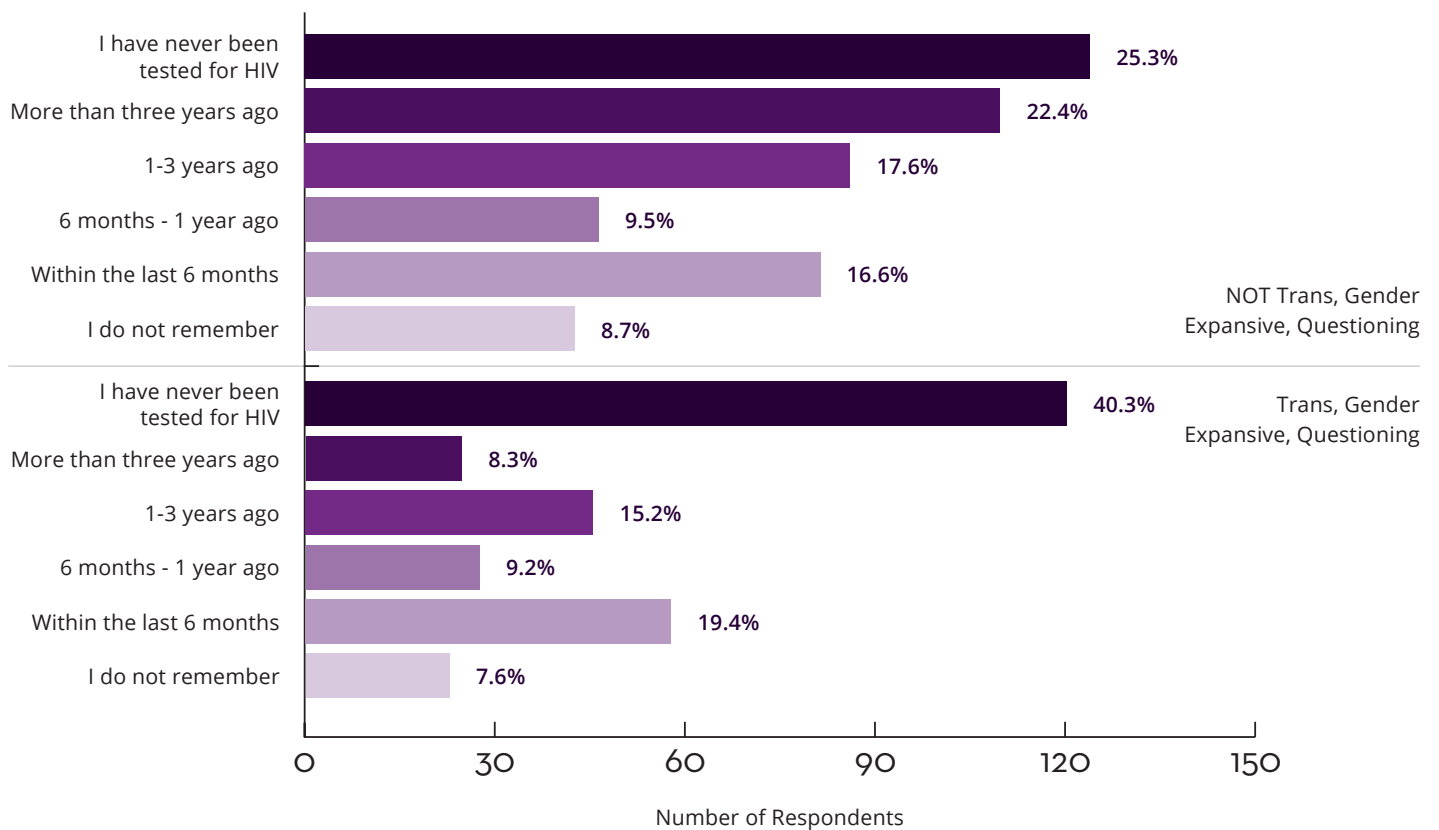
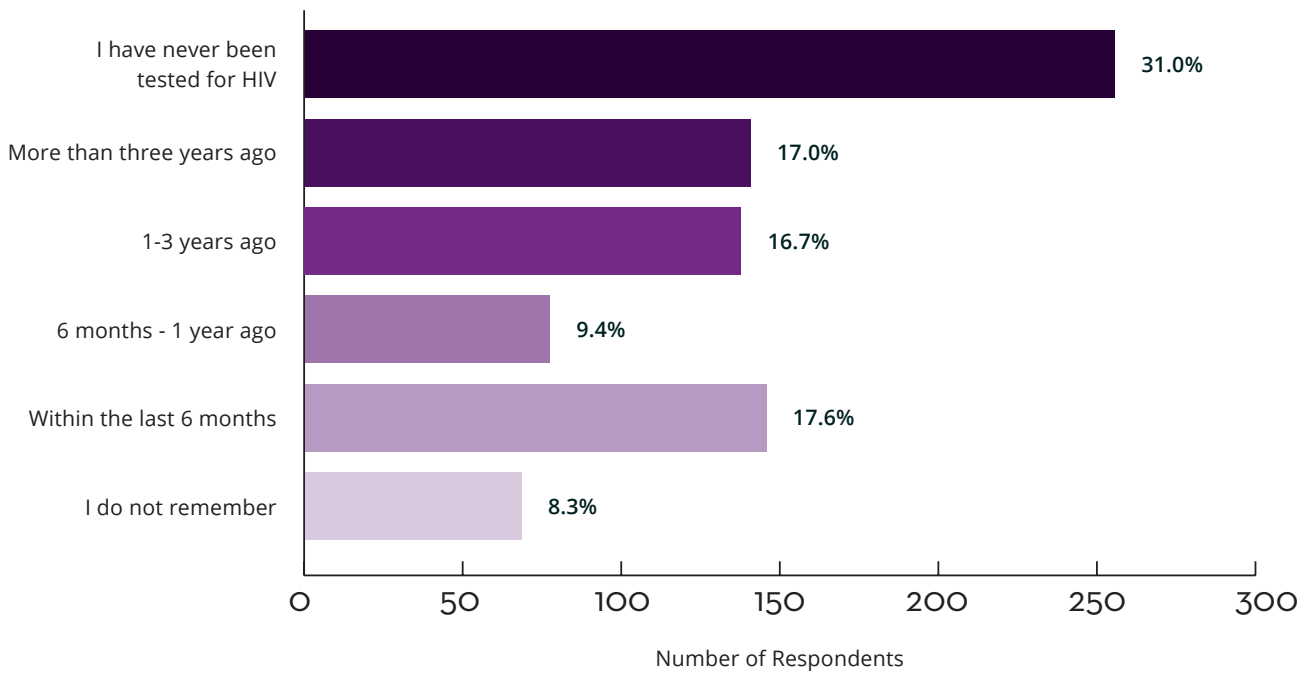
How comfortable do you feel discussing your sexual health with a healthcare provider?



Trans, gender expansive, and questioning respondents were less likely to feel very comfortable discussing sexual health with a provider, and more likely to feel somewhat uncomfortable discussing it.

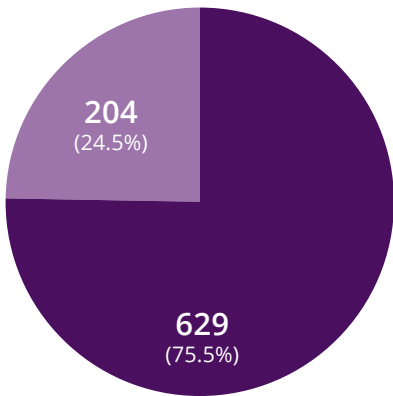
The last time I got tested for HIV was...

Since 2006, the CDC has recommended routine screening for HIV in healthcare settings for everyone ages 13-64¹². Nearly one-third of respondents said they have never been tested for HIV, and 17% were tested more than three years ago. 17.6% were tested within the last six months.



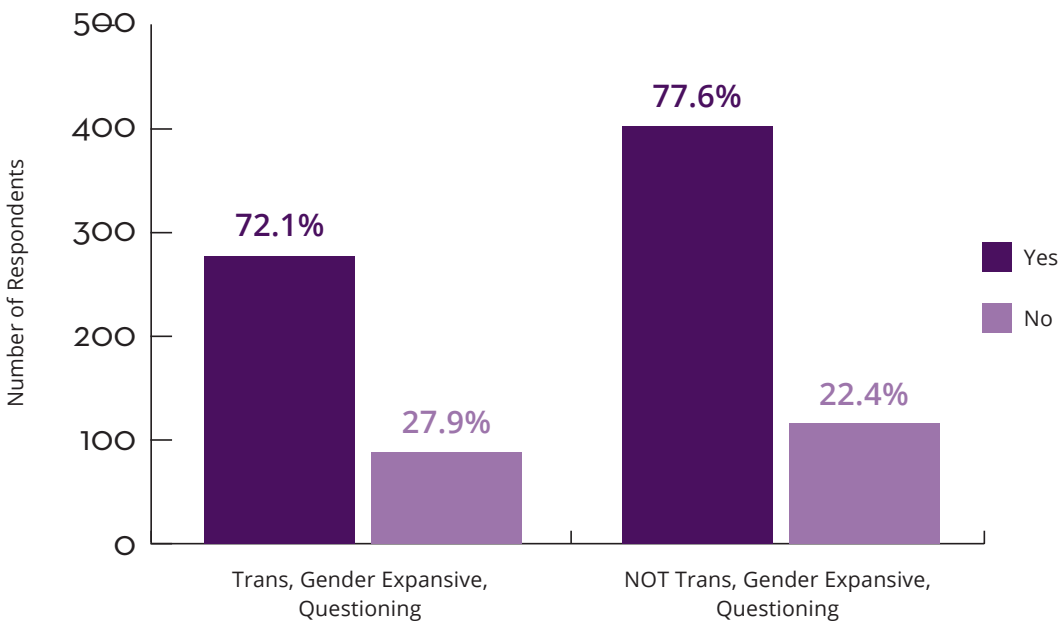
Trans, gender expansive, and questioning respondents are likelier than other respondents to report that they have never been tested for HIV.

Have you heard of PrEP, the HIV prevention medication?



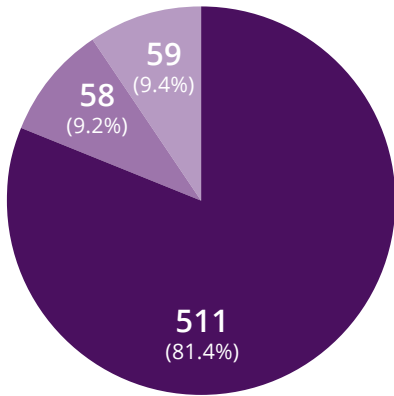
■ Yes
■ No

Over three-fourths of respondents have heard of PrEP, the HIV prevention medication.



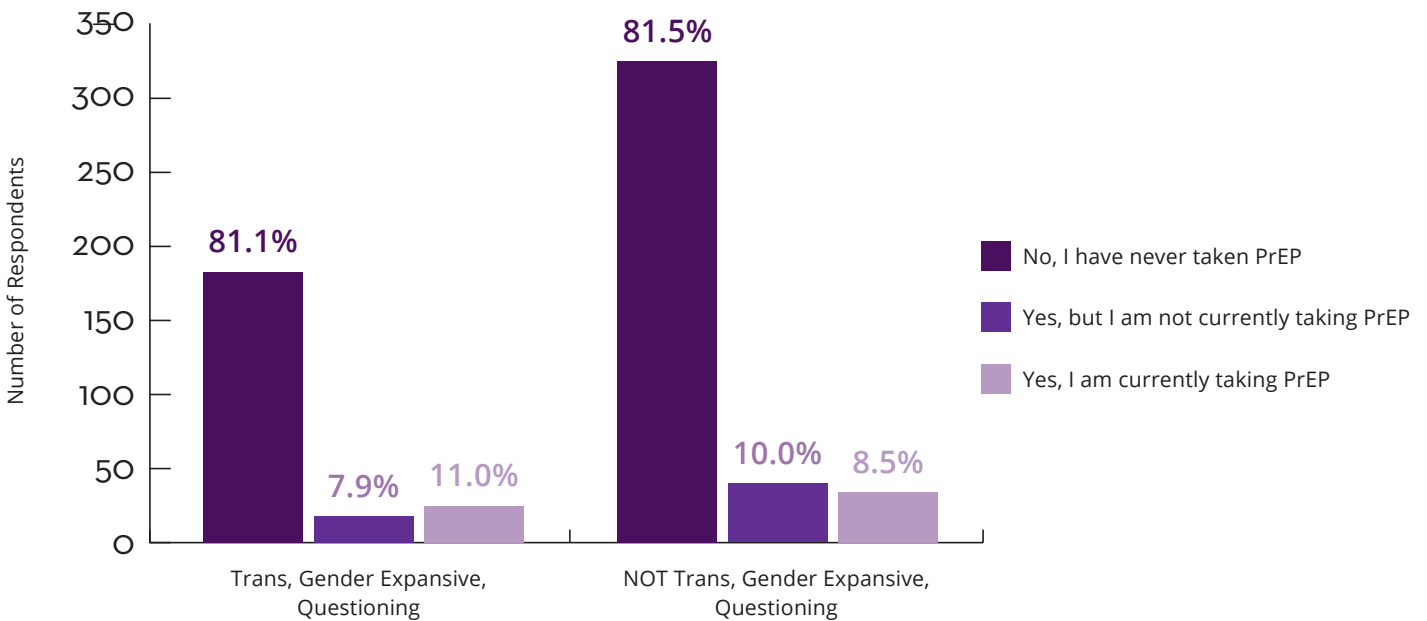
Trans, gender expansive, and questioning respondents are slightly less likely to have heard of PrEP than other respondents.

Have you ever taken PrEP?



- No, I have never taken PrEP
- Yes, but I am not currently taking PrEP
- Yes, I am currently taking PrEP

Only 9.4% of respondents report currently taking PrEP.



Trans, gender expansive, or questioning respondents are slightly more likely to be taking PrEP than other respondents.



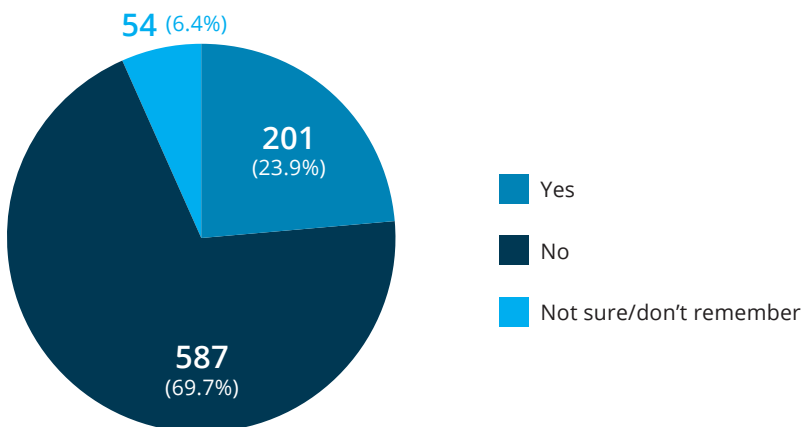
SURVEY RESPONSES

LAW ENFORCEMENT INTERACTIONS

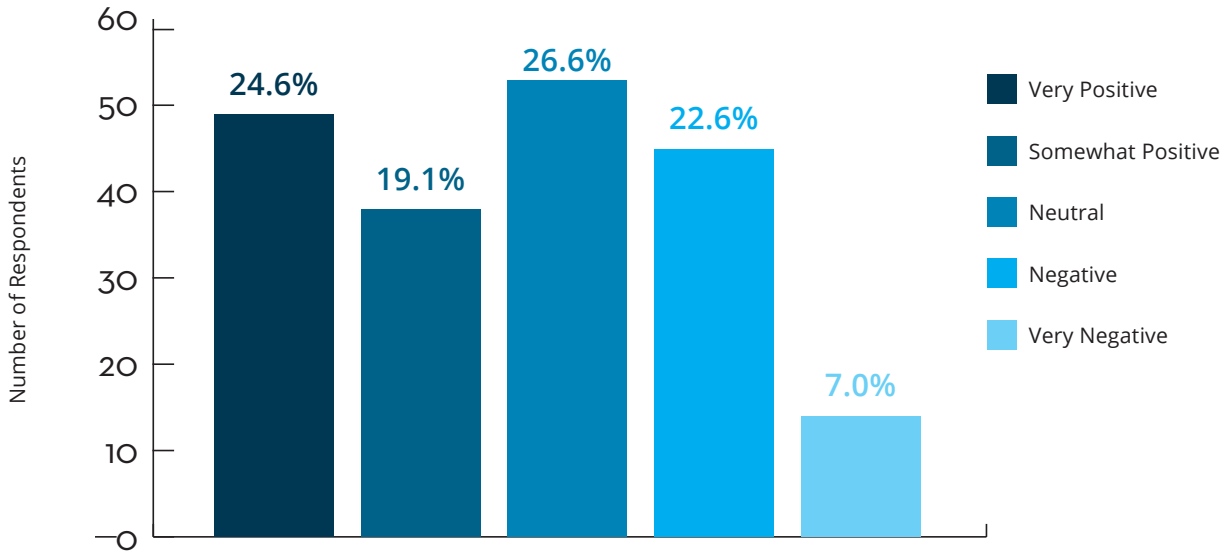


LGBTQ+ communities have a historically troubled relationship with law enforcement and policing. It is often noted that Pride began as a community protest — a riot — against frequent police raids at the Stonewall Inn, a New York City LGBTQ+ bar, in 1969. For much of history, LGBTQ+ identities and sexualities were themselves illegal, and the enforcement of these laws had violent consequences for community members across the United States. In recent years, police departments in many jurisdictions have made attempts at improving LGBTQ+ community relations through the creation of LGBTQ+ liaison officers and community outreach efforts. Today, perception of police and law enforcement among LGBTQ+ community members are as diverse as the community itself. The following questions refer to interactions with law enforcement officers in Montgomery County.

In the past year, have you had any interaction with law enforcement in Montgomery County?

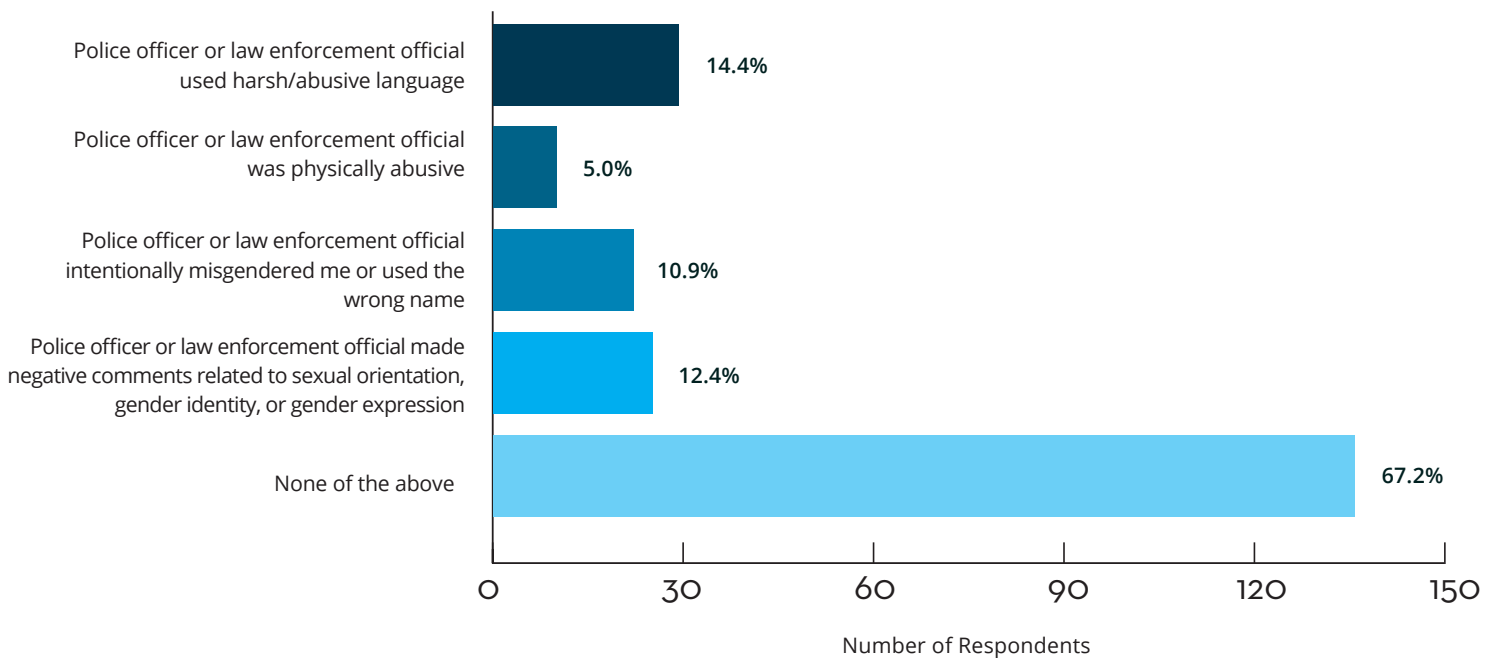


How was your experience with law enforcement in the past year?



Nearly a quarter (23.9%) of respondents reported having an interaction with law enforcement in Montgomery County in the past year. Of those 201 respondents, 42.6% had a positive or very positive experience, while 29.9% said their experience was somewhat or very negative.

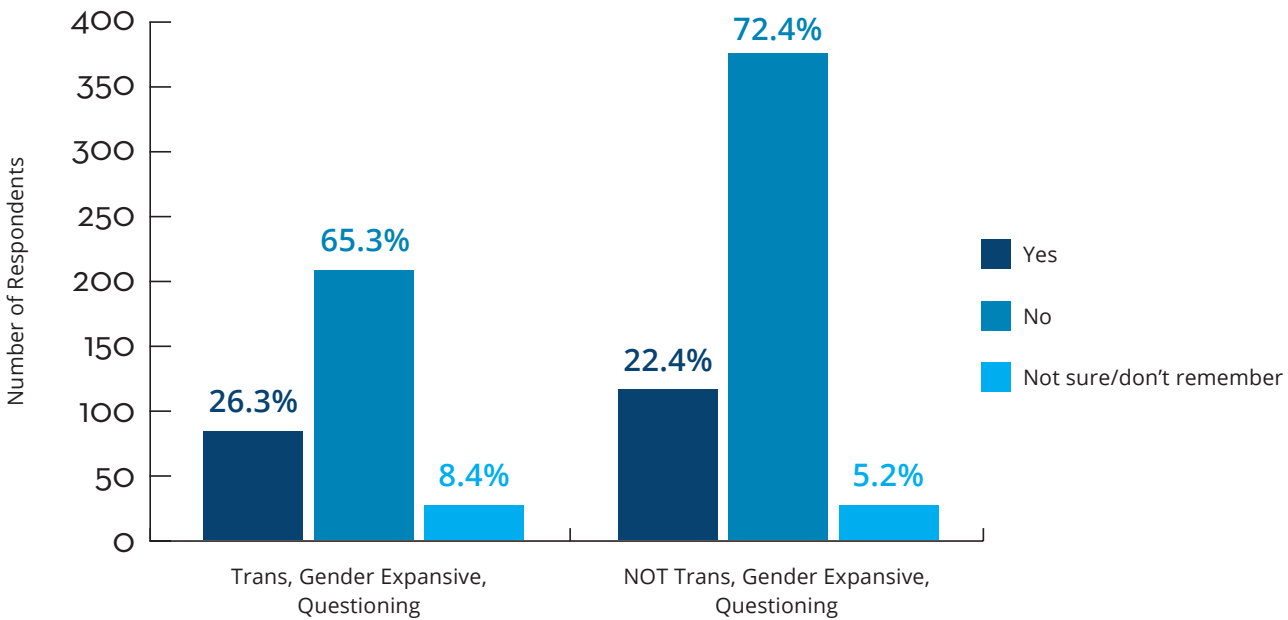
In the past year, have any of the following occurred during an interaction with police or law enforcement in Montgomery County?



Respondents with police interaction in the past year were asked to indicate whether any of a list of specific negative experiences occurred. Most respondents (67.2%) indicated that none of the above negative experiences occurred. However, 14.4% indicated the police officer used harsh or abusive language, 12.4% indicated the police officer or law enforcement officer made negative comments related to sexual orientation, gender identity, or gender expression.

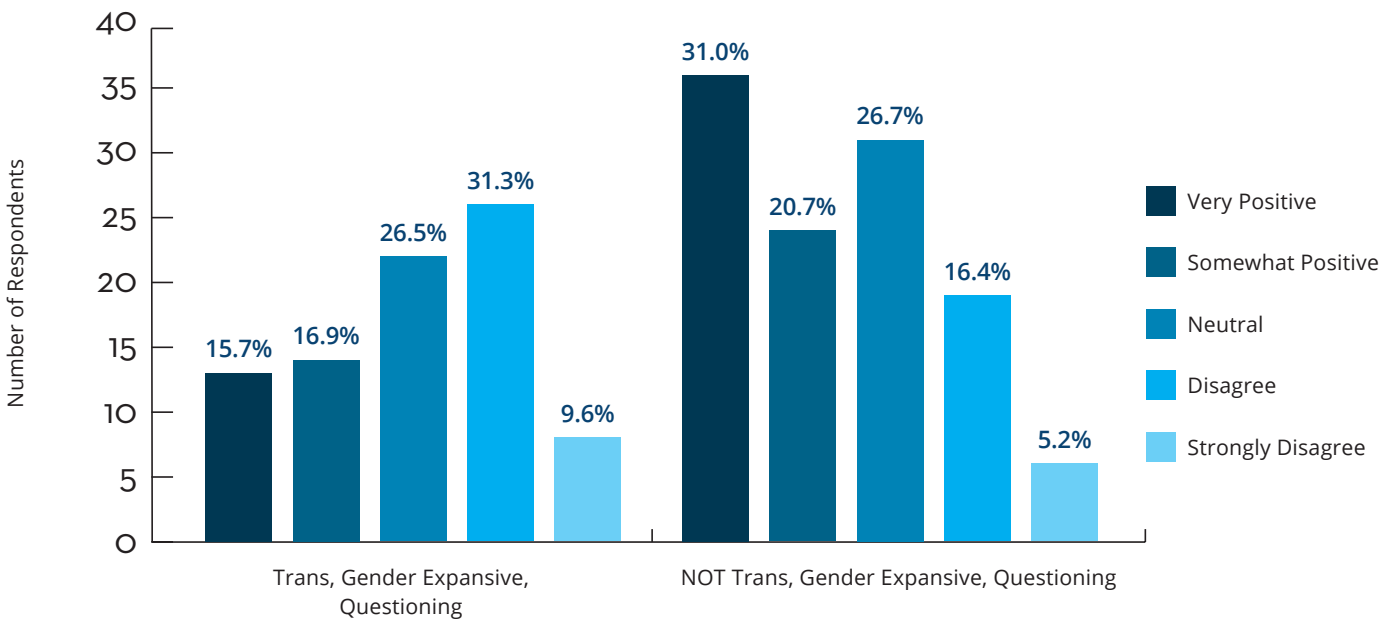
Law Enforcement interactions: Trans, gender expansive and questioning vs. other respondents

In the past year, have you had any interaction with law enforcement in Montgomery County?



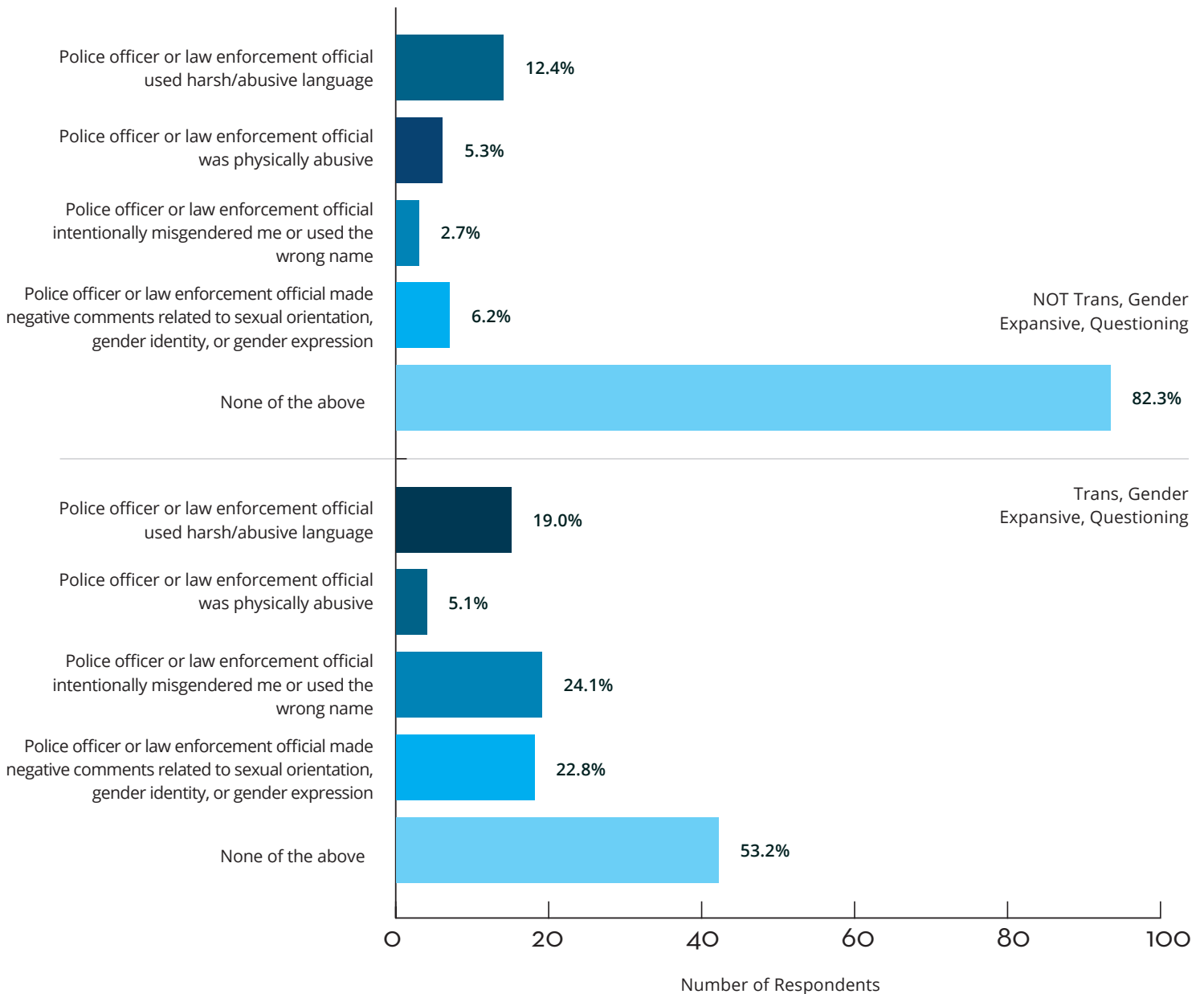
The majority (65.3% & 72.4%) of both sets of respondents reported not having any interaction with law enforcement in Montgomery County.

How was your experience with police or law enforcement in Montgomery County?



Trans, gender expansive, and questioning respondents who indicated they had any experience with law enforcement in the past year were less likely to have had a somewhat or very positive experience, and more likely to report a somewhat or very negative experience.

In the past year, have any of the following occurred during an interaction with police or law enforcement in Montgomery County?



Of trans, gender expansive, and questioning respondents that reported having any of the listed interactions with law enforcement in the past year, 19 said an officer or law enforcement official intentionally misgendered them or used the wrong name, 18 said an officer made negative comments related to sexual orientation, gender identity, or gender expression, and 15 said an officer used harsh or abusive language.



APPENDIX A:

ENGLISH-LANGUAGE VERSION OF THE COMMUNITY SURVEY



MONTGOMERY COUNTY LGBTQ+ COMMUNITY SURVEY

Thank you for taking the time to complete this survey. This survey is anonymous (not tied to your name or other identifying information). Your responses and those of other community members will help Montgomery County's LGBTQ Advisory Board understand the experiences of the county's Lesbian, Gay, Bisexual, Trans, Gender Expansive, Queer, Questioning, Same-Gender Loving, and other communities. Data from this survey will inform the work of the County's LGBTQ Liaison and Advisory Board, and potentially other County resources and services. We plan to conduct this survey annually.

Following this survey, you will be asked to click a link to enter your email address for a chance to win a grand prize. Your email address will NOT be connected to your survey responses, and your email will not be used for any other purposes except for the distribution of gift cards and prizes

Agreement *

I have read and understand the above.

Which of the following currently applies to you? *

- I live/stay in Montgomery County all or most nights.
- I work in Montgomery County at least 20 hours per week.
- I study or go to school in Montgomery County.
- None of the above.

What is your zip code? *

(Respondents continue to next page if they choose "I live/stay in Montgomery County all or most nights")

This survey is for people who live/stay in Montgomery County. Based on your response to our screening question, you are eligible to take the survey. Please press 'Next' to continue.

(Otherwise, survey ends.)

This survey is for people who live/stay in Montgomery County. Based on your response to our screening question, you are not eligible to take the survey at this time. Thank you!

Gender Identity and Sexual Orientation

1. How do you describe your gender? *

2. Do you identify as Trans, Transgender, Nonbinary, or any gender under the gender-expansive umbrella? *

Yes

No

Not sure/Questioning

3. Do you identify as intersex? *

Yes

No

Not sure

4. How do you describe your sexual orientation? *

5. Do you identify as heterosexual or straight? *

Yes

No

Not sure/Questioning

Demographics

1. What is your age? *

2. What is your highest level of education? *

- No schooling completed
- 8th grade completed
- Some high school, no diploma
- High school graduate, diploma, or equivalent such as GED
- some college credit, no degree
- Trade/technical/vocational training
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree
- Doctorate degree

3. How do you describe your racial and ethnic identity? Select all that apply. *

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Latinx, Latino, or Latina
- Native Hawaiian or Pacific Islander
- White
- Other: _____

4. What is your yearly household income?

- Less than \$10,000
- \$10,000-\$20,000
- \$20,000-\$30,000
- \$30,000-\$40,000
- \$40,000-\$60,000
- \$60,000-\$80,000
- \$80,000-\$100,000
- \$100,000-\$150,000
- \$150,000-\$200,000
- \$200,000-\$300,000
- Above \$300,000

5. Which best describes your employment status? *

- Employed, full time
- Employed, part time
- Temporarily laid off due to COVID-19
- Not employed
- Not able to work due to disability
- Retired

6. What is your primary language? *

7. Were you born in the United States? *

- Yes
- No

(If not born in the US) What country were you born in?

(If not born in the US) How many years have you lived in the United States?

Community

Please indicate if you agree or disagree with the following statements.*

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

1. Overall, Montgomery County is welcoming to members of LGBTQ+ communities.

2. Overall, Montgomery County is a safe place to live openly as a member of the LGBTQ+ community.

3. In Montgomery County, I feel comfortable with people knowing my gender identity.*

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at extended family's home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
with friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
within faith community/ house of worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. In Montgomery County, I feel comfortable with people knowing my sexual orientation *

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
at home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at extended family's home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
at school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
with friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
within faith community/ house of worship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Are you currently raising children in Montgomery County?

Yes No Decline

(If yes) Please express your agreement with the following statements:

Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree

6. Montgomery County is an affirming/supportive place to raise a family.

7. Montgomery County schools are affirming/supportive of my family.

8. Montgomery County parent groups are affirming/supportive of my family.

9. (If yes) Please describe any challenges you've had raising a family in Montgomery County.

10. What are some places or organizations in Montgomery County that are especially safe and welcoming to LGBTQ+ communities? *

11. In your opinion, what would make Montgomery County safer and more welcoming to LGBTQ+ communities? *

Discrimination

1. Over the past year, were you treated differently and/or discriminated against because of your sexual orientation, gender identity, or gender expression in any of the following areas?

Check all that apply:

- In a public space
- In my neighborhood
- In my workplace
- In school
- In a healthcare setting
- In a mental/behavioral healthcare setting
- In a faith-based setting (e.g. church, synagogue, temple, etc.)
- In a criminal justice/law enforcement setting
- While trying to get housing
- Somewhere else
- I did not experience any discrimination this past year.

Housing

In the past year, have you had difficulty finding housing or staying housed? *

- Yes
- No

Have you ever experienced homelessness? *

- Yes
- No
- Not sure

Have you ever (formally or informally) housed a displaced or unaffirmed LGBTQ+ person in Montgomery County.

- Yes
- No

Healthcare and Mental Healthcare

Do you have one person or office you think of as your primary care provider? *

Yes No Not Sure

(if yes) Is that provider located in Montgomery County?

Yes No Not Sure

The following questions are asking about experiences you have had within the past year. Please only include experiences that happened within the last twelve months.

Within the past year, have you delayed or postponed medical care for any of the following reasons.

Check all that apply:

- Cost
- Fear of mistreatment by a provider or other healthcare professional.
- I could not find a healthcare provider who is LGBTQ+ friendly.
- I did not have transportation to get there.
- I could not find childcare
- I could not get time off of work

Within the past year, have any of the following occurred at a medical visit? If the statement does not apply to you, select "N/A" *

Yes No N/A

A provider was visibly uncomfortable because of my actual or perceived sexual orientation or gender identity Yes No N/A

I had to teach the doctor about my sexual orientation or gender identity in order to receive appropriate care Yes No N/A

A provider misgendered me or used the wrong name Yes No N/A

A provider refused to see me Yes No N/A

A provider refused to give me gender affirming care, such as gender-affirming hormone therapy or support letters for surgery Yes No N/A

A provider was physically abusive when treating me Yes No N/A

A provider used harsh abusive language when treating me Yes No N/A

Sexual Health

How comfortable do you feel discussing your sexual health with a healthcare provider? *

Choose one:

- Very Comfortable Somewhat Comfortable Neither Comfortable nor Uncomfortable
 Somewhat Uncomfortable Very Uncomfortable So uncomfortable, I will not discuss

The last time I got tested for HIV was: *

- Within the last 6 months
 6 months-one year ago
 1-3 years ago
 More than three years ago
 I have never been tested for HIV
 I do not remember

Have you heard of PrEP, the HIV prevention medication? *

- Yes
 No

(if yes) Have you ever taken PrEP?

- Yes, I am currently taking PrEP
 Yes, but I am not currently taking PrEP
 No, I have never taken PrEP

Law Enforcement

The following questions refer to interactions within the past year that occurred in Montgomery County. Please only consider experiences that happened with law enforcement officers in Montgomery County.

In the past year, have you had any interaction with law enforcement in Montgomery County? *

- Yes
- No
- Not sure/don't remember

(If yes) Was your experience:

Choose one:

- Very Positive
- Somewhat Positive
- Neither Positive nor Negative
- Somewhat Negative
- Very Negative

In the past year, have any of the following occurred during an interaction with police or law enforcement in Montgomery County? Check all that apply:

- Police officer or law enforcement official used harsh abusive language
- Police officer or law enforcement official was physically abusive
- Police officer or law enforcement official intentionally misgendered me or used the wrong name
- Police officer or law enforcement official made negative comments related to sexual orientation, gender identity, or gender expression
- None of the above

Gender Affirmation

The following questions refer to different gender affirmation services. Please indicate if this service was easy, difficult, or if you have not tried to access it. *

	Easy	Neither easy nor difficult	Difficult	I have not tried to access this
Changing the name and/or gender marker on my photo ID.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changing the name and/or gender marker on my birth certificate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding a medical provider to support gender-affirming medical care (hormones, surgery, hair removal, etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finding gender affirming mental health support.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What barriers to gender affirming services and care have you faced in Montgomery County?

Check all that apply:

- Cost
- Transportation
- Lack of services in my area
- Lack of information
- Language barriers
- Lack of citizenship documentation
- Lack of accessibility
- Fear of discrimination
- Services refused to me
- Lack of social support
- Lack of family support
- None of the above
- Other _____

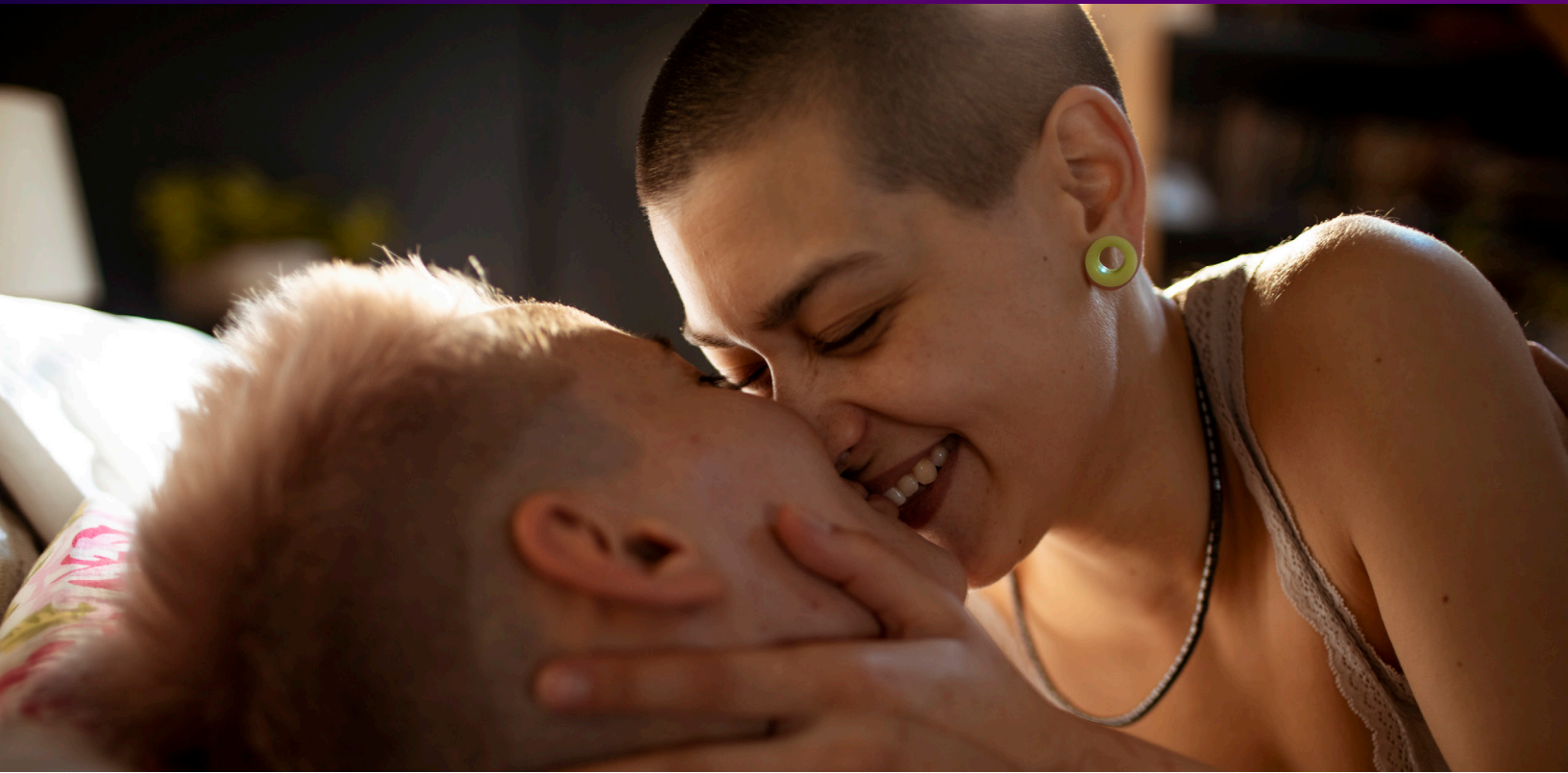
Please use this space to add any additional information about accessing gender affirmation services in Montgomery County.

Submission

Thank you for filling out the form! When you click the "Submit" button, you will be redirected to a separate site to enter your e-mail address. This will NOT be linked to your responses

Your email address will NOT be connected to your survey responses, and your email will not be used for any other purposes except for the distribution of gift cards and prizes

** Indicates a required question on the survey.*



APPENDIX B:

SEXUAL ORIENTATION AND GENDER IDENTITY CATEGORIZATION

SEXUAL ORIENTATION	DEFINITION/INCLUSION TERMS	NUMBER OF RESPONDENTS
Another Sexual Orientation	Anything that doesn't fit in the other categories	23
Asexual/Aromantic	<ul style="list-style-type: none"> • ACE • Aro • Asexual • Aromantic • Aspec/Asexual Spectrum 	35
Bisexual/Pansexual	<ul style="list-style-type: none"> • Bisexual • Pansexual • Panromantic • Bi • Pan • Bi+ • Pan+ • Fluid 	226
Demisexual	Demisexual only	5
Gay	<ul style="list-style-type: none"> • Gay only • Homosexual only • Gay listed first along with Lesbian 	260
Heterosexual/Straight	All hetero only or straight only, non-cis	11
Lesbian	<ul style="list-style-type: none"> • Lesbian only • Lesbian with gender expression or gender id descriptor • Lesbian listed first along with Gay 	153
Multiple Sexual Orientations	2 or more discrete S/O, where one of them is not queer	16
No Answer or Error	<ul style="list-style-type: none"> • No Answer • Answered the wrong question 	14
Nonbinary/Genderqueer/Gender-fluid	<ul style="list-style-type: none"> • Nonbinary • Genderqueer • Genderfluid 	109
Queer+	<ul style="list-style-type: none"> • Queer • Queer and another sexual orientation • Queer and gender ID/expression descriptor 	92
Questioning	<ul style="list-style-type: none"> • Questioning • Not sure • Unsure • Undecided 	7

GENDER IDENTITY	DEFINITION/INCLUSION TERMS	NUMBER OF RESPONDENTS
Agender	Agender	9
Another Gender	Anything that doesn't fit in the other categories	31
Bigender	Bigender	2
Man or Male	<ul style="list-style-type: none"> • Man • Male • Cisgender man/male 	278
Multiple Genders	2 or more discrete genders	18
Nonbinary/Genderqueer/Gender-fluid	<ul style="list-style-type: none"> • Nonbinary • Genderqueer • Genderfluid 	109
Questioning	<ul style="list-style-type: none"> • Questioning • Not sure • Unsure • Undecided 	4
Trans or Transgender	<ul style="list-style-type: none"> • Trans • Transgender 	10
Transman	<ul style="list-style-type: none"> • Transman • Transmale • FTM 	13
Transwoman	<ul style="list-style-type: none"> • Transwoman • Transfemale • MTF 	11
Woman or Female	<ul style="list-style-type: none"> • Woman • Female • Cisgender woman/female 	343
No Answer or Error	<ul style="list-style-type: none"> • No Answer • Answered the wrong question 	14



APPENDIX C:

OPEN-ENDED TEXT QUESTIONS AND RESPONSE CATEGORIES/SUBCATEGORIES

What are some places or organizations in Montgomery County that are especially safe and welcoming to LGBTQ+ communities?

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Don't Know/NA/Did Not Answer	291	Don't Know/NA/Did Not Answer	291
		Goes to DC	2
		Would like to know more	6
Businesses	148	Businesses	148
		Bars/Restaurants/Cafes/Breweries	65
		Grocery/Retail	30
		Unspecified	10
		Fitness/Health/Dance	9
		Malls/Retail Hubs	7
		Arts & Culture	6
		Farms/Agribusiness	4
		LGBTQ+ Owned	4
		Salons/Beauty/Tattoo	2
		Games/Gaming	2
		Bank/Finance	2
		Music Store	2
		Salon/Beauty/Tattoo	1
		Allied/Show Support	1
		Realty	1
		Music venues	1
Nonprofit(s)	111	Nonprofit(s)	111
		LGBTQ+ Organizations	75
		Arts & Culture	9
		Trans focused	6
		Community Center	3
		Legal/Immigration	3
		Behavioral Health/Suicide Prevention	2
		IPV and Sexual Assault Survivors' Support	2
		Adoption Services	1
		Civic/Political Organizations	1
		Community Centers	1
		Housing	1
		Political	1
		Trevor Project	1
Youth Services	1		

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Schools/Colleges	75	Schools/Colleges	75
		Public Schools	18
		Colleges	12
		High Schools	9
		Preschools	4
		Elementary Schools	2
		Homeschool Groups	2
		Private schools	2
		Art Class	1
		Middle Schools	1
		Specific Geographic Area(s)	70
Takoma Park	18		
Silver Spring	15		
Rockville	14		
Leisure World	9		
Bethesda	7		
Close to DC/Down County	6		
General/Unspecified	4		
Gaithersburg	3		
Kentlands	3		
Bohrer Park	2		
Chevy Chase	2		
Montgomery Village	2		
Silver Spring Village	2		
Burtonsville	1		
Downtown	1		
Four Corners Neighborhood	1		
Kensington	1		
Poolesville	1		
Faith Communities	65	Faith Communities	65
		Churches	52
		Temples and Synagogues	7
		Unspecified	4
		Buddhist	2
Libraries	51	Libraries	52
		MCPL	5
Government/ Public Services	46	Government/Public Services	46
		Other/Unspecified Government/Public Services	22
		County Government/Public Services	16
		Federal Government Services	3
		City Government/Public Services	2

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
School Clubs, GSAs, Youth Alliances	39	School Clubs, GSAs, Youth Alliances	39
County is Generally Safe/Welcoming	35	County is Generally Safe/Welcoming	35
Healthcare	29	Healthcare	29
		Reproductive/Sexual Health	8
		Hospitals	5
		Primary Care	4
		Unspecified	4
		Behavioral Health	3
		Health Systems	2
		Chiropractic	1
		Wellness Centers	1
		Medical Center	1
LGBTQ+ Support Group/Networks	3	Support Groups/Networks	3
		Substance Use Recovery	1
		Adoption	1
		Lesbian Community	1
Uncategorized	16	Uncategorized	16
Advocacy Groups/ Networks	11	Advocacy Groups/Networks	11
		Political	7
		Racial Justice	2
		Social Justice	1
One's own workplace	9	One's own workplace	9
		School Clubs/GSA/Youth Alliance	1
Pride and other Community Events	8	Pride and other Community Events	8
Establishments with Flags & Affirming Symbols	7	Establishments with Flags & Affirming Symbols	7
Community/affinity groups	4	Community/affinity groups	4
		Neighborhood association	1
Home	3	Home	3
People	3	People	3
		Friends	1
		Teachers	1

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Sports/Fitness League(s)	3	Sports/Fitness League(s)	3
		Roller Derby	1
Campaigns	2	Campaigns	2
Festivals/Community Events	2	Festivals/Community Events	2
		Music Festivals	1
Public Spaces	2	Public Spaces	2
Support Groups/ Networks	2	Support Groups/Networks	2
		Substance Use Recovery	1
		Adoption	1
Unspecified LGBTQ+ Venues/Events/ Groups	1	Unspecified LGBTQ+ Venues/Events/Groups	1

In your opinion, what would make Montgomery County safer and more welcoming to LGBTQ+ communities?

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
More Visibility	219	More visibility	219
		Communicate inclusion ●	97
		Pride and Other Community Events ●	60
		LGBTQ+ Representation in Government ●	24
		Programing Beyond Pride	19
		Pride Month Recognition	5
		LGBTQ+ History Recognition	1
		Trans visibility	1
		LGBTQ+ inclusion in programming	1
		Communicate inclusion	97
		Public Facing LGBTQ+ Resource/Business Directory	23
		Flags and other affirming symbols/signs	17
		Explicit Statements of Support from Leadership	16
		LGBTQ+ inclusion in programs and materials	12
		Campaigns	9
		Pronoun use and other inclusive language	7
		Information & Resource Sharing	6
		Talk about LGBTQ+ issues more	2
		Businesses Show Support	1
		Positive messaging on trans people	1
		Protections/Laws Posted publicly	1
		PSA w/Guidelines for businesses	1
		Public Art/Welcoming Messaging	1
		Recognize diversity in LGBTQ+ community	1
		Talk about trans issues	1
		Pride and Other Community Events	60
		Expand to whole county	1
LGBTQ+ Representation in Government	16		
Trans representation	1		
Don't Know/NA/Did Not Answer	202	Don't Know/NA/Did Not Answer	202

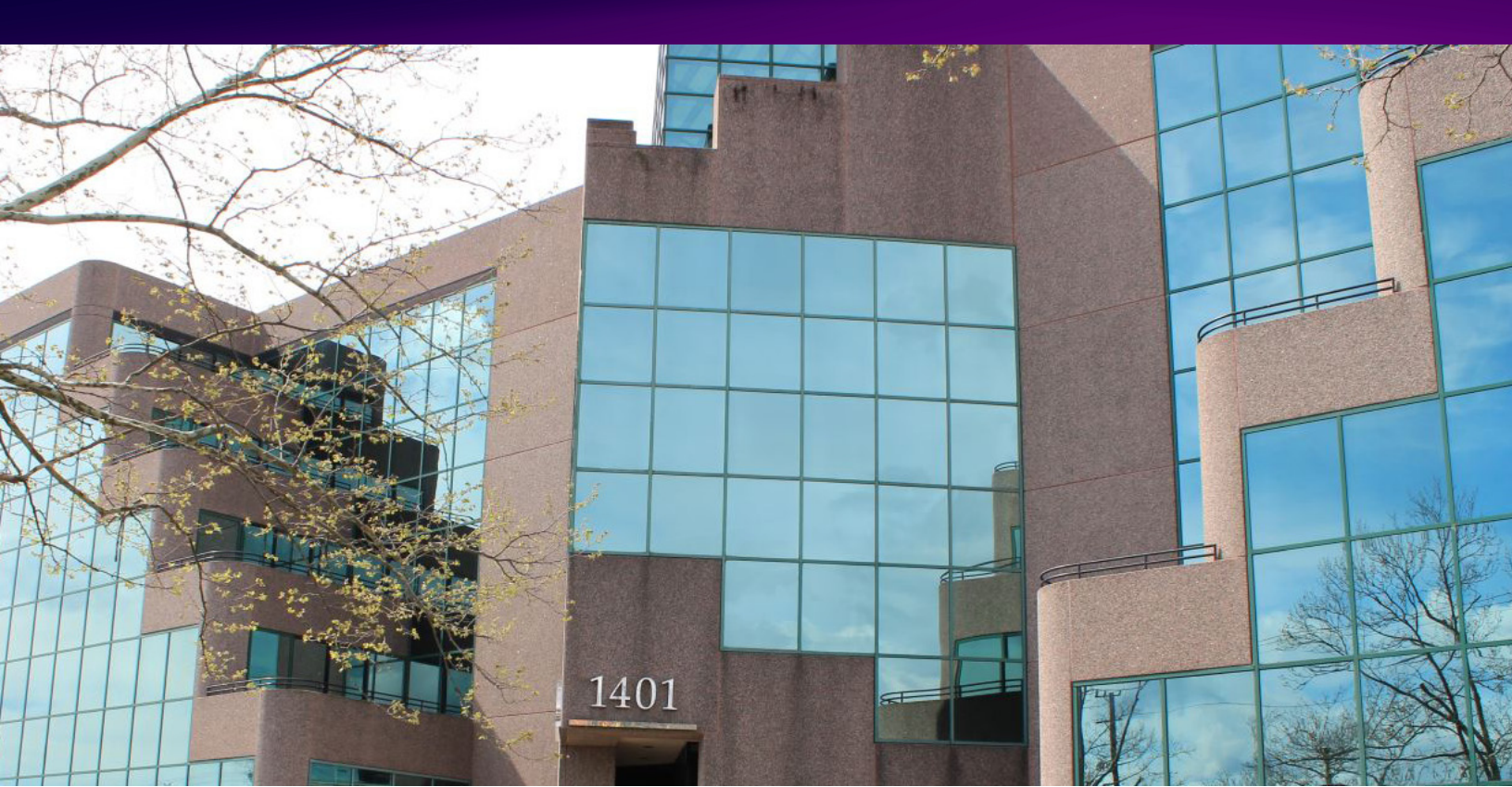
CATEGORY	TOTAL COUNT	SUBCATEGORIES			
More Resources	168	More Resources	167		
		LGBTQ+ Community Center/Gathering Space ●	46		
		LGBTQ+ Healthcare ●	32		
		LGBTQ+ Bars/Cafes/Nightlife	25		
		Gender Neutral/All Gender Restrooms	19		
		LGBTQ+ Organization/Affinity/Social Groups ●	16		
		Social Services for LGBTQ+ People ●	8		
		LGBTQ+ Family Support	4		
		LGBTQ+ owned businesses	3		
		Affirming Faith Communities	2		
		Arts Programing	1		
		Guidelines for businesses	1		
		Housing	1		
		Legal Resources	1		
		LGBTQ+ General Social Opportunities	1		
		Other LGBTQ+ businesses	1		
		Outreach and Programming	2		
		Programing for LGBTQ+ minority youth	1		
		Services for LGBTQ+ People	1		
		Support for LGBTQ+ youth	1		
				LGBTQ+ Community Center/Gathering Space	46
				Upcounty	1
				Youth sports/other activities	1
				LGBTQ+ Healthcare	32
				Gender Affirming Healthcare (specific mentions for low-income residents and Upcounty)	9
				LGBTQ+ friendly mental healthcare	2
				Mental Healthcare	2
				Healthcare- Fertility	1
				Healthcare- Sexual Health	1
				LGBTQ+ youth health	1
				Medicaid accepting	1
				LGBTQ+ Organization	16
				BIPOC and Trans led programs	1
		Social Services for LGBTQ+ People	8		
		Housing for homeless LGBTQ+ people	2		
		Financial Services for at-risk youth	1		
		LGBTQ+ homelessness	1		
		Social Services for Trans & Gender Expansive People	1		
		Social Services for Trans Youth	1		

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Schools/Colleges	75	Schools/Colleges	75
		Public Schools	18
		Colleges	12
		High Schools	9
		Preschools	4
		Elementary Schools	2
		Homeschool Groups	2
		Private schools	2
		Art Class	1
		Middle Schools	1
		Training/Education	57
General education on LGBTQ+ Identities/Issues ●	48		
Anti-bullying	2		
Comprehensive, LGBTQ+ Inclusive Sex Education	3		
Implicit Bias	1		
Intersectionality	1		
LGBTQ+ Families	1		
Trans and gender expansive identities	1		
General education on LGBTQ+ Identities/Issues	48		
Audience: Government & Community Providers	5		
Audience: Healthcare Providers	1		
Audience: Multicultural communities	1		
Audience: Multicultural communities	1		
Audience: Religious Organizations	1		
Audience: Youth	1		
Culture Shift	54	Culture Shift	54
		Tolerance/Acceptance/Openness	10
		Awareness	7
		Intersectionality	6
		Normalizing LGBTQ+ people and identities	3
		Nonjudgment	2
		Anti-racism	1
		Make people feel supported	1
		Anti-LGBTQ+ churches	1
		Respect	1
		Bigotry	1
		Welcoming	1
		OK to be different	1
		Dismantling heteronormativity	1

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Legal Protection/ Policy Change	52	Legal Protections/Policy Change	52
		Protection/Nondiscrimination	24
		Trans-specific protections	10
		Adoption rights	5
		Marriage	3
		Sanctuary	2
		Unspecified	2
		Concealed carry	1
		Gun control	1
		Housing Rights	1
		Military	1
		Reparations	1
		Safe Haven	1
		Police	34
Training/Education	6		
LGBTQ+ Liaison	4		
Accountability for anti-LGBTQ+ harassment/incidents	3		
Community Dialogue and outreach to LGBTQ+ Community	3		
Decrease police presence	3		
More police who understand LGBTQ+ issues	2		
LGBTQ+ representation on the police force	2		
Do not have police at Pride	1		
More regular interaction with front-line officers, not only liaisons	1		
Improve safety, police treatment to make MoCo more welcoming to LGBTQ+	1		
Improved responsiveness to anti-LGBTQ+ hate	1		
Increased staffing	1		
More LGBTQ+ trained police out during Pride Month	1		
More police in the community	1		
More sensitive to trans people	1		
Police treated better by county leaders	1		
Protection for LGBTQ+ people	1		
Visible LGBTQ+ Support	1		
Uncategorized	30		

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Structural Improvements	23	Structural Improvements	23
		Affordability/Cost of Living/Housing	14
		Transit	3
		Create an LGBTQ+ Neighborhood/District	1
		Fewer traffic cameras	1
		Government focus on Upcounty	1
		Lighting for safety	1
		Lower taxes	1
		Safety on public transportation	1
		Walkability	1
Accountability	23	Accountability	23
		Hate speech/crime/violence accountability	10
		Homophobia/Transphobia/Bullying/Harassment accountability	8
		Anti-LGBTQ churches	1
		Bigotry	1
		Discrimination laws	1
		Housing discrimination	1
		Workplace discrimination accountability	1
No improvements needed	21	No improvements needed	21
Programming/ Outreach	18	Programming/Outreach	18
		Outreach to LGBTQ+ community ●	4
		LGBTQ+ inclusion in programming ●	3
		Community Engagement	1
		Community Forums/Meetings	1
		Drag Story Hour at Libraries	1
		Intersectionality	1
		Multicultural family outreach	1
		Outreach to LGBTQ+ community	4
		Outreach to teens	1
		Outreach to trans communities	1
		Outside of DC Metro	1
		LGBTQ+ inclusion in programming	3
		in educational seminar	1
in educational seminar	1		
Programing for LGBTQ+ Seniors	1		
Advocacy Groups/ Networks	11	Advocacy Groups/Networks	11
		Political	7
		Racial Justice	2
		Social Justice	1

CATEGORY	TOTAL COUNT	SUBCATEGORIES	
Fire and Rescue	3	Fire and Rescue	3
		More regular interaction with front-line officers, not only liaisons	1
		Outreach to show acceptance and support	1
		Training/Education	1
General Safety	3	General Safety	3
Internal/Personal Work	3	Internal/personal work	3
		Intersectionality	1
Campaigns	2	Campaigns	2
Festivals/Community Events	2	Festivals/Community Events	2
		Music Festivals	1
Public Spaces	2	Public Spaces	2
Support Groups/ Networks	2	Support Groups/Networks	2
		Substance Use Recovery	1
		Adoption	1
Montgomery College	2	Montgomery College	2
		Accountability for harassment of LGBTQ+ students	1
		Provide more support to LGBTQ+ students	1
Unspecified LGBTQ+ Venues/Events/ Groups	1	Unspecified LGBTQ+ Venues/Events/Groups	1
Audit	1	Audit	1
		County Government	1
Child Welfare Services	1	Child Welfare Services	1
		LGBTQ+ foster parent outreach	1
Require DEI consultant for MoCo contracts	1	Require DEI consultant for MoCo contracts	1
Emergency Services	1	Emergency Services	1
		More visible support for LGBTQ+ community	1



APPENDIX D:

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SOURCES CITED

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MONTGOMERY COUNTY

LGBTQ+ COMMUNITY SURVEY RESULTS REPORT

Montgomery County Office of Community Partnerships
Montgomery County Department of Health & Human Services

Corresponding Author: Dr. Amena Johnson
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