



Photo by Shane Wynn

AUGUST 2022

# Final Community Report and Recommendations



Greater Akron

**LGBTQ+**

Community Needs Assessment



KENT STATE UNIVERSITY COLLEGE OF PUBLIC HEALTH 800 Hilltop Drive | Kent, OH 44240  
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**Rainbow  
(Original 1978)**



**Rainbow**



**Rainbow  
(Philadelphia 2017)**



**Progress**



**Asexual**



**Bisexual**



**Agender**



**Lesbian**



**Nonbinary**



**Pansexual**



**Transgender**



**Genderfluid**



**Intersex**



**Androgyne**



**Neutrois**



**Genderqueer**



**Bigender**



**Aromantic**



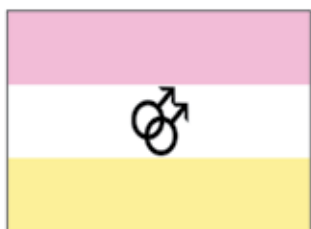
**Polysexual**



**Polyamorous**



**Pony**



**Twink**



**Two Spirit**



**Ally**



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# Thank you

The impact of the Greater Akron LGBTQ+ Community Needs Assessment would not have been possible without our generous donors. Raising your hand and saying yes to a first LGBTQ+ specific research project has led to the important information included in this report. We are grateful for your trust and philanthropic commitment to the success of our community-wide effort to improve the day-to-day lives of our local LGBTQ+ community.

## VISIONARIES

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## CHAMPIONS

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## MOBILIZERS

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The Read  
Family



## ADVOCATES

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Akron Art Museum

Akron Children's  
Hospital

Planned Parenthood  
of Greater Ohio

Shane Wynn  
Photography

# A Foreword and About the Project Director

To say I am honored to have the opportunity to lead Ohio's first LGBTQ+ specific community needs assessment is an understatement. I have proudly worked and advocated with the Greater Akron LGBTQ+ community for 10 years. Finding this community was a turning point in my life. Growing up in Salem, Ohio, with a less than ideal high school experience, and working in the service of others through organizations such as Interact and Key Club is where my passion for community work was born.

This project would not have succeeded if it were not for the countless LGBTQ+ community members, leaders, stakeholders, organizers, allies, and advocates who provided unwavering support and help to connect the LGBTQ+ community members they tirelessly serve. You welcomed me into your circles and walked through the process with trust and openness; and I and the community thank you for that. We have indeed stood on the shoulders of giants who have fought long and hard to get our community to the place it is today.

Spending nearly two years investigating the disproportionate burden of physical, mental, and behavioral health, economic, legal, social, and political issues was an eye-opening experience that will stay with me forever. Facilitating the needs assessment process forced me out of my comfort zone to confront many of the internalized homophobias, religious traumas, and queer baggage I had collected in my own experience of being a member of the LGBTQ+ community. This project allowed me to enter a space every day to have difficult philosophical conversations about the most complex and dividing challenges we face in the local LGBTQ+ community by listening to the lived experiences of others and objectively documenting their needs. Our leadership team's overarching goal is that the assessment findings make a marked impact on our community.

Walking out on the other side of this project, I am left with a new sense of self, countless new lifelong friends, a new appreciation for the unique beauty that is our Greater Akron LGBTQ+ community, and a sense of hope that we can and will be better tomorrow than we find ourselves today. Special thanks those in my life for coaching, encouraging, and supporting me personally over these past two years.

As we know, it is not enough to stop with the completion of this assessment as there is much more to be done. Moving swiftly from assessment to action is critical to ensure that this compilation of community input is utilized to build a diverse and inclusive local LGBTQ+ community infrastructure that addresses the ever-changing needs of the LGBTQ+ community.

Forever yours in Service,



Andrew M. Snyder BSN, MPH  
(he/him/his)



**We would like to thank the many working hands of all those who contributed to help this project find success. Among those, listed below, are special recognition for support.**

### **Steering Committee**

Dr. Sonia Alemagno  
Dr. Michael Arnold  
Nancy Brennan  
Rebecca Callahan  
Rachel Flossie  
John Garofalo  
Dr. Brian Harte  
Iris Harvey  
Sue Hobson  
Andrea Lessears  
Phillip Montgomery  
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Dr. Steve Schmidt  
Bernett Williams  
Gert Wilms

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Dr. Cristina González Alcalá  
Dr. Michael Arnold  
Isaac Baez  
Matthew Barlet-Smaby  
Mar-quetta Boddie  
Jake Nash  
Matthew Reed  
Shaunte Rouse  
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### **Leadership Teams**

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Beth Cardina  
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Karen Carson  
Dr. Anthony Coetzer-Liversage  
Dr. Crystal Cole  
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Eddie Dengg  
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Rose Furtney-Penix  
John Garofalo  
Gretchen Gipson  
Tashmeen Huda  
Clarissa Jones  
Traci Kalpac  
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Hollie Kozak  
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Sandy Varndell

### **Religion and Spirituality**

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Rev. Anissa Glaser-Bacon  
Pastor Theresa Hines  
Sarah LavenderNees  
Rev. Dr. Luke Lidon  
Min. RobbyGee Lucas  
Helena Luster  
Brooke Lyons  
James Taylor

### **Education and Literacy**

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Kenzi Burchett  
Ken Ditlevson  
Trevor Gorfido  
Ruth Hotchkiss  
Jessica Kahan  
Lisa Mansfield  
Erich Merkle  
Kaitlyn Price

### **Housing, Food, and Nutrition**

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Emily Campbell  
Gretchen Gipson  
Karen Jones  
Paul Khacherian  
Gingy Stypa  
Michael Wilson

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Shawna Fibikar  
Stephannie Garrett  
Jordan-Michael Vigorito  
Matthew Wiederhold

## **Safety and Law Enforcement**

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Lisa V. DiSabato-Moore  
Sgt. Angela Falcone  
Lt. Allen Fite  
Cheryl Goodall-Martin  
Lillie R. Jackson  
Judge Amy Corrigan Jones  
Sgt. Tricia Knoles  
Lauren Landers  
Lt. Sierjie Lash  
Lauri Natko  
Beau Shaniuk  
Gert Wilms  
Lt. Tawanna Young

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Christine Frank  
Lisa King  
Lynette Kreidler  
Brian Lamoda-Genet  
Min. RobbyGee Lucas  
Brooke Lyons  
Jim Mahon  
Julie Pryseski  
Sophie Ruiz  
Jennifer Vasarhelyi  
Katie Wright

## **Key Community Stakeholders and Community Members**

Dr. N. J. Akbar  
Christie Anderson  
Michael Anguilano III  
Steve Arrington  
Kristen Ashby  
Stephanie Berry  
Layne Bradley  
Mark Byrd  
Courtney Calhoun  
Ruby Callen  
Katie Carver  
Amanda Cole  
AJ Conway  
Robert DeJournette  
Angela DeJulius  
Michelle Del Toro  
Rose Driscoll  
Constance Dubick  
Barry Dunaway  
Nicole Fodwell  
Matthew Fowler  
Gregory A Franklin  
Mark Frisone  
Raven A Hazlett  
Justin Hilton  
Daniel Hollowell  
Kim Rivers  
David Horowitz  
Jimmy Howard  
Michael Howard  
Ashley Huprich  
Justyn Jaymes  
PJ Kimmel  
Rick Krochka  
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John Nimmo  
Nicholas Osborne  
Rev Nanette Pitt  
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Susan Poole  
Timothy Powers  
Carrie Price  
Bryden Wayne  
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Bobbi Ullinger  
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Janis Worley  
Shane Wynn



## About Kent State University

Kent State University is one of 76 public higher-research universities, categorized by the Carnegie Foundation for the Advancement of Teaching, and ranked in the first-tier list of Best National Universities by U.S. News and World Report. Kent State is one of Ohio's leading public universities and a major educational, economic, and cultural resource far beyond the Northeast Ohio region it has served since 1910. The student body comprises more than 37,000 students, and the alumni family exceeds 257,000.

The University's mission is to transform lives and communities through the power of discovery, learning, and creative expression in an inclusive environment.

## About Kent State University's College of Public Health

The College of Public Health at Kent State educates future public health leaders, scientists, and scholars, creating national impact on people throughout our community. The public health profession has contributed to significant gains in lifespan over the past 100 years and will continue to improve the overall health of our population with added contributions from our program graduates.

**Vision:** To be a leader in public health education, inquiry, and engagement.

**Mission:** To advance public health by preparing leaders, scientists, and practitioners to collaborate with community partners in conducting impactful research and practice to solve public health challenges.

**Values:** F - Fairness

L - Leadership

A - Accountability

S - Students First

H - Honor

E - Excellence

S - Success

## How to Cite this Report

Snyder, A.M., Roufael, J.S., DiDonato, A.E., Maikranz, N.E., Alemagno, S. (2022). Greater Akron LGBTQ+ Community Needs Assessment. Kent State University: College of Public Health. Kent, OH. Retrieved from: [lgbtqohio.org](http://lgbtqohio.org)





# Introduction, Purpose, and Goals of this Community Needs Assessment

Community needs assessments are a tool public health professionals use to collect, synthesize, and disseminate valuable information to support and validate decision-making and commitments to implementing community health interventions, resources and investments. Capturing insight about the current health status and potential accomplishments as well as deficiencies in community services and community resources informs key stakeholders (within and outside of the healthcare sector) committed to delivering culturally competent services to the LGBTQ+ community and thereby, contributing to the overall improved health status of the target population.

Community needs assessments are an essential tool to identifying the strengths, opportunities, and resources available in a community to meet the unmet needs of the people living there. Community needs assessments also provide valuable insight and information for developing and identifying innovative solutions to service gaps and building a supportive community. As LGBTQ+ individuals and as a community, we have abundant strength, resilience, and resourcefulness. At the same time, our community continues to be disproportionately affected by a range of physical, mental, and behavioral health, economic, social, legal, and political issues, and our needs can be overlooked by mainstream organizations.

A comprehensive LGBTQ+ specific community needs assessment has never been conducted in greater Akron, Ohio, making this initiative an essential first step toward improving the day-to-day lives of our local LGBTQ+ community.

## Goals:

- Increase awareness about public health as it relates to the LGBTQ+ community in Greater Akron
- Lean into the local LGBTQ+ population demographically as the LGBTQ+ community is currently unassessed by the US Census, leaving us to rely on estimates
- Describe the status of the local LGBTQ+ community holistically; not just focusing on weaknesses and unmet needs but also identifying strengths and achievements
- Develop a set of community recommendations based on participant input that inform future investments and decision-making for the local LGBTQ+ community
- Strengthen partnerships and inter-organization collaborations within the local public health system



# Research Methodology

## Super Survey

The primary means of data collection from LGBTQ+ community members and allies utilized a digital survey. Members of the project's leadership teams (comprised of more than 180 people) across seven holistic health domains worked collaboratively to develop the survey questions included in the super survey.

Participants were recruited through varying methods, including a network of social media platform posts established through the over 116 organizations that came together to support the project. Participants were also recruited through engagement at in-person LGBTQ+ community events, meetings, and venues of significance. Recruitment flyers and materials were also distributed throughout public spaces in Summit, Stark, Portage, and Medina counties to engage potential participants.

Participant inclusion criteria included anybody age eighteen (18) or older who identifies as Lesbian, Gay, Bisexual, Transgender, and/or Queer or Questioning (LGBTQ+), including all other marginalized sexual orientations and gender identities not expressly defined in LGBTQ+ who live in Summit, Stark, Portage, or Medina counties, Ohio; or rely on Greater Akron for healthcare, social services, work, education, religion and spirituality, recreation, community resources, or support. LGBTQ+ allies were also welcomed to take the survey but were provided a separate set of questions more aligned with the needs of LGBTQ+ allyship. The survey was administered from June 1st, 2021, through December 31st, 2021.

## Focused Intersectionality Analysis

To help uplift survey responses from participants whose LGBTQ+ identities intersect with historically marginalized and underrepresented identities, communities, or topics/issues, their responses were filtered and analyzed thematically to identify the unmet needs at these intersections of the LGBTQ+ community. In addition, each LGBTQ+ survey participant was asked two open-ended qualitative questions in the Greater Akron LGBTQ+ Community Needs Assessment Survey.

- “What is your biggest fear, concern, or worry for yourself as a member of the LGBTQ+ community right now? You might think about issues relating to health and wellness; religion and spirituality; education and literacy; housing, food, and nutrition; employment, business, and commerce; safety and law enforcement; or recreation and leisure. Please be as specific as you can.”
- “What would help address or improve this fear, worry, or concern?”

Each open-ended response to these questions by marginalized and underrepresented identities, communities, or topics/issues were analyzed independently by two individuals on the research team and categorized into recurring themes. These themes were developed from the survey question responses to the questions. The analysis is being submitted for peer review and will be uploaded to [lgbtqohio.org](http://lgbtqohio.org)

## Strengths

- A total of 1002 valid and unique survey responses were recorded during the survey administration period painting a rich picture of the current status of the LGBTQ+ community
- Utilizing a mix of quantitative and qualitative data questions in the survey provides strengths to this survey in its ability to paint a rich context of the LGBTQ+ experience in Greater Akron

## Limitations

- Non-probability convenience sample led to sampling limitations including underrepresentation of certain intersections of the LGBTQ+ community.
- Utilizing a digital survey may have created access barriers for potential participants who do not have access to technology, the Internet, or whose varying abilities makes it difficult for them to complete a digital survey.
- This survey was only administered in English.
- Data was not collected for LGBTQ+ community members under the age of 18.

# Community Recommendations

## General Community

- Increase funding, access, and organizational capacity to deliver educational materials, local LGBTQ+ community information, training, panels, community discussions, and support groups about current topics/issues, resources, and support that is inclusive both for the LGBTQ+ community and allies
- Create a centralized clearinghouse of vetted LGBTQ+ resources, support, and information available in Greater Akron
- Increase visibility and exposure of the LGBTQ+ community to help normalize and build awareness about current issues while reducing stigma
- Cultivate a culture of inclusiveness, open-mindedness, empathy, acceptance, and respect (both within and outside the LGBTQ+ community)
- Foster more inter-organizational collaborations that serve the LGBTQ+ community at large
- Increase diverse representation in LGBTQ+ community organizational leadership, in politics, and in the community in general
- Assist more LGBTQ+ people in getting registered and voting
- Promote more inclusive, representative, and diverse politicians and legislators at all levels of government that advocate for LGBTQ+ issues
- Advocate for comprehensive, inclusive, and equitable legal protections, policies, legislation, and laws that meet the needs of all unique intersections of the LGBTQ+ community
- Provide clear guidance for LGBTQ+ community members and allies to help advocate for themselves and others
- Provide clear direction for LGBTQ+ community members and allies to get involved (volunteer) and connect in the local LGBTQ+ community
- Invest in community building at the interpersonal level
- Stop talking about problems and move into Action/Advocacy/Activism

- Invest in avenues of systemic change addressing Racism, Sexism, Heterosexism, Homo/Trans-phobia, Ableism, Ageism, Stereotypes, and other 'isms' and stigmas that hinder the LGBTQ+ community
- Assistance with identity documents and gender change markers (Identification cards, birth certificates, social security cards, and passports)
- Invest in accepting and including marginalized intersections of the LGBTQ+ community

## Health and Wellness

- Increase affirming and culturally competent healthcare spaces and health insurance coverage
- Increase access to affirming and culturally competent mental health and behavioral health services and resources
- Increase continuing education opportunities for members of healthcare teams to increase cultural competence in their delivery of care to the LGBTQ+ community
- Increase access to affirming and culturally competent trans-related surgeries, treatment, and care
- Increase sexually transmitted infection (STI) testing among high risk-groups





# Community Recommendations (continued)

## Religion and Spirituality

- Increase access to safe, affirming, and culturally competent religious spaces and trainings/teaching
- Provide safe spaces for individuals who have experienced religious trauma to lean into and accept support to facilitate the healing process
- Continue to combat conversion therapy
- Increase diversity and cultural competence training opportunities for religious and spiritual leaders

## Education and Literacy

- Create more safe spaces in schools for LGBTQ+ students to learn, connect, and grow as individuals
- Increase protection against LGBTQ+ discrimination in educational spaces by addressing issues such as bullying and bathroom safety
- Establish accessible science-based sex education for LGBTQ+ youth and adults who may not have received culturally competent sex education

## Housing, Food, and Nutrition

- Provide clear guidance for individuals to access housing subsidies available to them
- Increase programming to help individuals plan and save for home ownership
- Advocate and provide support and resources for LGBTQ+ people of all ages experiencing houselessness or housing insecurities
- Improve access to food pantries for LGBTQ+ individuals experiencing food insecurities

## Business, Employment, and Commerce

- Increase programming to help LGBTQ+ individuals with job-related activities such as resume writing, job interviewing skills, management skills, personal branding and job search strategies
- Foster a culture of acceptance, inclusion and safety for LGBTQ+ individuals in the workplace
- Reduce the experience of discrimination in the workplace through cultural and policy changes
- Establish more employee resource groups for LGBTQ+ employees and allies
- Provide support and resources for LGBTQ+ business owners to navigate running a queer-owned business in a heteronormative market



# Community Recommendations (continued)

## Safety and Law Enforcement

- Start providing LGBTQ+ inclusive police and first responder trainings
- Increase access to legal services which are culturally competent in LGBTQ+ identities and issues
- Provide sensitivity training to criminal justice system employees for the unique needs of individuals whose gender identity or expression, sexual orientation, race, age, and/or ability differ from the mainstream.
- Work toward easing the fears of hate crimes and physical assault targeted at LGBTQ+ community members
- Reduce the experience of discrimination in public spaces

## Recreation and Leisure

- Create more inclusive and affirming LGBTQ+ and general community events and safe spaces including places to recreate outside of 'gay' bars and in rural spaces
- Provide more LGBTQ+ programming and events in sober spaces and/or provide sober spaces at LGBTQ+ programs and events
- Recognize that time and cost are the two most significant barriers that prevent LGBTQ+ individuals from participating in recreation and leisure activities when planning community events
- Increase community activities and resources that are accessible to LGBTQ+ people with different abilities (e.g. ASL interpreters at events and other handicap accessibility barriers and challenges)
- Increase the number of community activities for older LGBTQ+ adults

## Allyship

- Provide access to up-to-date information on current LGBTQ+ issues
- Provide training and educational materials to allies that help to stand up for LGBTQ+ people in different spaces (e.g. heteronormative, public restrooms, educational spaces, etc.)
- Recognize that just like LGBTQ+ identity, allyship is a spectrum, and not all allies agree or understand in depth issues of the community
- Provide support to allies who are adjusting to learning a family member, friend, or another important person in their life identifies as LGBTQ+
- Provide the opportunities to practice and use pronouns comfortably
- Provide support, training, education, and information to LGBTQ+ allies to know how to stand up to anti-LGBTQ+ discussions and LGBTQ+ 'jokes'
- Encourage and provide the support and information for allies to call or write local, state, or federal officials in support of LGBTQ+ issues
- Provide clear and specific information to allies on what they can do to support the community

# Respondent Demographics



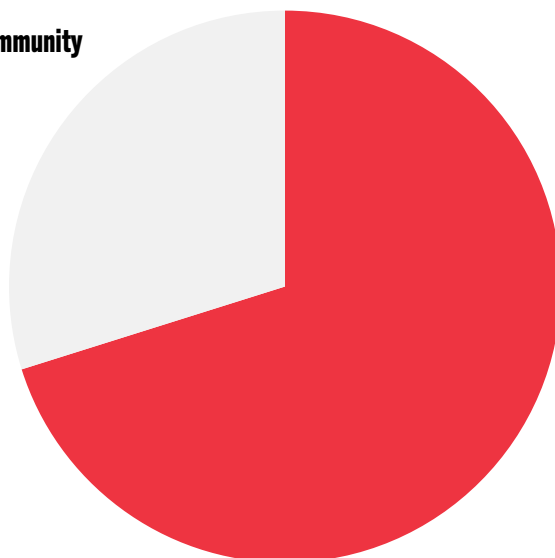
For the purpose of this project, when referring to the LGBTQ+ Community of Greater Akron we mean:

- Anybody who identifies as a Lesbian, Gay, Bisexual, Transgender, and/or Queer or Questioning including all other marginalized sexual orientations and gender identities not expressly defined in LGBTQ+ and
- lives in Stark, Summit, Medina, or Portage counties or
- relies on Akron for Healthcare, Social Services, Work, Education, Religion or Spirituality, Recreation, Community Resources or Support to satisfy their needs



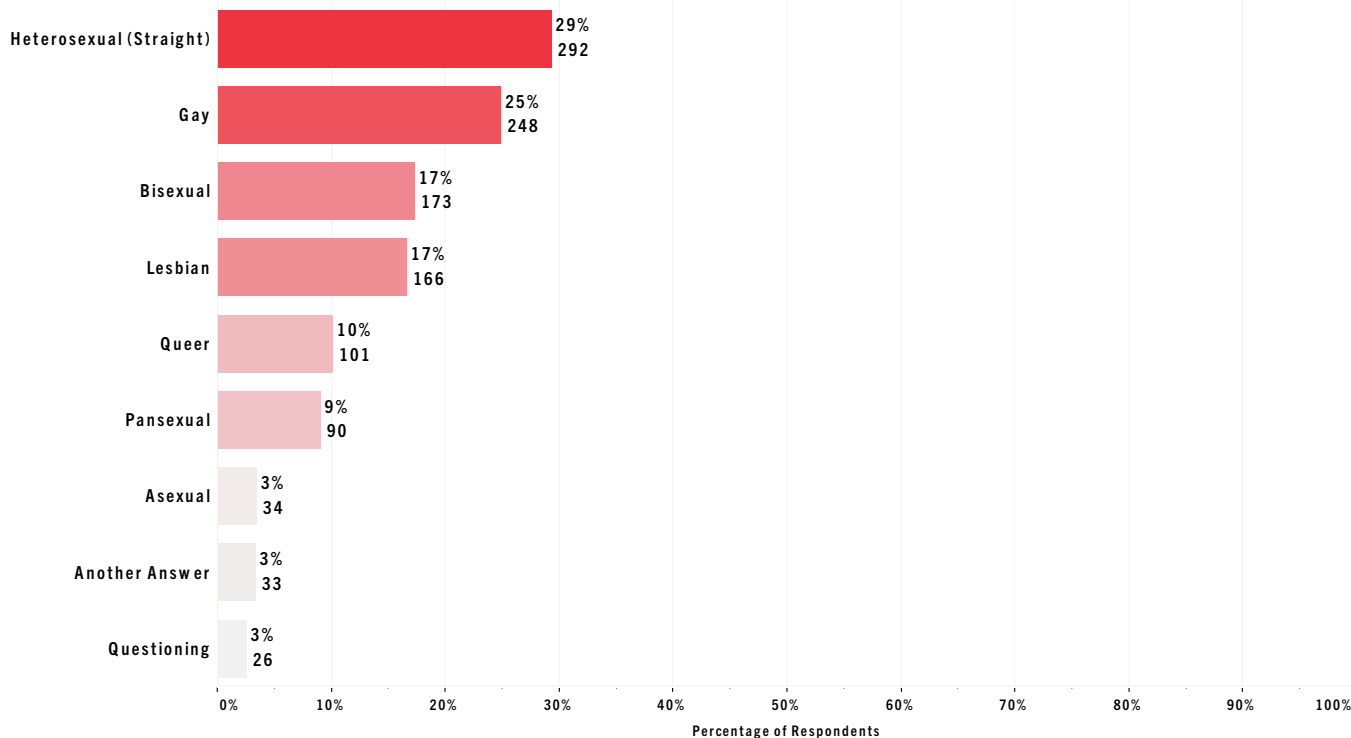
#### 4. What is your connection with the LGBTQ+ community?

**Ally to the LGBTQ+ community**  
30%  
298

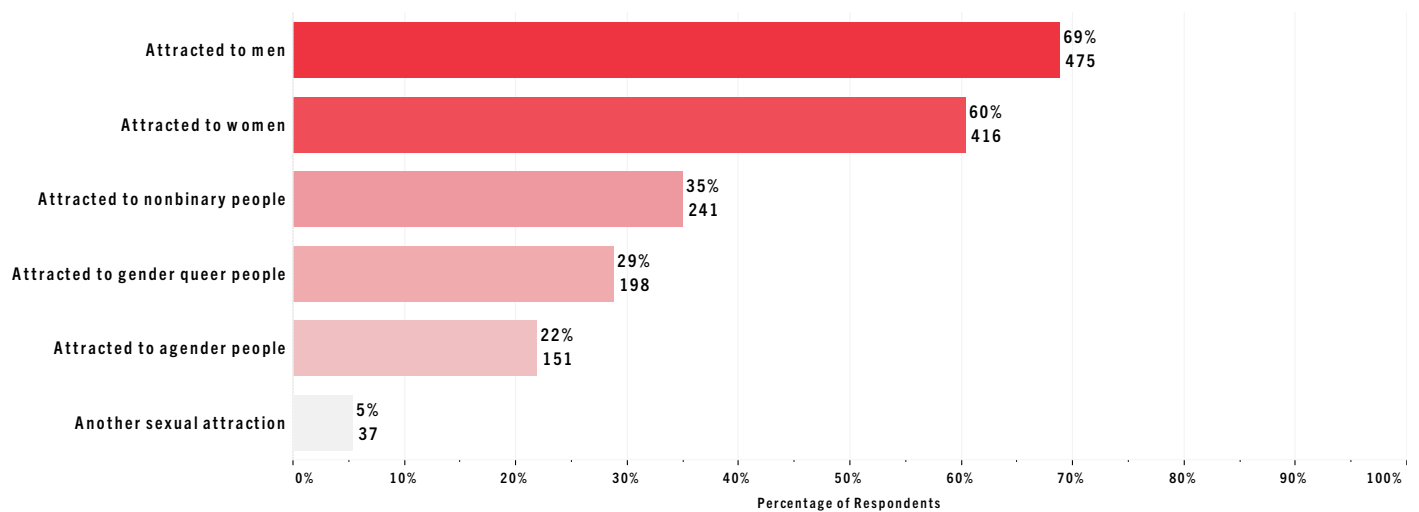


**Member of the LGBTQ+ community**  
70%  
701

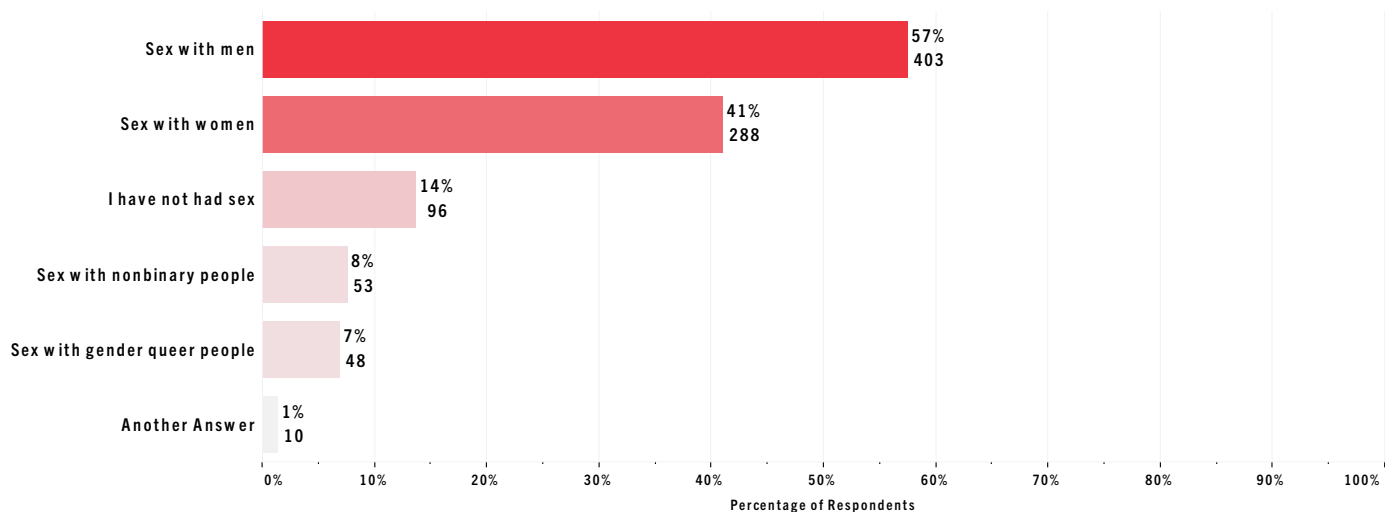
#### 5. What is your sexual orientation?



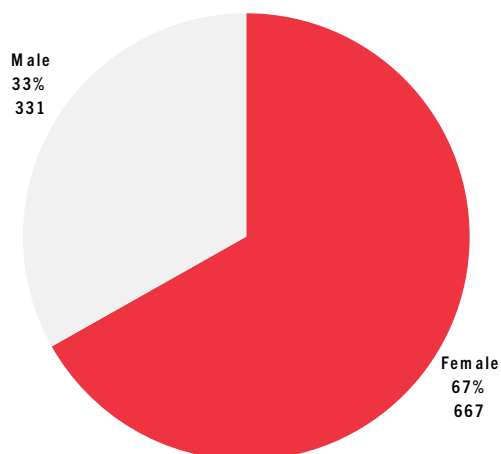
## 6. How would you best describe your sexual attraction(s)?



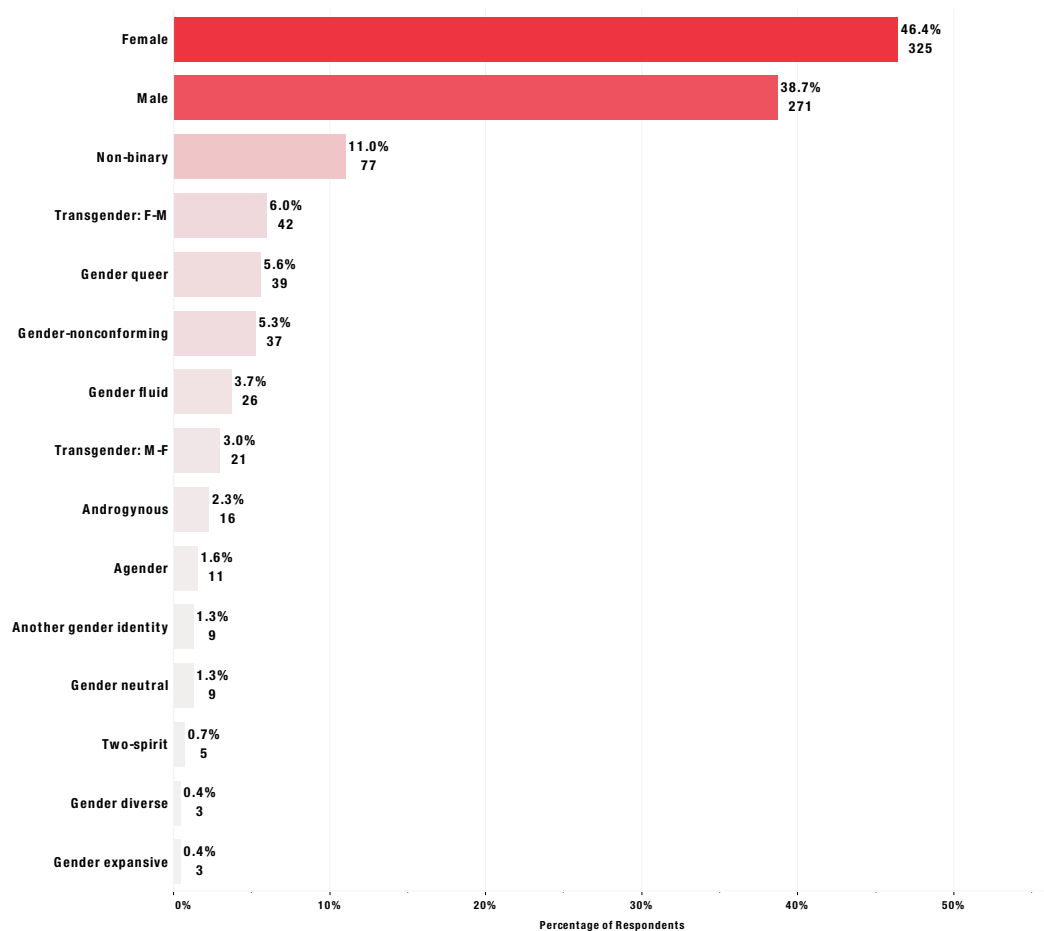
## 7. How would you best describe your sexual behavior(s) over that past five (5) years?



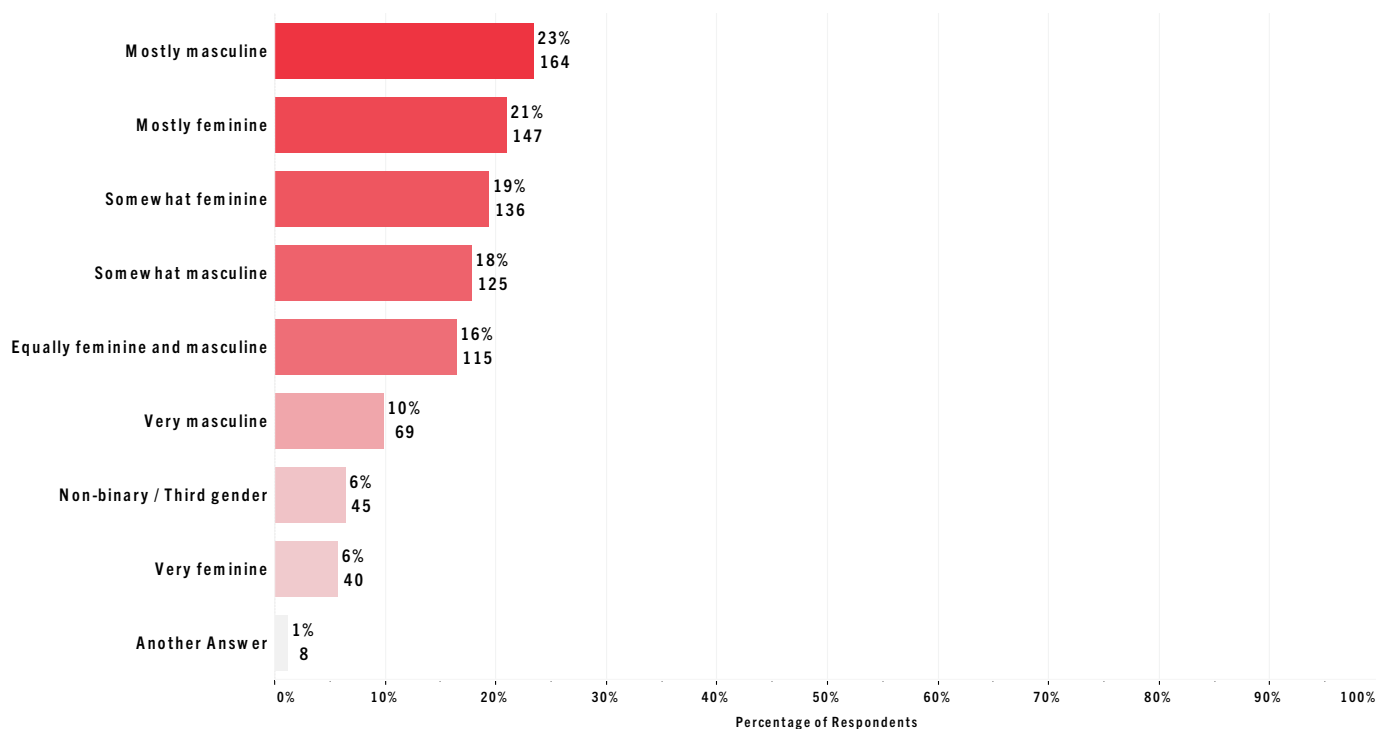
## 8. What sex were you assigned at birth?



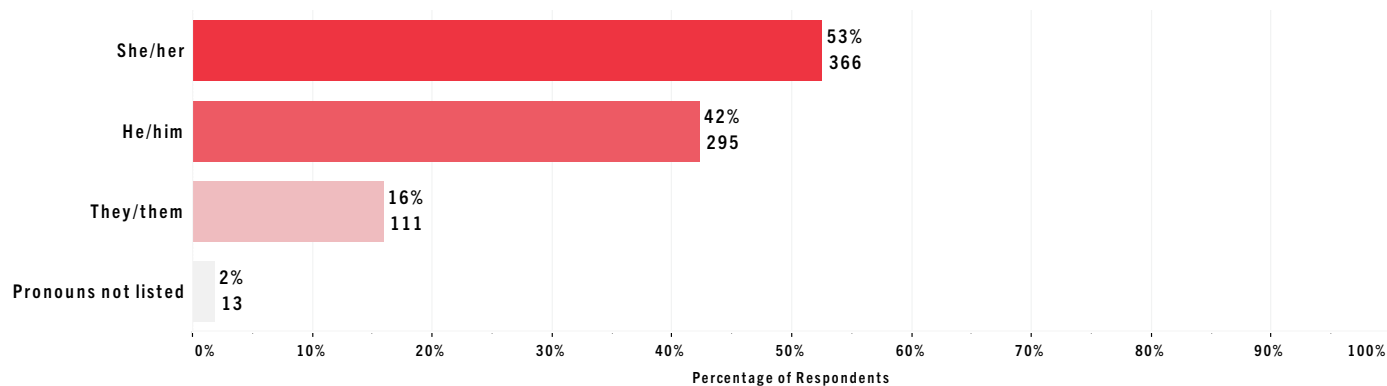
## 9. What is your current gender identity?



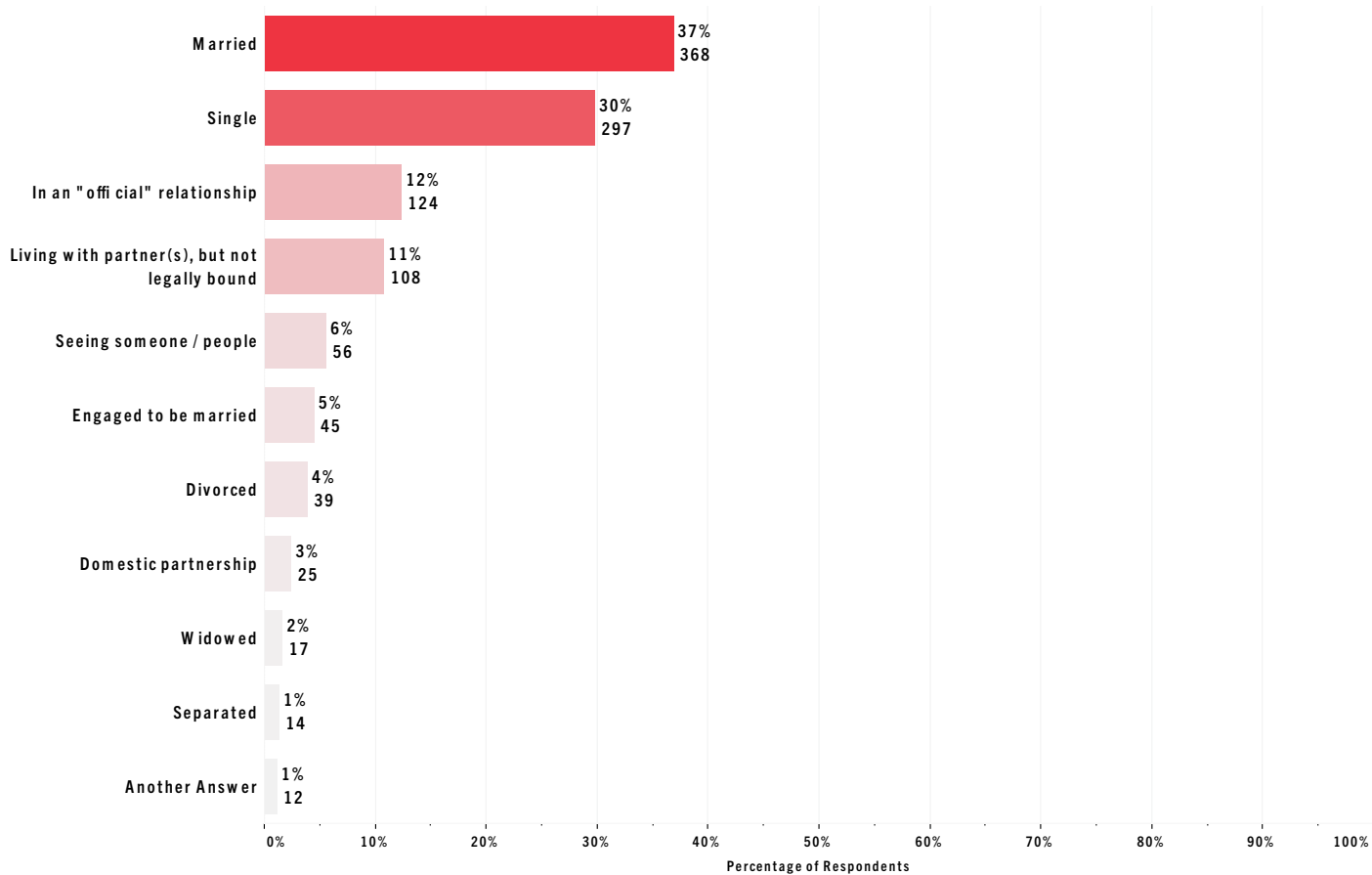
## 10. What is your gender expression?



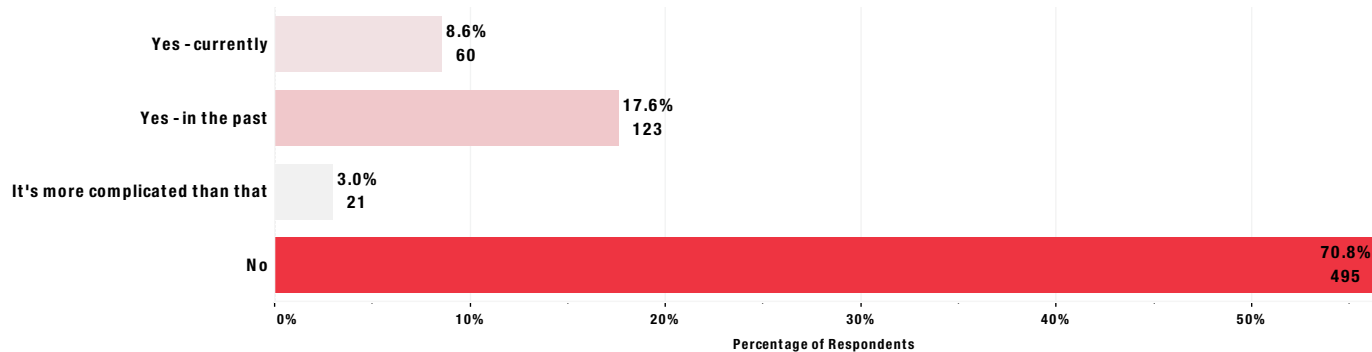
## 11. What are your gender pronouns?



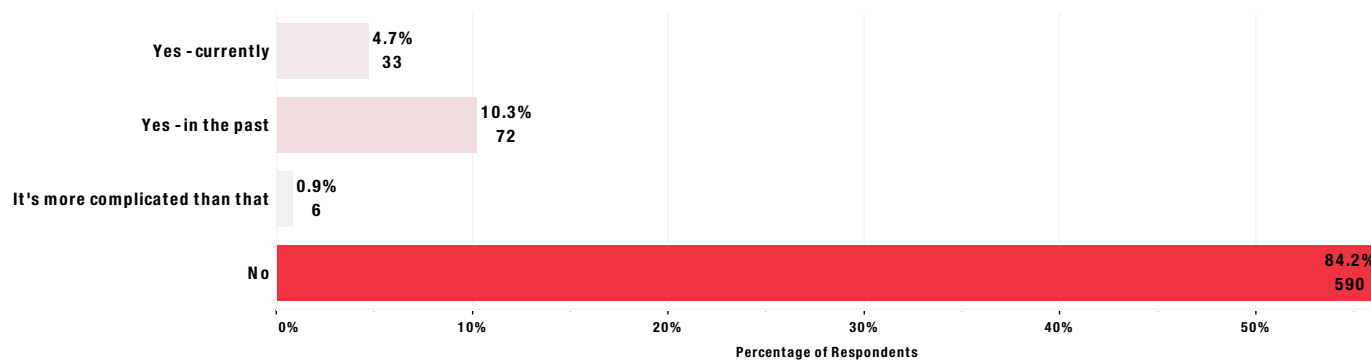
## 12. What is your current relationship status?



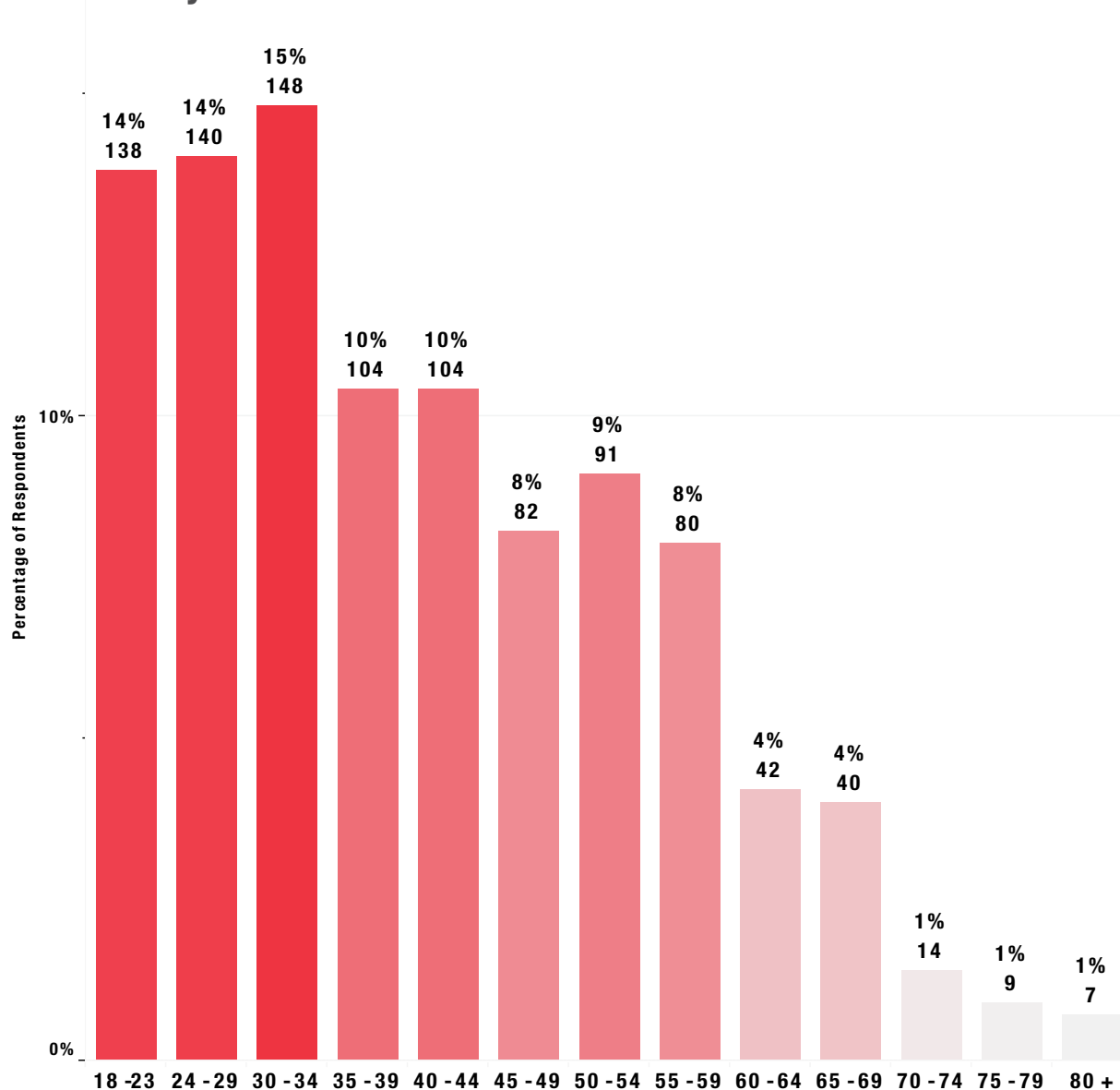
## 13. Are you currently in, or have you ever been in, an open relationship?



## 14. Are you currently in, or have you ever been in, a polyamorous relationship?

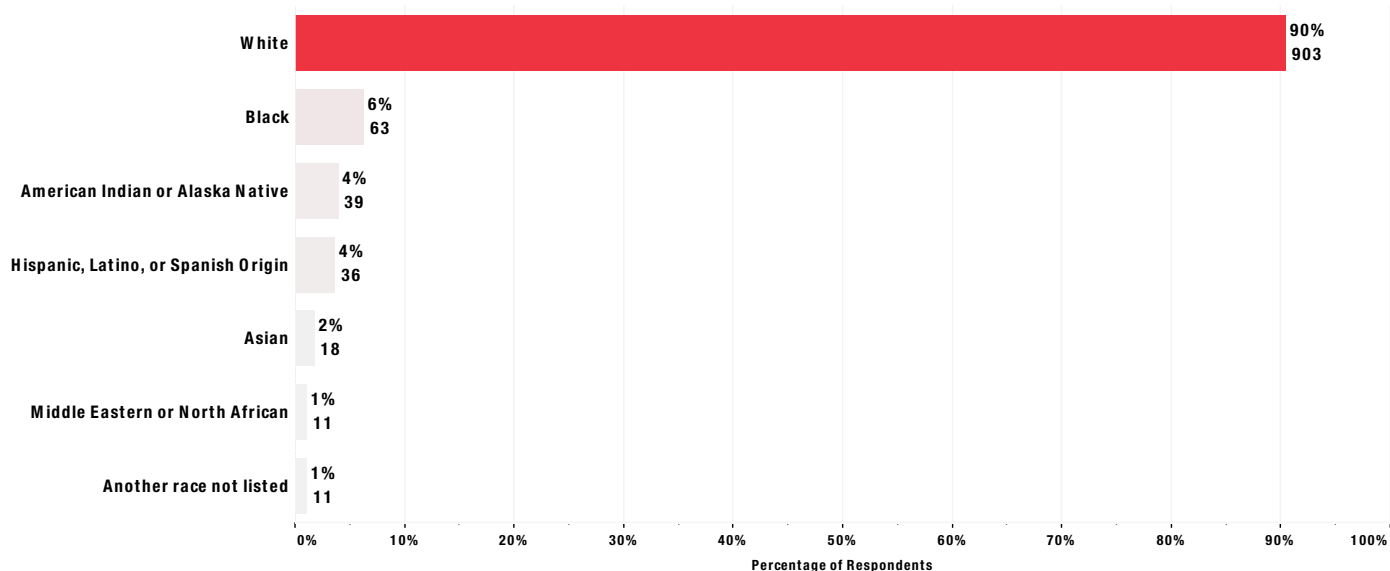


## 15. How old are you?

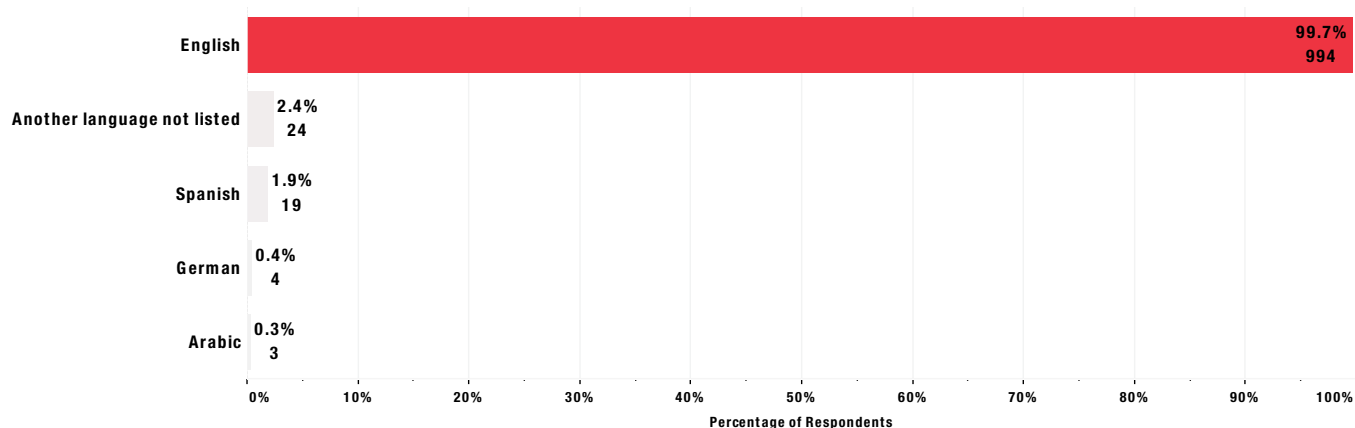




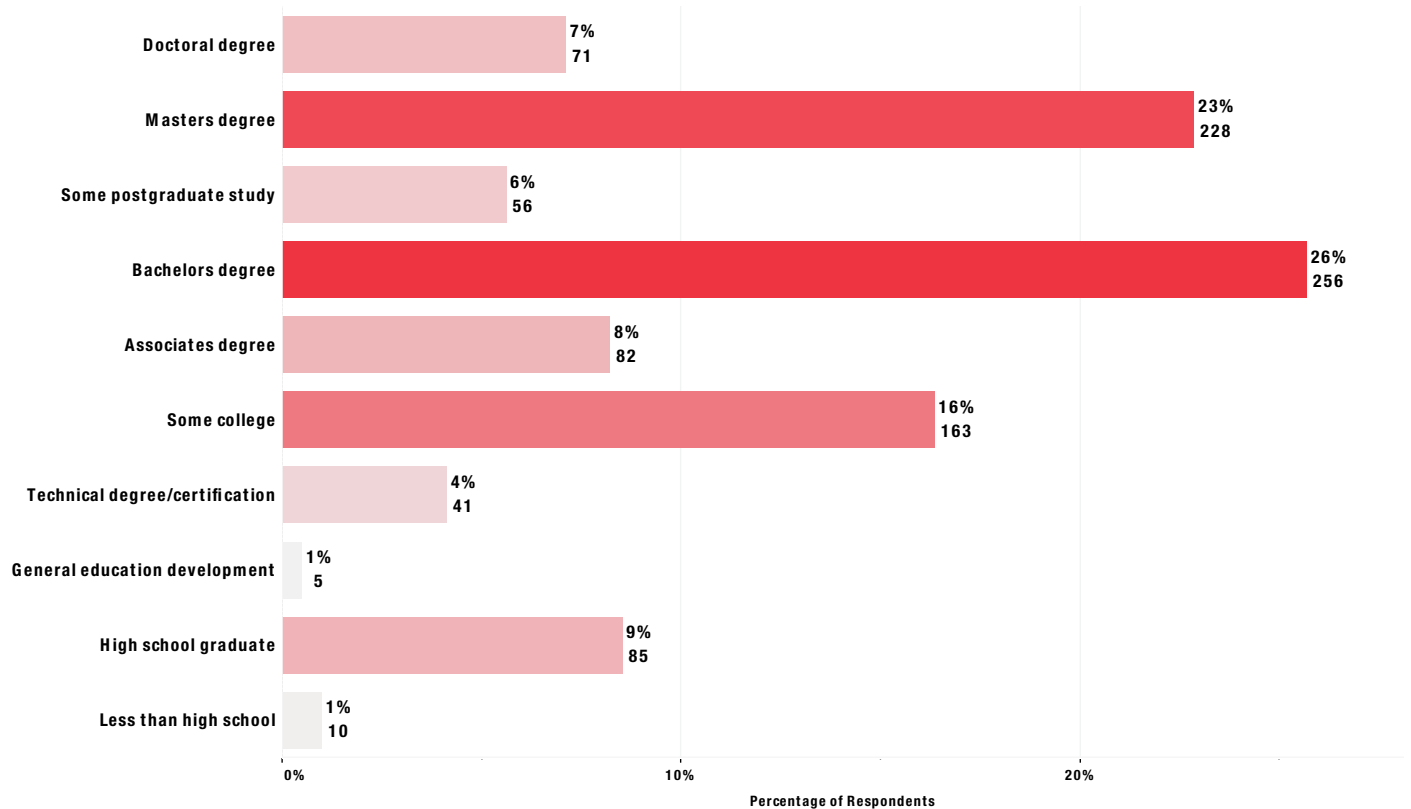
## 16. What is your race?



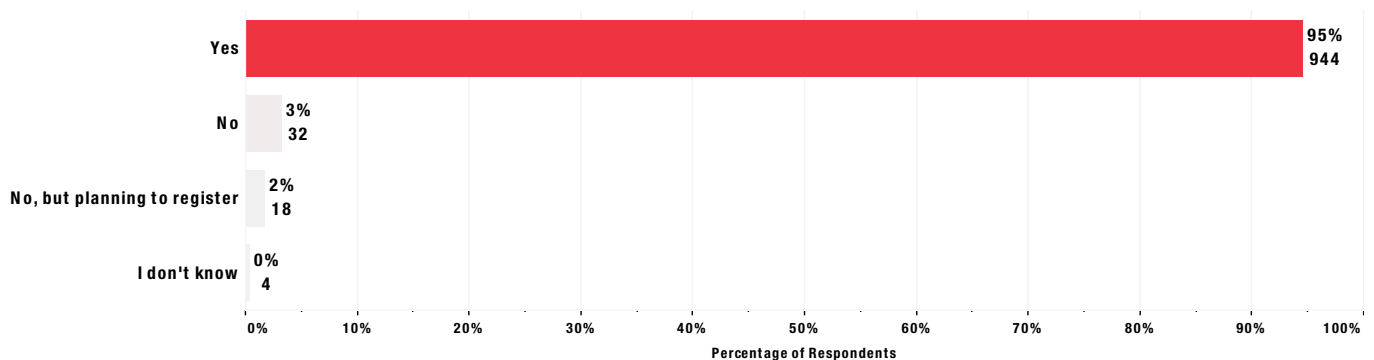
## 17. What language(s) do you speak at home



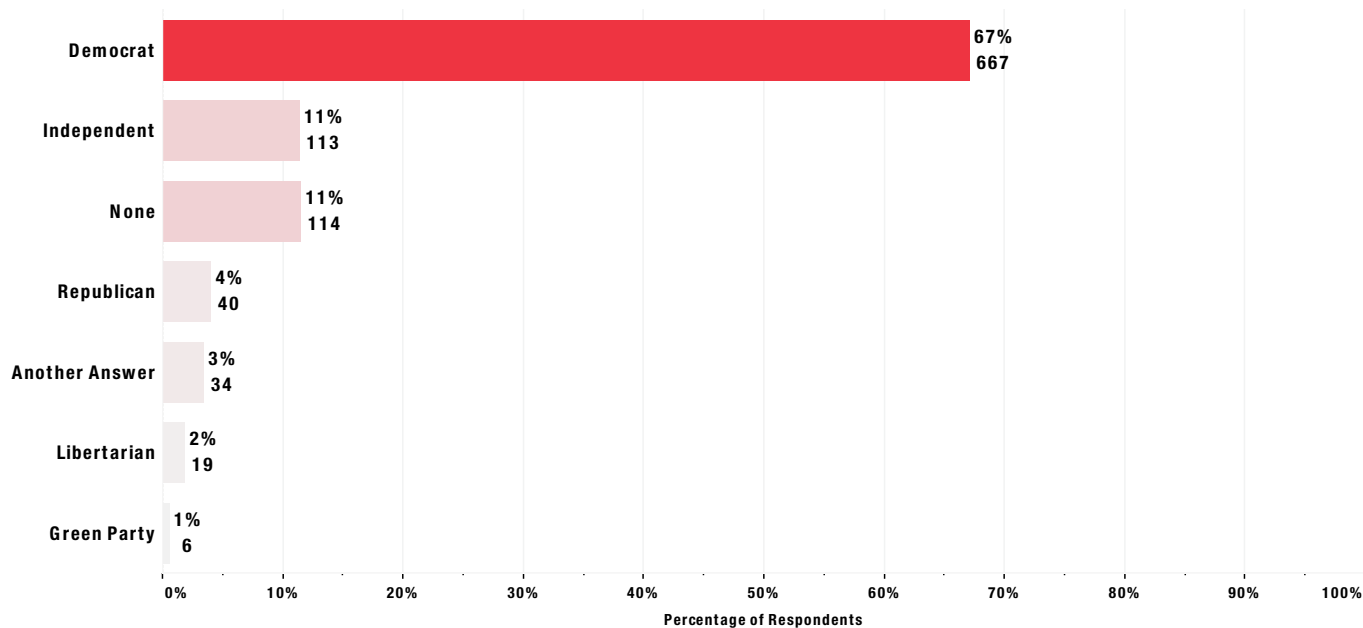
## 18. What is the highest level of education you have completed?



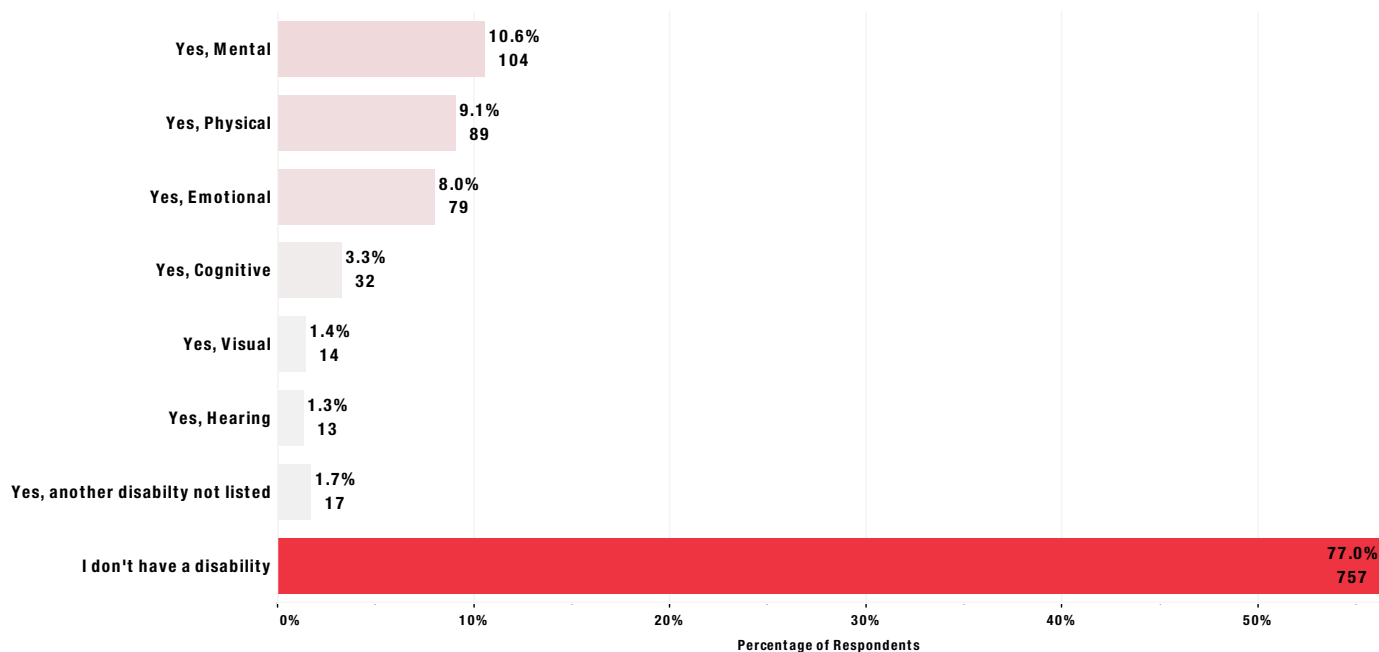
## 19. Are you registered to vote?



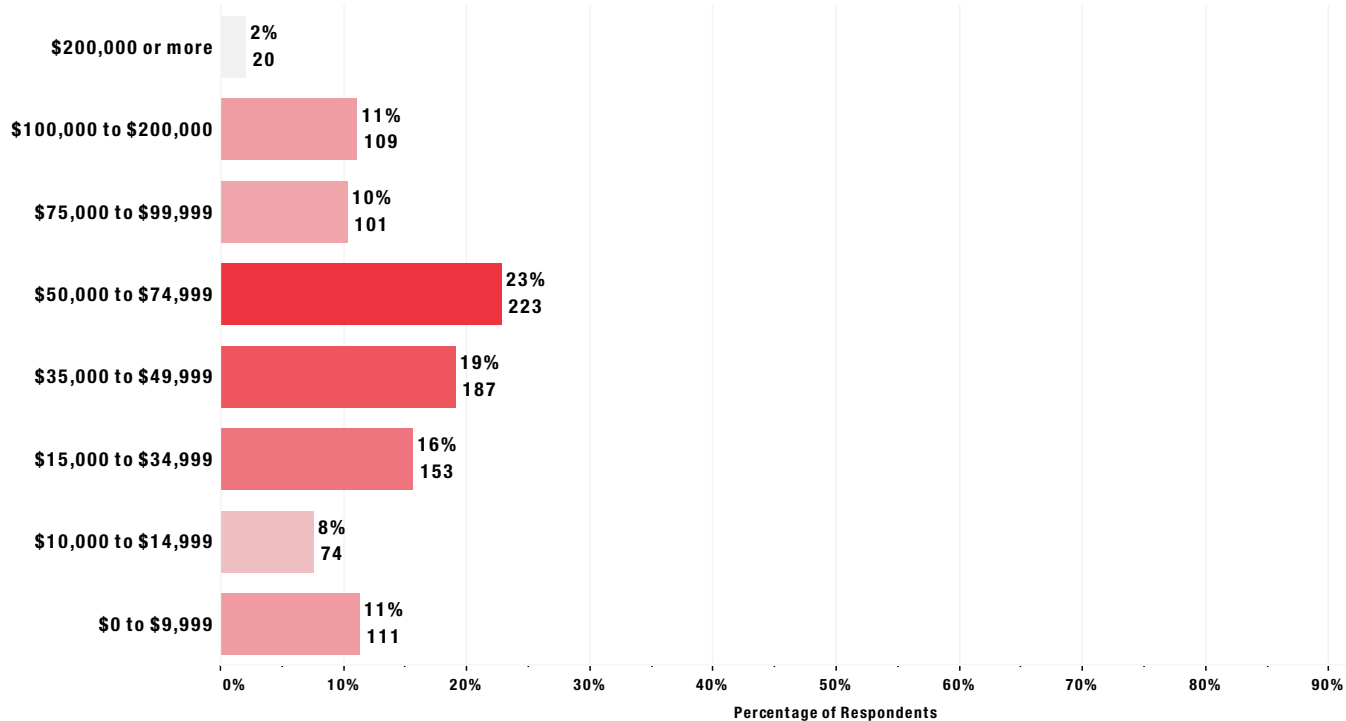
## 20. What is your political affiliation?



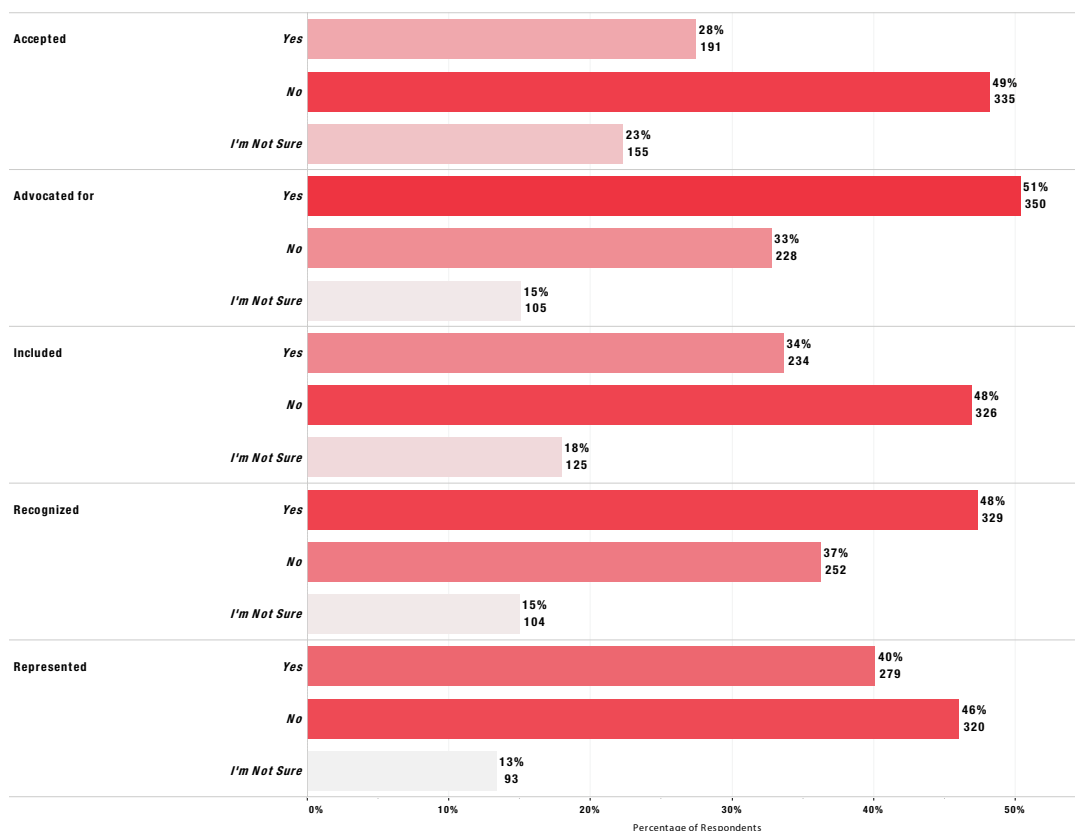
## 21. Do you have any disabilities as defined under the Americans with Disabilities Act (ADA)?



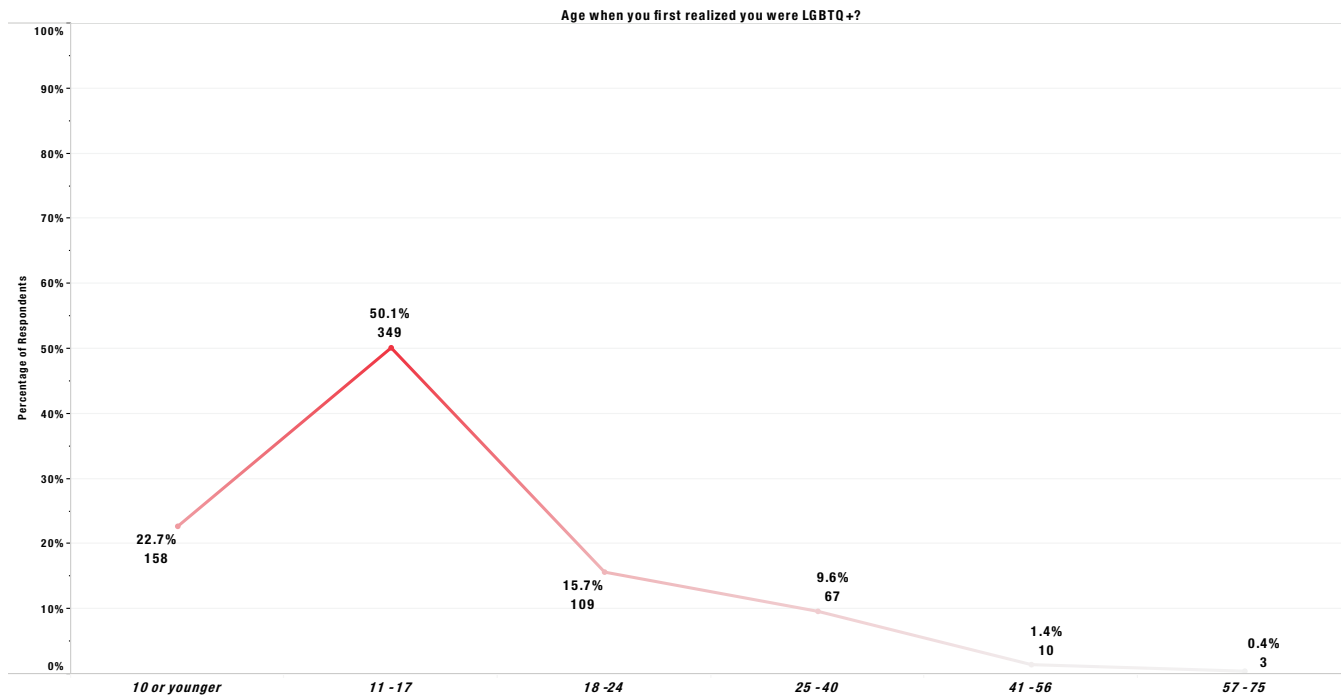
## 22. How much do you make in a year from all sources before taxes?



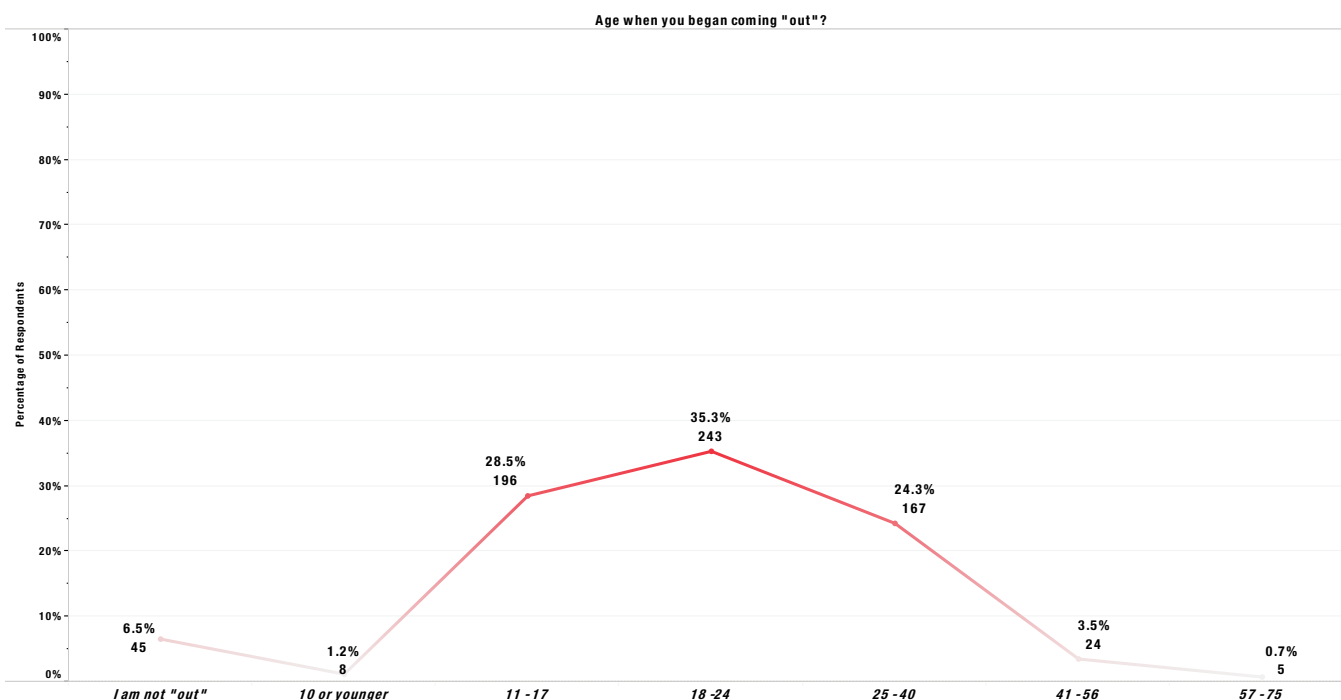
## 23. In your own experience, do you feel you and your needs are accepted, advocated for, included, recognized, represented in society?



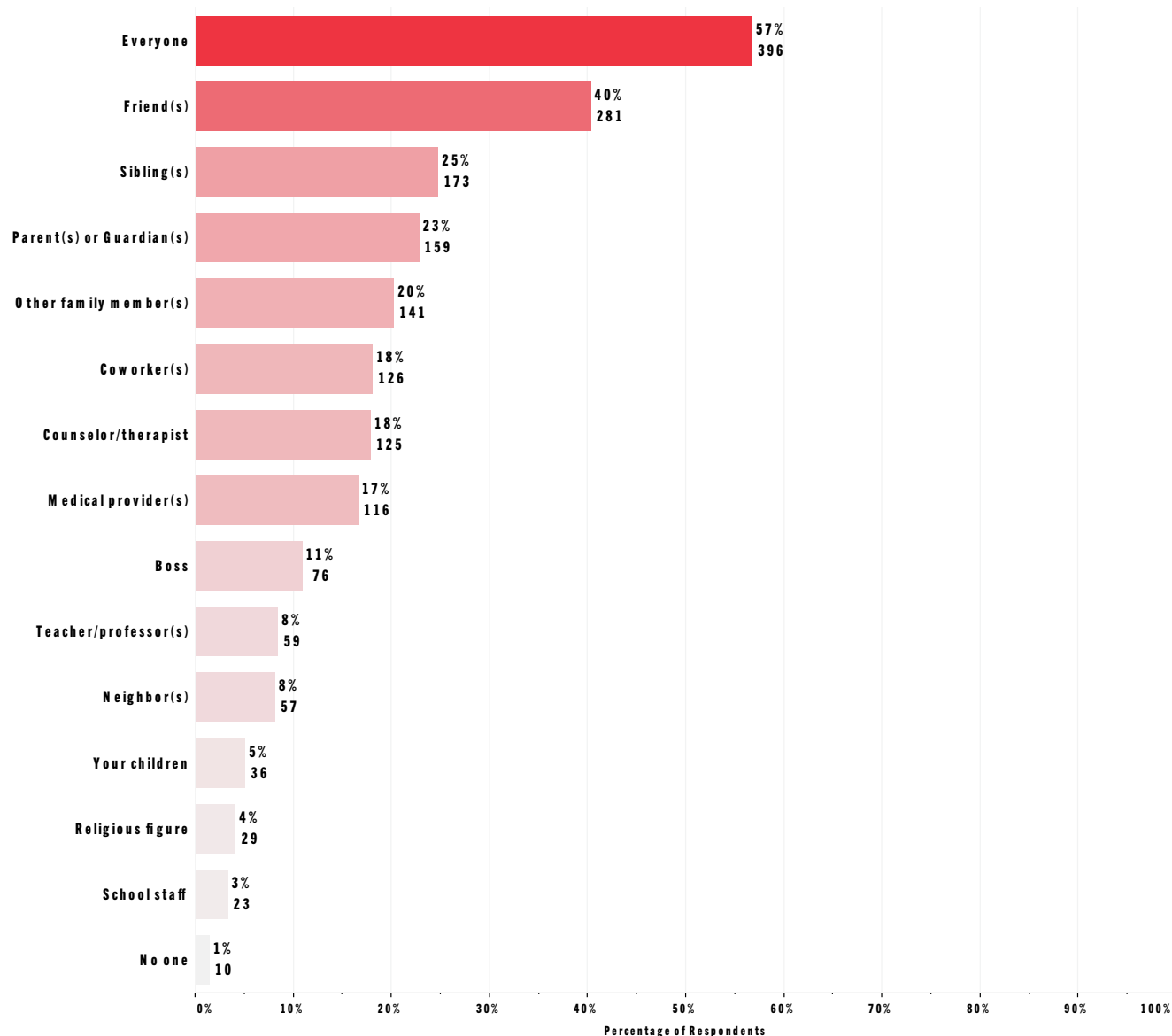
## 24. How old were you when did you first realized you were LGBTQ+?



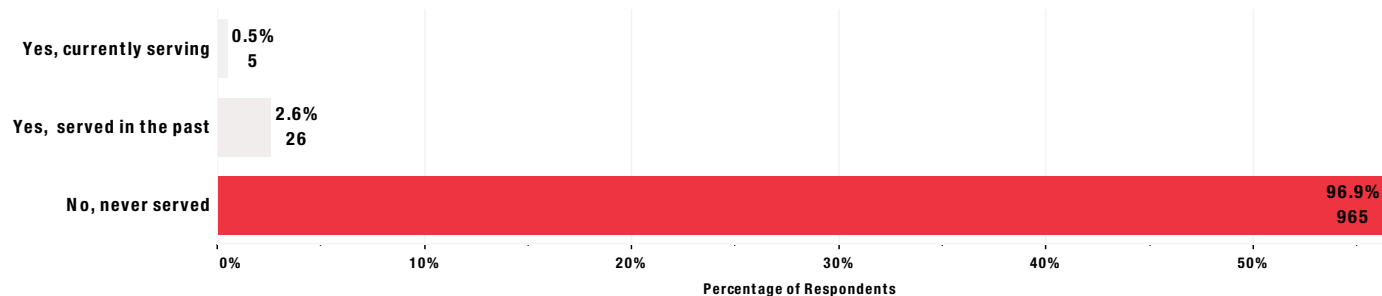
## 25. If you are “out”, at what age did you begin coming “out”?



## 26. Which of the following people are you “out” to?

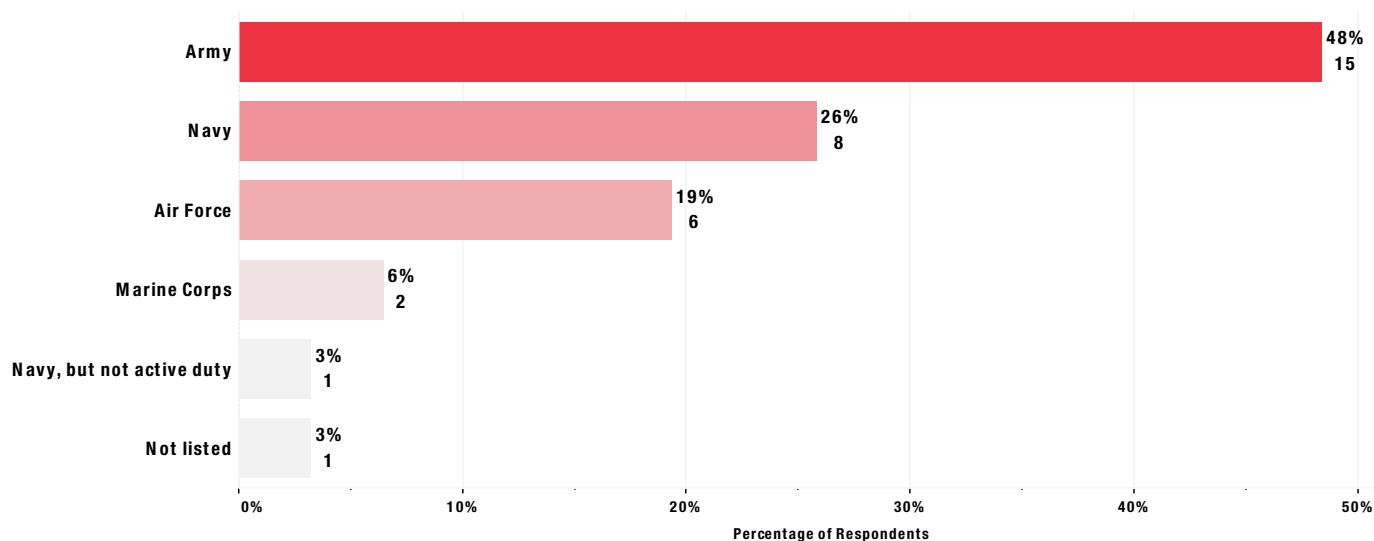


## 27. Have you ever served in the U.S. Armed Forces?

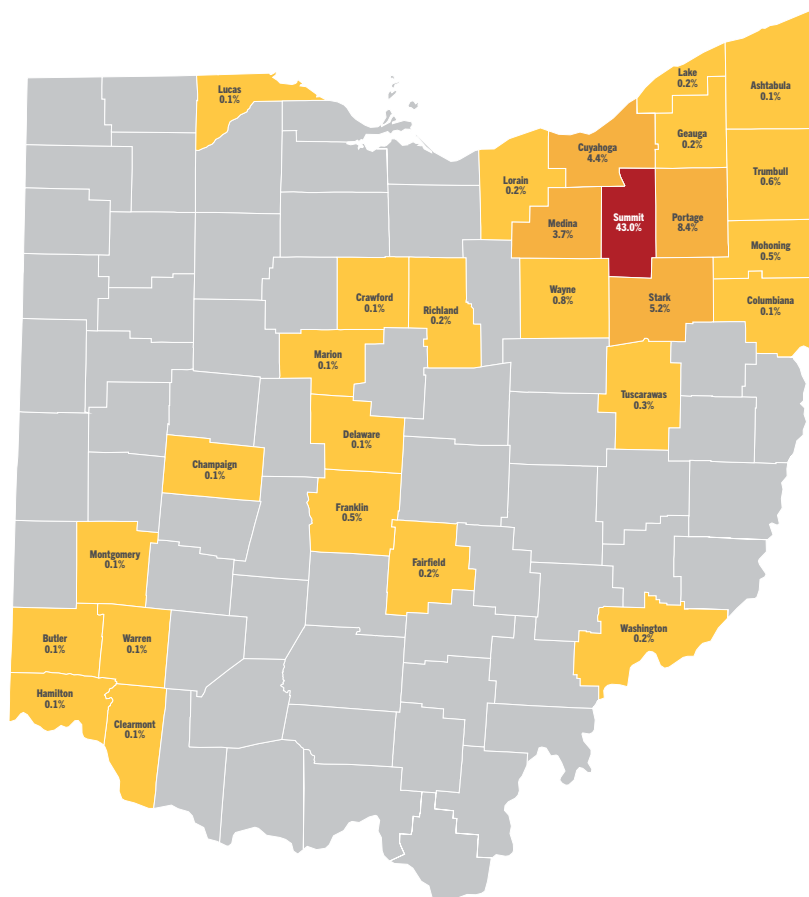




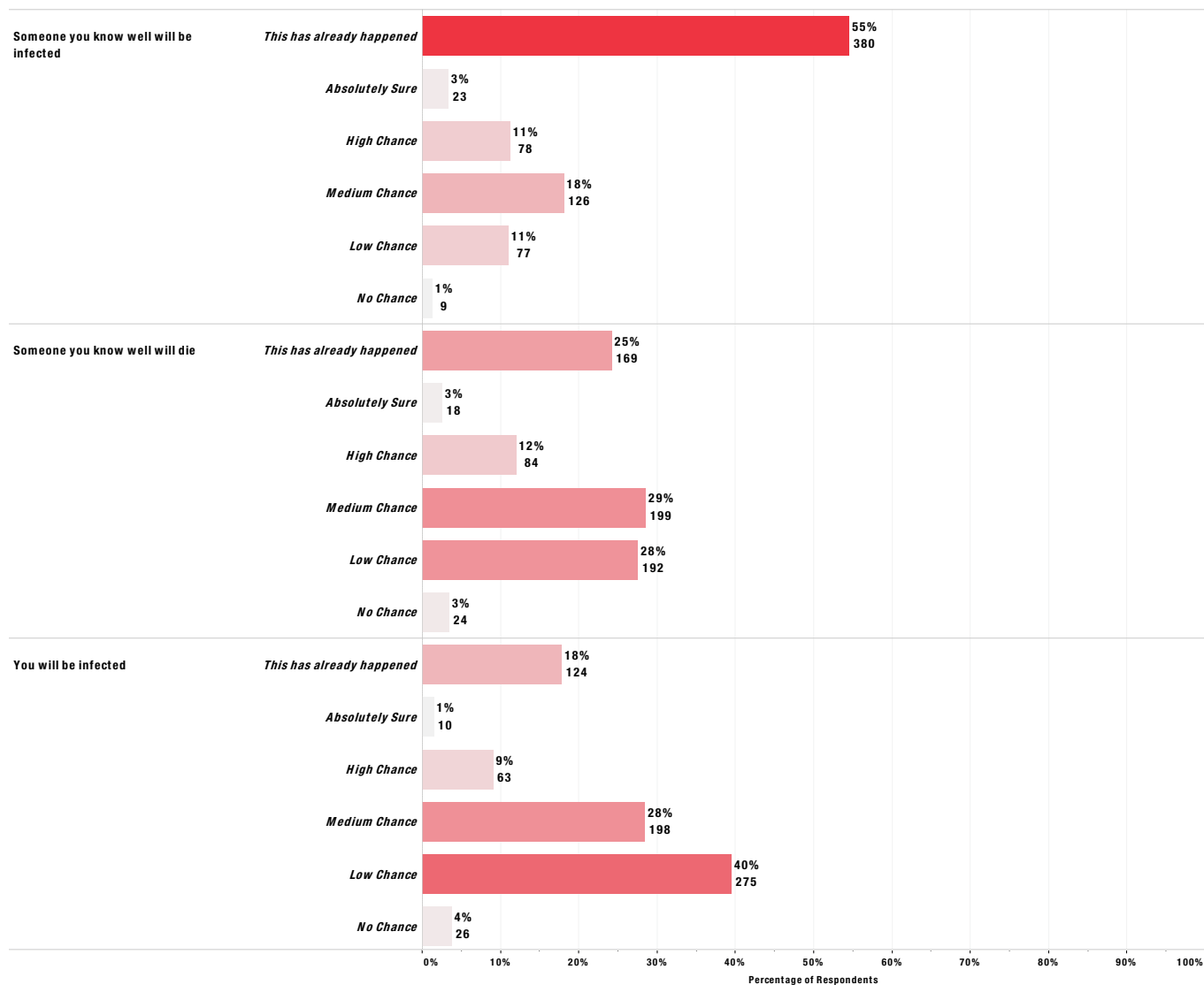
## 28. In which branch or branches did you serve on active duty?

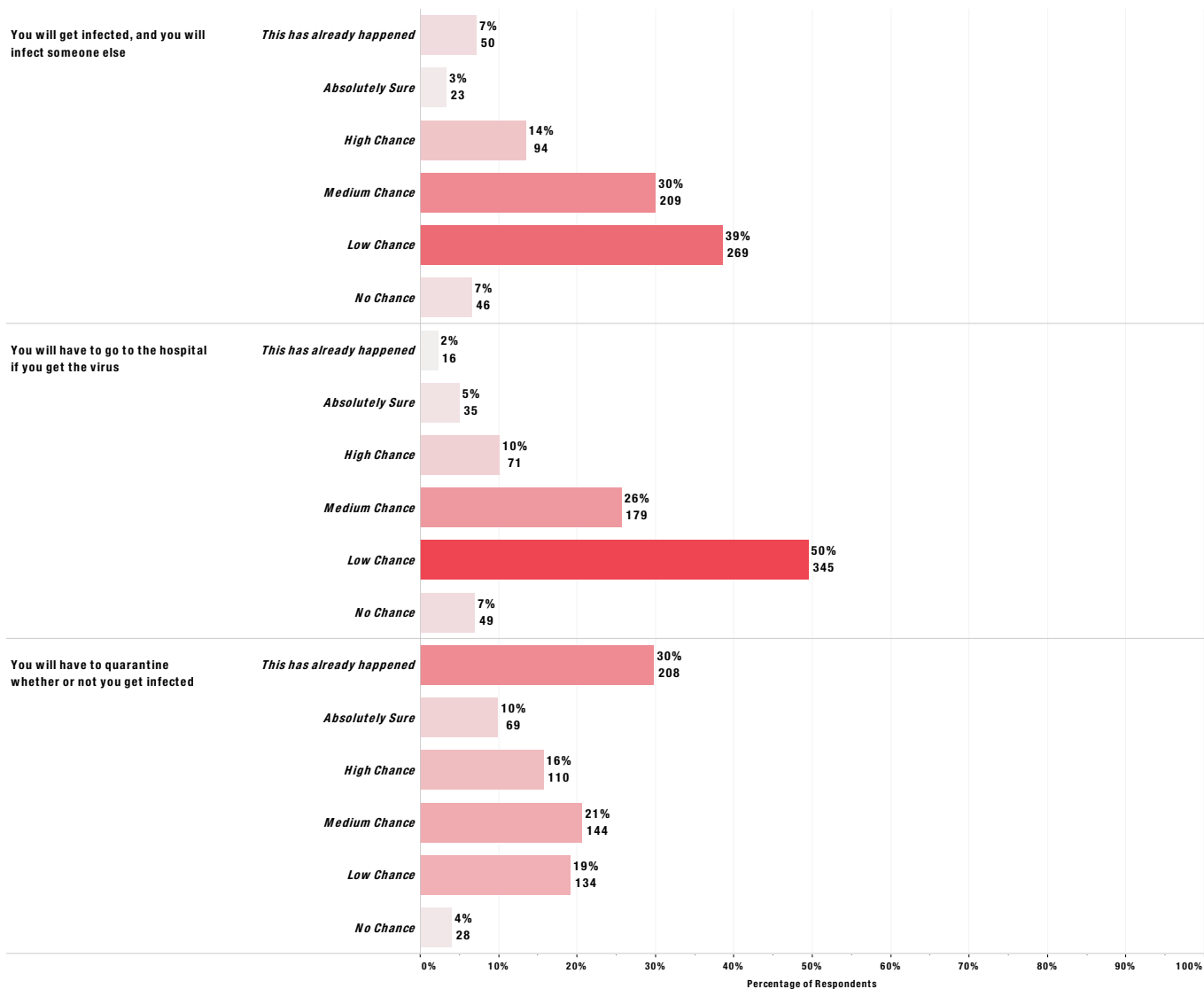


## 29. What is the county where you currently live or stay most of the time?

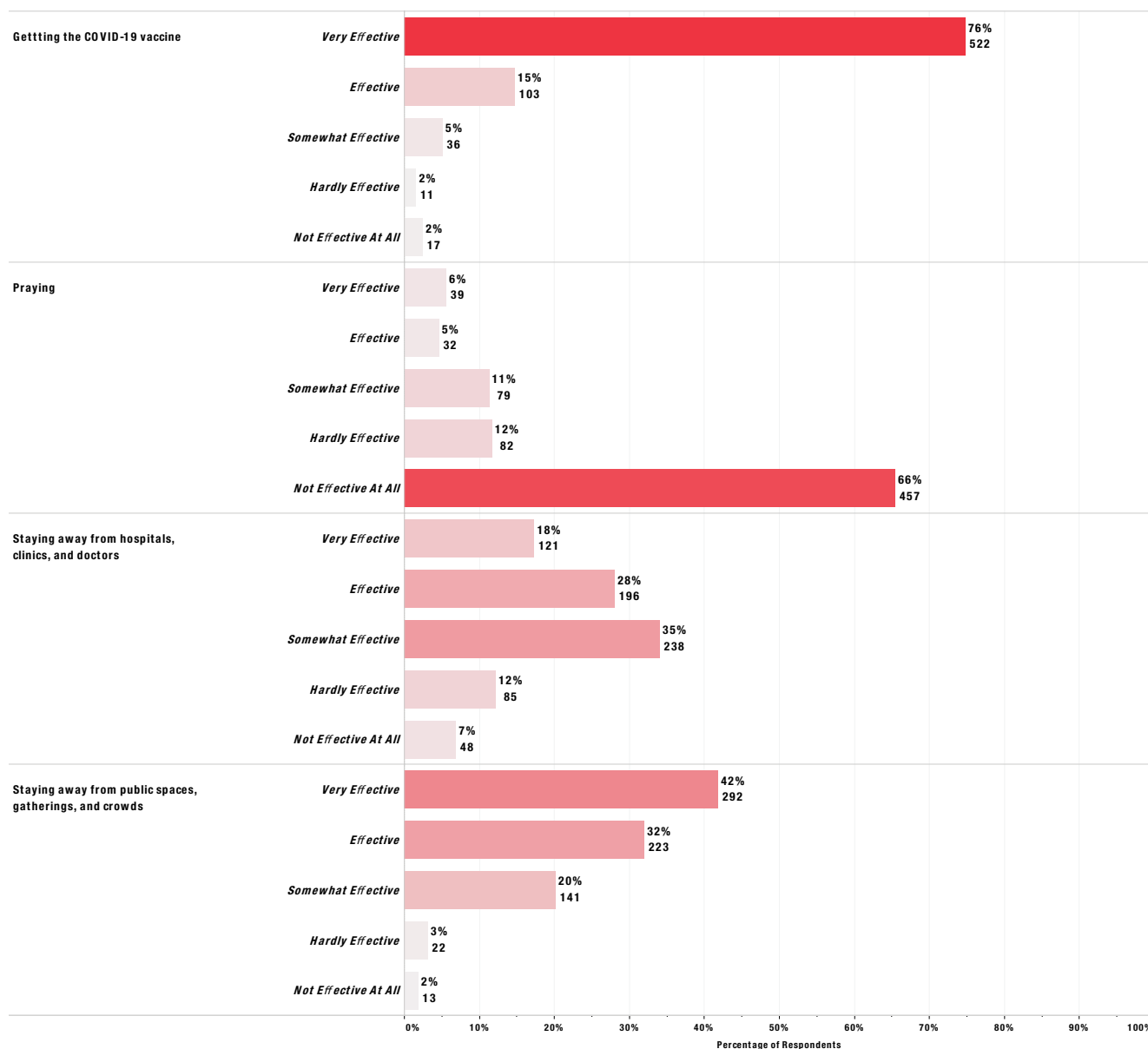


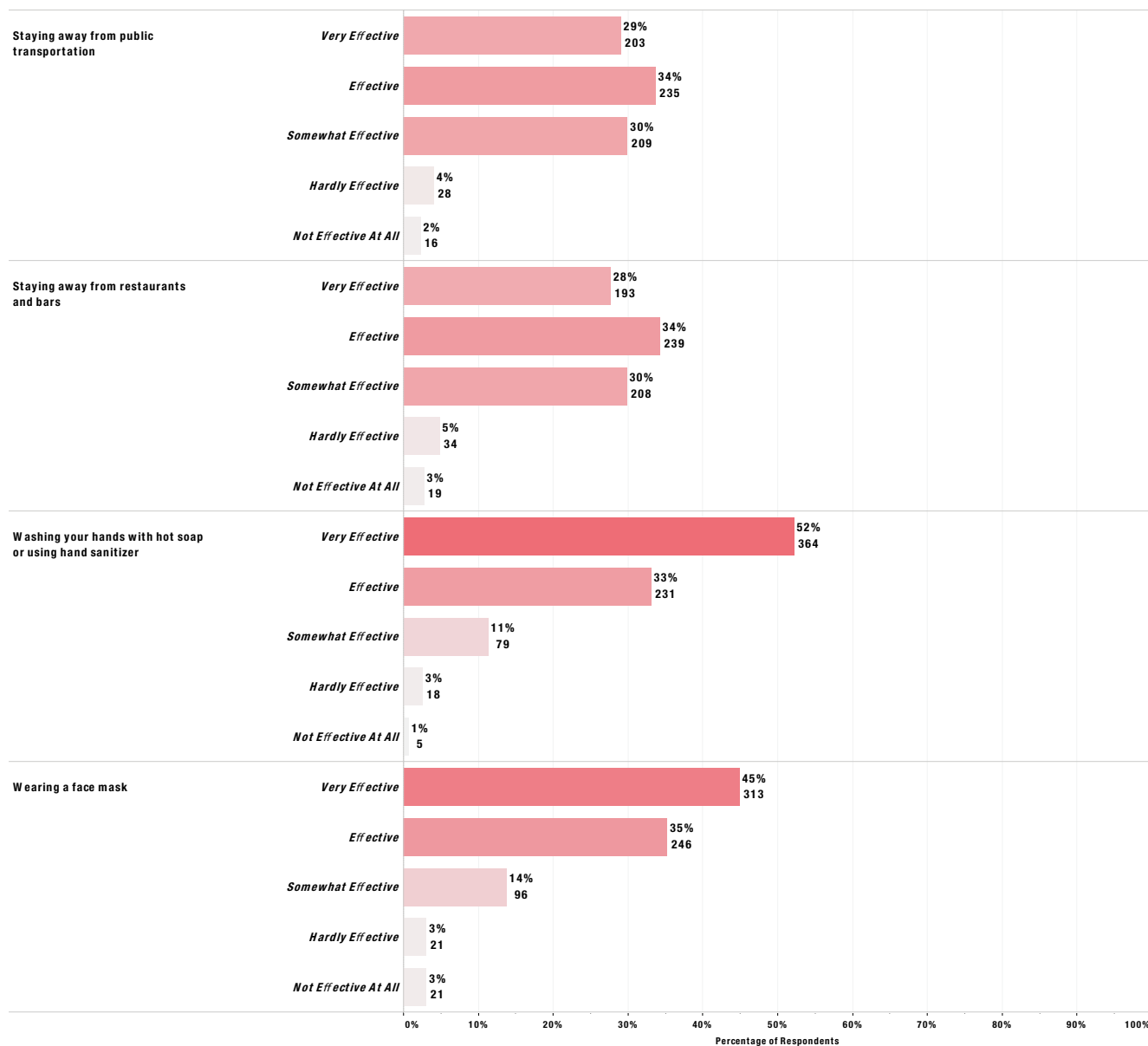
## 38. When you think about COVID-19 today - how likely do you think it is that:



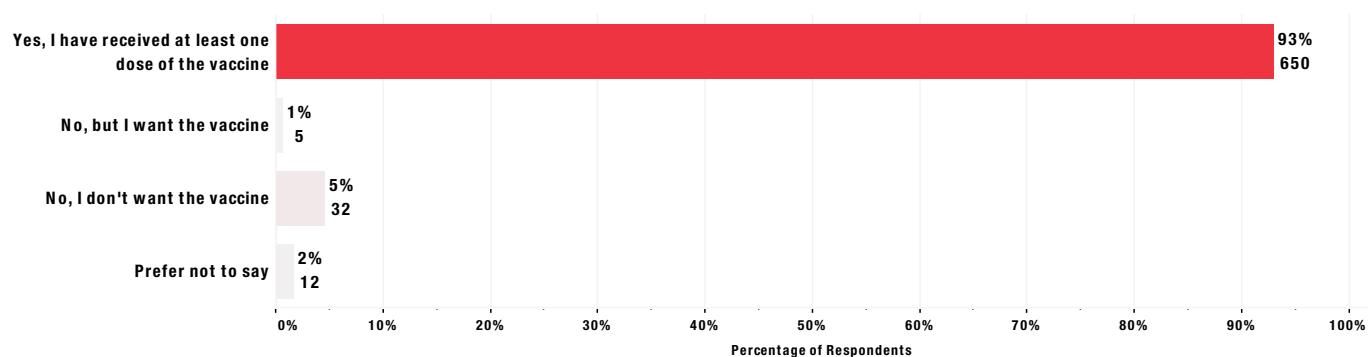


### 39. In your opinion, how effective are the following actions for keeping you safe from COVID-19 today?

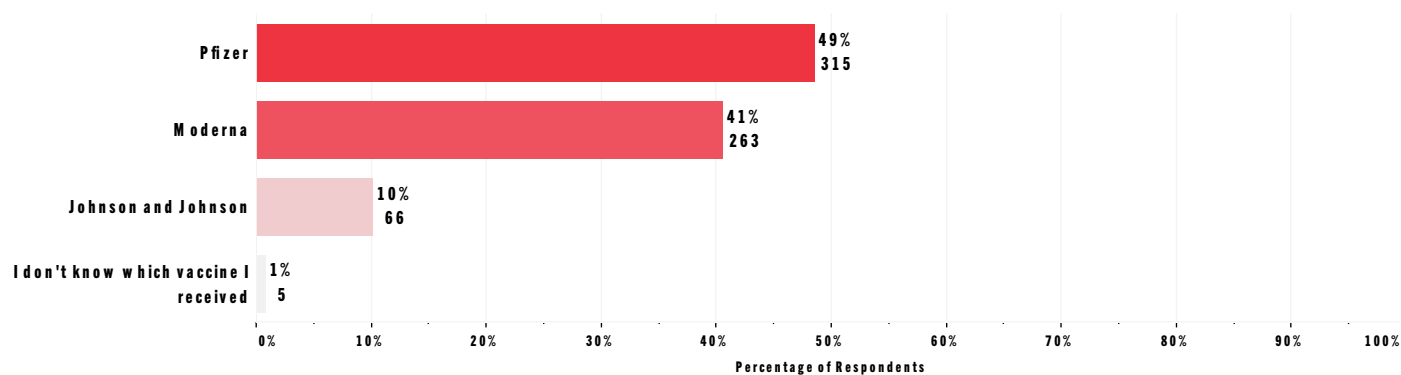




## 40. Have you received the COVID-19 vaccine?

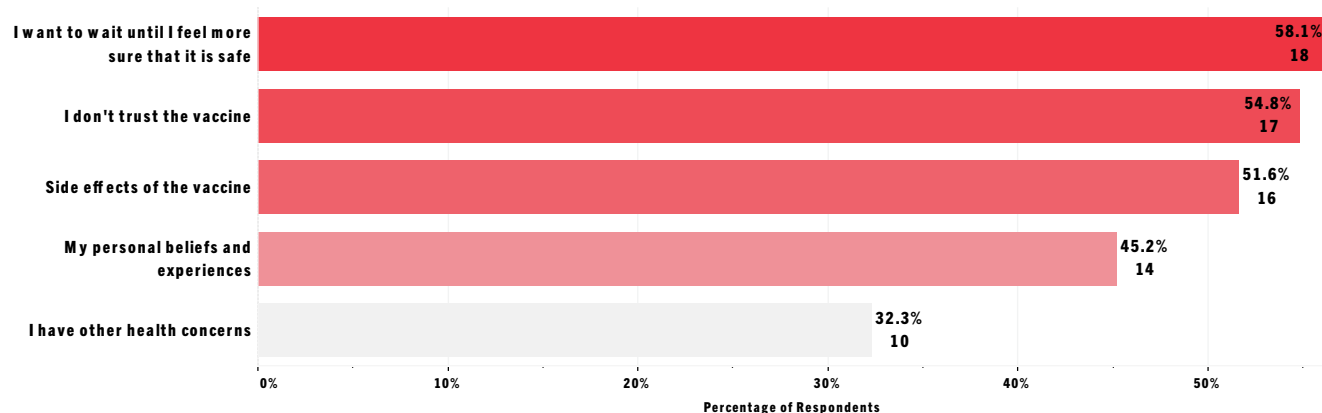


## 41. Which vaccine did you receive?





## 42. What are the biggest reasons you have not gotten the COVID-19 vaccine?

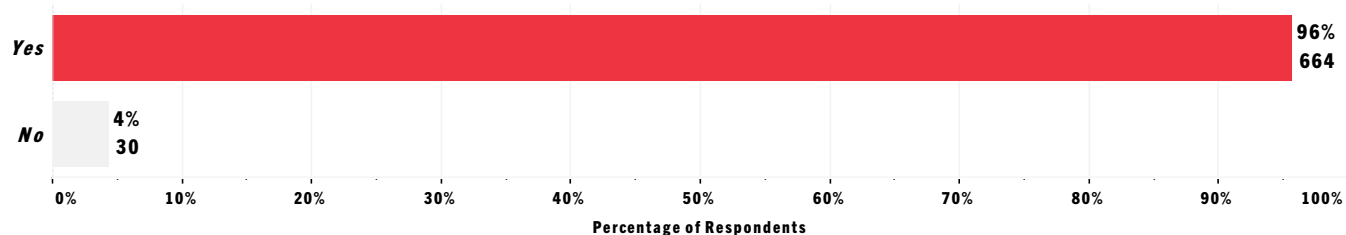




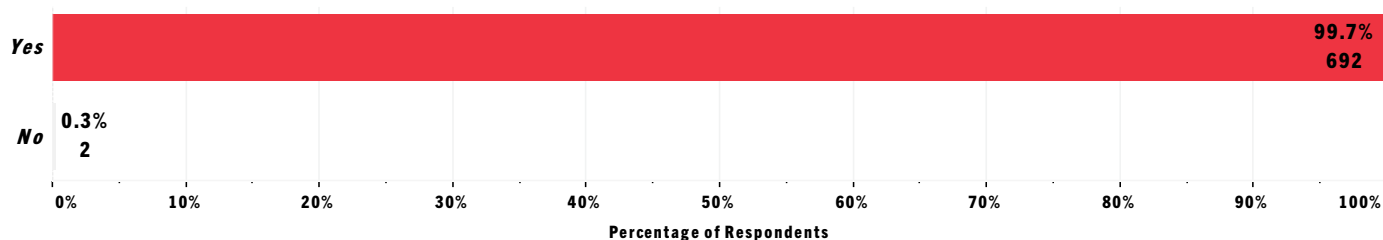


# General Access

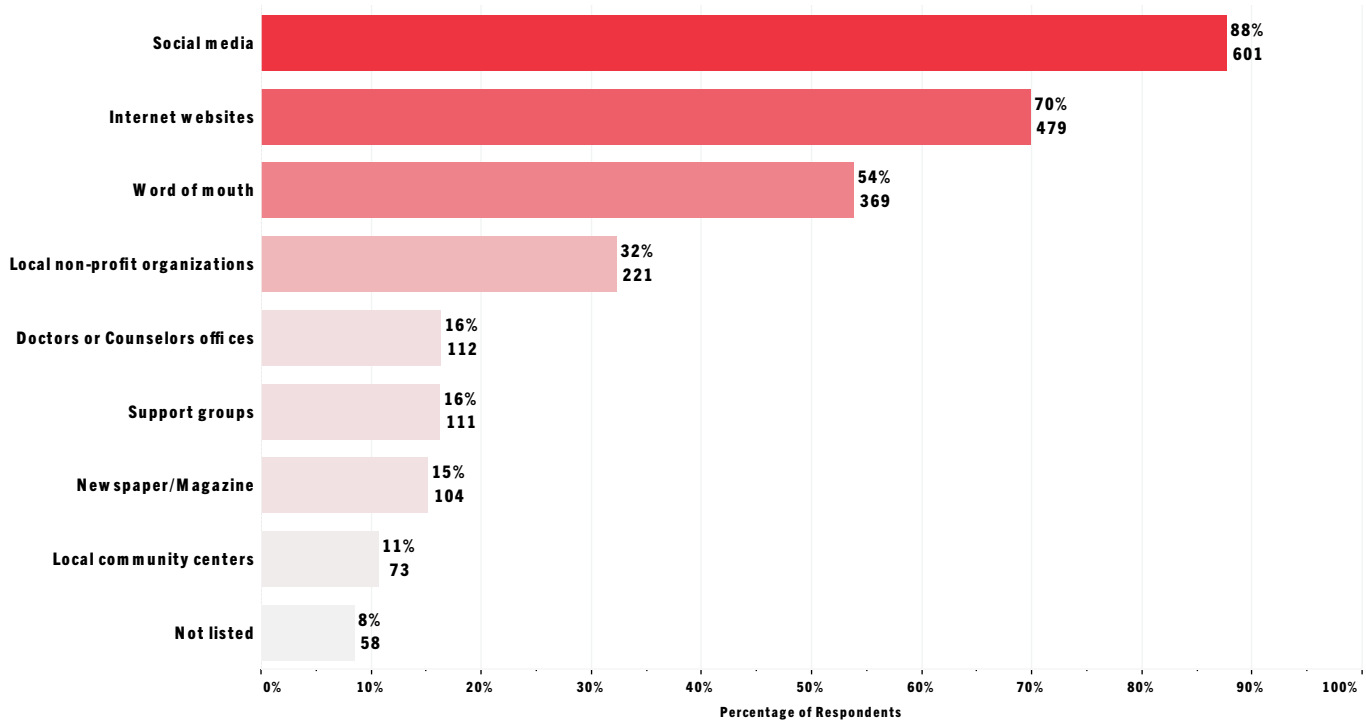
**44. Do you have a computer or laptop with internet access at the place you live or stay that you can use?**



**45. Do you have a smartphone with internet access? (a phone that also has computer capabilities and accesses the internet)**



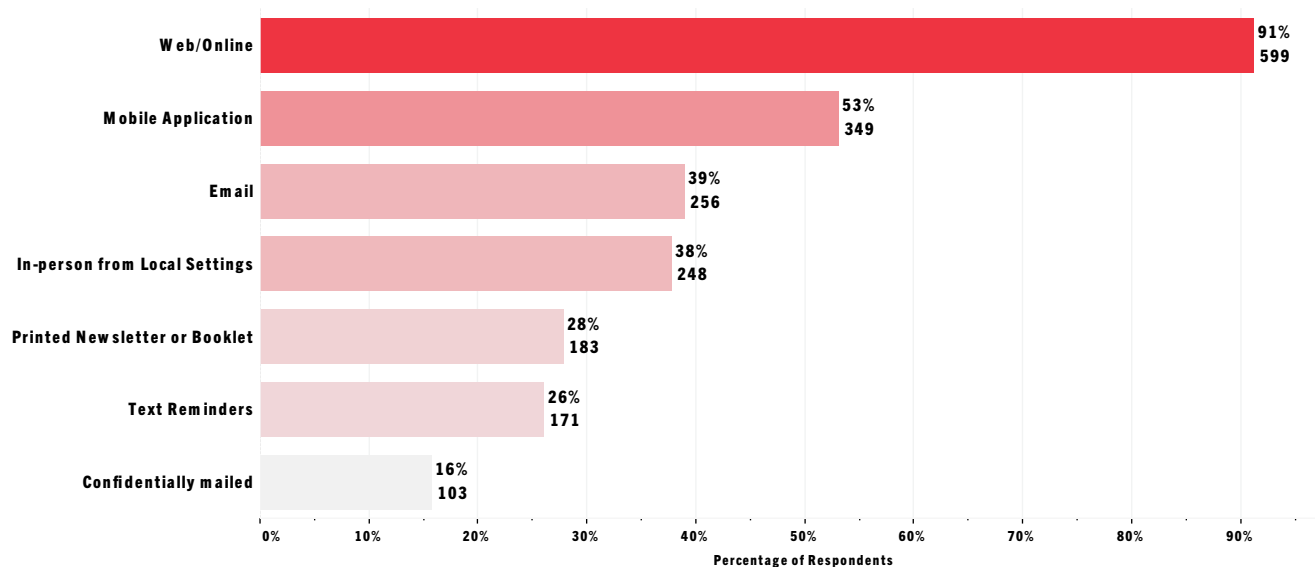
## 49. Where do you go to find LGBTQ+ community information, support, or resources?



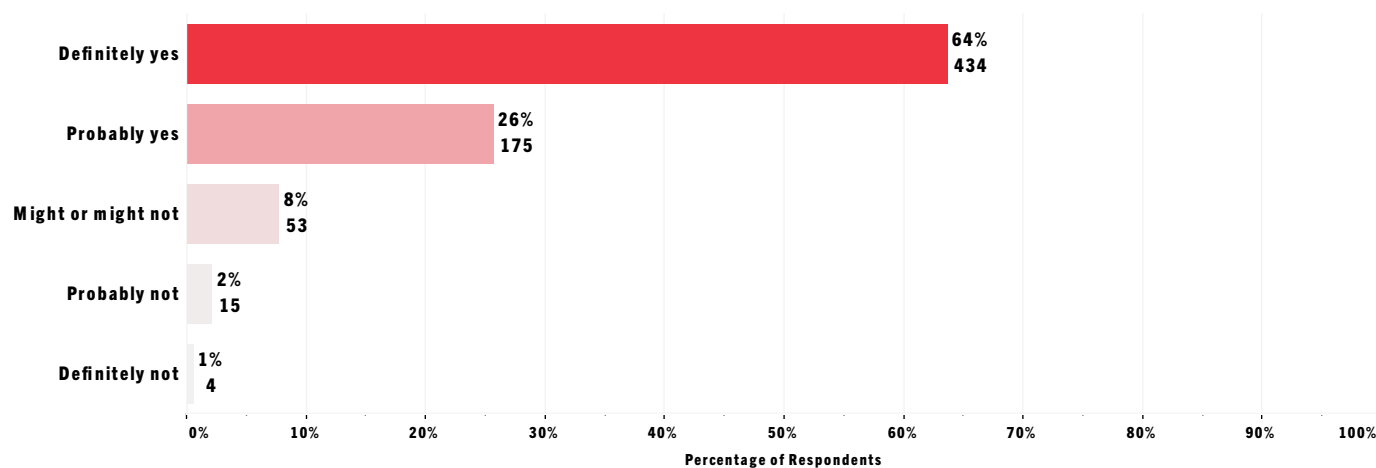
***“It’s high time for the region to have an LGBTQ+ center in Greater Akron for community members and organizations to come together.”***

***- Sandy Varndell, Founder, Outsupport***

## 51. What format would you prefer this type of information to be available?

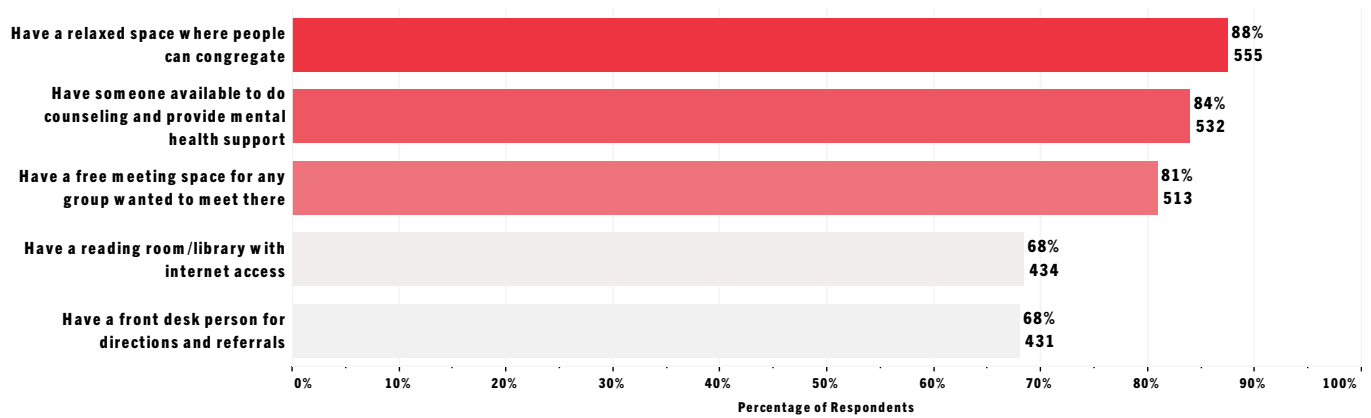


## 52. Do you think a physical space such as an LGBTQ+ community center to house community initiatives, activities, and support is needed in Greater Akron?

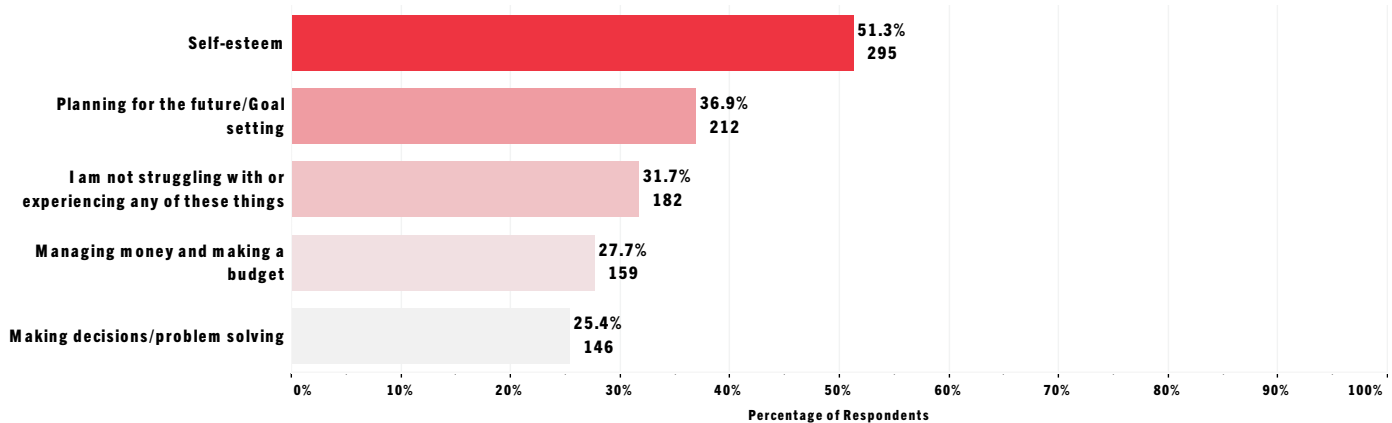




### 53. If Greater Akron had an LGBTQ+ community center, which of the following things would be important to you?

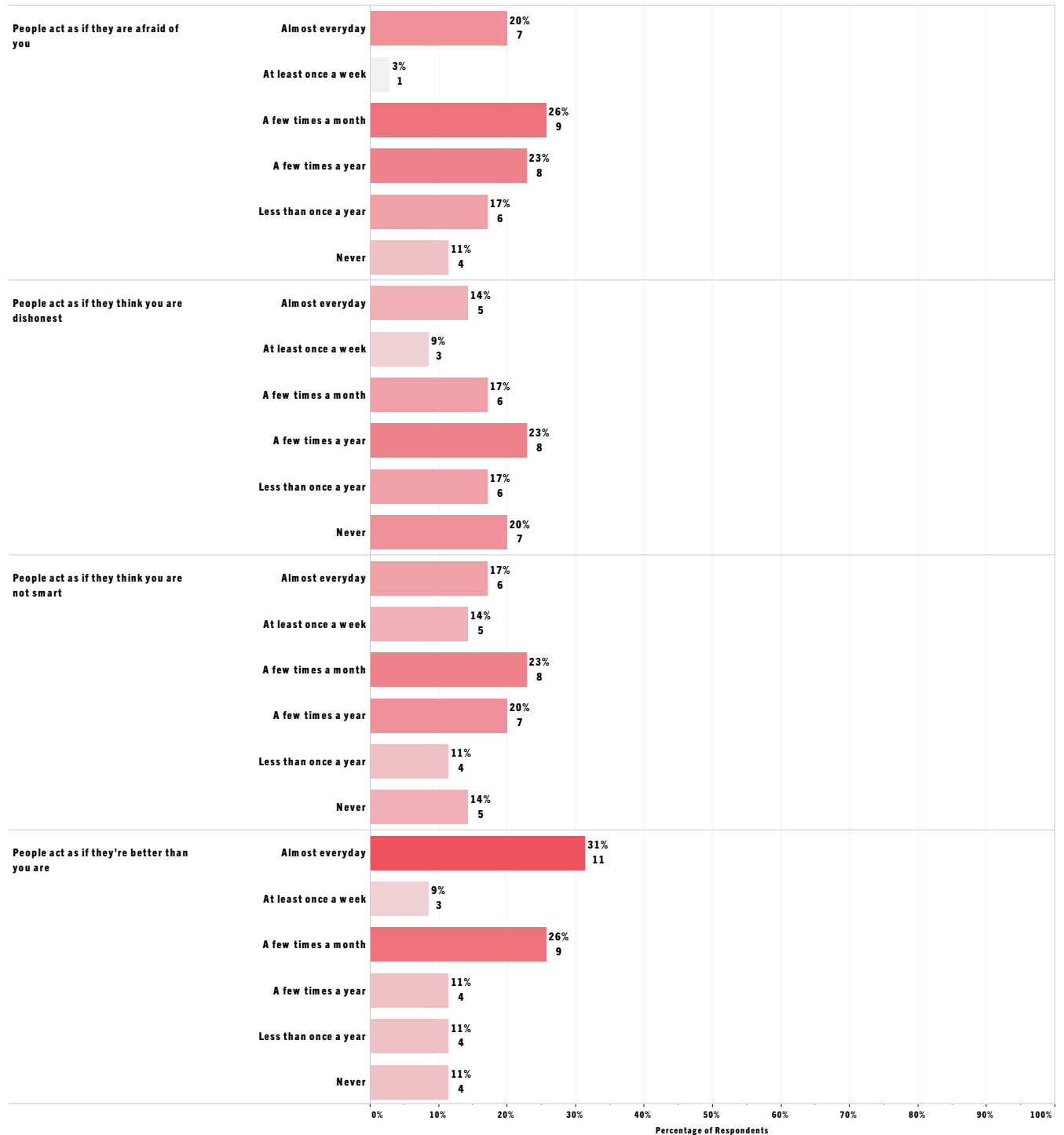


### 54. Are you experiencing difficulty with any of these things?

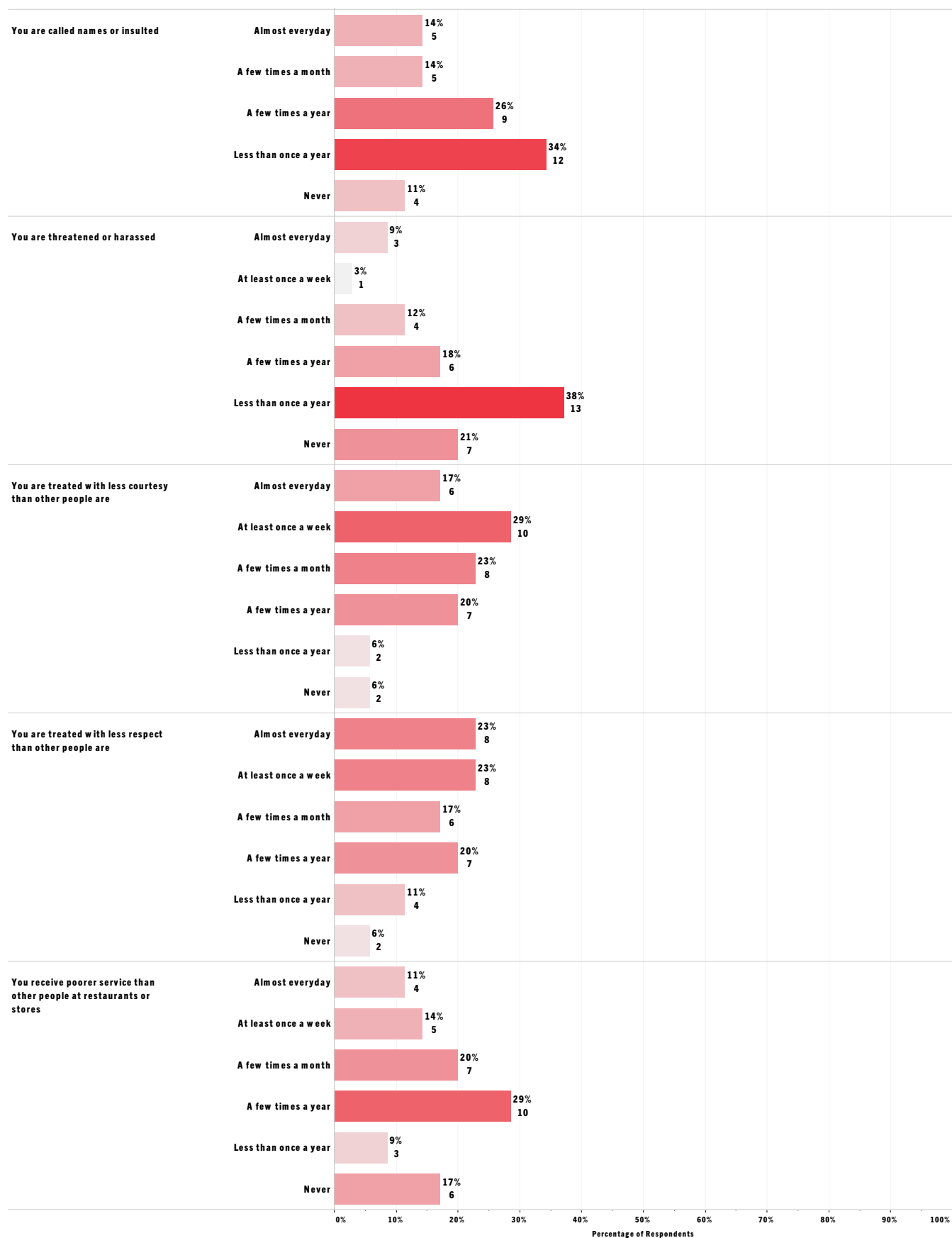




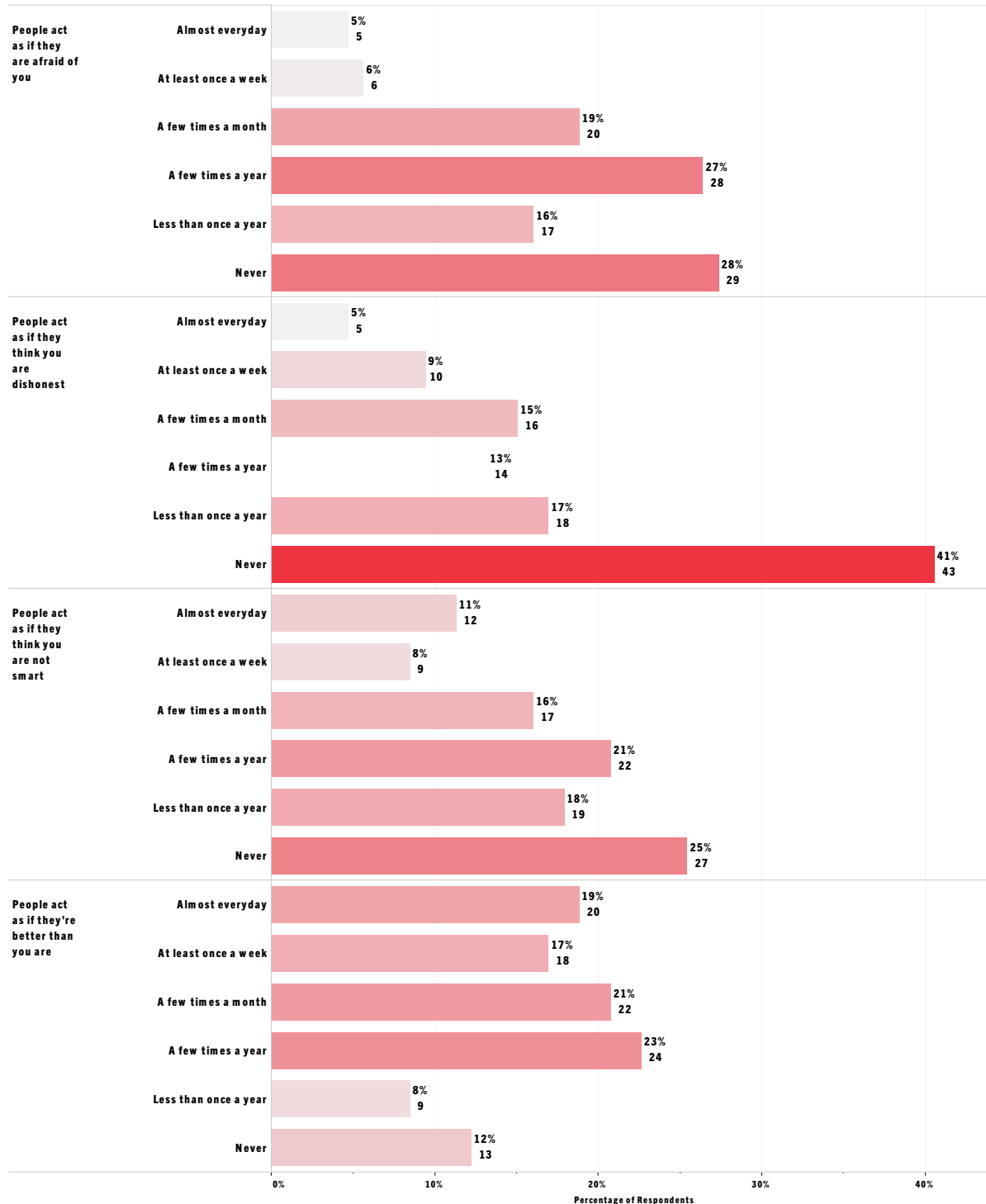
## 55. In your day-to-day life, how often do any of the following things happen to you related to your experience of racial discrimination?

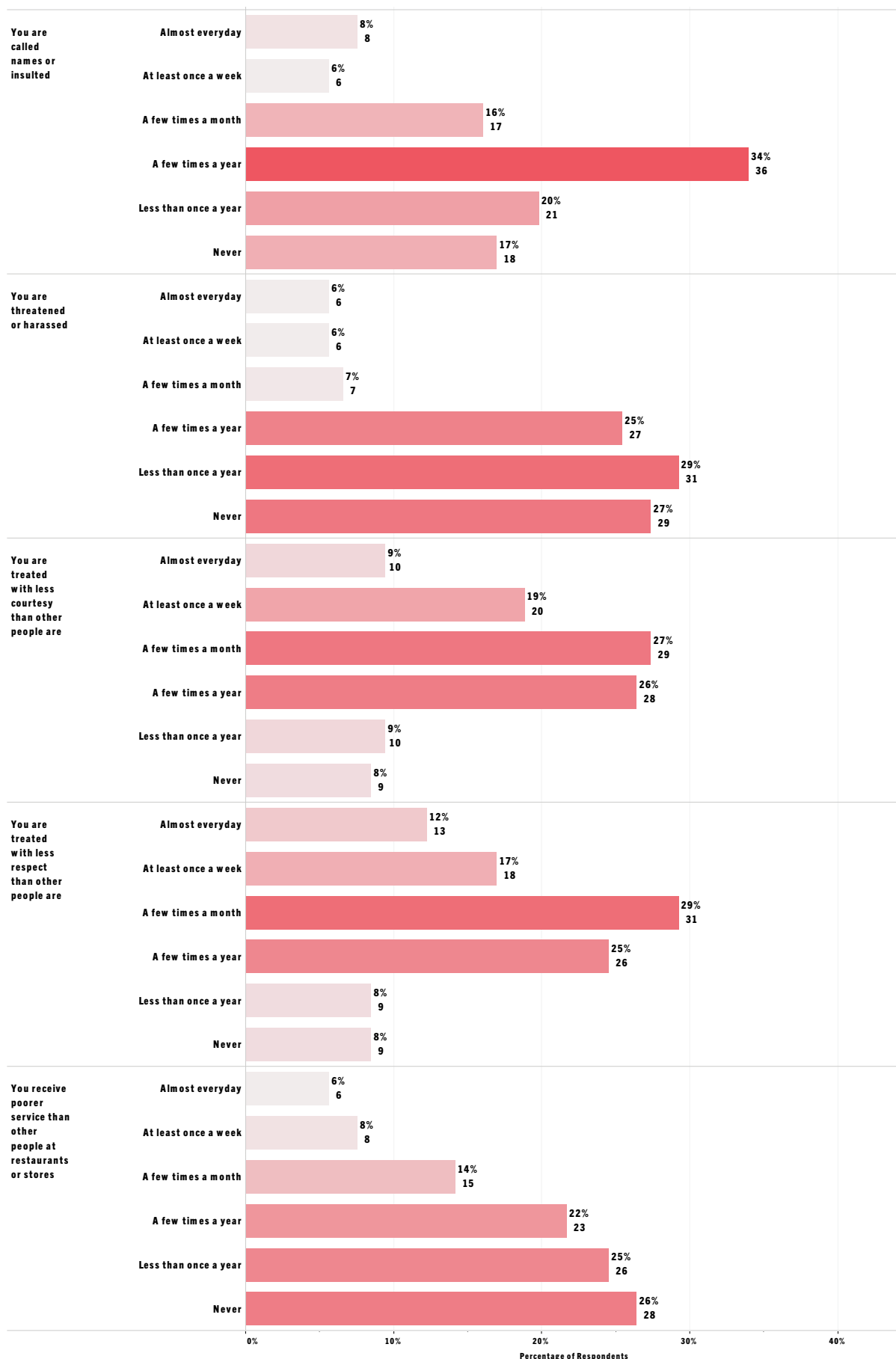




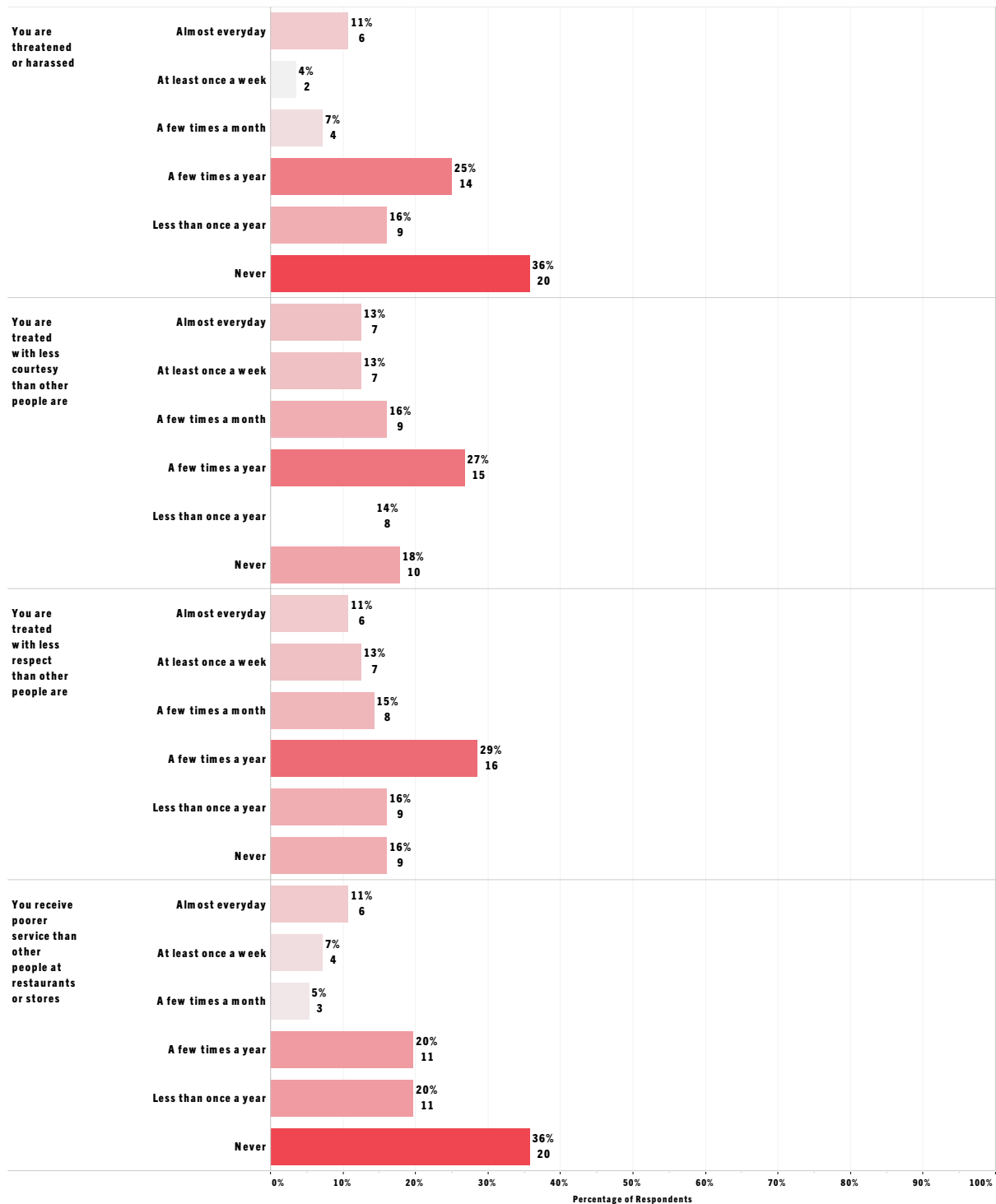


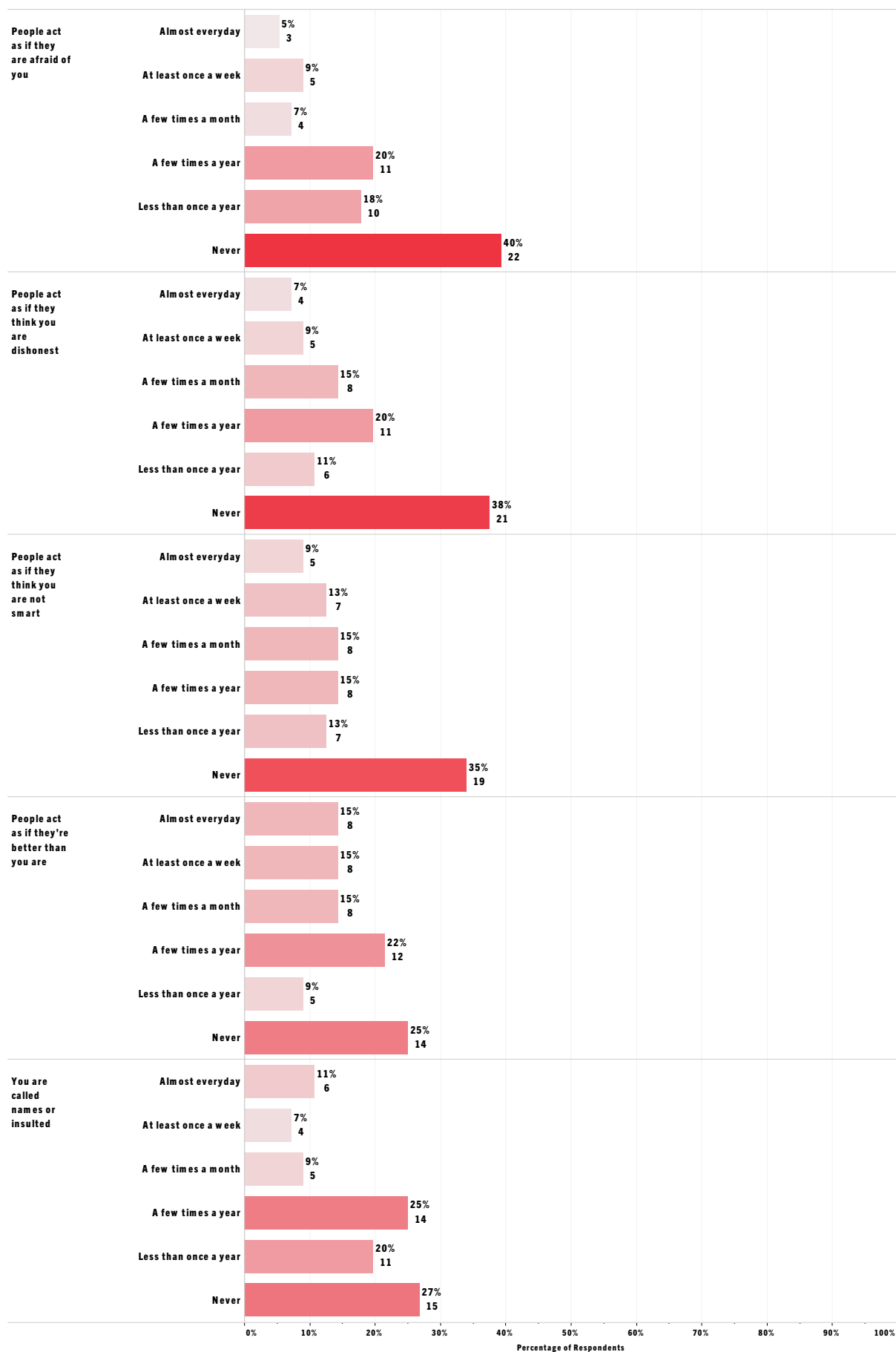
## 56. In your day-to-day life, how often do any of the following things happen to you related to your experience of LGBTQ+ discrimination?



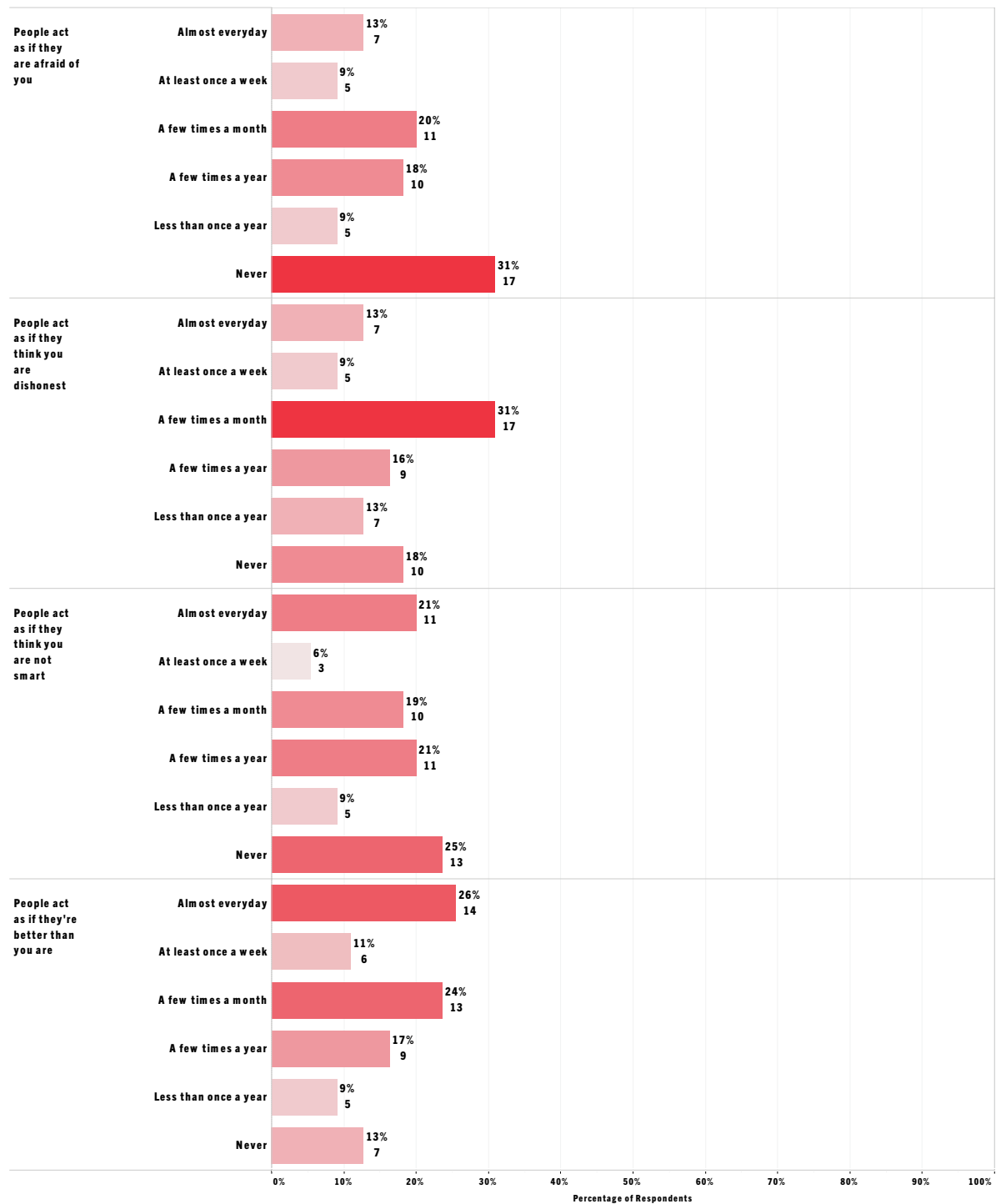


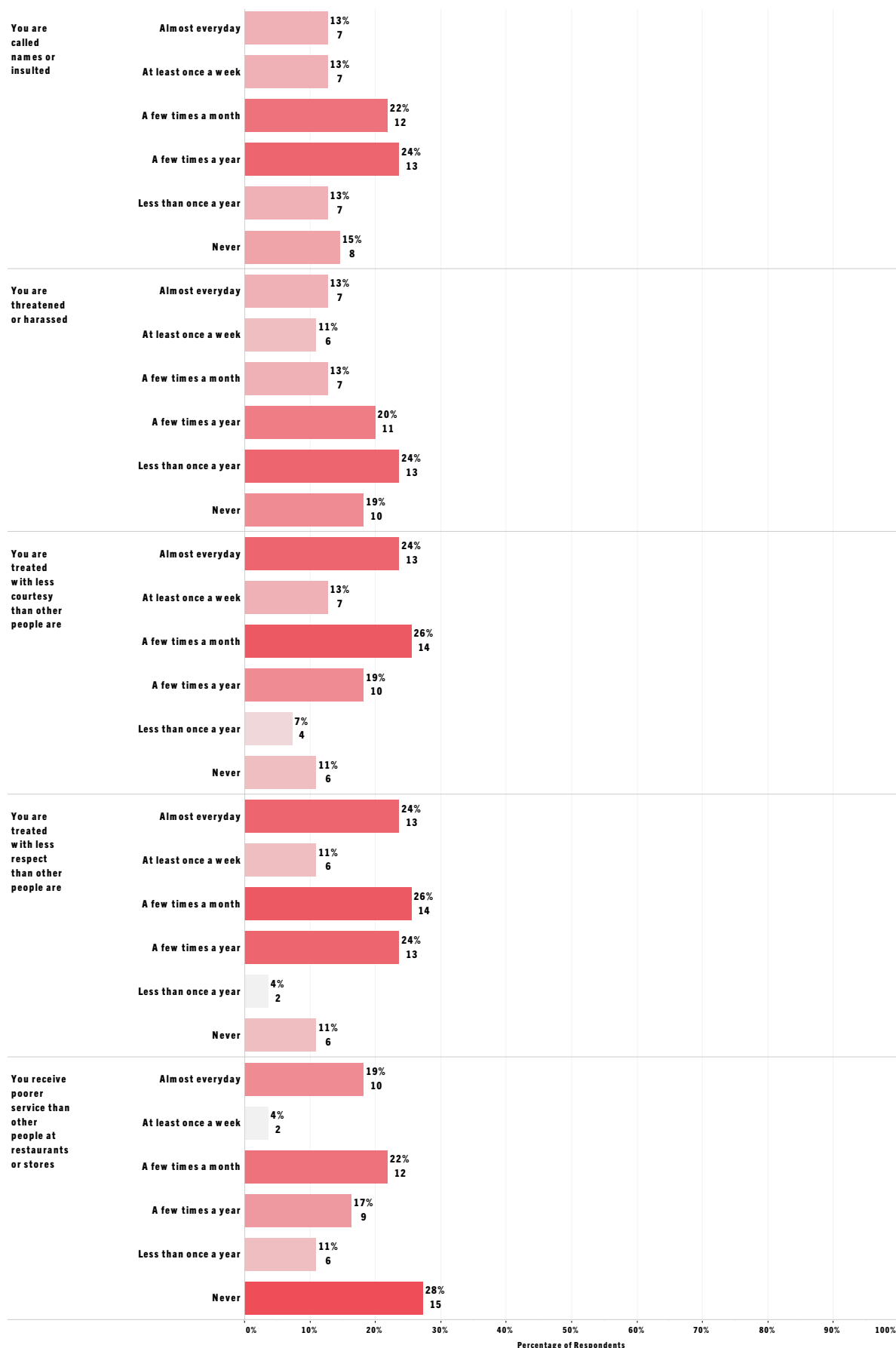
## 57. In your day-to-day life, how often do any of the following things happen to you related to your experience of homophobia?



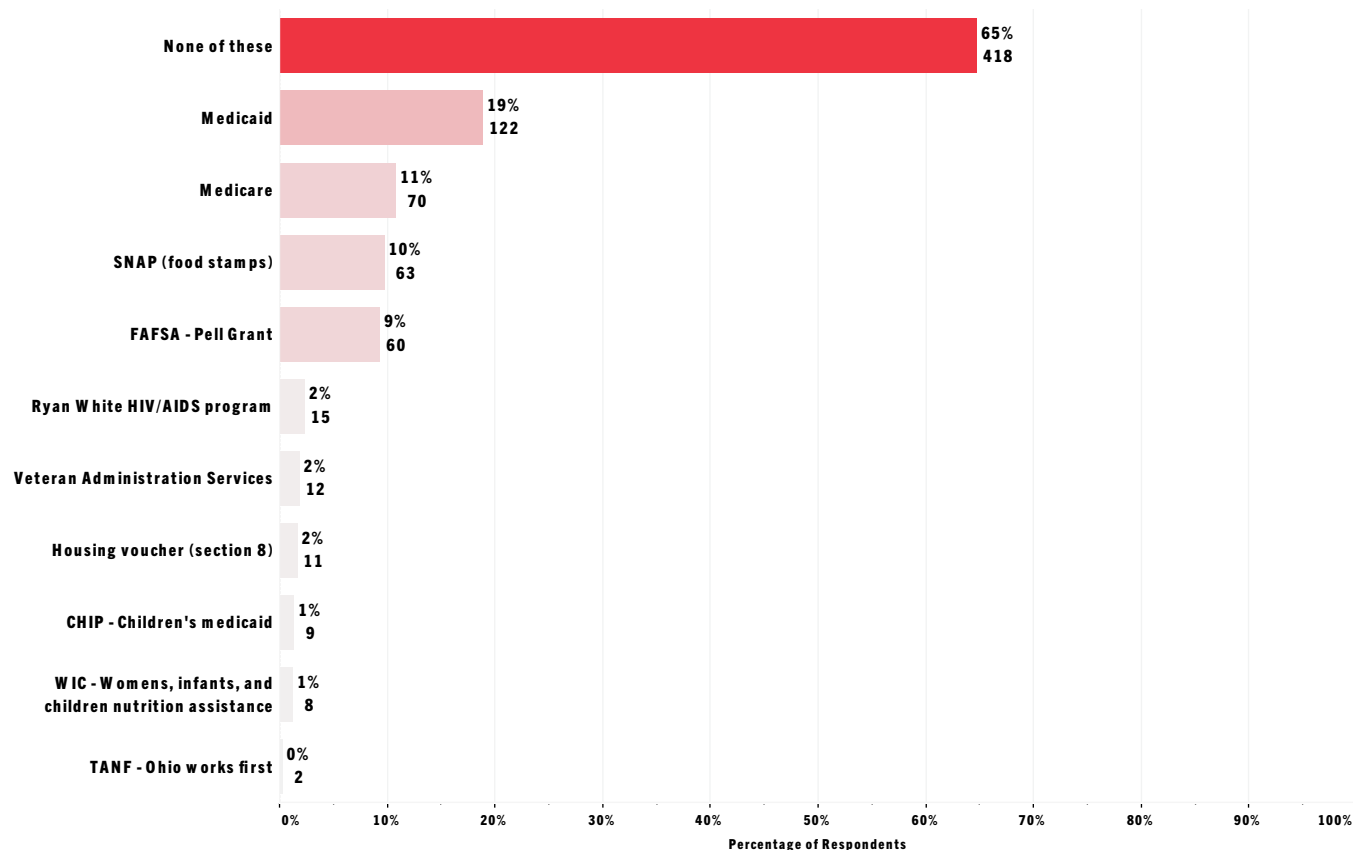


## 58. In your day-to-day life, how often do any of the following things happen to you related to your experience of transphobia?





## 59. Do you or a member of your household receive any of these types of assistance?



***“Leaning into the fears and concerns of our aging LGBTQ+ community is a critical first step in ensuring we provide culturally competent older adults health care.”***

***- Matthew Reed, Senior Vice President, Communication and Administration, Direction Home Akron Canton***







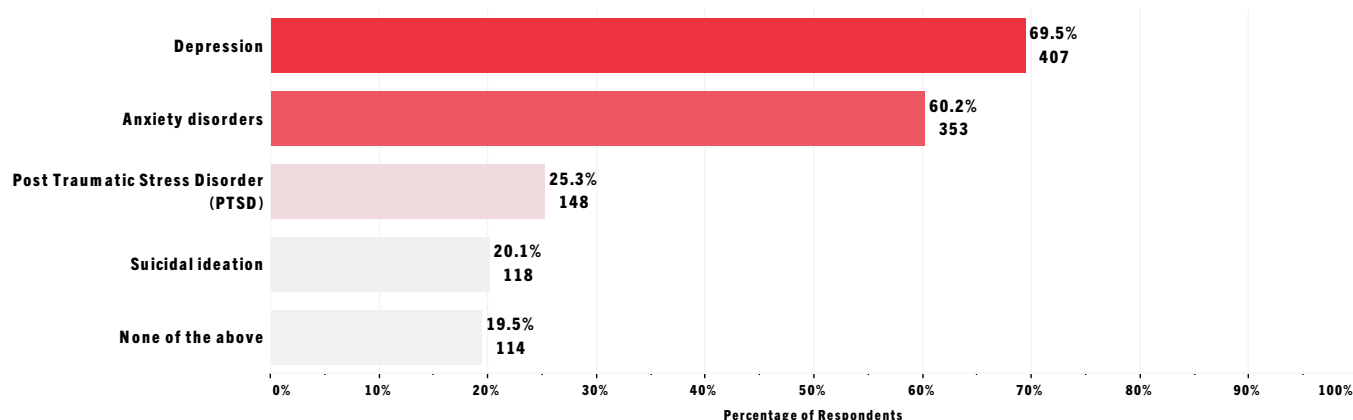


# Health and Wellness

For the purpose of this project, when referring to Health and Wellness we include respondents' concerns and experiences dealing with health disparities, discrimination, shame, stigma and violence surrounding accessing any culturally competent health services and/or education in the pursuit of:

- Basic Health & Health Literacy – obtain, process and understand basic health information needed to make appropriate health decisions
- Behavioral Health – positive and negative health behaviors
- Mental Health – psychological, emotional and social well-being
- Physical Health – medical care or treatment
- Spiritual Health - State of wellbeing and connection with health

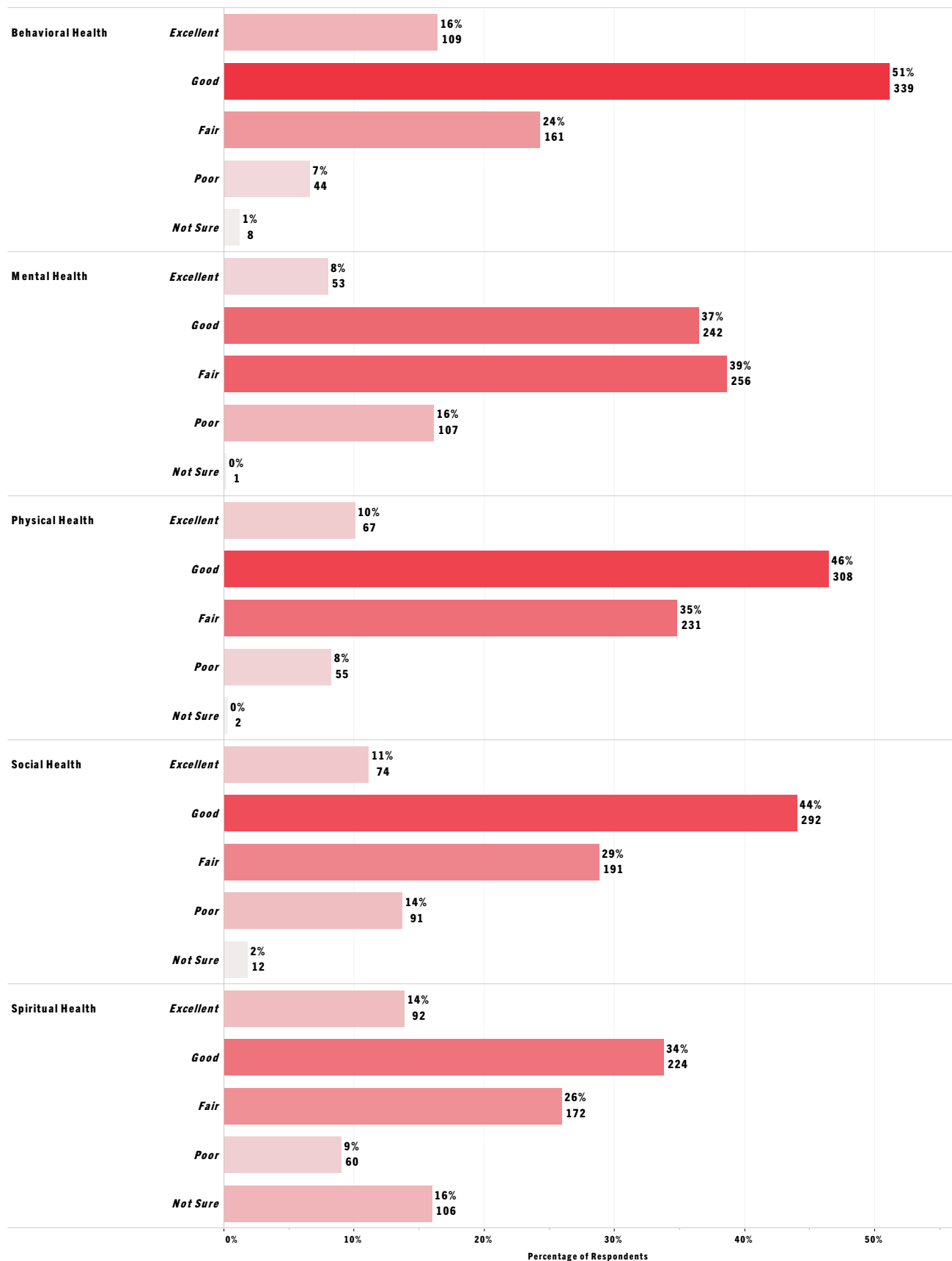
**61. Have you ever been diagnosed with or experienced any of the following health events in the past five (5) years?**



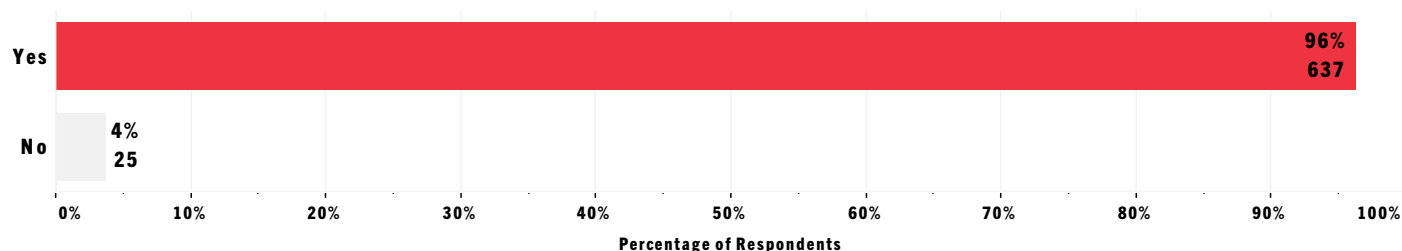
***“LGBTQ+ individuals are more likely to experience health disparities. Addressing the mental health and behavioral health needs of our local LGBTQ+ community should be prioritized.”***

***- Dr. Scott Hamler, Family Medicine, Summa Pride Clinic***

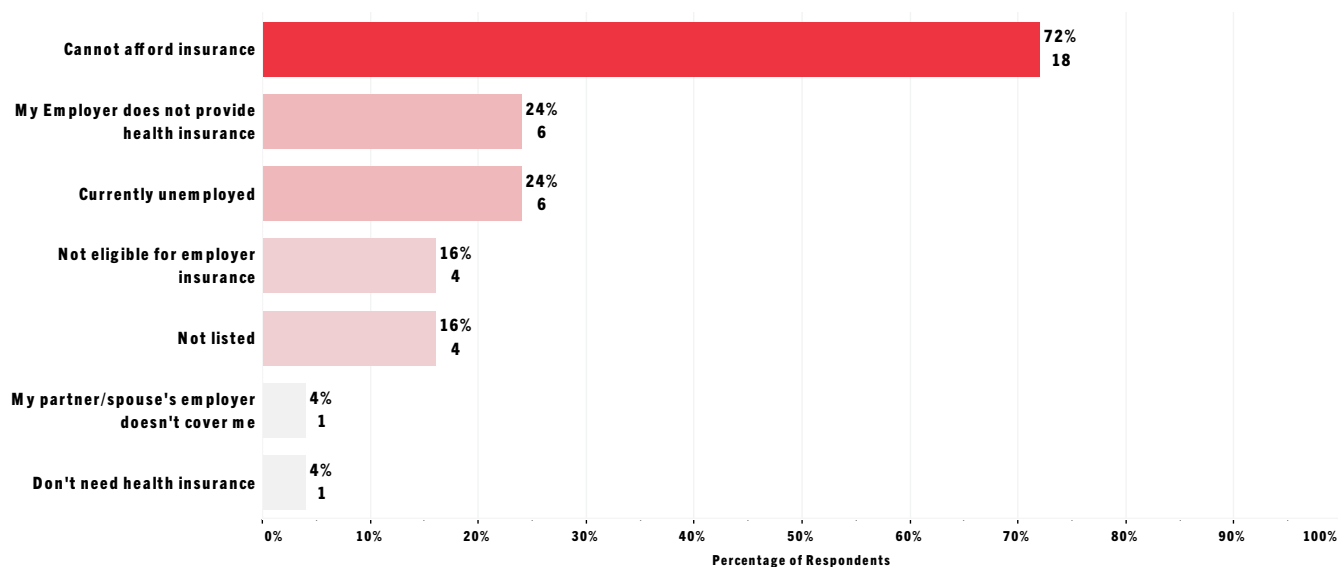
## 62. How would you rate your overall physical, mental, behavioral, spiritual, and social health?



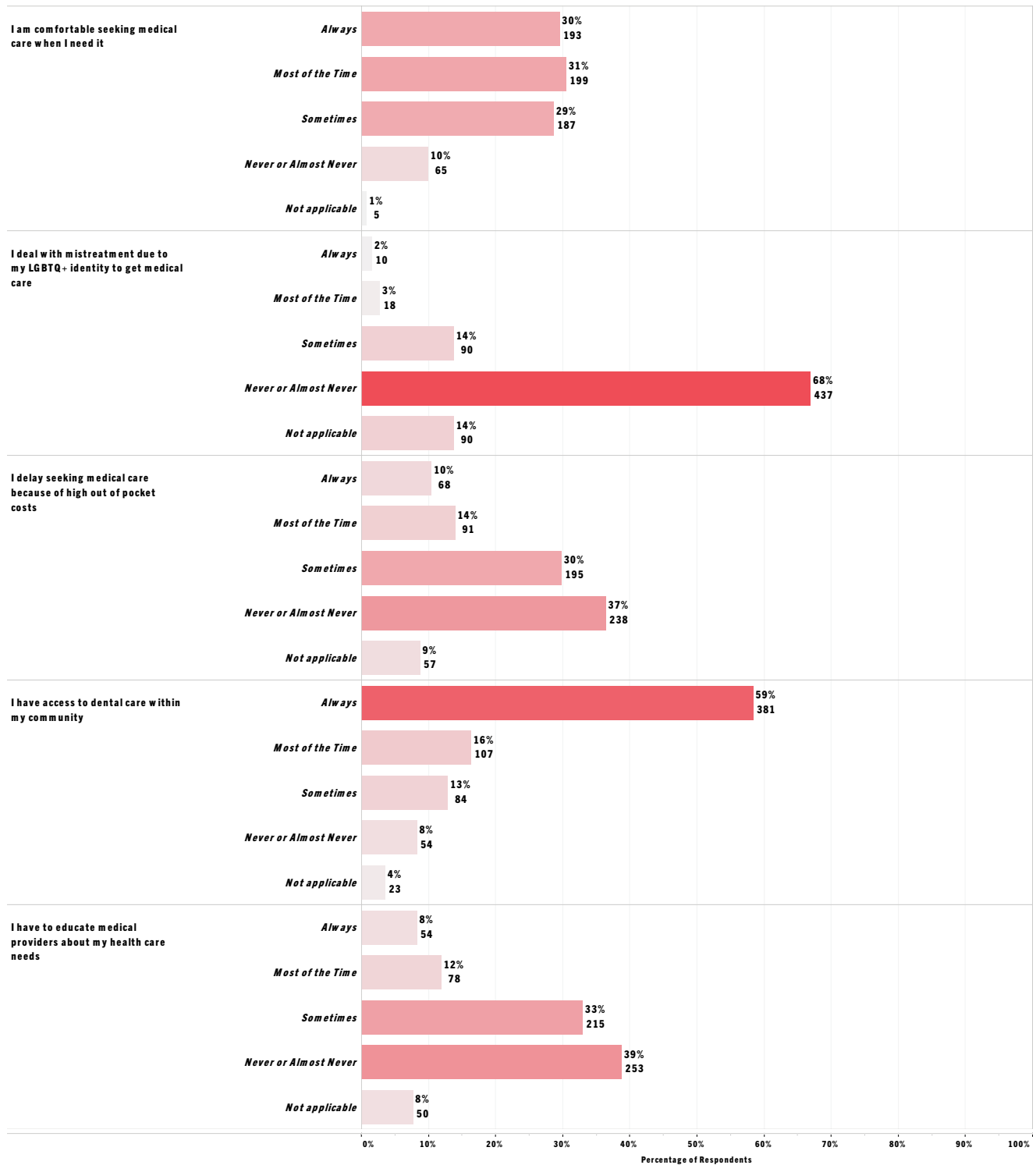
### 63. Do you currently have health insurance coverage?



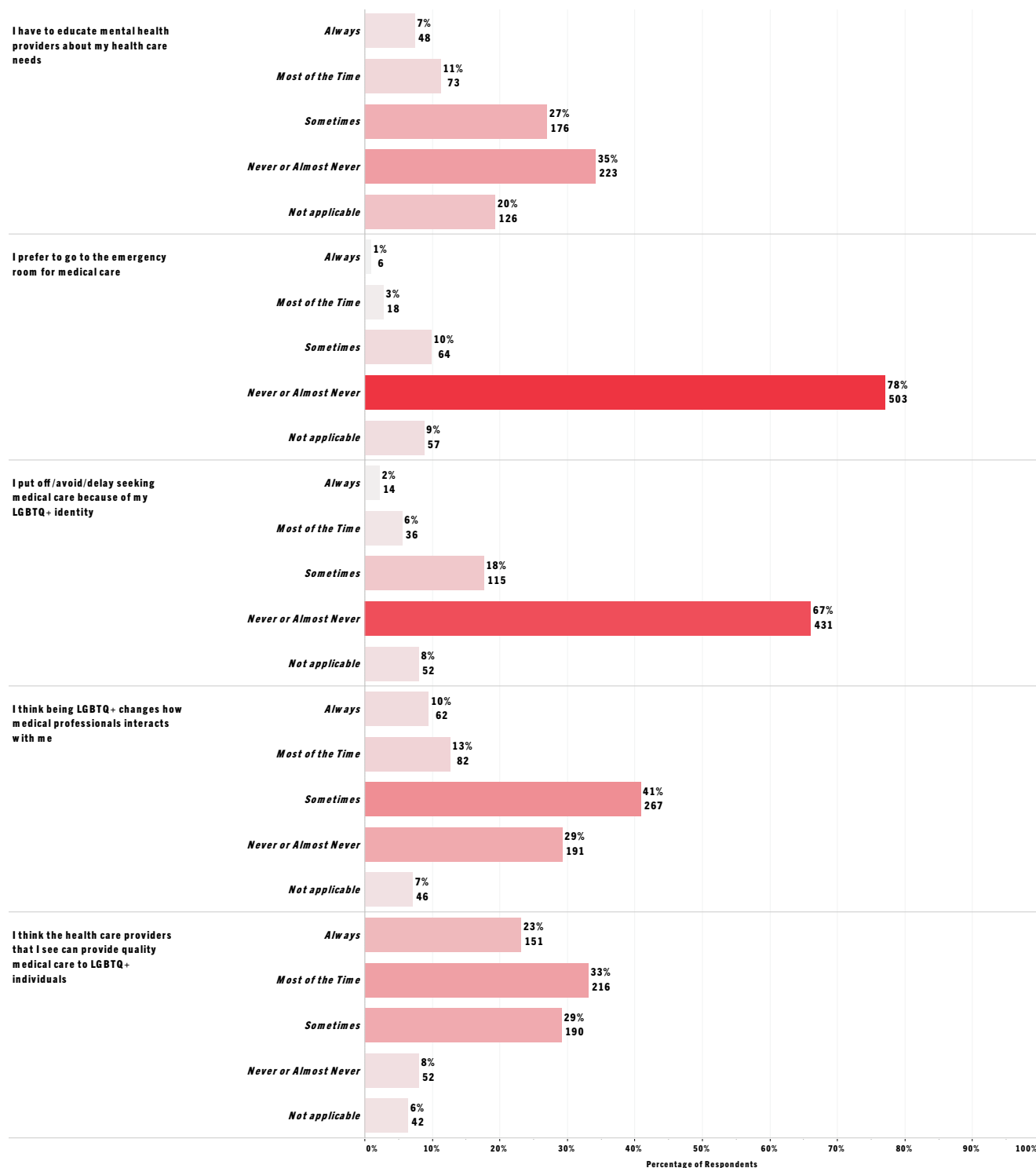
### 64. What are the reason(s) you are currently uninsured?



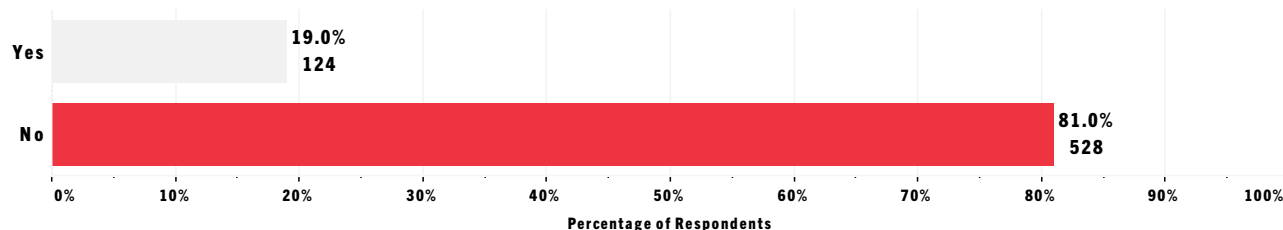
## 65. Please tell us more about your typical experience getting healthcare-related services in the past five (5) years.



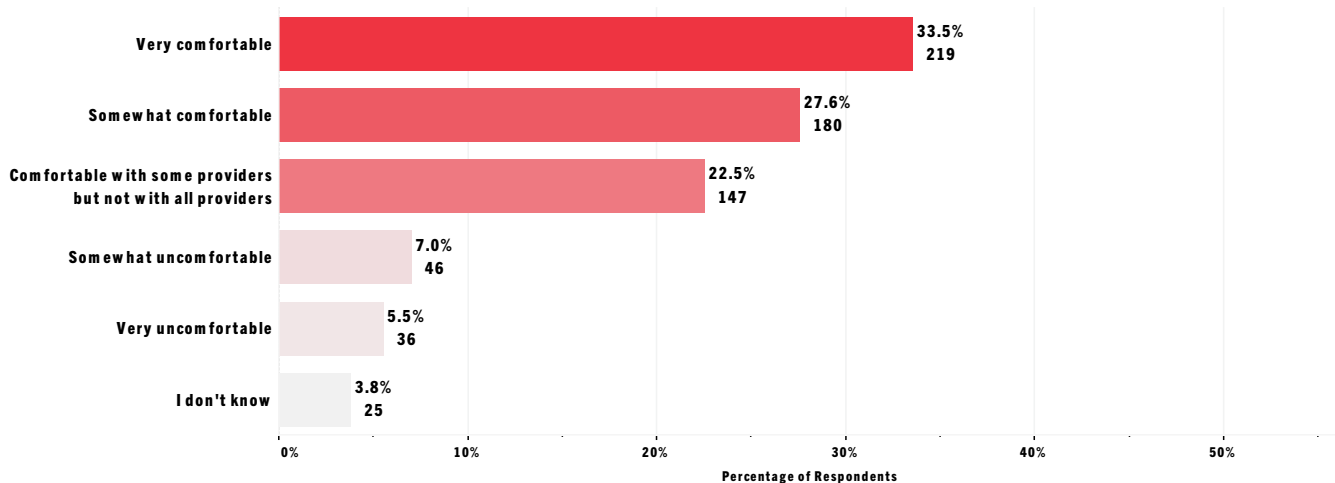
## 65. Please tell us more about your typical experience getting healthcare-related services in the past five (5) years. (cont.)



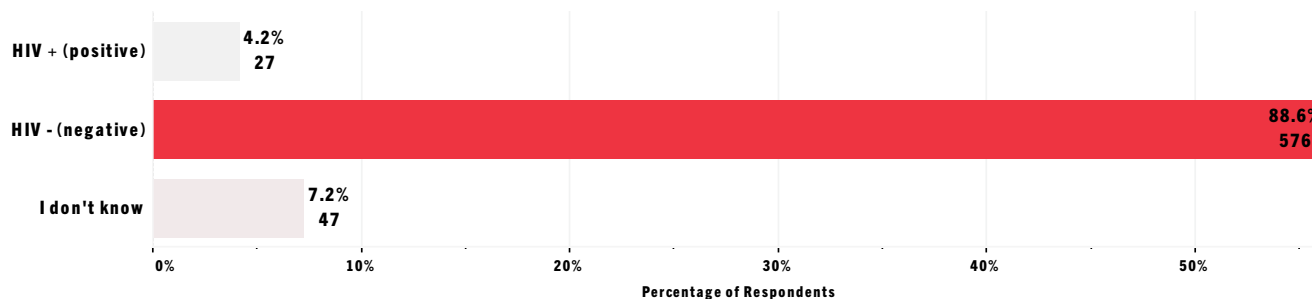
**66. Have you gone to an LGBTQ+ specific doctor's office in the past five (5) years? (i.e.: an LGBTQ+ clinic, gender-affirming clinic, or other LGBTQ+ specialized practice)**



**67. Would you feel comfortable having your health care organization(s) collecting sensitive data such as sexual orientation or gender identity in your patient file?**

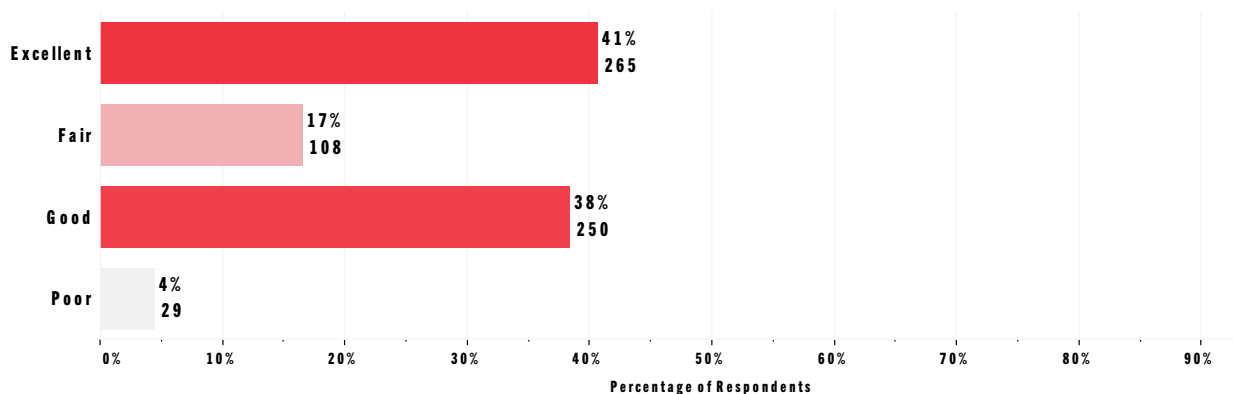


**68. What is your HIV status?**

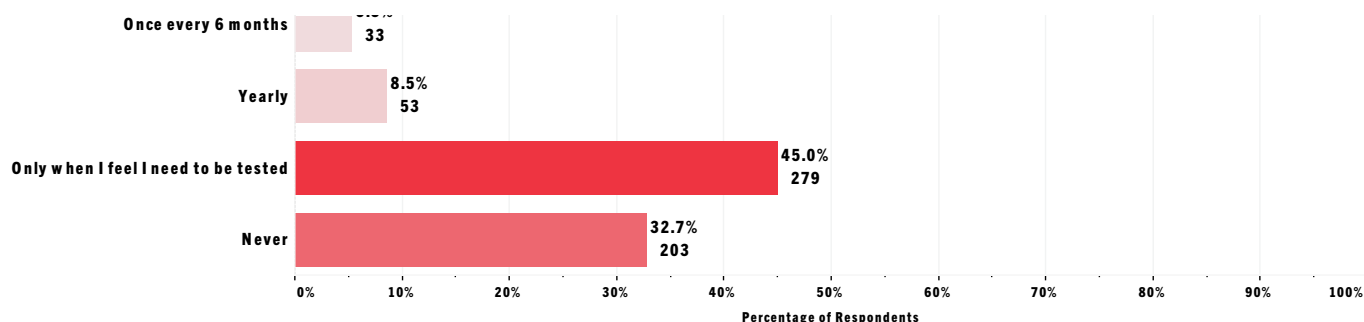




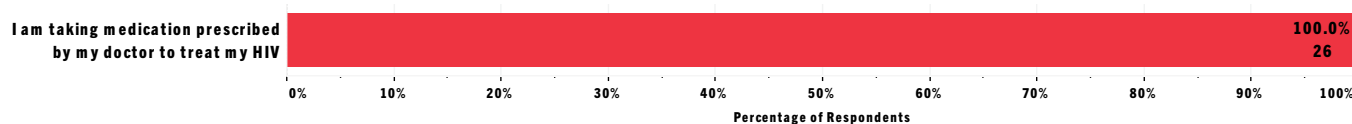
## 69. How would you rate your knowledge about HIV and HIV prevention?



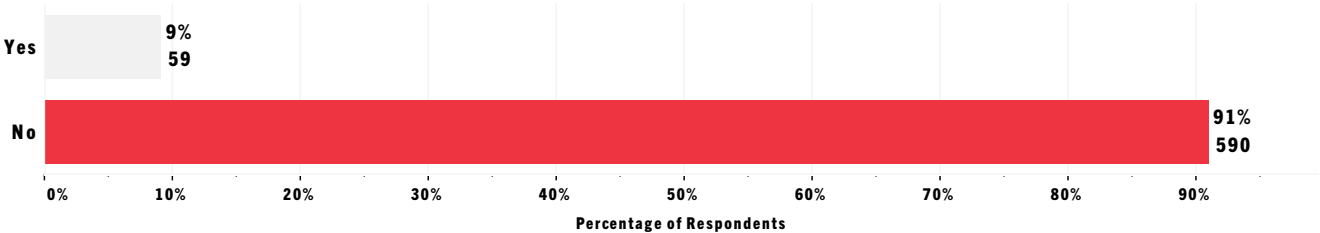
## 70. Which of the following best describes how often you get tested for HIV?



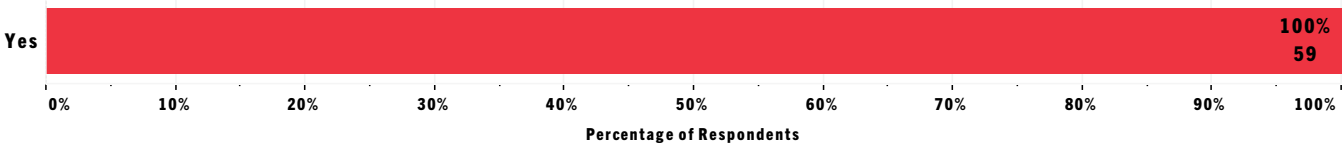
## 71. Choose all options that best fit your approach to your HIV medication(s)?



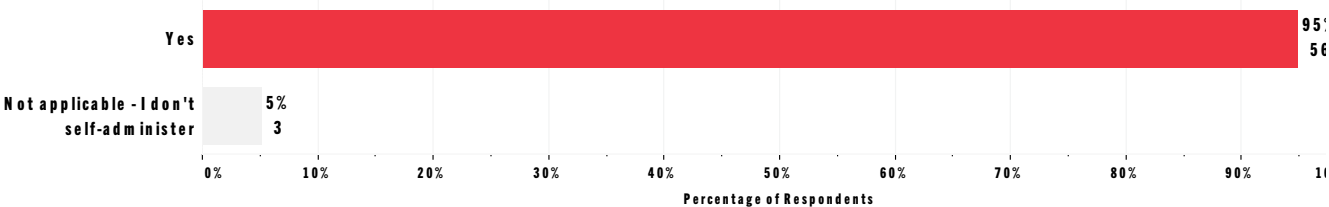
**72. Are you currently taking hormones or undergoing hormone replacement therapy (HRT)?**



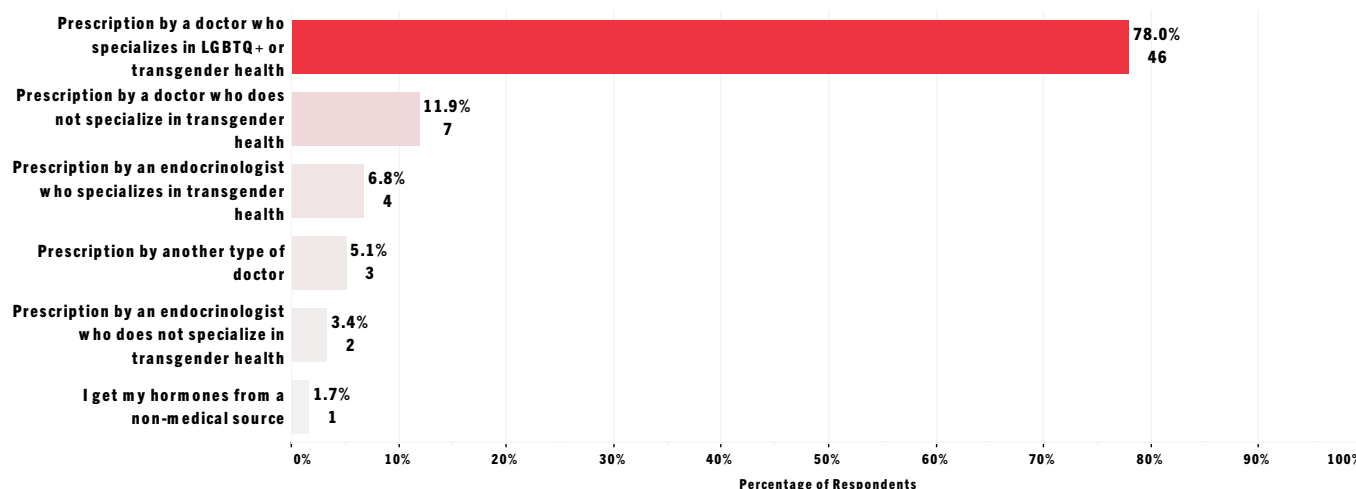
**73. Are you under the supervision of a licensed medical professional for your hormone treatment?**



**74. Do you know how to administer your hormone treatment safely?**



## 75. Which of the following best describes your hormone access?



***“We have all of the tools at our disposal to eliminate HIV. Engaging the community to use those tools can help eliminate HIV in the LGBTQ+ community.”***

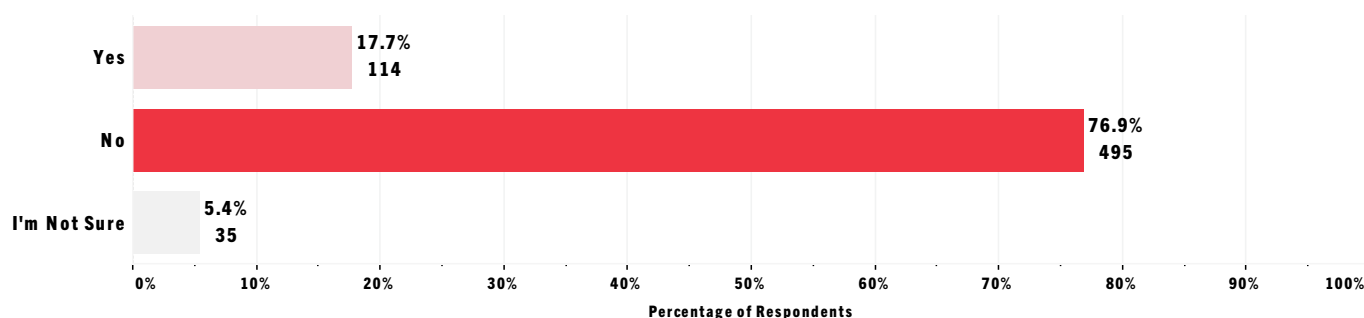
***- Rebecca Callahan, Executive Director, CANAPI***



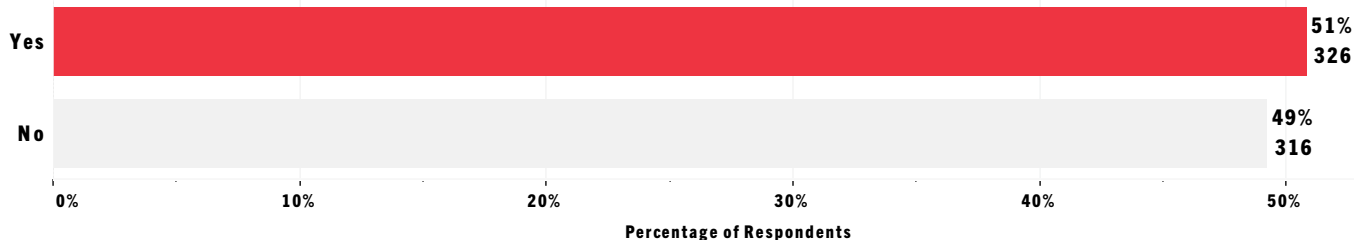
## Religion and Spirituality

For the purpose of this project, when referring to Religion and Spirituality we include respondents' concerns and experiences in accessing and pursuing safe and affirming religious, spiritual and/or values-based community as well as the ability to live in congruence free from persecution.

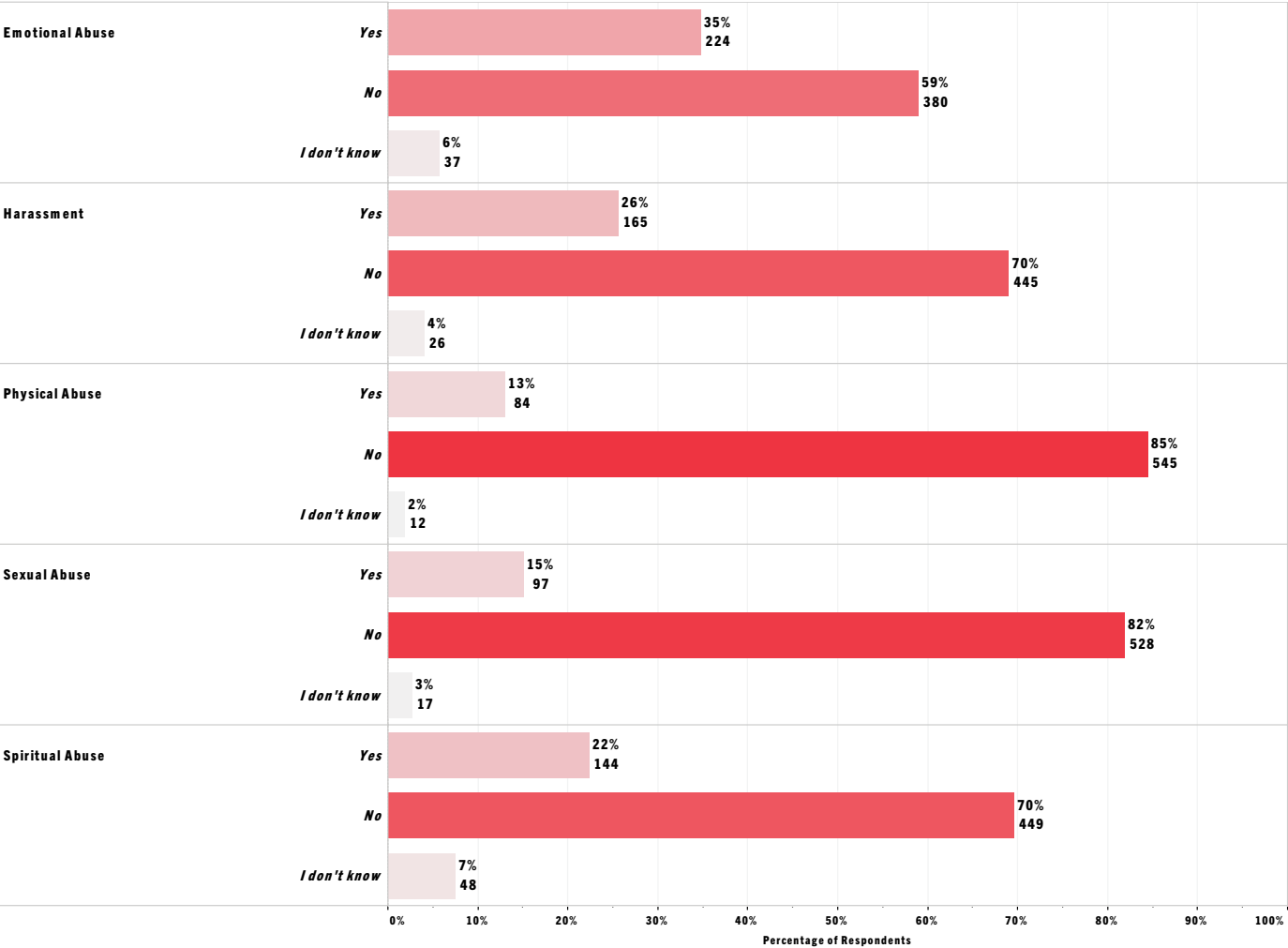
**77. Have you ever felt forced to participate in religious or spiritual activities that you did not want to participate in to receive help or support (such as food assistance, temporary shelter, or other basic needs)?**



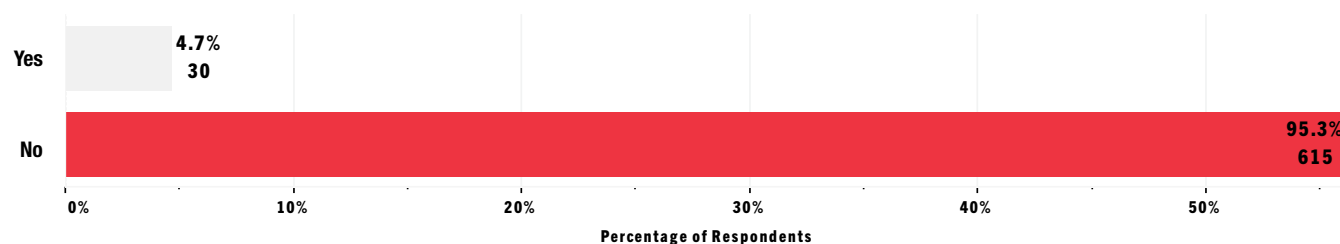
**78. Would you like to know more about which local religious and spiritual organizations are LGBTQ+ welcoming, friendly, and affirming?**



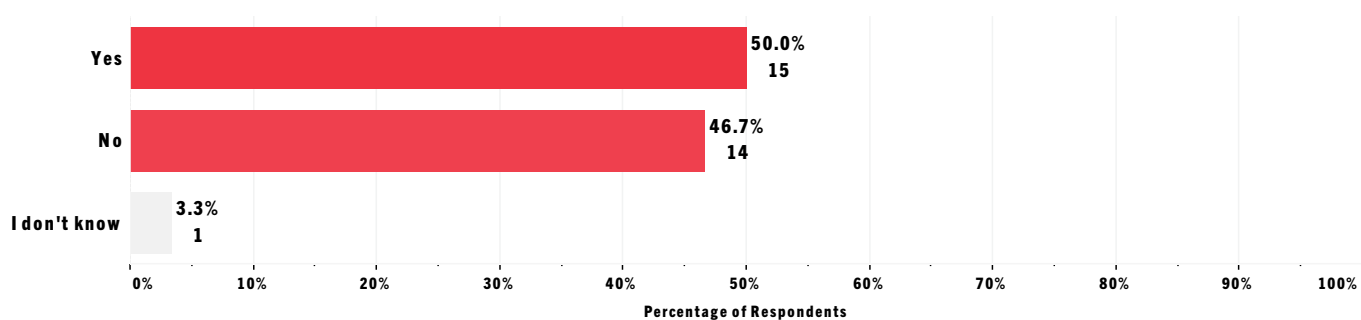
# 79. Are you a survivor of sexual, physical, spiritual, emotional abuse or harassment that occurred in a spiritual setting?



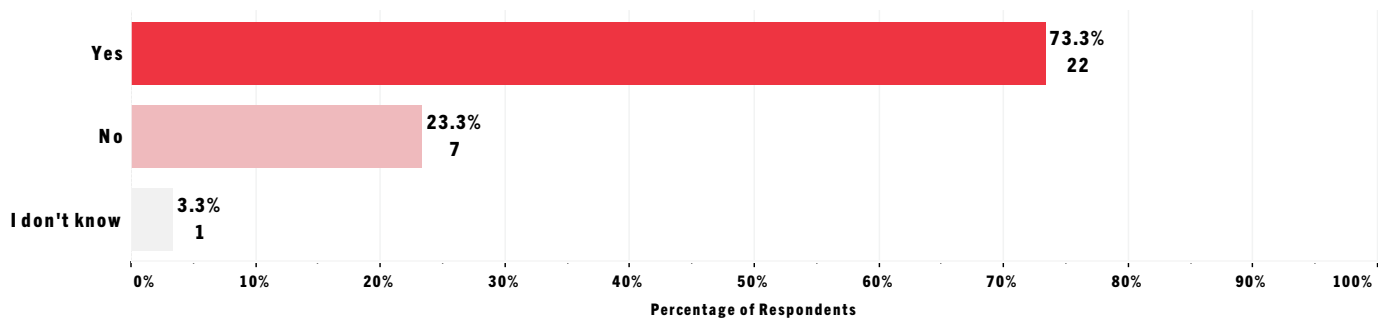
### 80. Have you ever been involved in conversion therapy?



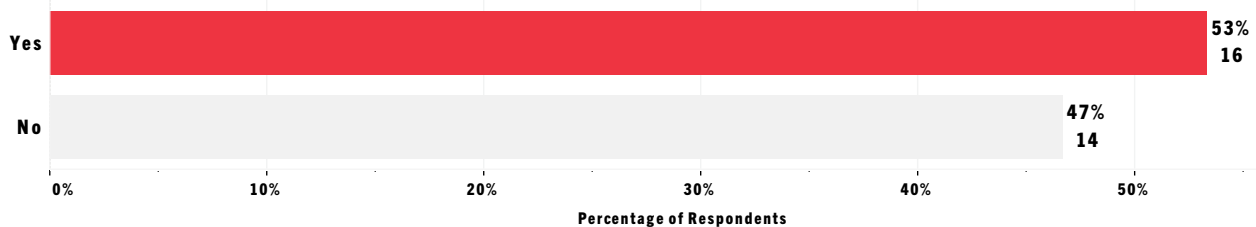
### 81. Were you forced or coerced to participate in conversion therapy?



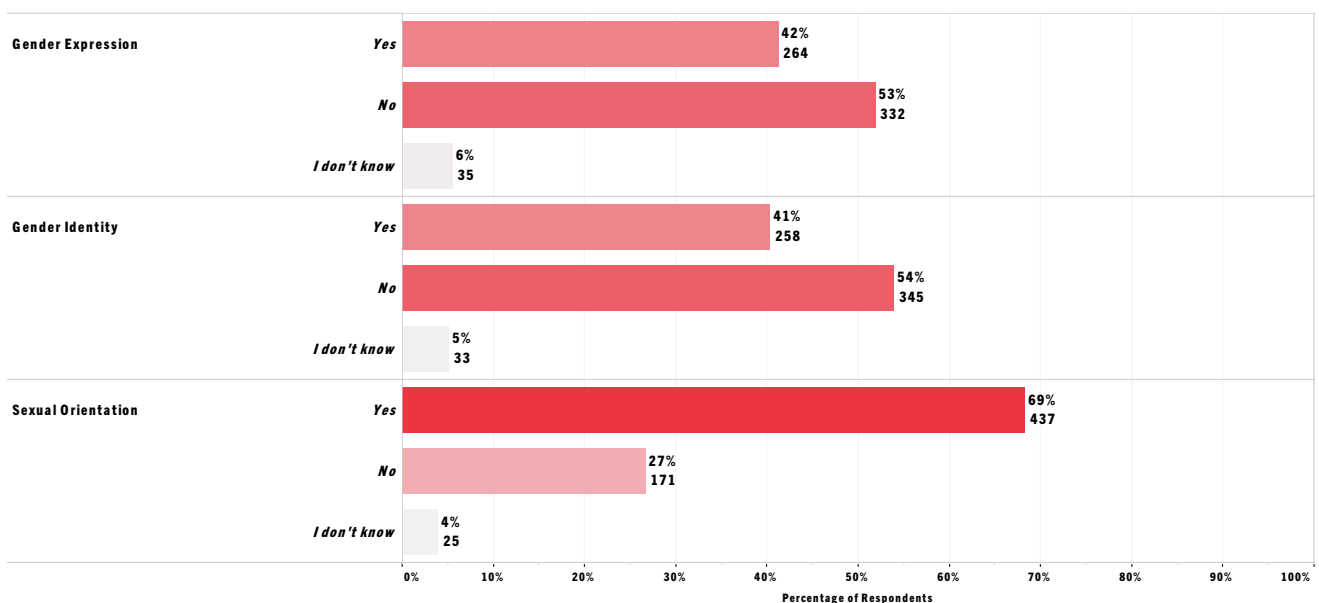
## 82. Was your participation in conversion therapy in response to a religious or spiritual belief or concern?



## 83. Was this experience with conversion therapy in Summit, Portage, Medina, or Stark county of Ohio?

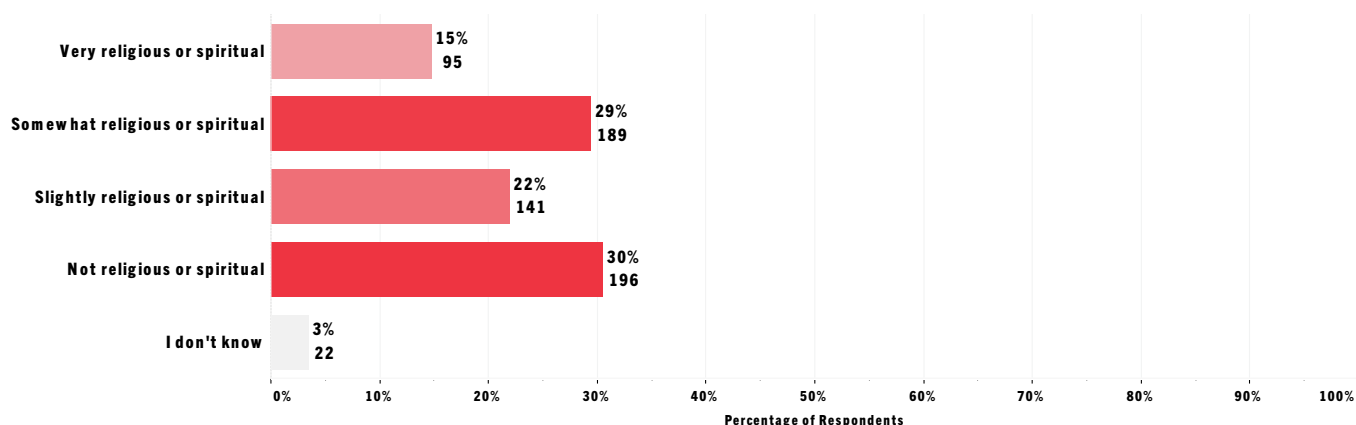


## 84. Have religious teachings about gender identity, gender expression, or sexual orientation ever made you feel a diminished sense of self-worth?

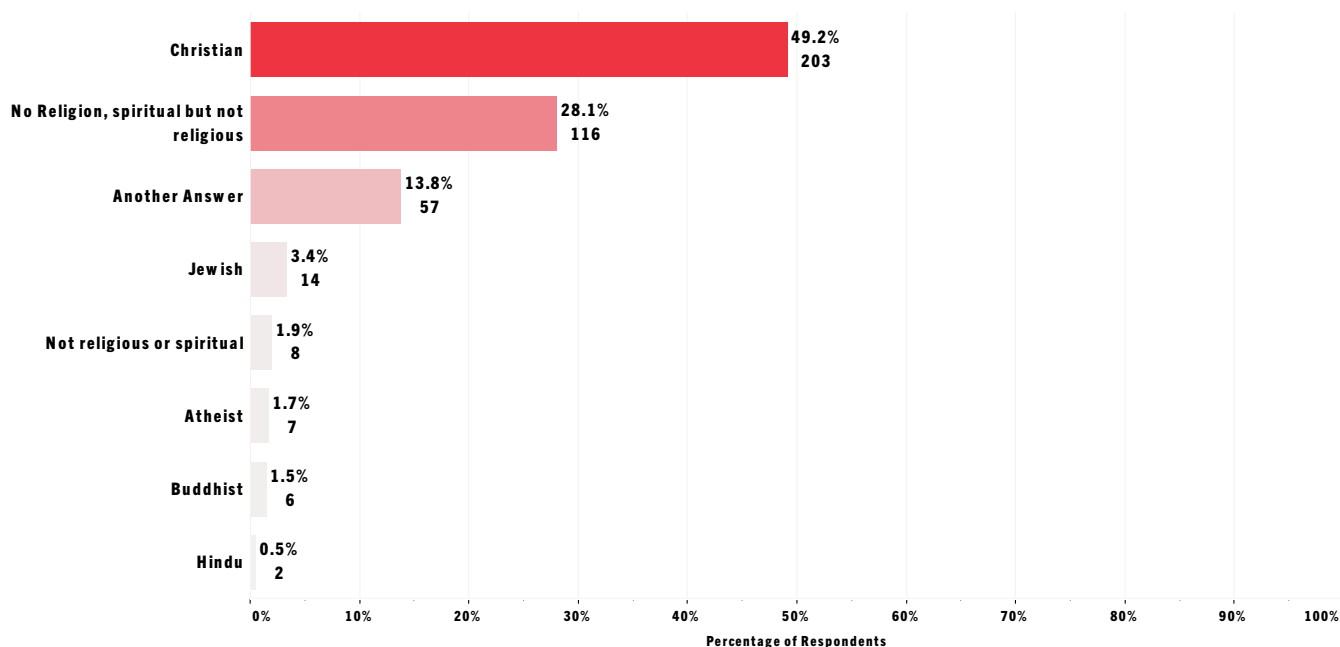




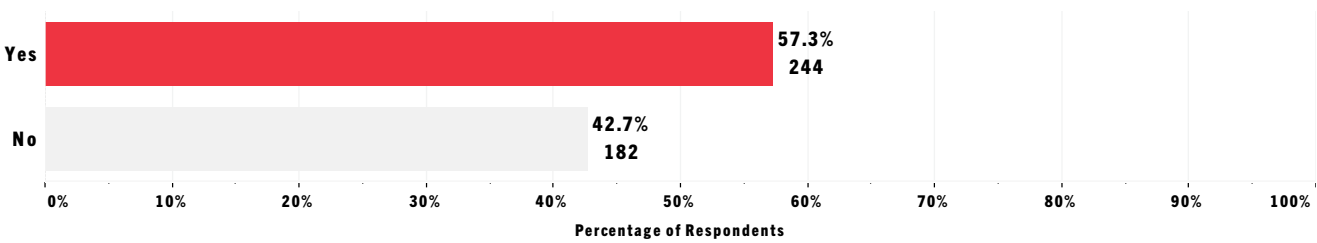
## 85. To what level do you consider yourself to be religious or spiritual?



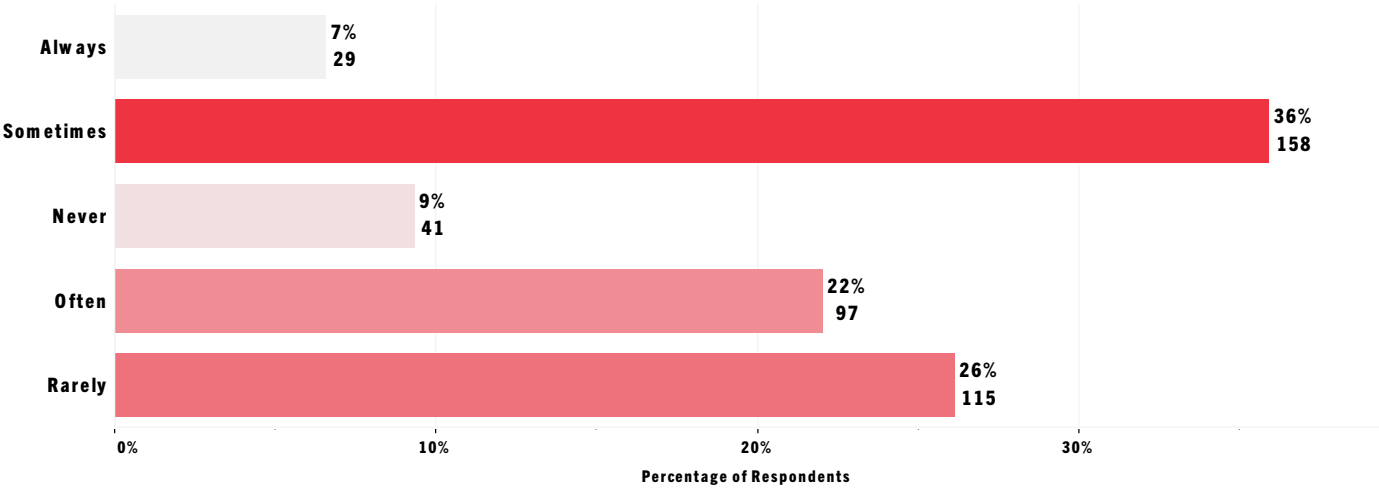
## 86. How would you describe your religion or spirituality? (indicate your denomination, as appropriate)



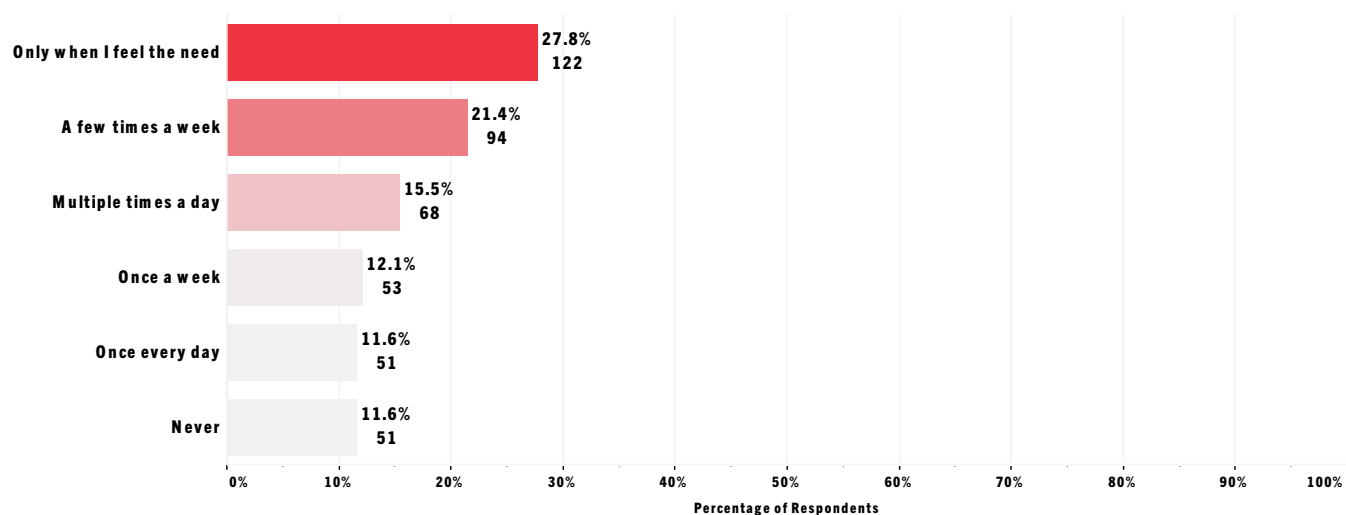
**87. As a member of the LGBTQ+ community, do you feel you have a safe place to explore and/or practice your religion or spirituality to the degree that you would like to**



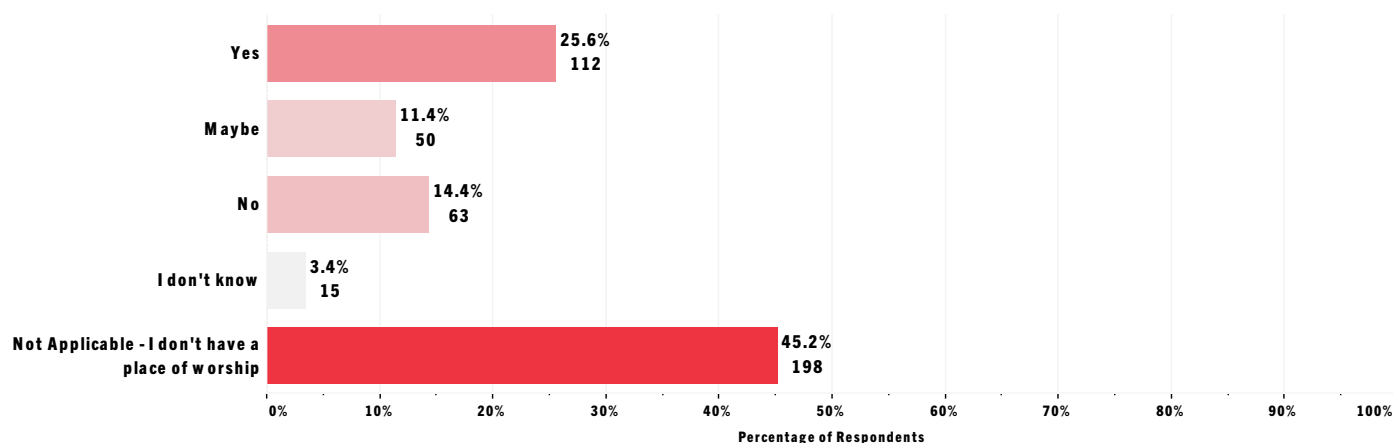
**89. How often do you turn to your religion or spirituality to help you deal with problems in your life?**



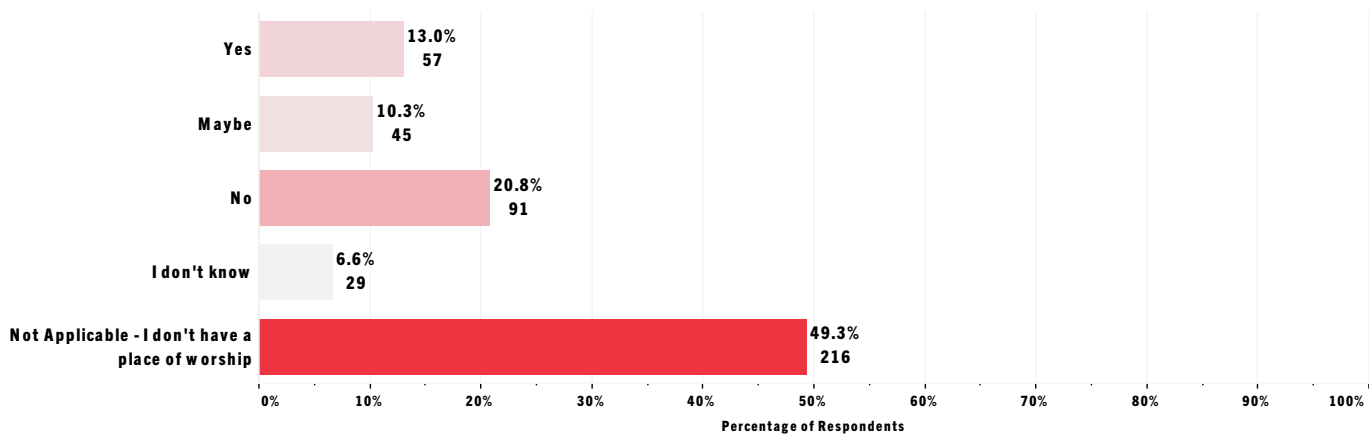
### 90. How often do you participate in individual spiritual practices alone? (such as praying, meditating, or some other individual spiritual practice)



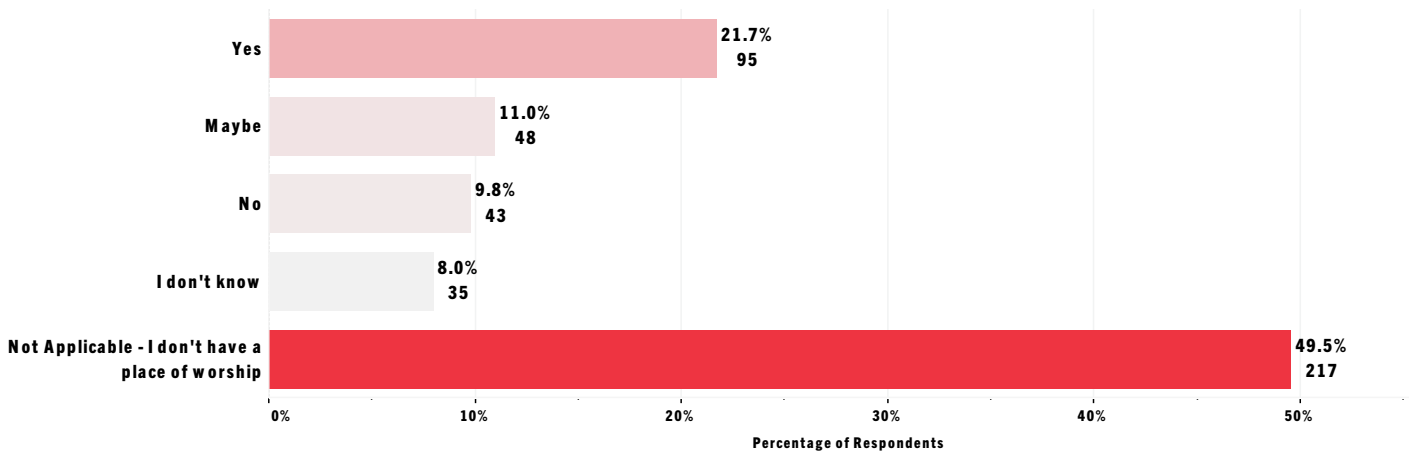
### 91. Do you feel the religious or spiritual leaders in your place of worship need more LGBTQ+ diversity training?



**92. Do you feel your religious or spiritual organization claims to be LGBTQ+ welcoming, friendly, and affirming outwardly, but the culture internally is not welcoming, friendly, and affirming?**



**93. Do you feel the members of your religious or spiritual organization are as welcoming, friendly, and affirming as the organization's leaders?**







# Education and Literacy

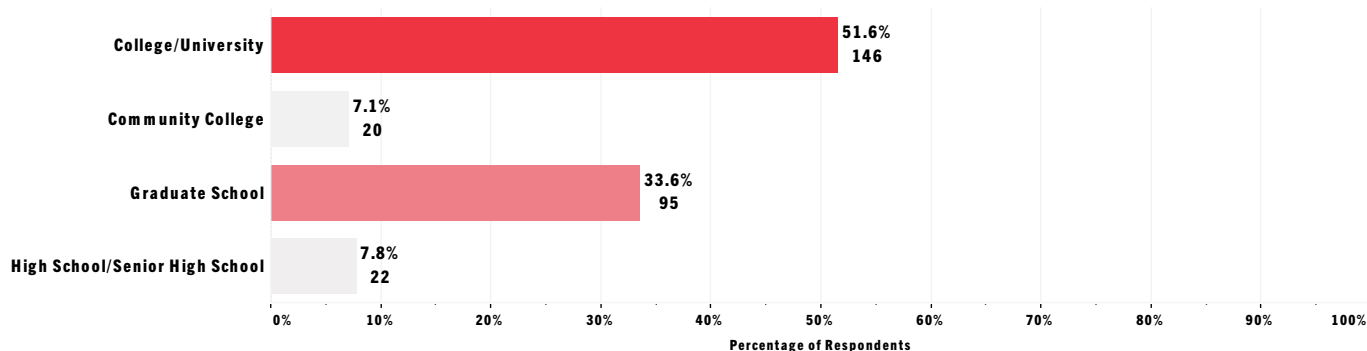
For the purpose of this project, when referring to Education and Literacy we include respondents' concerns, experiences and needs in obtaining, processing, and understanding basic information needed to make appropriate decisions including gaining new knowledge, skills, values, morals, beliefs, and habits.



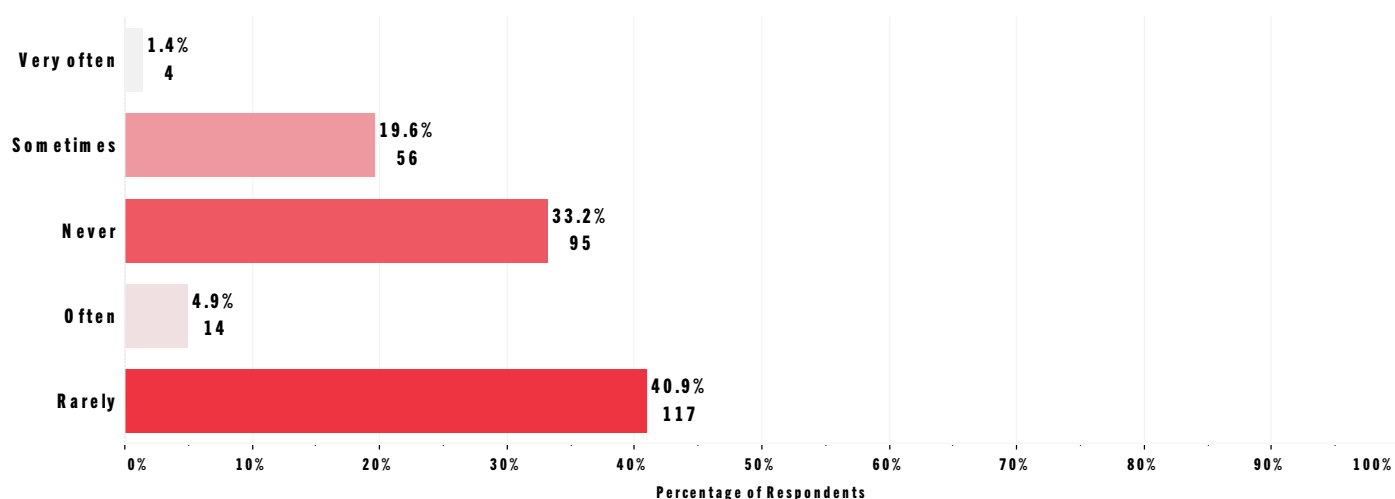
### 95. Have you been enrolled as a student in the past five (5) years?



### 96. What kind of education program, certification, or training are/were you enrolled in?

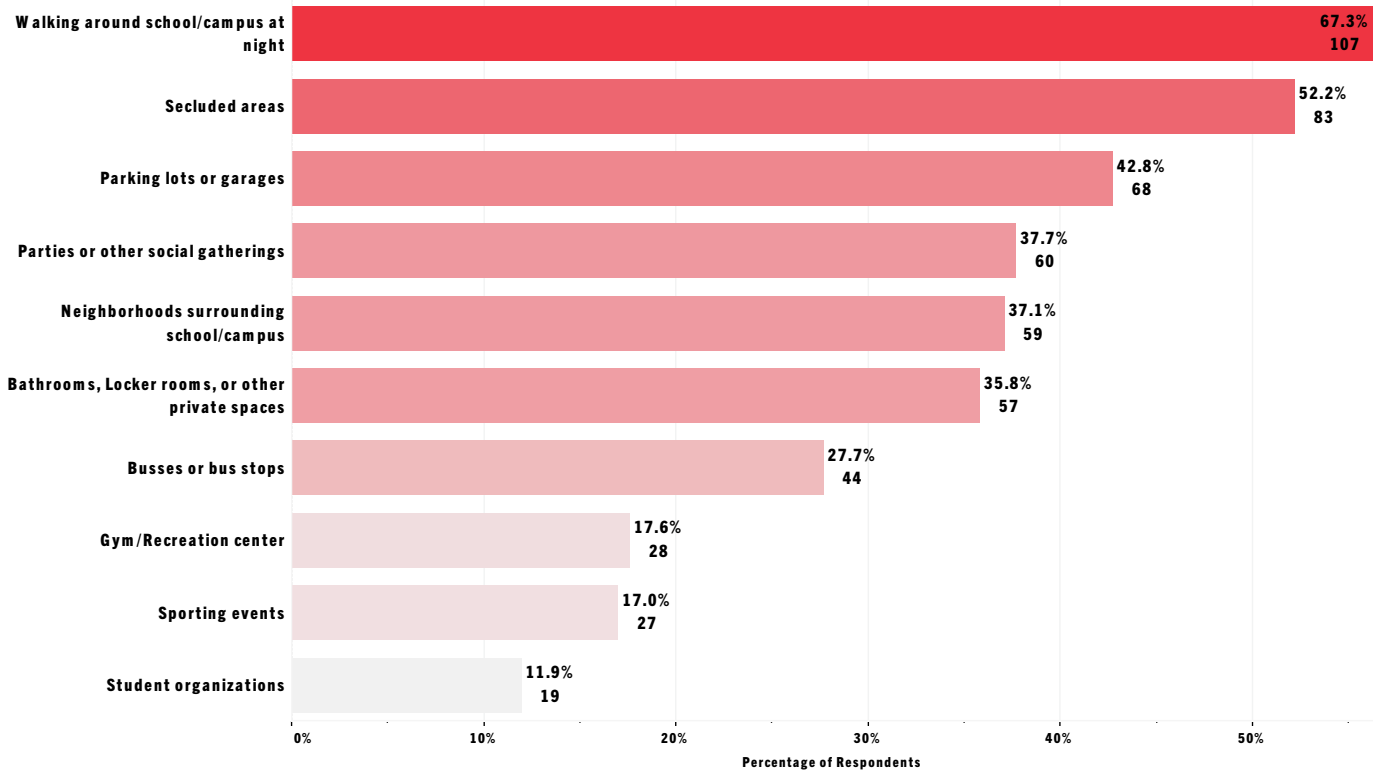


### 99. How often have you been worried about your physical safety in your educational setting?

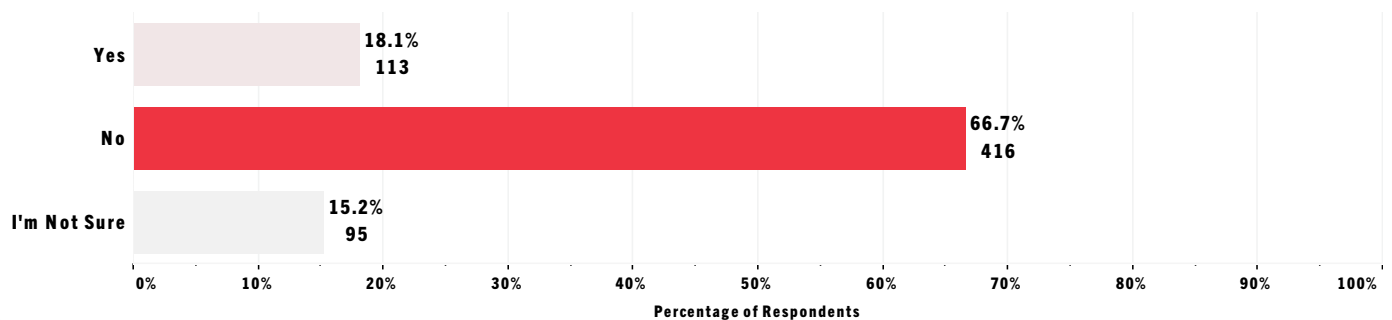




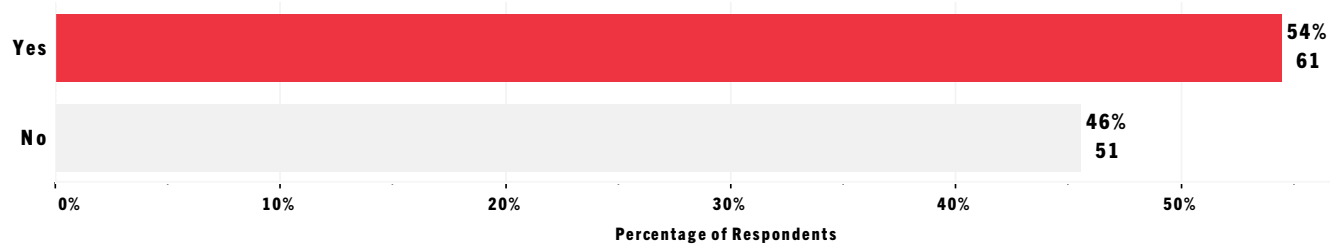
## 100. Which of the following settings have you avoided due to fear for your physical safety



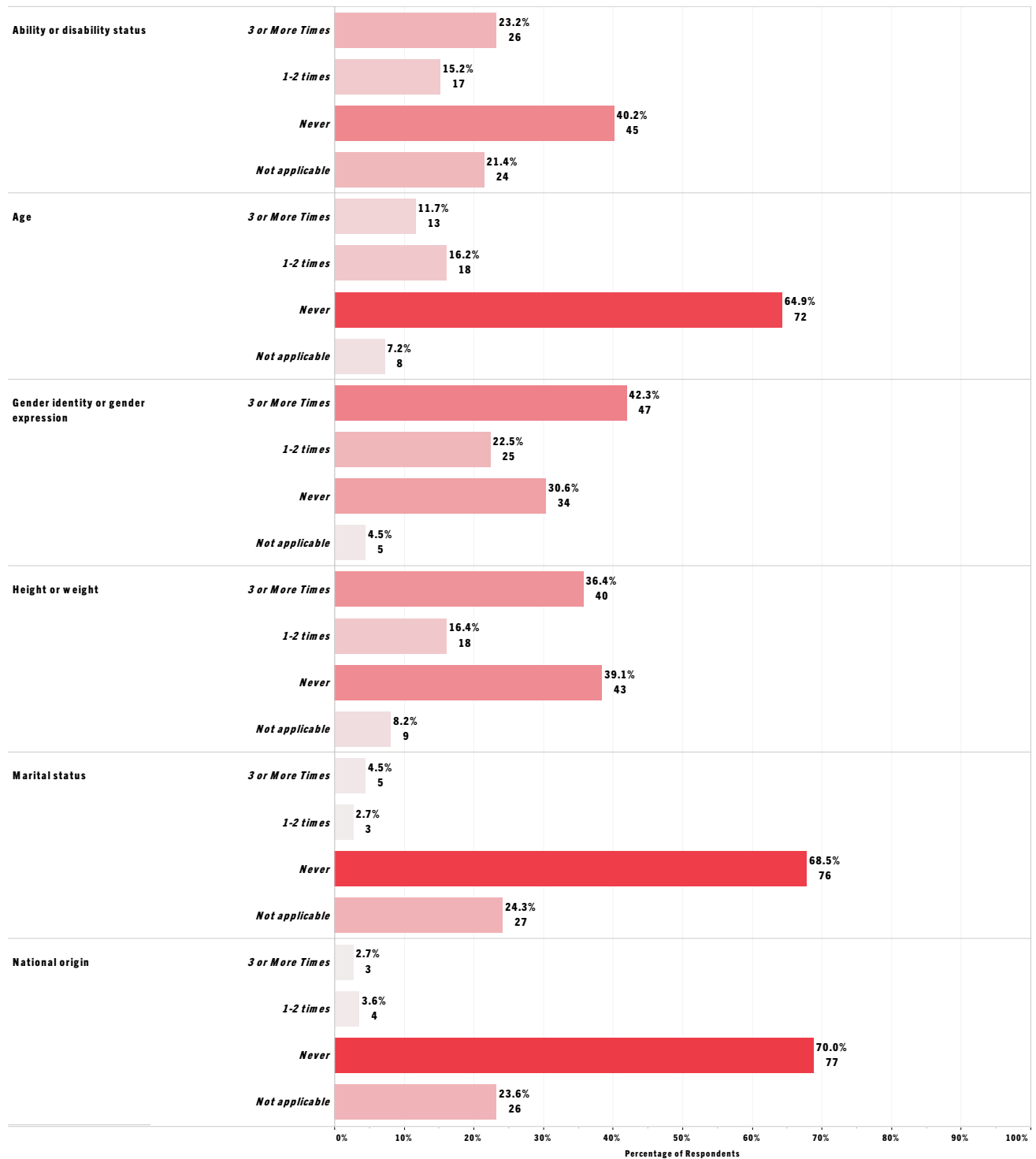
## 101. In general, have you felt discriminated against in an educational setting because you are LGBTQ+?



## 102. Did this/these events happen in Summit, Stark, Medina, or Portage County, Ohio?

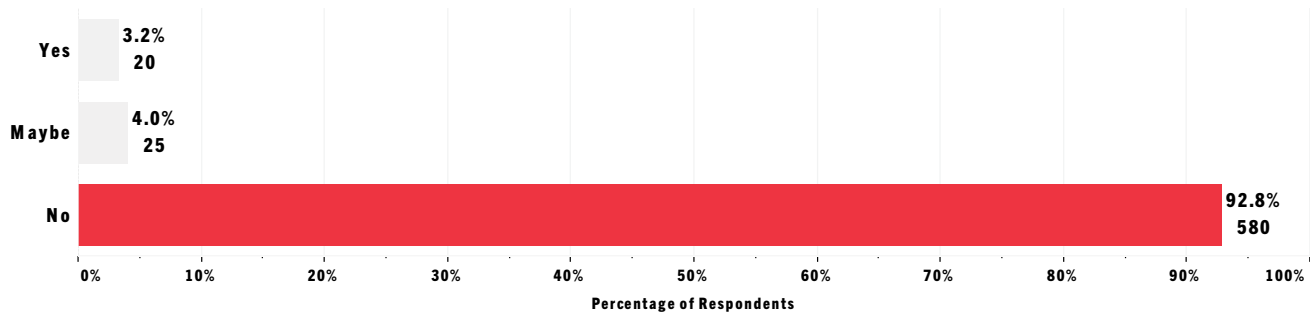


## 103. How often have you experienced any of the following types of discrimination in an educational setting?

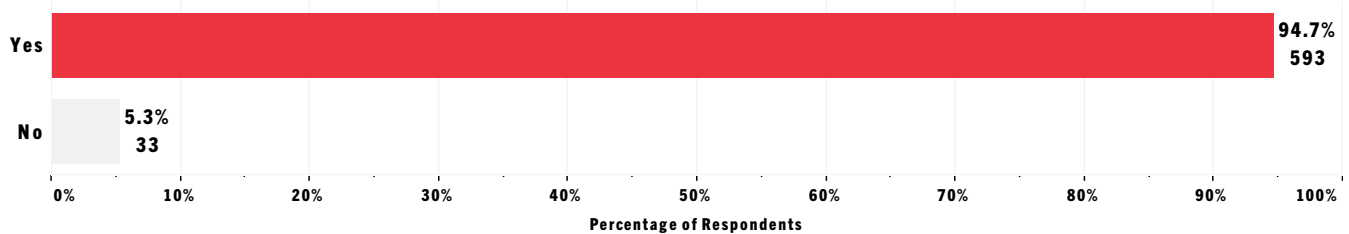




#### 104. Do you feel you received enough LGBTQ+ sex education in school?



#### 105. Did you have to find any LGBTQ+ sex education/information on your own?



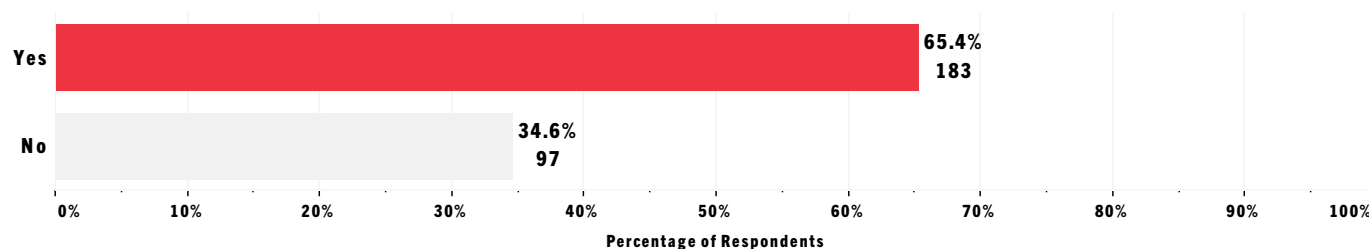
***“A centralized place to house all LGBTQ+ community information, support, and resources will increase access to affirming and welcoming LGBTQ+ community resources.”***

***- Paul Khacherian, Director, Community Impact, United Way of Summit and Media***

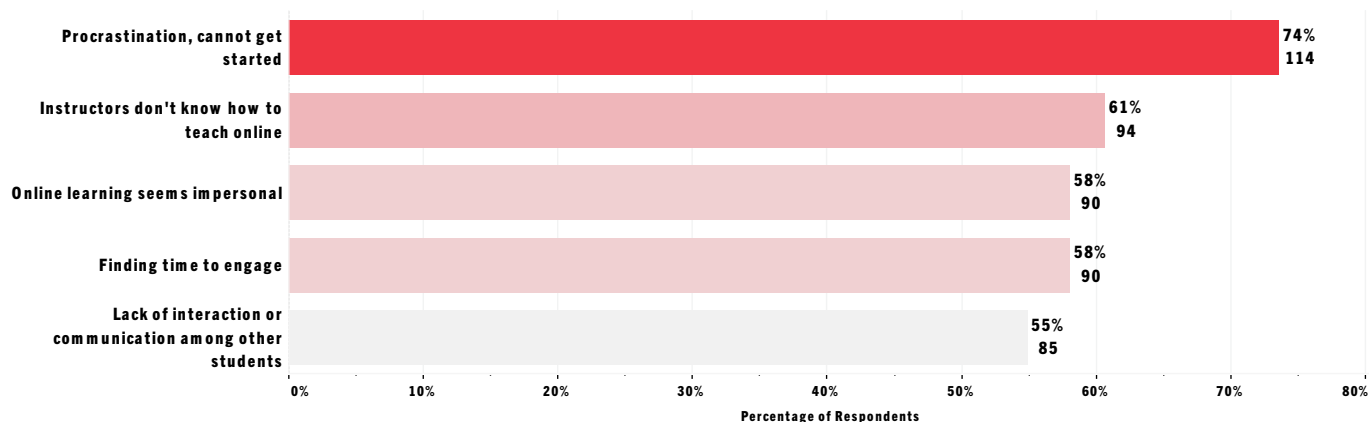
***“It is imperative that we advocate to make LGBTQ+ affirming science-based sex education available to our local LGBTQ+ community members.”***

**- Dr. Iris Harvey, President and CEO, Planned Parenthood of Greater Ohio**

**106. Have any of your classes been online during the COVID-19 pandemic (beginning March 1st, 2020)**



**107. Please indicate any of the issues below which contributed to making it harder to learn and succeed**





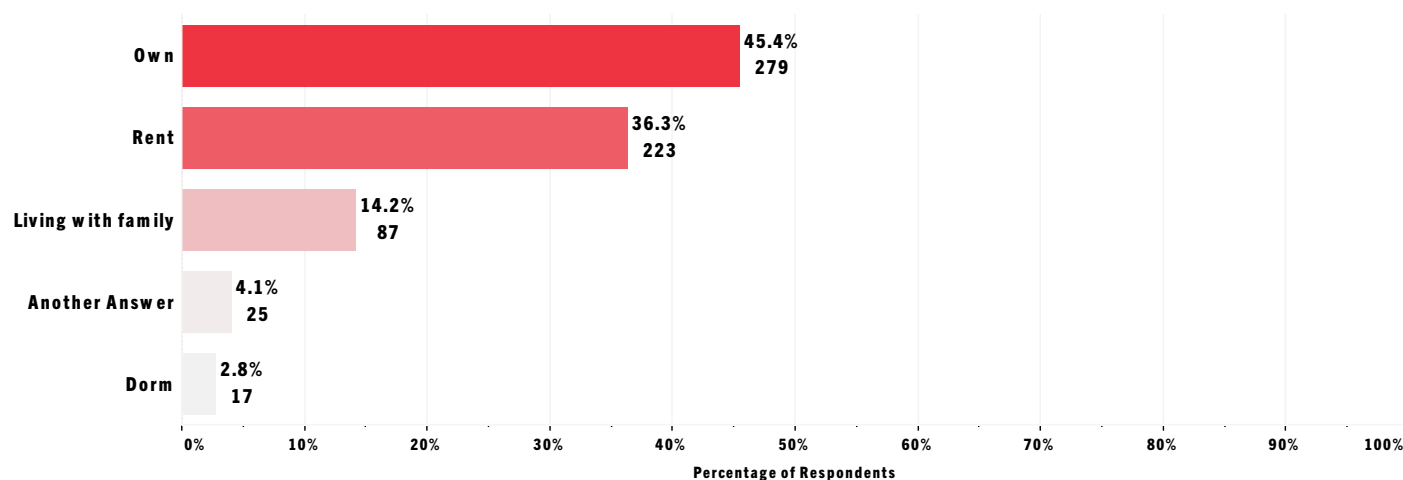


# Housing, Food, and Nutrition

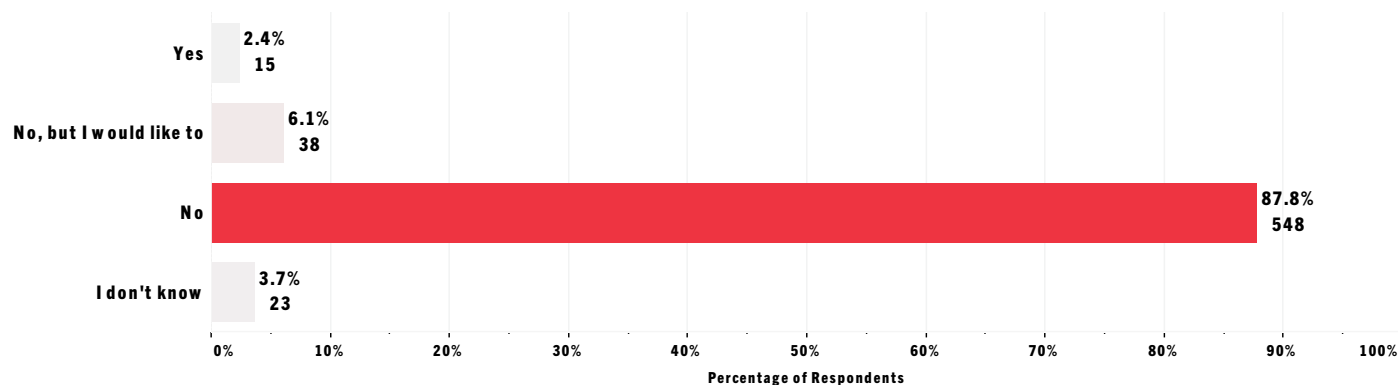
For the purpose of this project, when referring to Housing, Food, and Nutrition we include respondents' concerns and experiences with discrimination, shame, stigma and violence in obtaining basic needs such as nourishing and nutritious food and safe, affordable, and sustainable housing.



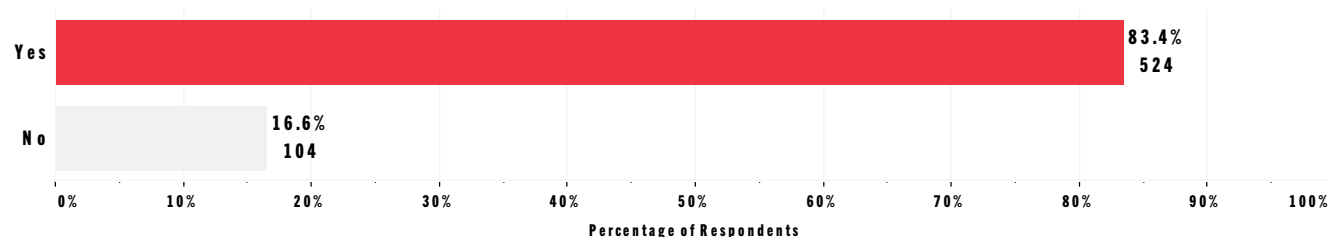
## 109. What is your current housing status?



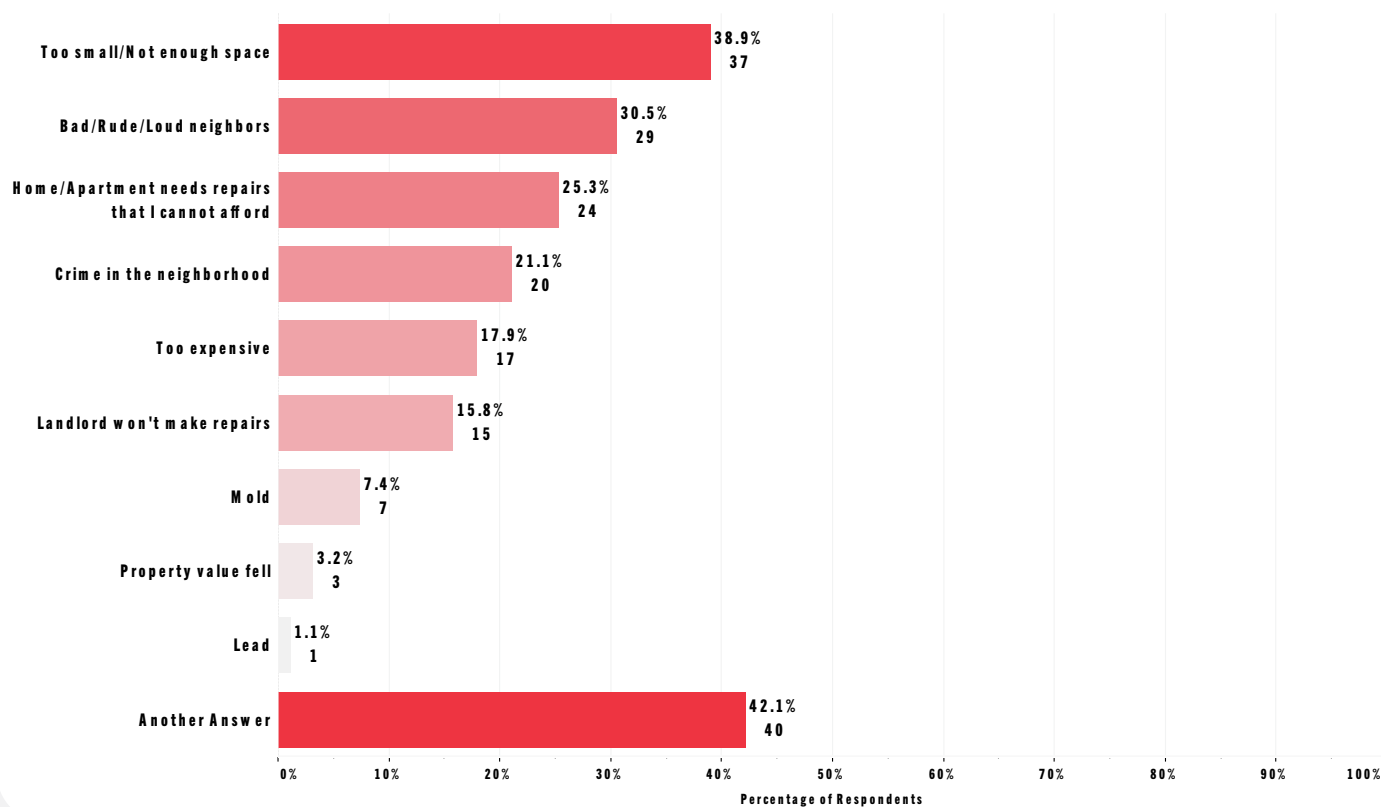
## 110. Are you currently receiving a housing subsidy?



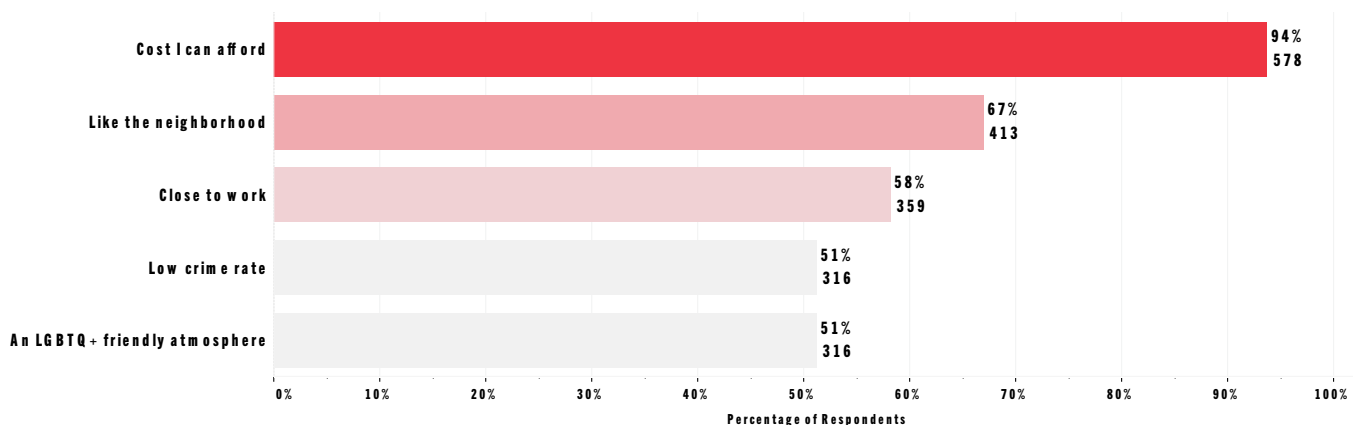
## 111. Are you satisfied with your current living arrangements?



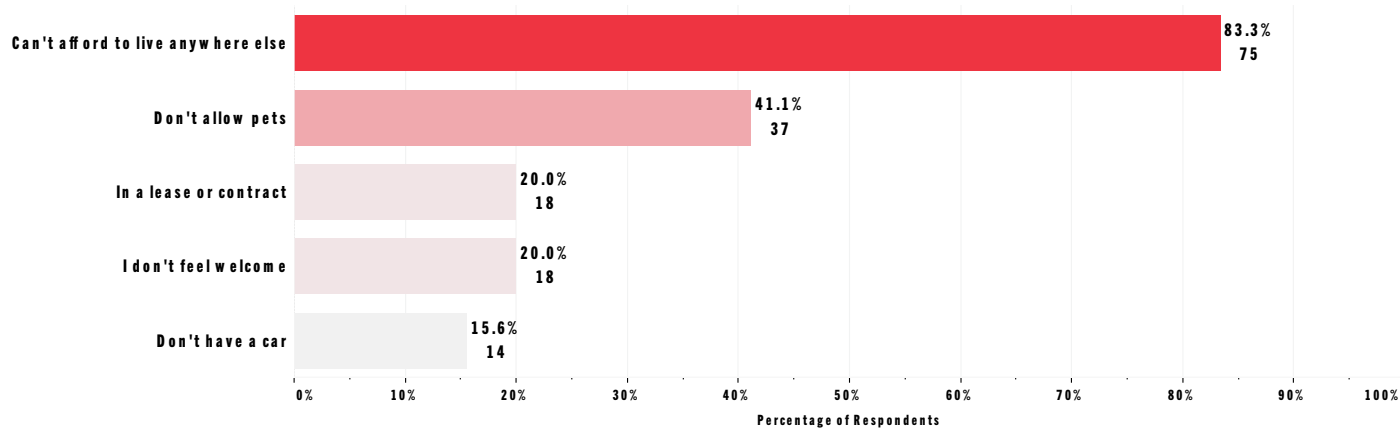
## 112. Please tell us why you are not satisfied with your current living arrangement.



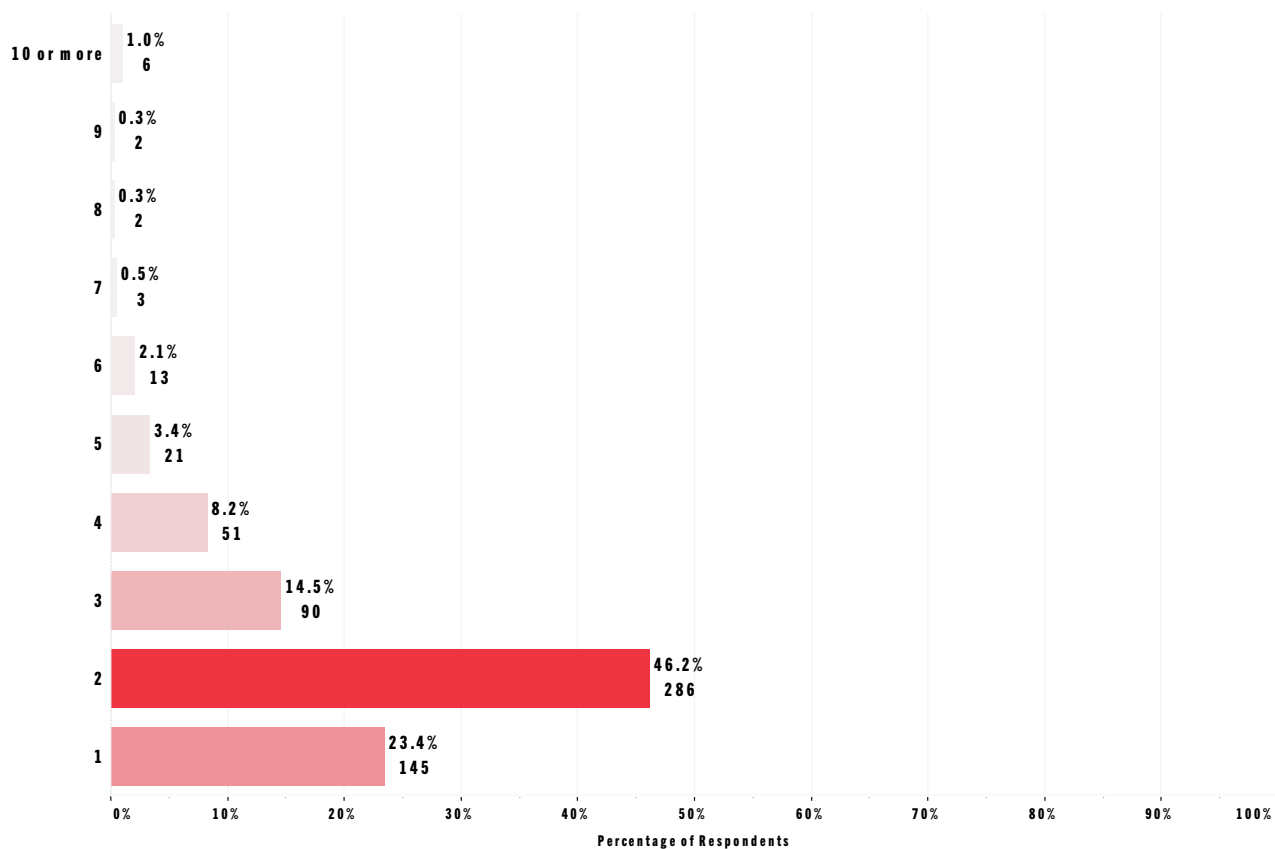
### 113. What factors are most important to you when choosing your home or apartment?



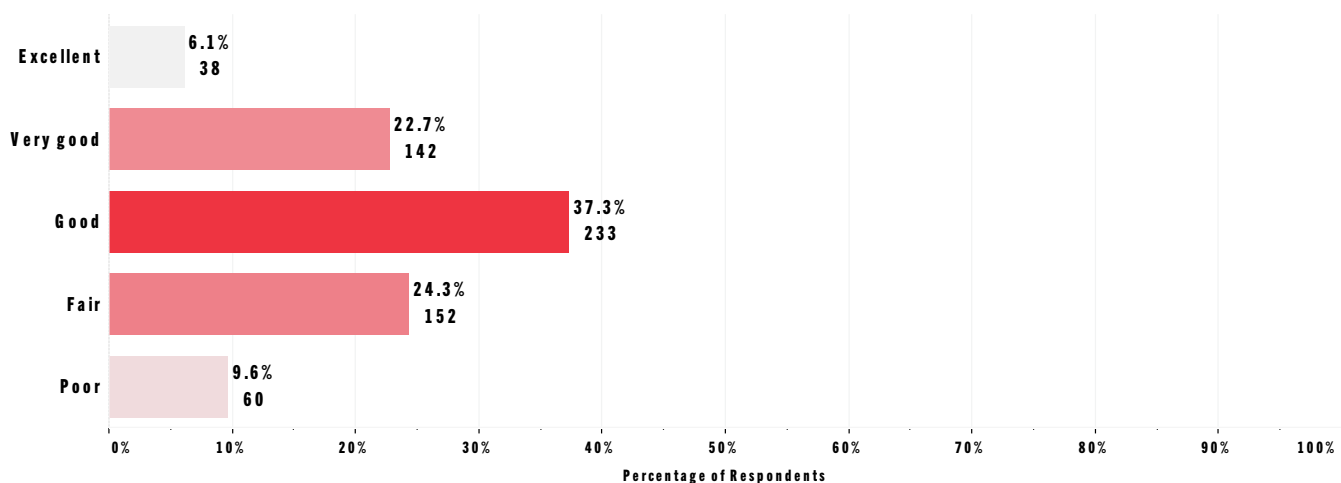
### 114. What are the barriers, if any, that keep you from living in another part of your community?



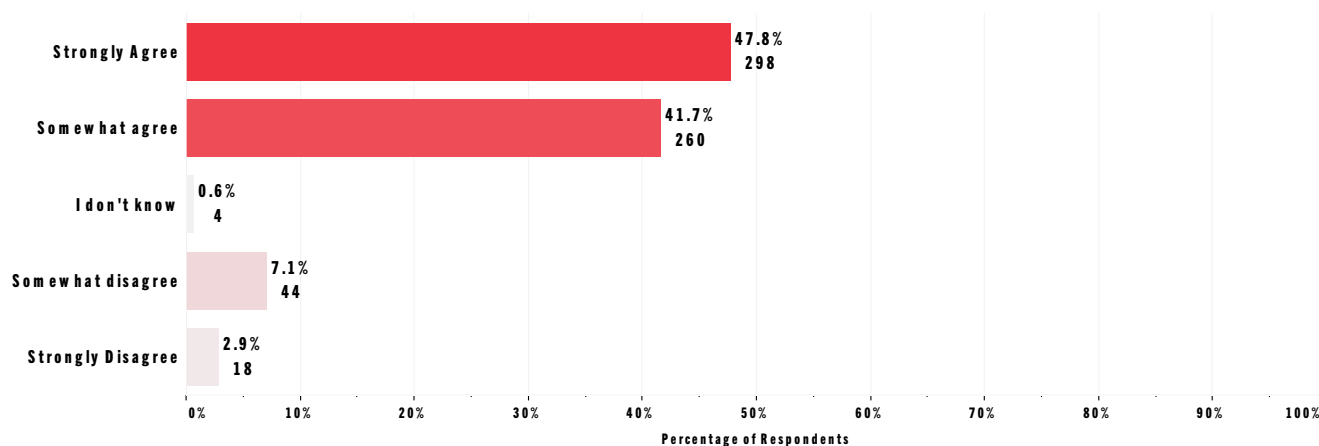
## 115. How many people live in the place where you stay? (including yourself)



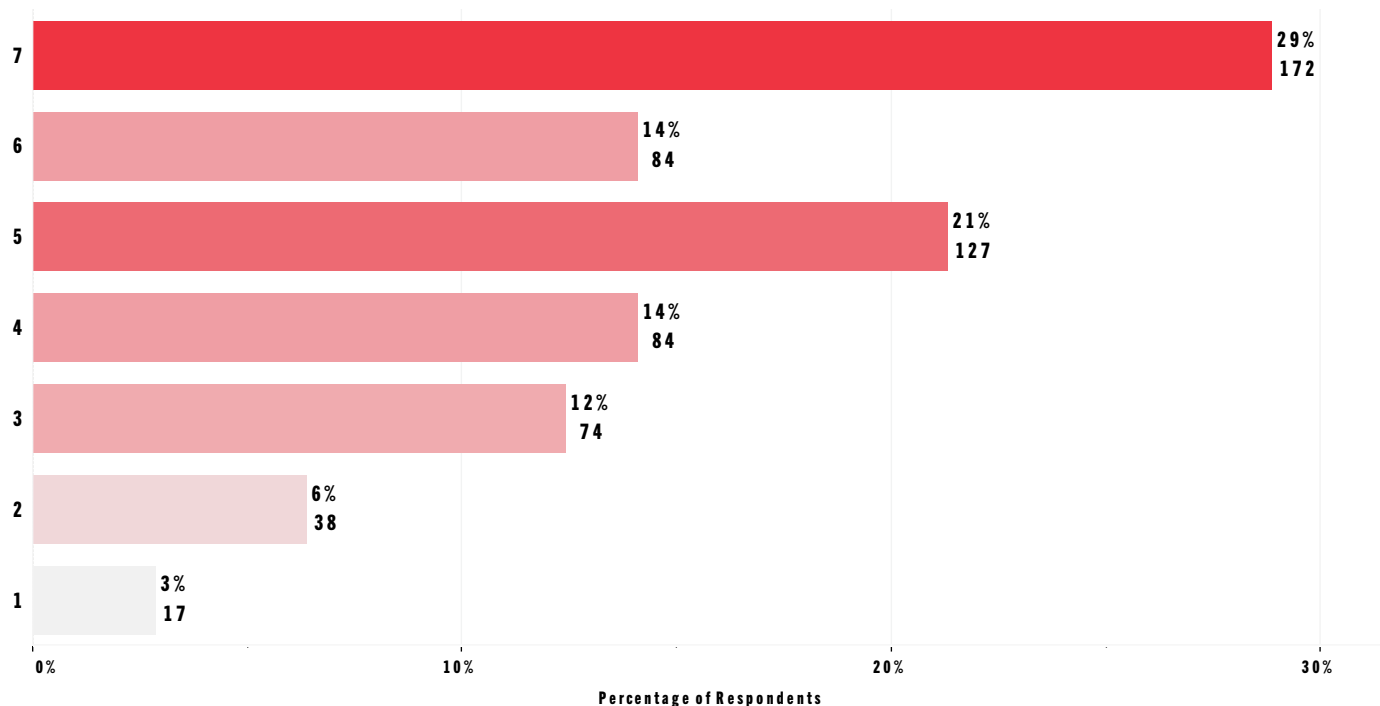
## 116. In general, how healthy do you feel your overall diet is?



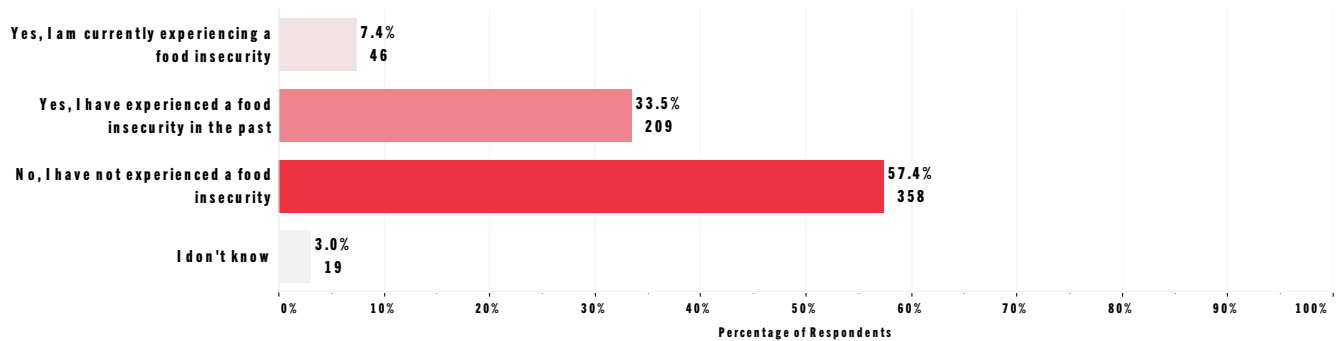
### 117. I am confident that I know how to choose healthy foods.



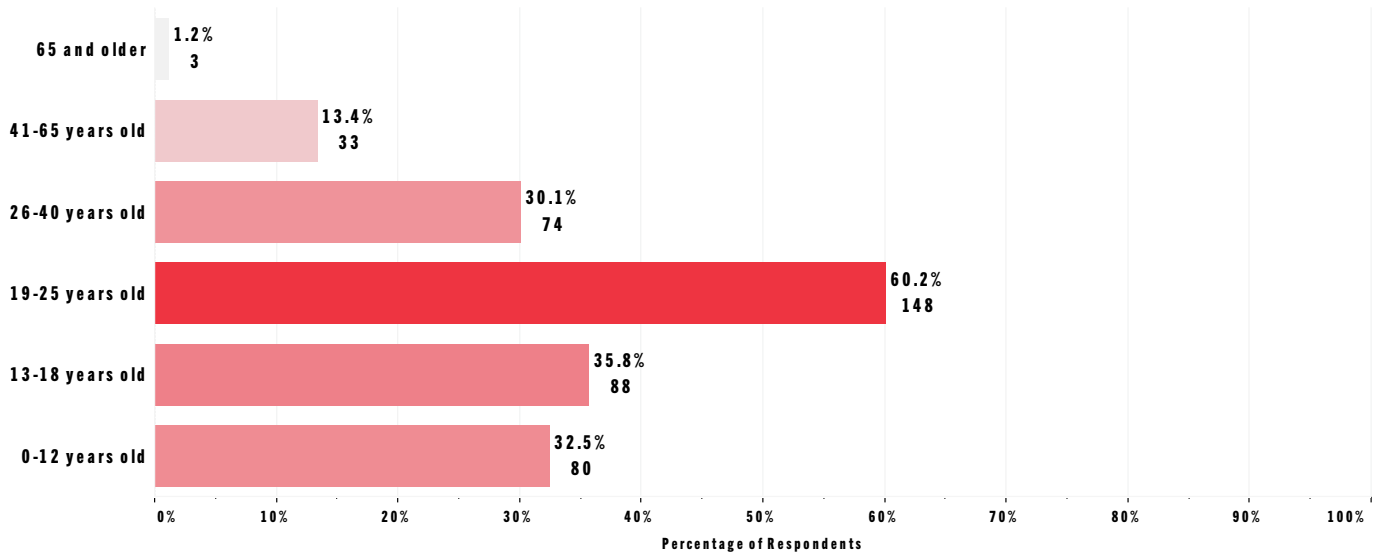
### 118. How many days per week do you eat meals prepared in your home?



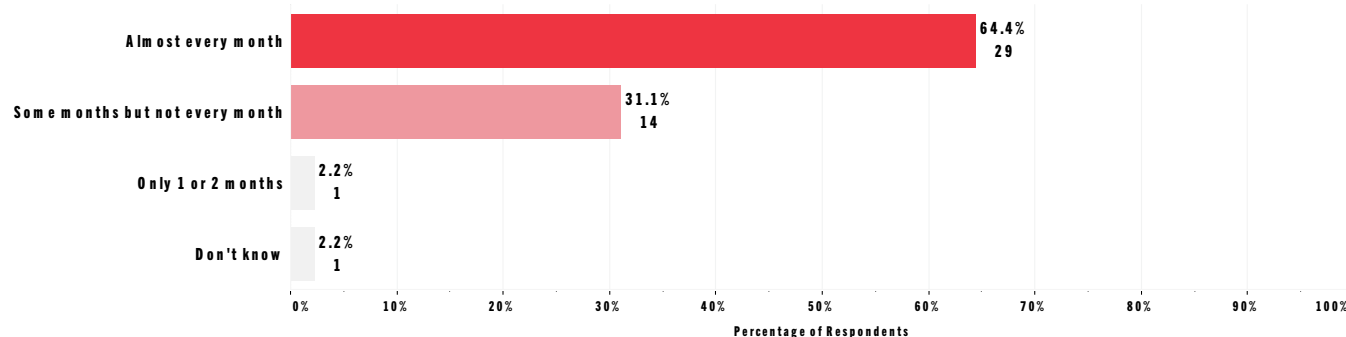
## 119. Food insecurity is when you are unable to access or afford enough food consistently. Have you ever in your life experienced food insecurity?



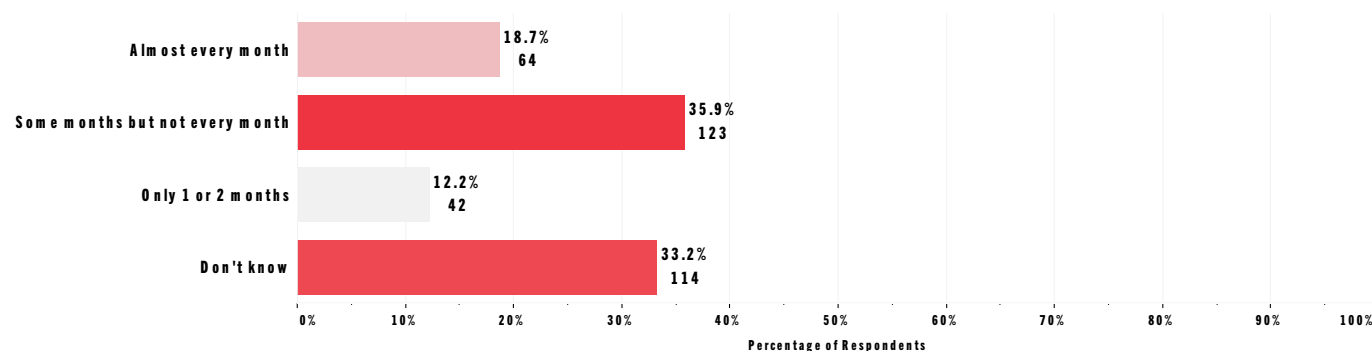
## 120. At what age range(s) have you experienced food insecurity?



### 121. How often do you experience food insecurity?



### 122. How often did you experience food insecurity in the past?

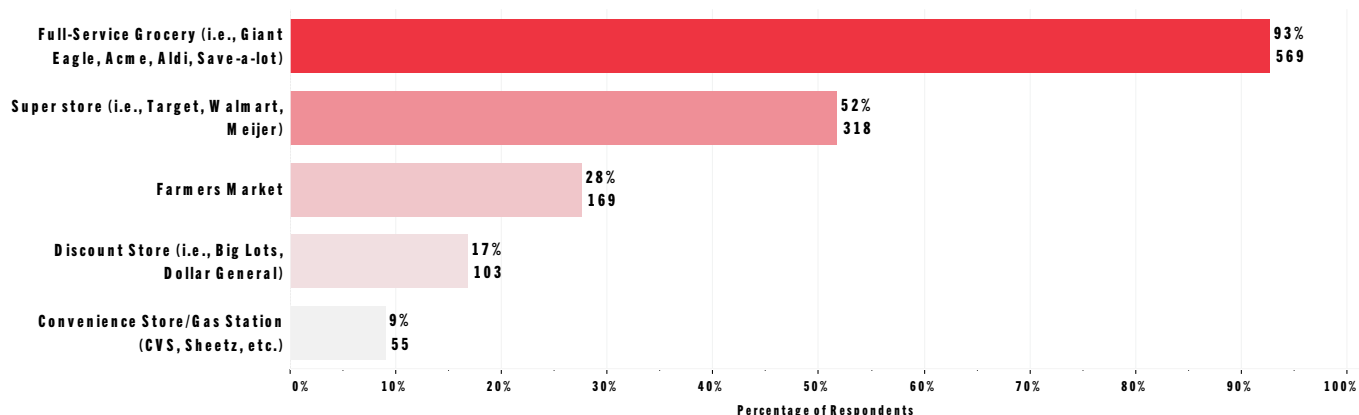


***“Food insecurities are a common experience for many LGBTQ+ people. Ensuring LGBTQ+ people have access to affirming and welcoming spaces to obtain food assistance is essential.”***

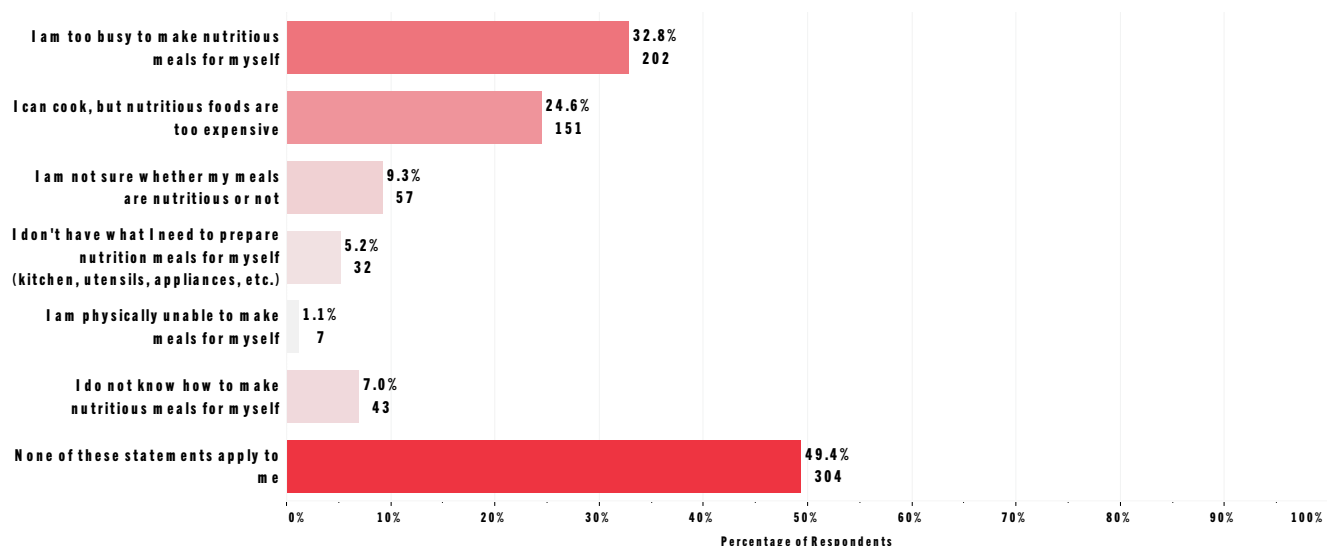
***- Michael Wilson, Director, Marketing and Communications, Akron Canton Regional Food Bank***



## 123. Where do you usually get your groceries?



## 124. Please select all of the following statements that you feel apply to you.





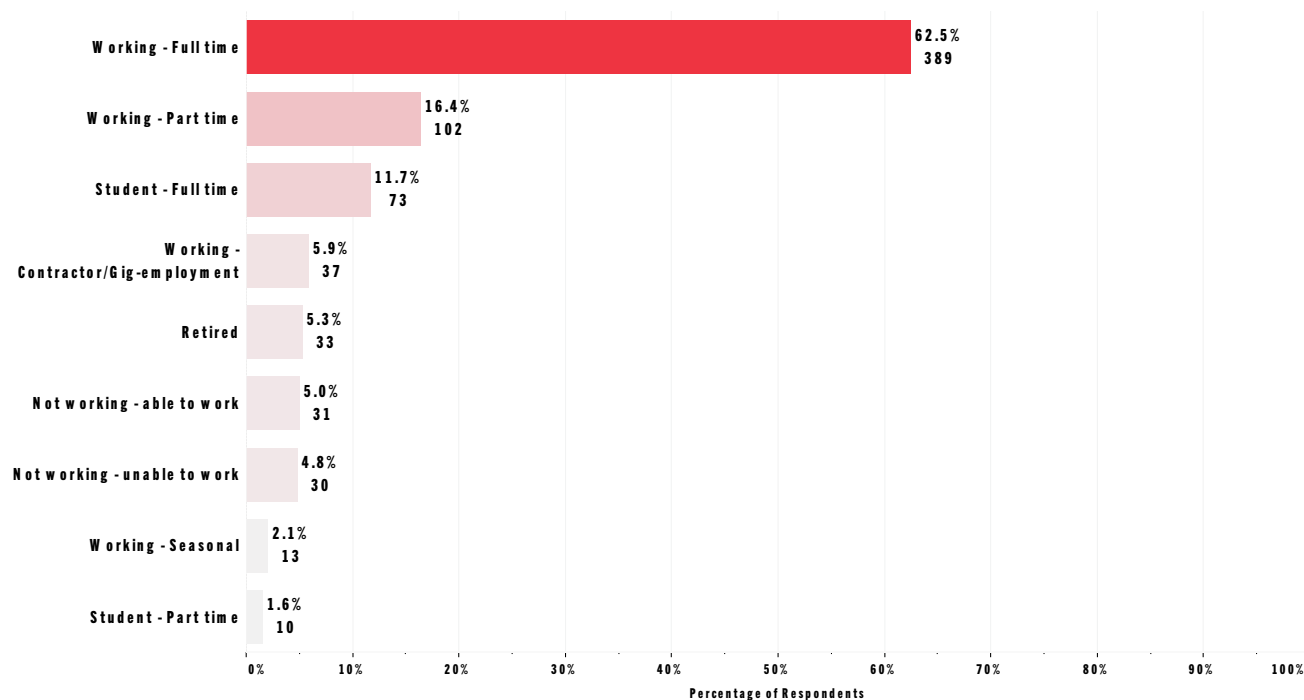




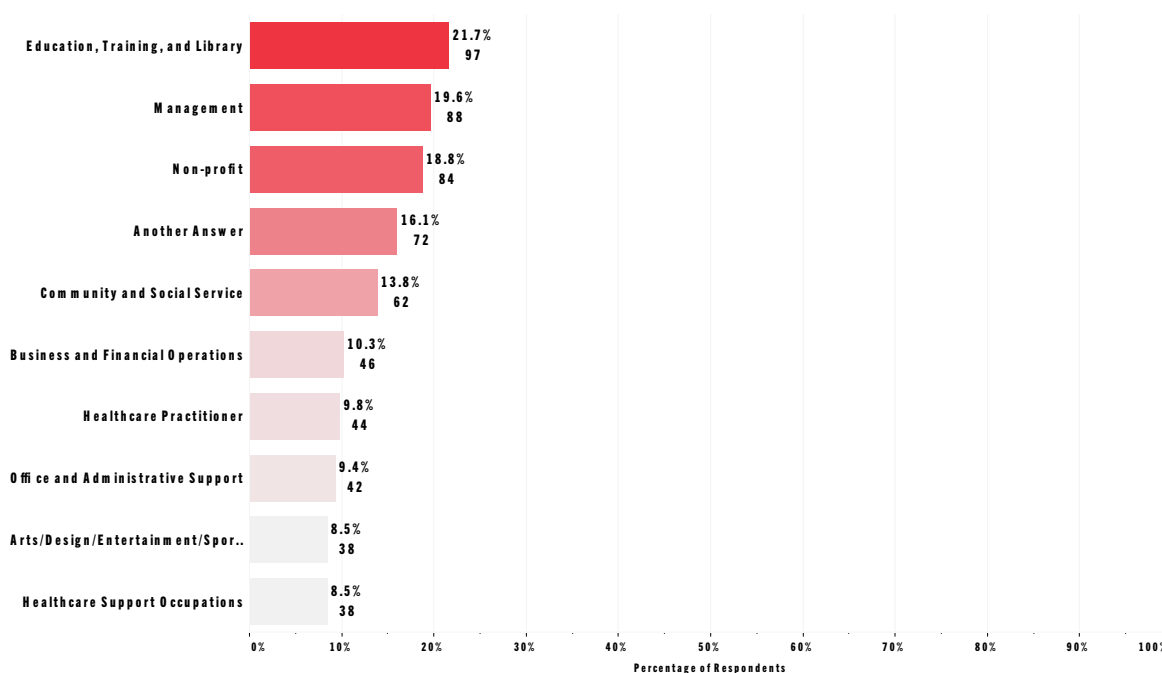
## Business, Employment, and Commerce

For the purpose of this project, when referring to Business, Employment, and Commerce we include respondents' concerns, experiences and needs as business owners, employees, or as consumers with special considerations for barriers that prevent respondents from receiving fair and equitable treatment free of discrimination in these settings.

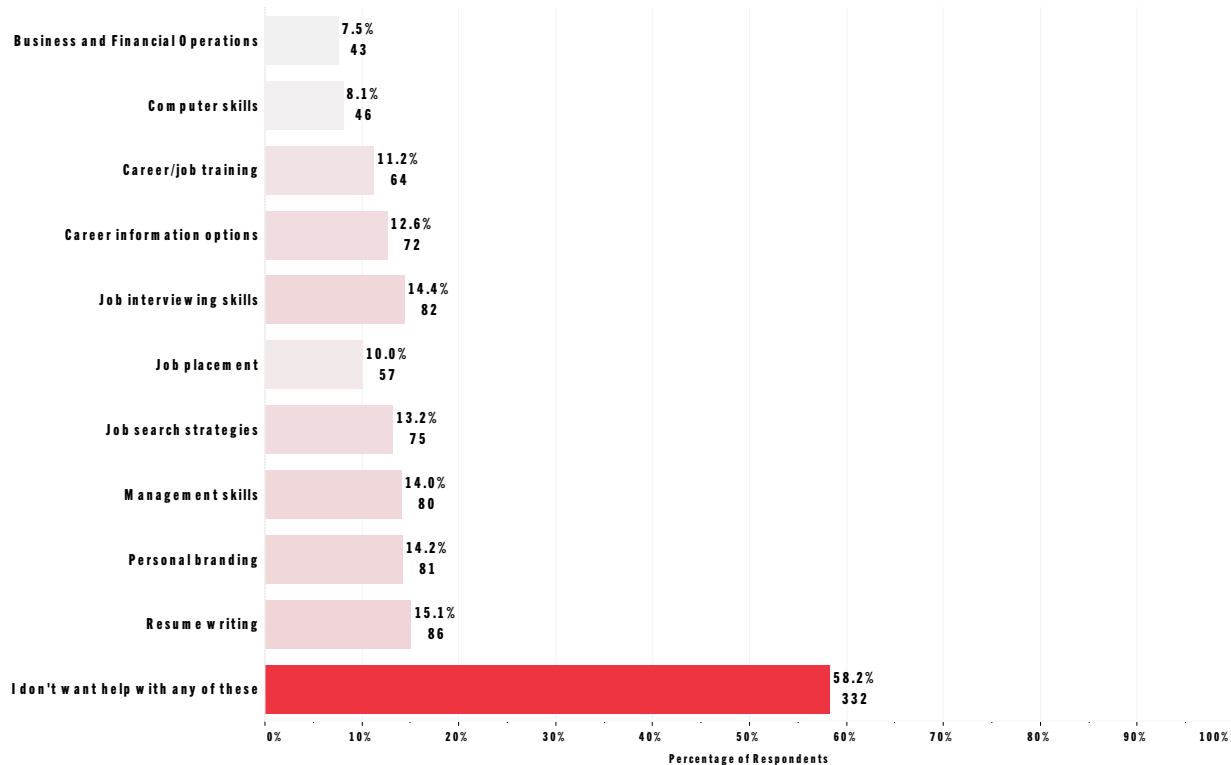
## 126. What is your employment status? (select all that apply)



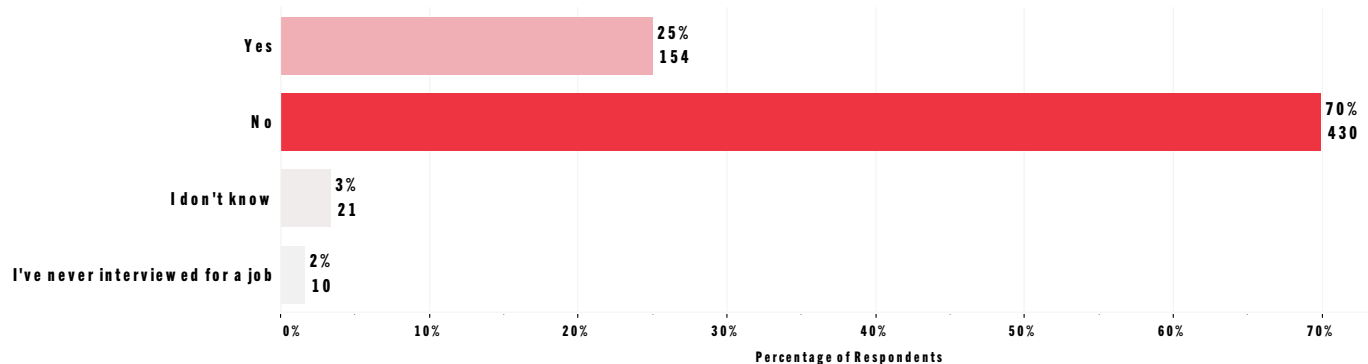
## 127. What is your occupation?



## 128. Would you like help with any of these job-related activities?

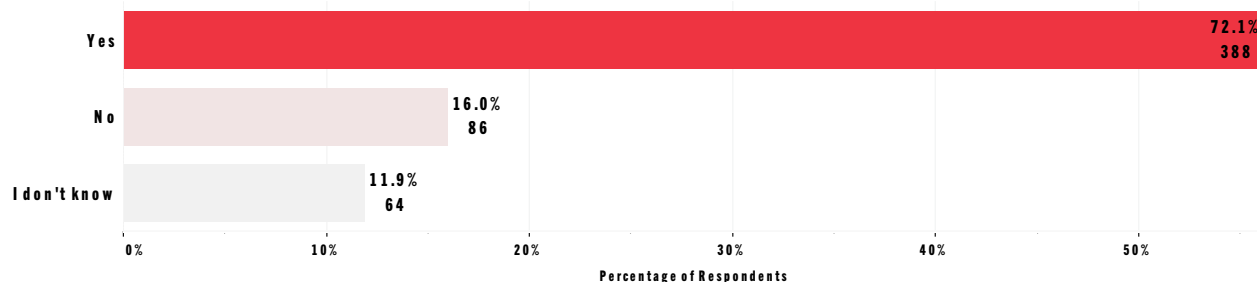


## 129. Have you disclosed your sexual orientation or gender identity in a job interview?

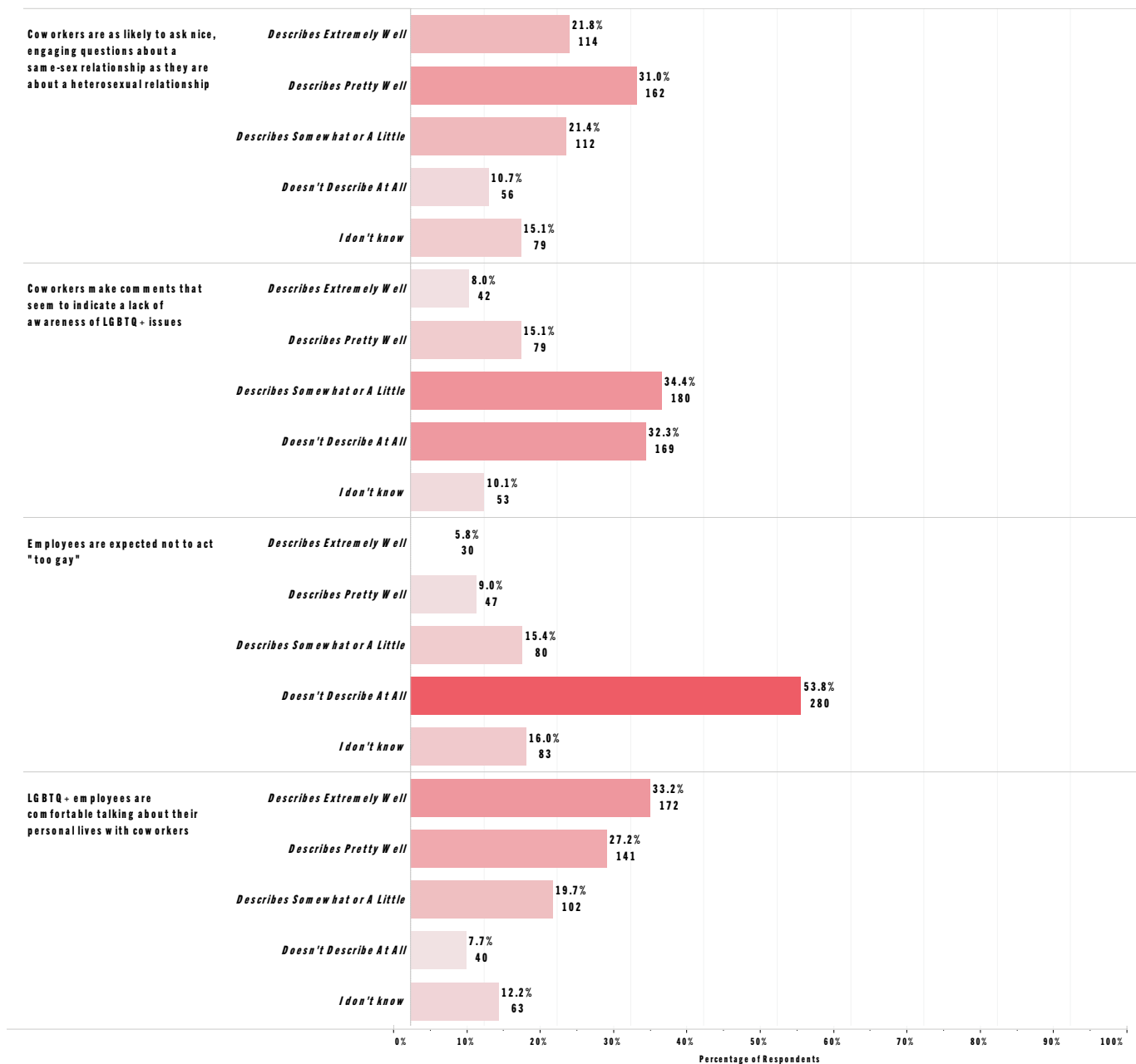




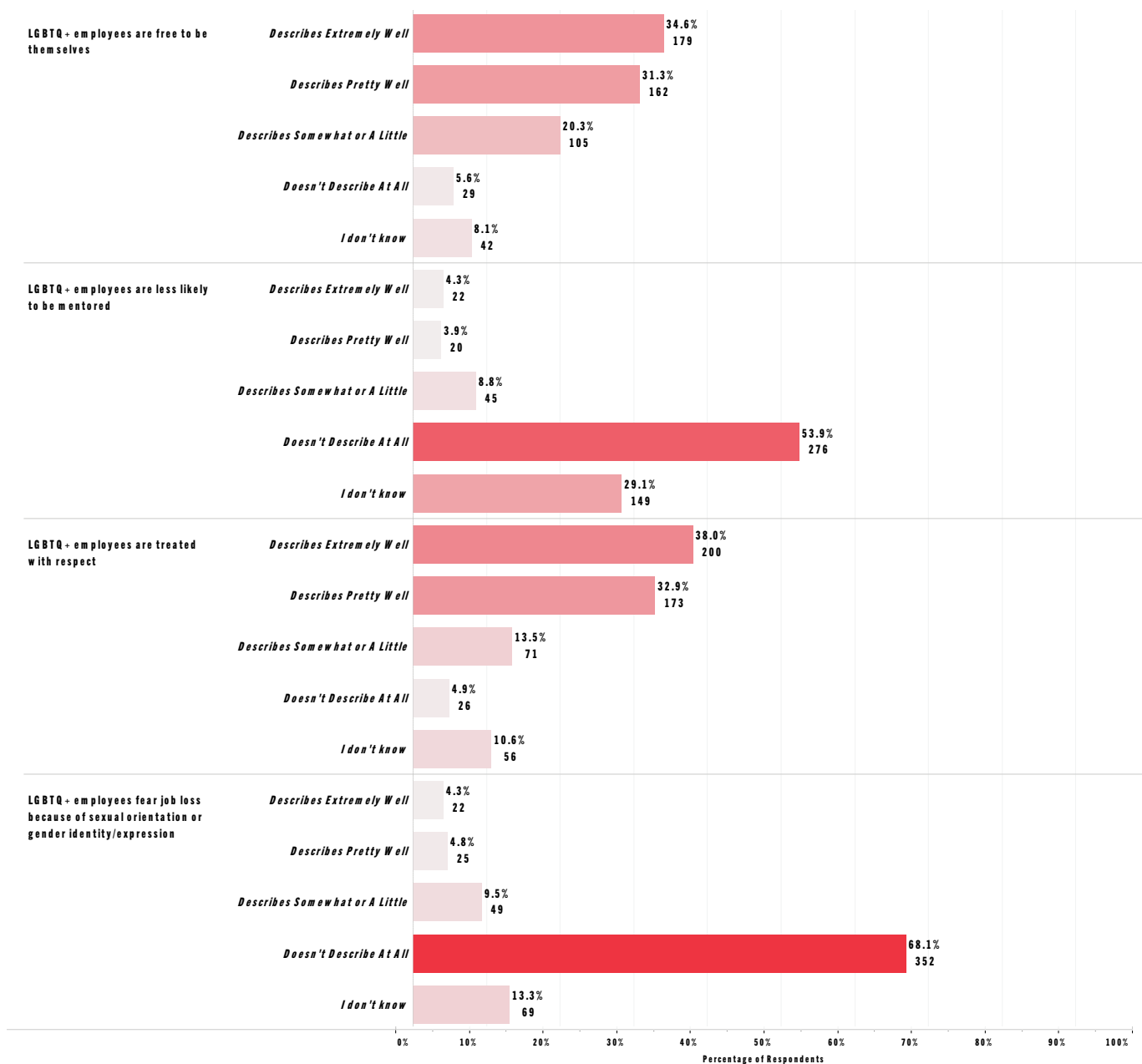
**130. Do you feel safe being “out” in your current work environment? (Please answer this question about your primary work environment if you work more than one job)**



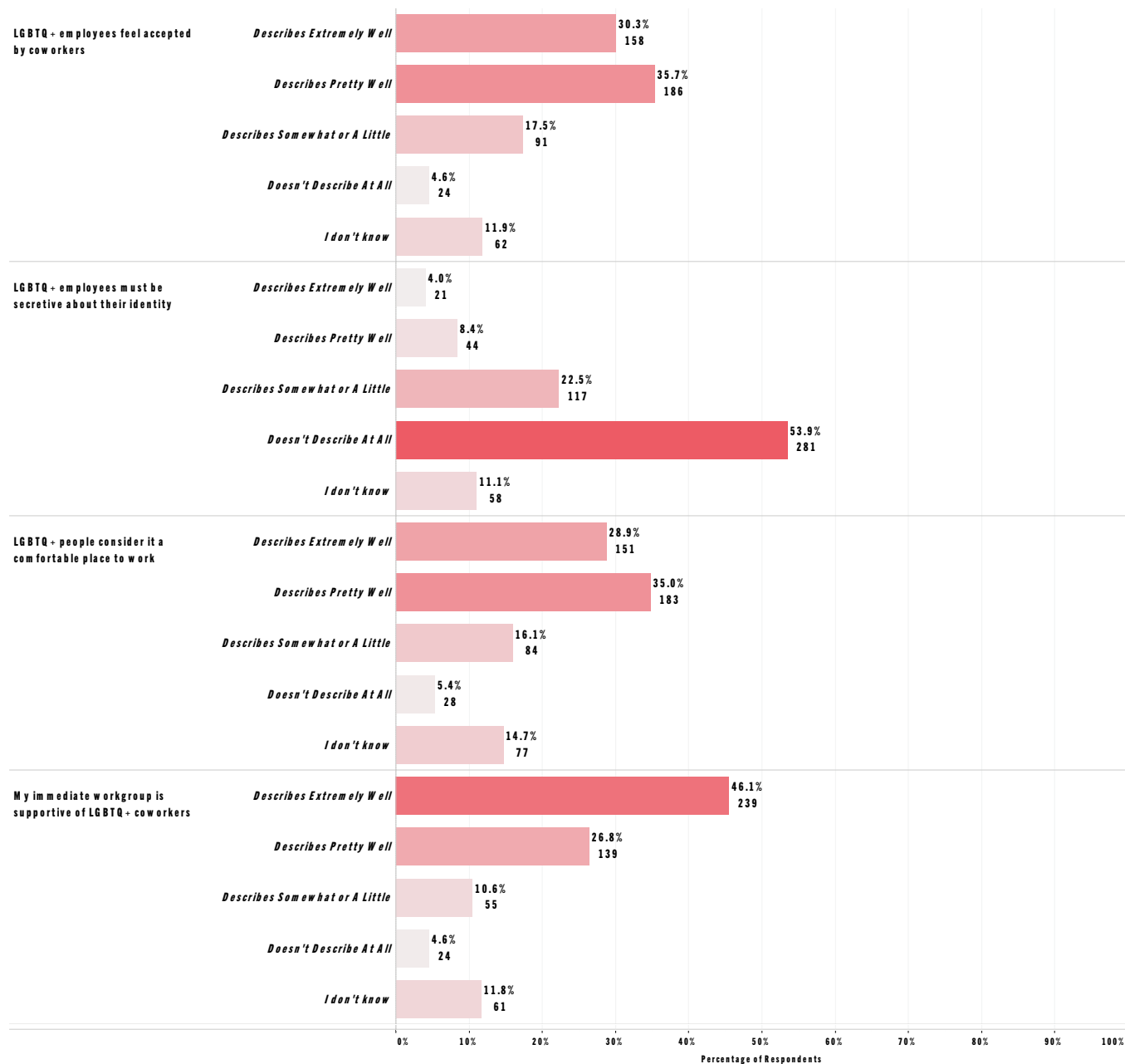
## 131. Tell us what attitudes exist at your job/workplace towards LGBTQ+ employees.

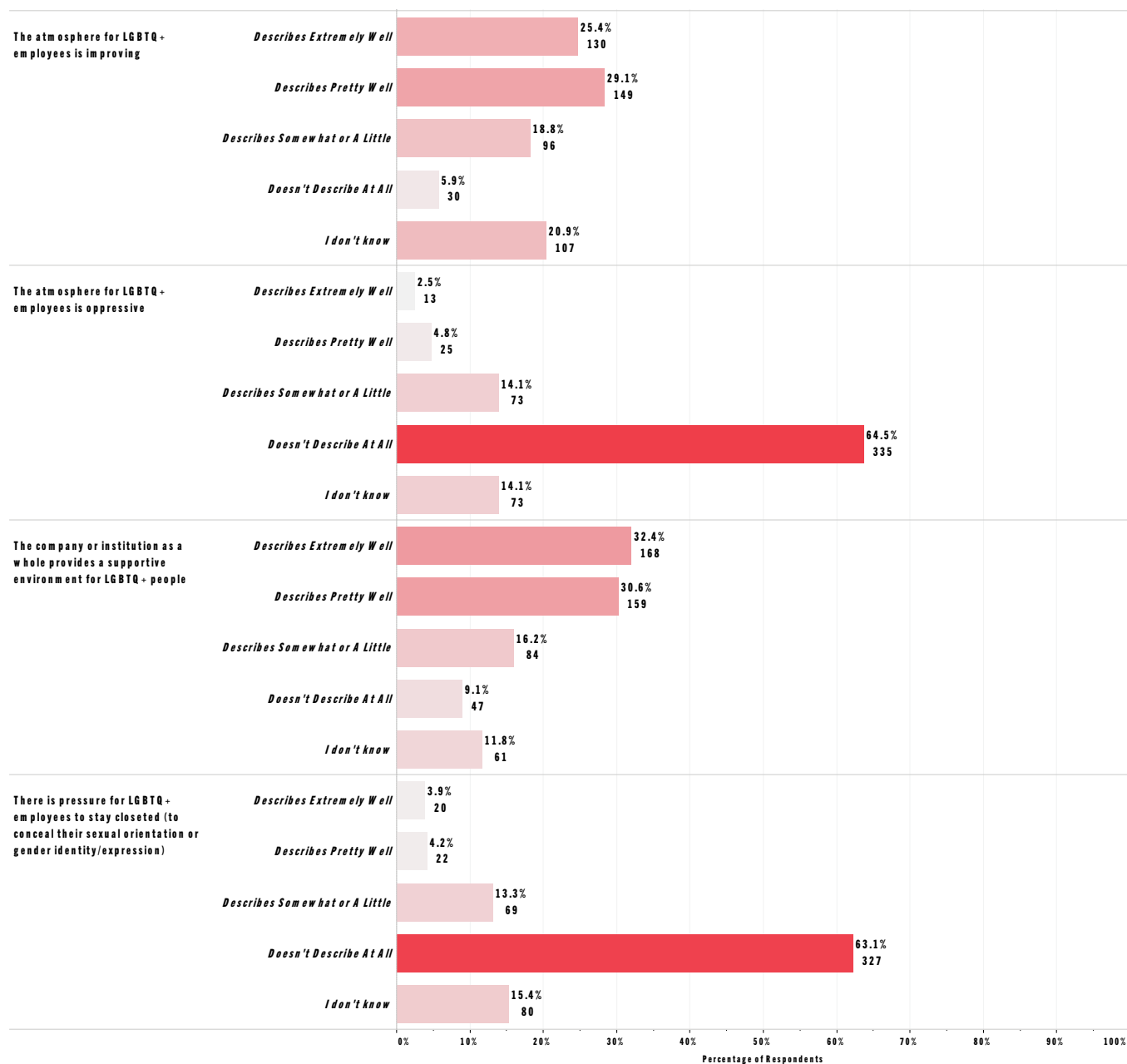




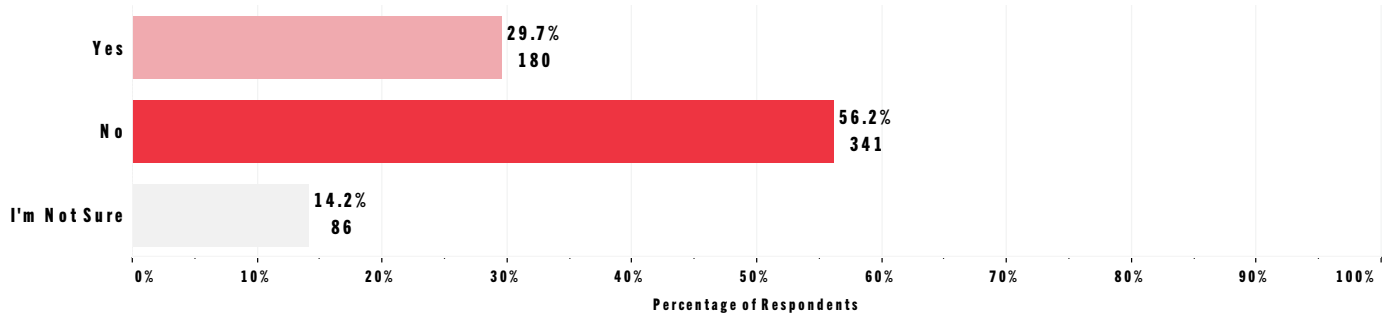


## 131. Tell us what attitudes exist at your job/workplace towards LGBTQ+ employees. (cont.)

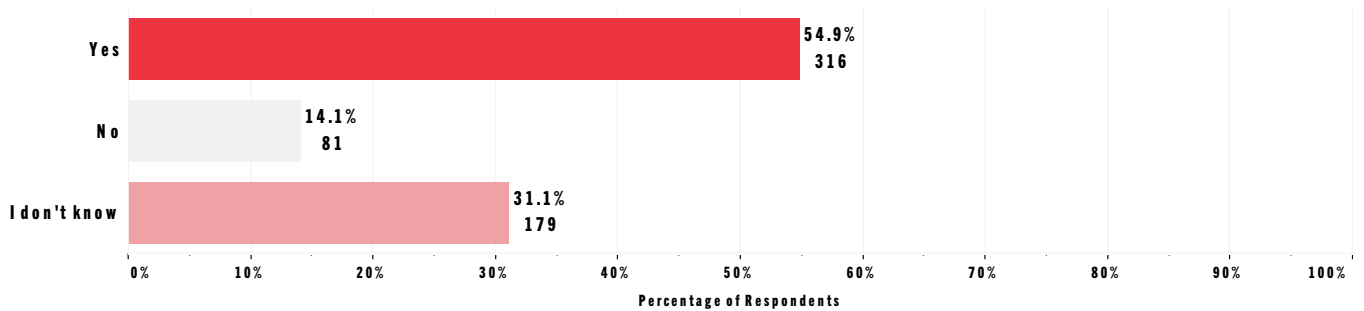


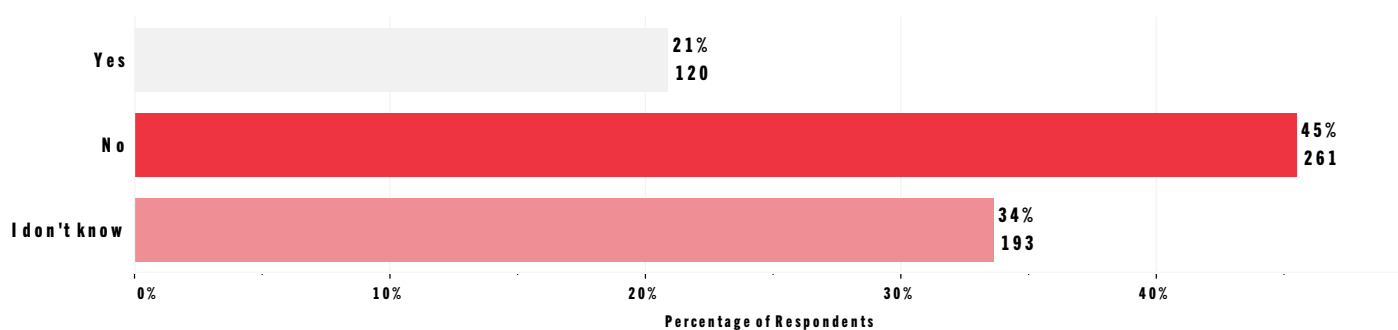
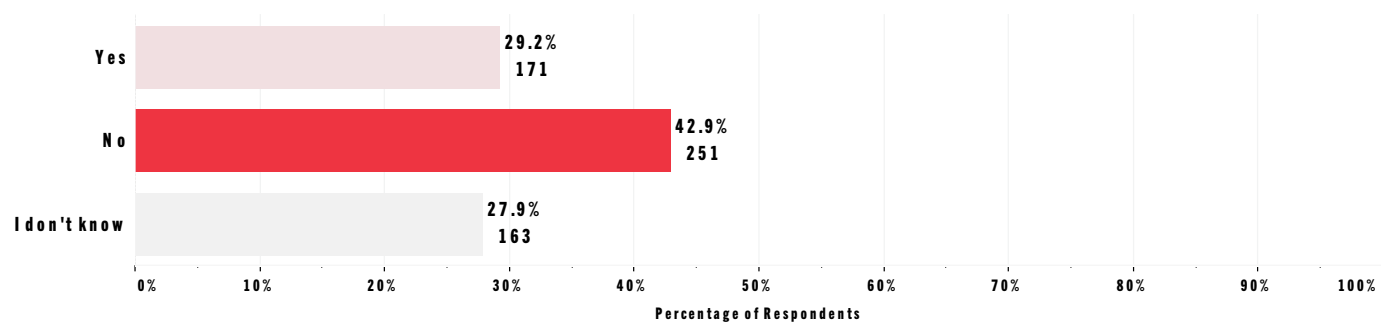
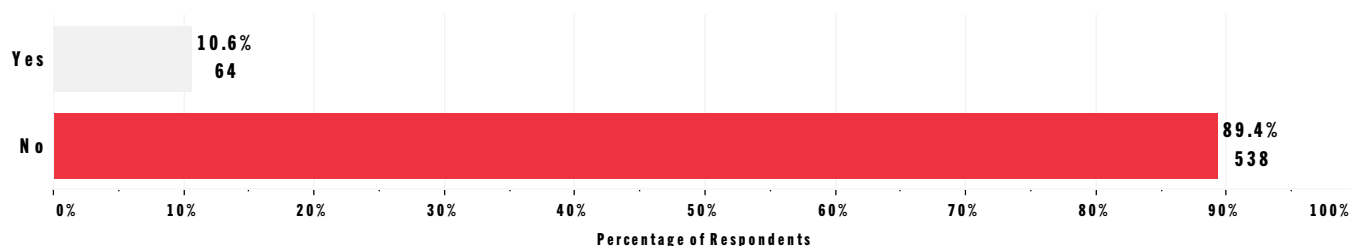


**132. Have you ever felt discriminated against based on your sexual orientation or gender identity at work?**



**134. Does your current employer have rules/regulations/policies in place for those who have experienced workplace discrimination based on their sexual orientation or gender identity?**



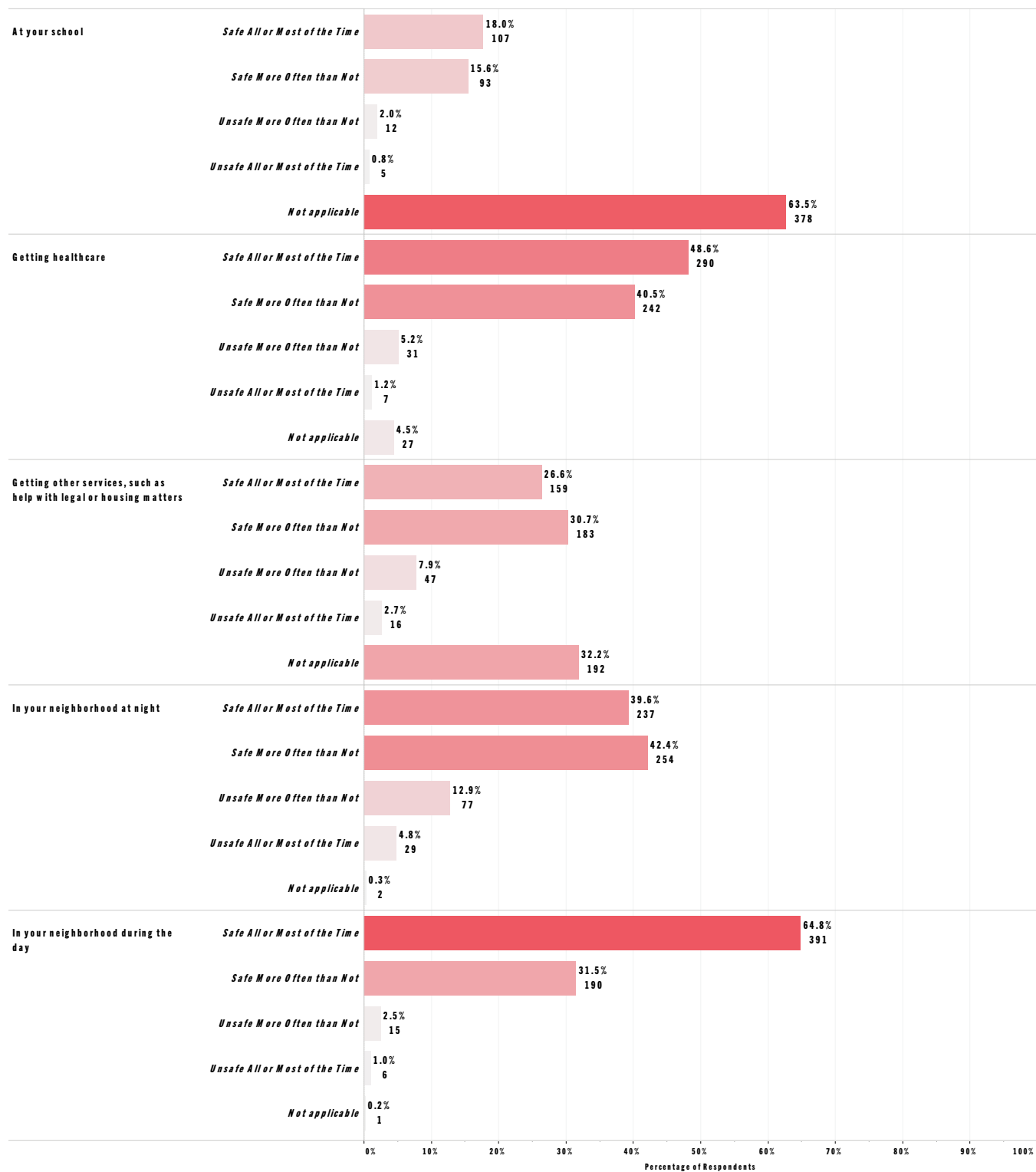
**135. Does your place of employment have an LGBTQ+ employee resource group (ERG)?****136. Do you believe you would be more successful in your career/past employment if you identified as straight and/or cisgender?****137. Are you a business owner?**



## Safety and Law Enforcement

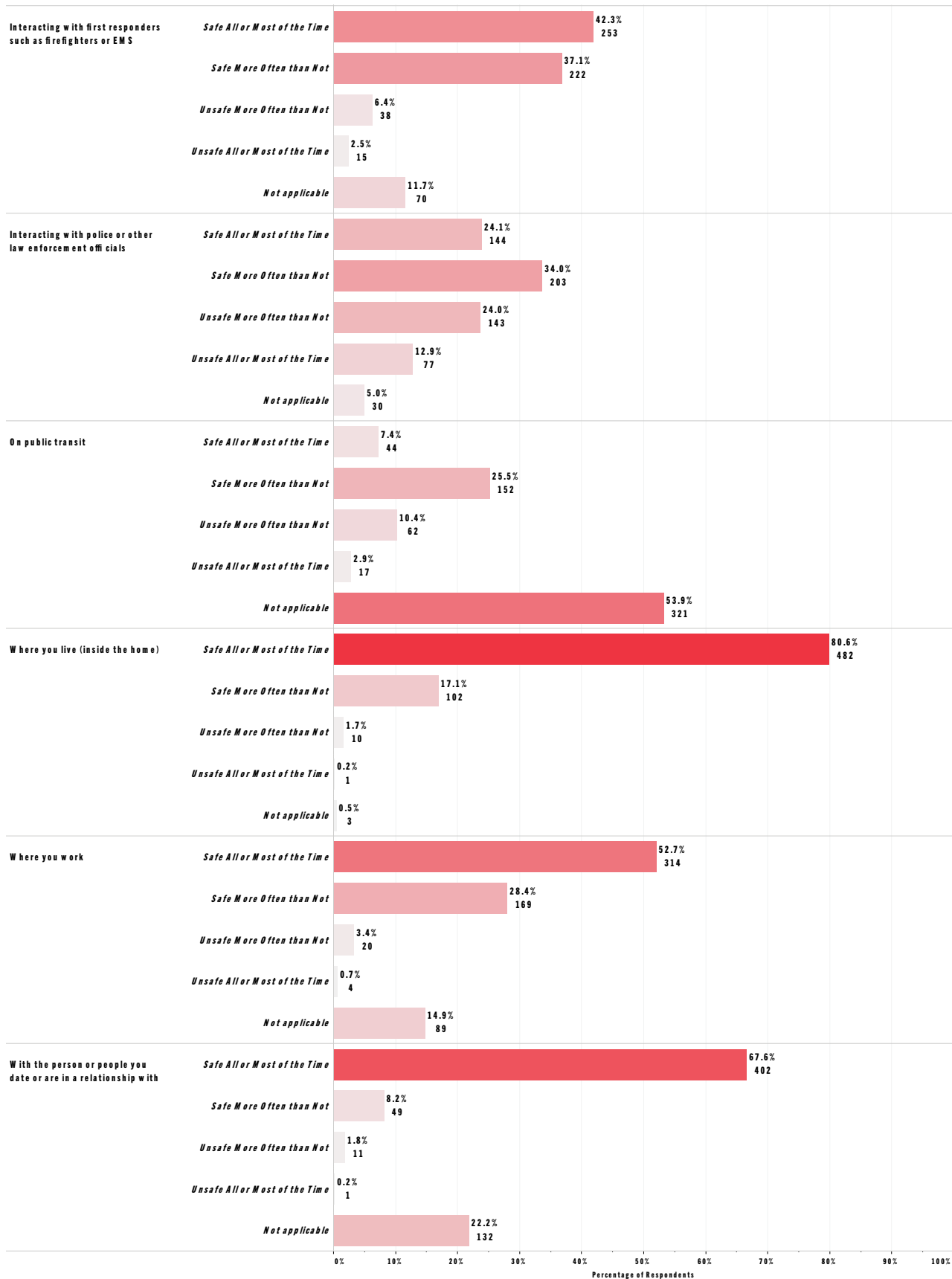
For the purpose of this project, when referring to Safety and Law Enforcement we include respondents' concerns and experiences interacting with safety and security personnel, accessing culturally competent legal services, receiving appropriate and nondiscriminatory assistance and treatment within the law enforcement system, and dealing with discrimination and violence in society.

## 140. How safe do you feel in the following situations and settings:(Cont. on page 100)

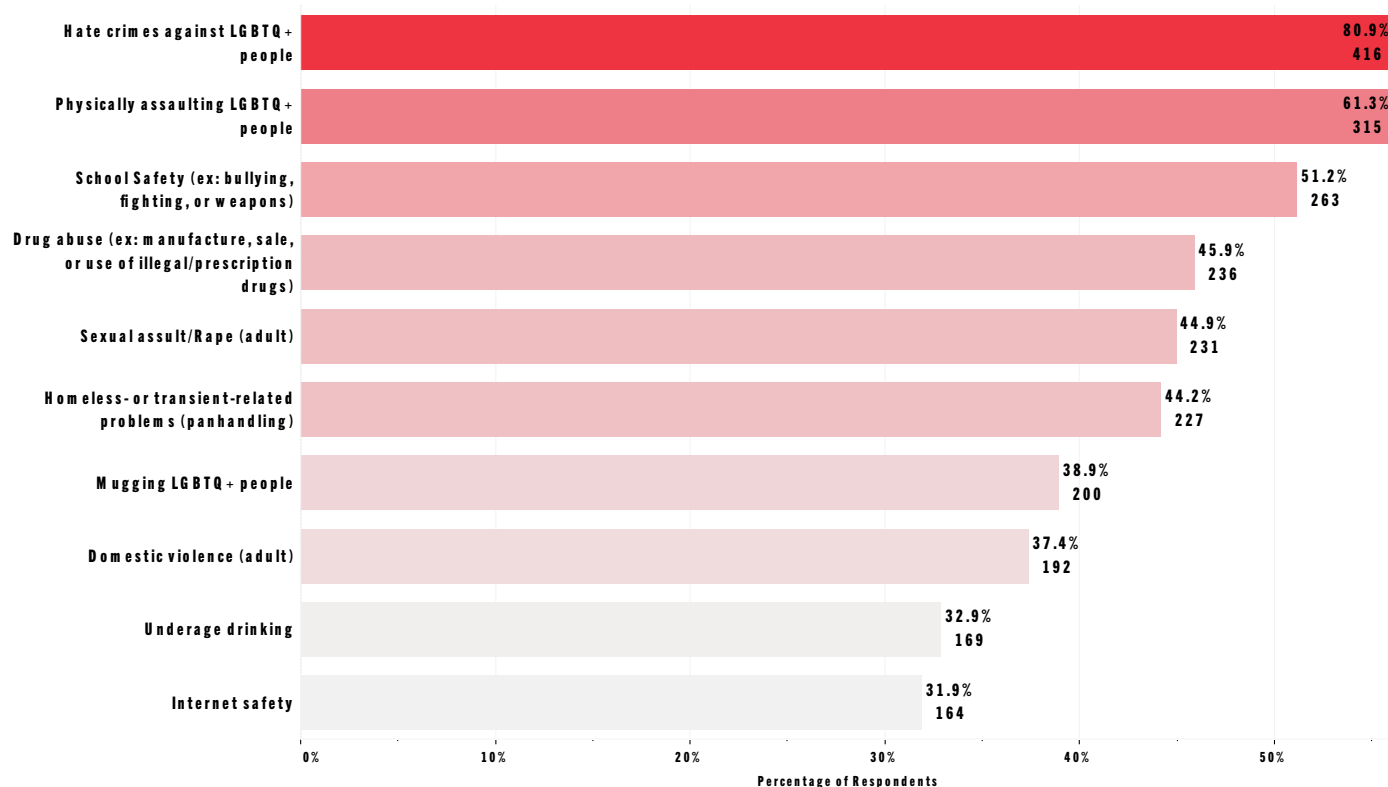




## 140. How safe do you feel in the following situations and settings: (Cont. from page 99)



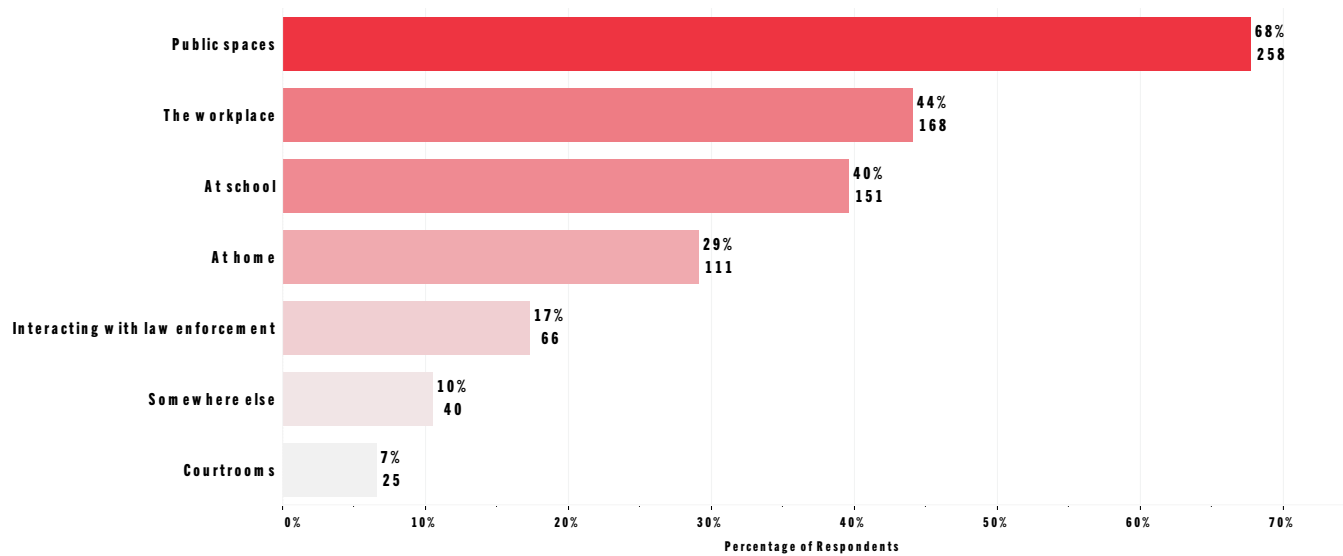
**141. Please select the issues you think are problems targeted at or related to LGBTQ+ identities in your community. (select all that apply)**



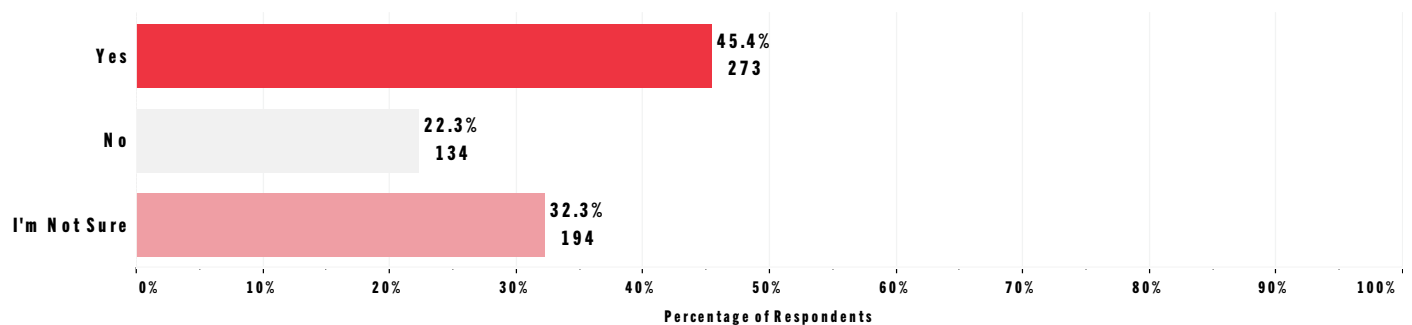
***“The Greater Akron LGBTQ+ BIPOC community continues to shoulder a disproportionate burden of physical, mental, and behavioral health; social; spiritual; political; economic; and legal issues. It’s time to have a real conversation about the stigmas, systems, and barriers that prevent us from achieving equity.”***

**- Steve Arrington, Chief Administrative Officer, Akron AIDS Collaborative**

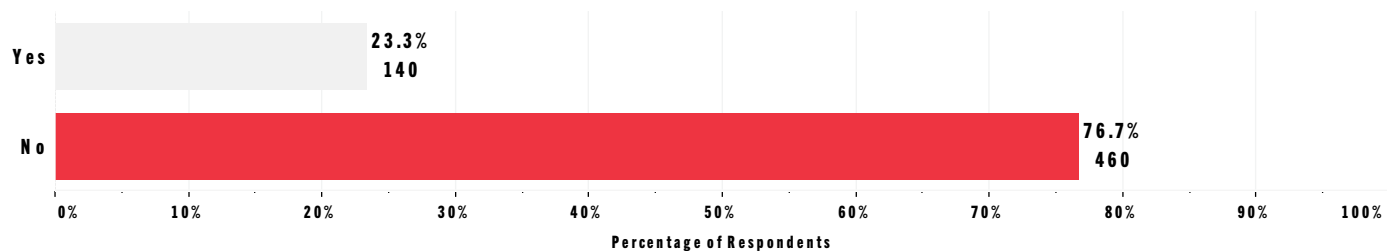
## 142. Have you ever experienced LGBTQ+ discrimination in the following places or situations?



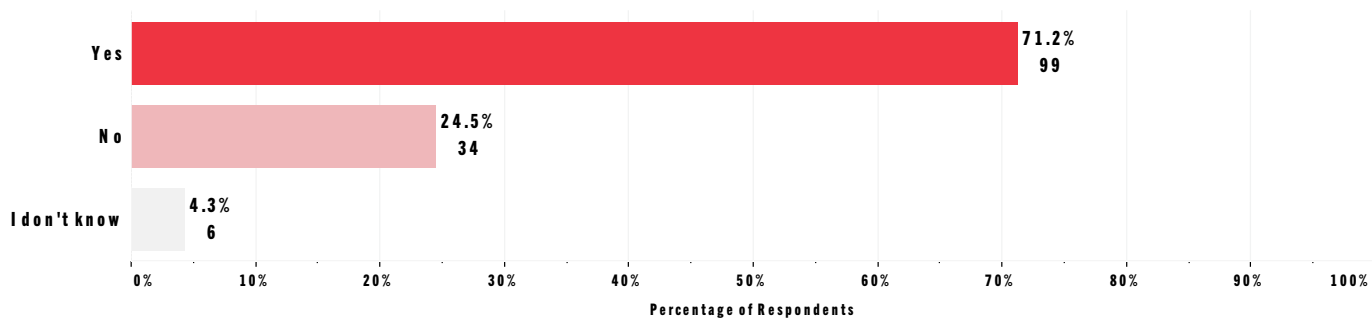
## 143. Are there certain parts of Summit, Portage, Stark, or Medina counties that you worry about your safety or acceptance because of your LGBTQ+ identity?



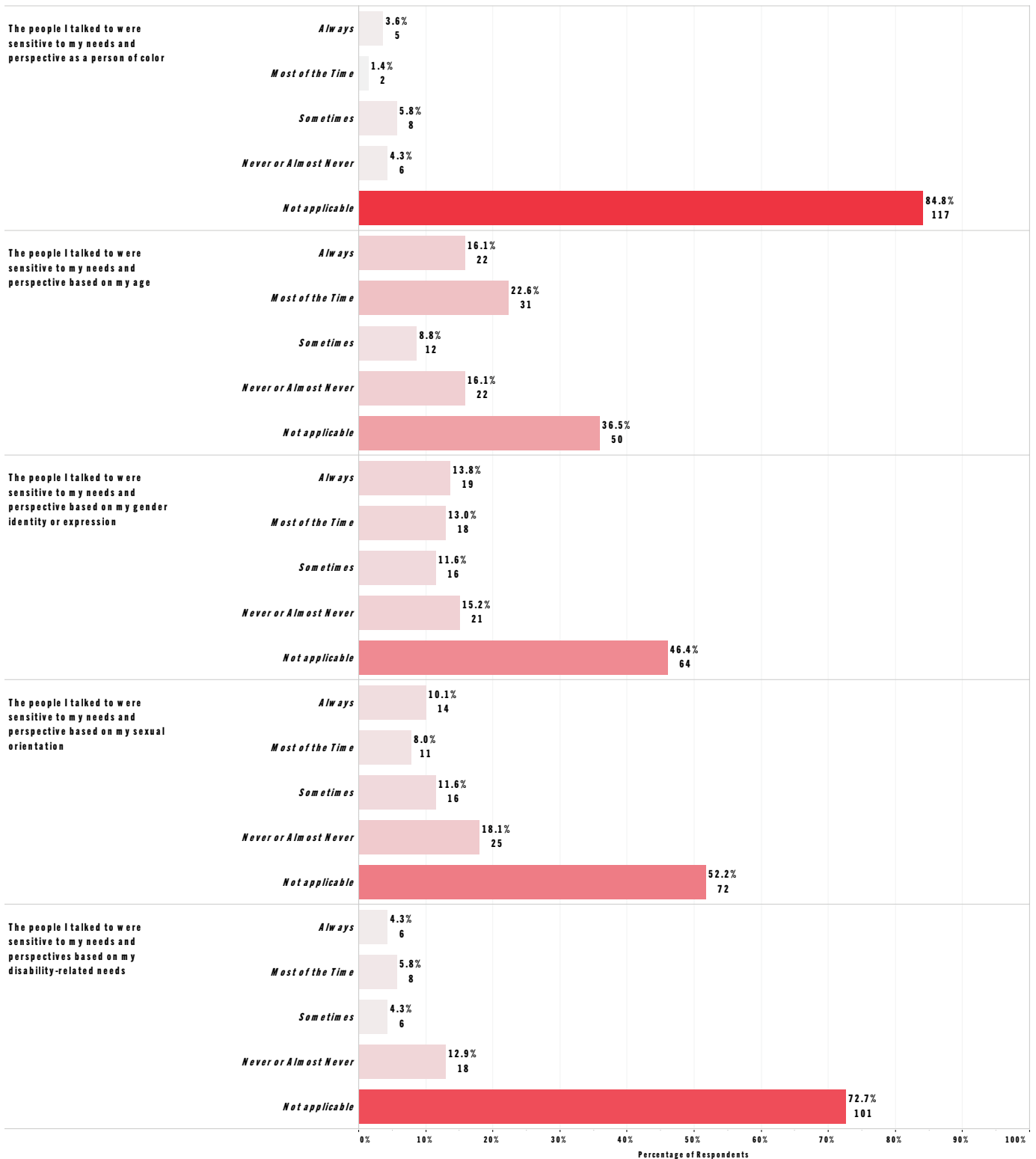
### 145. Have you been detained by or interacted with a law enforcement officer or the justice system in the past five (5) years?



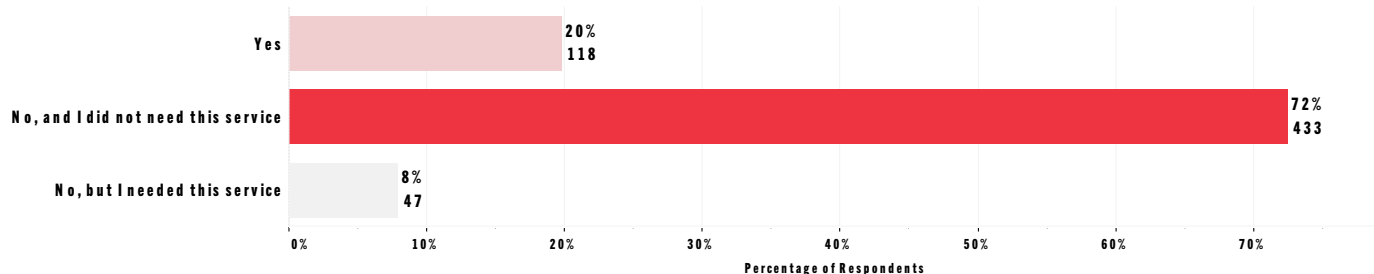
### 146. Was this interaction(s) in Summit, Stark, Medina, or Portage county, Ohio?



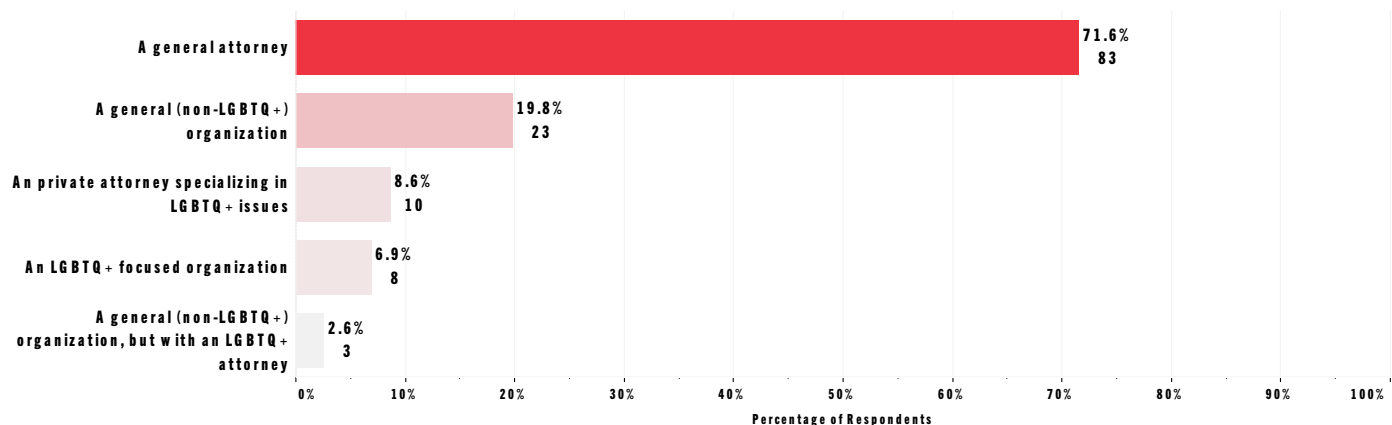
## 147. How often are the following statements true pertaining to your detainment or interactions with the justice system?



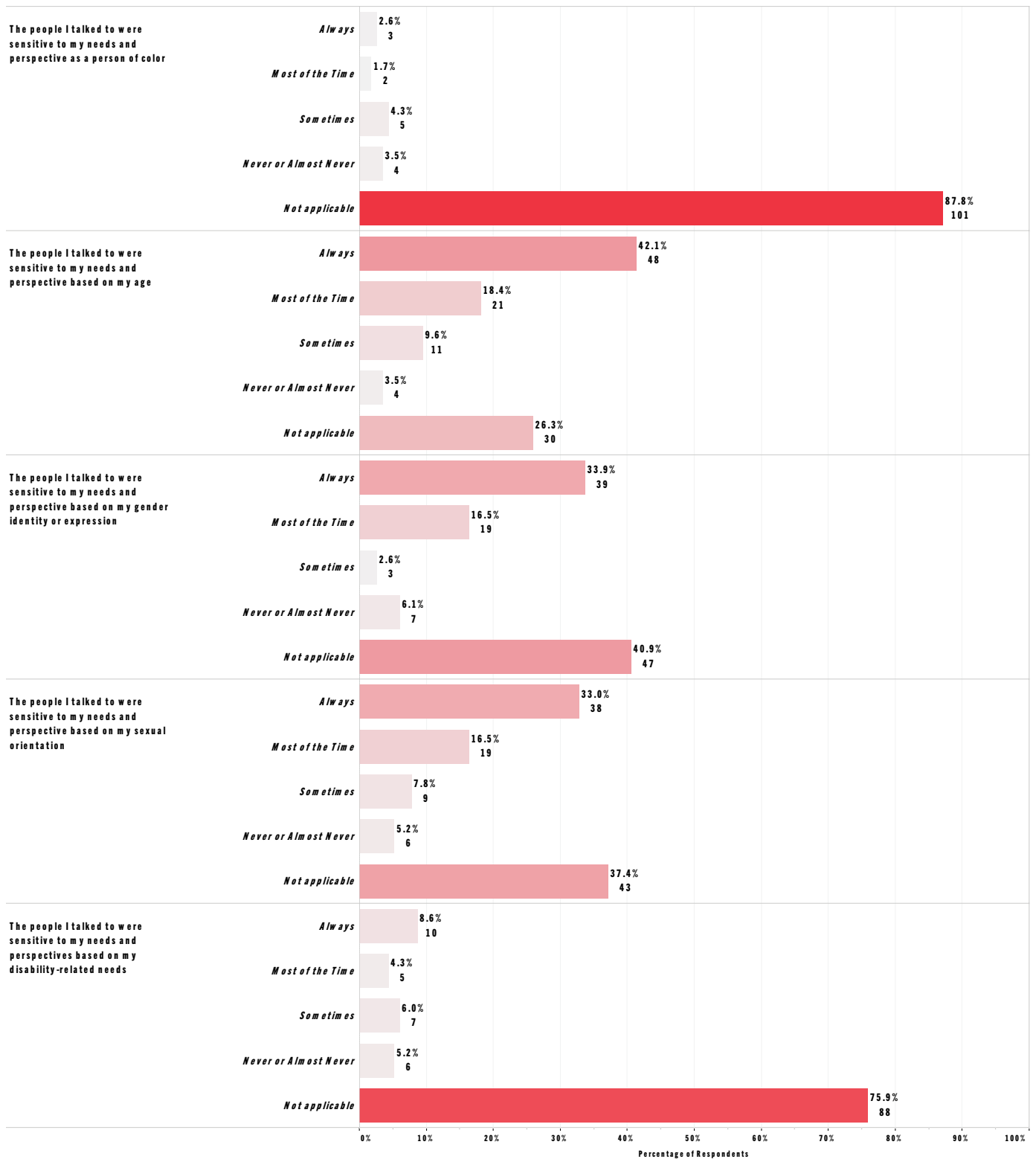
## 148. Did you use any kind of personal legal help or services in the past five (5) years?



## 150. Where did/do you usually get these legal services?

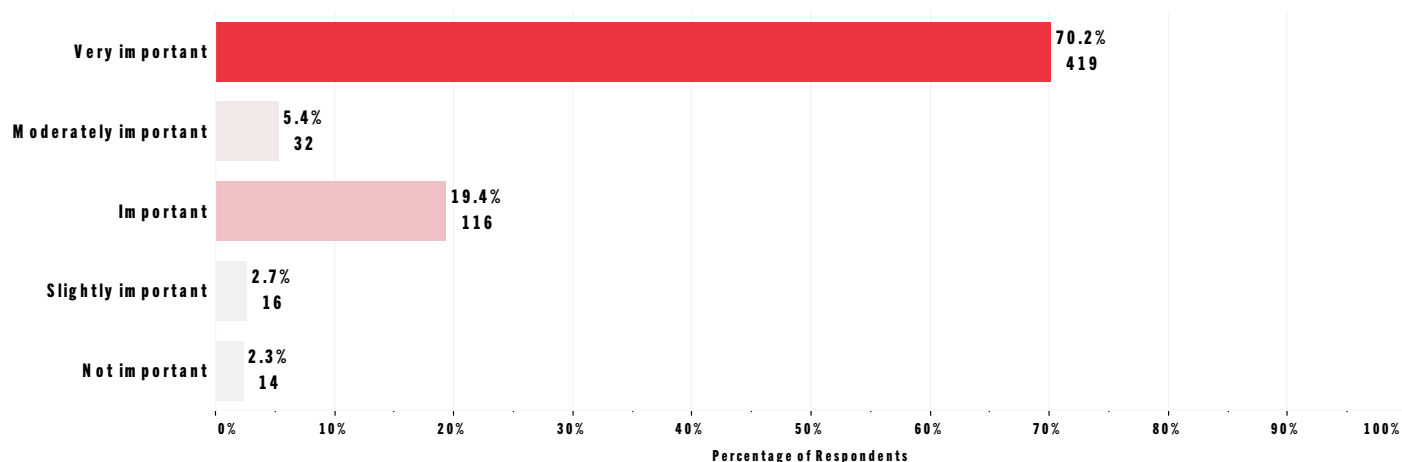


## 151. How often are the following statements true pertaining to your interactions with legal services?

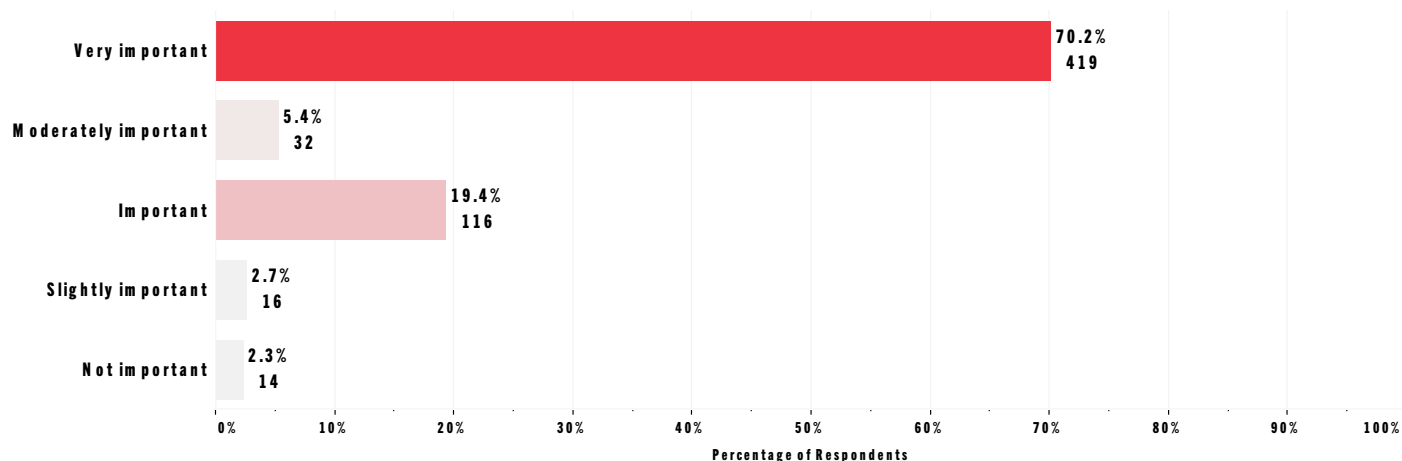


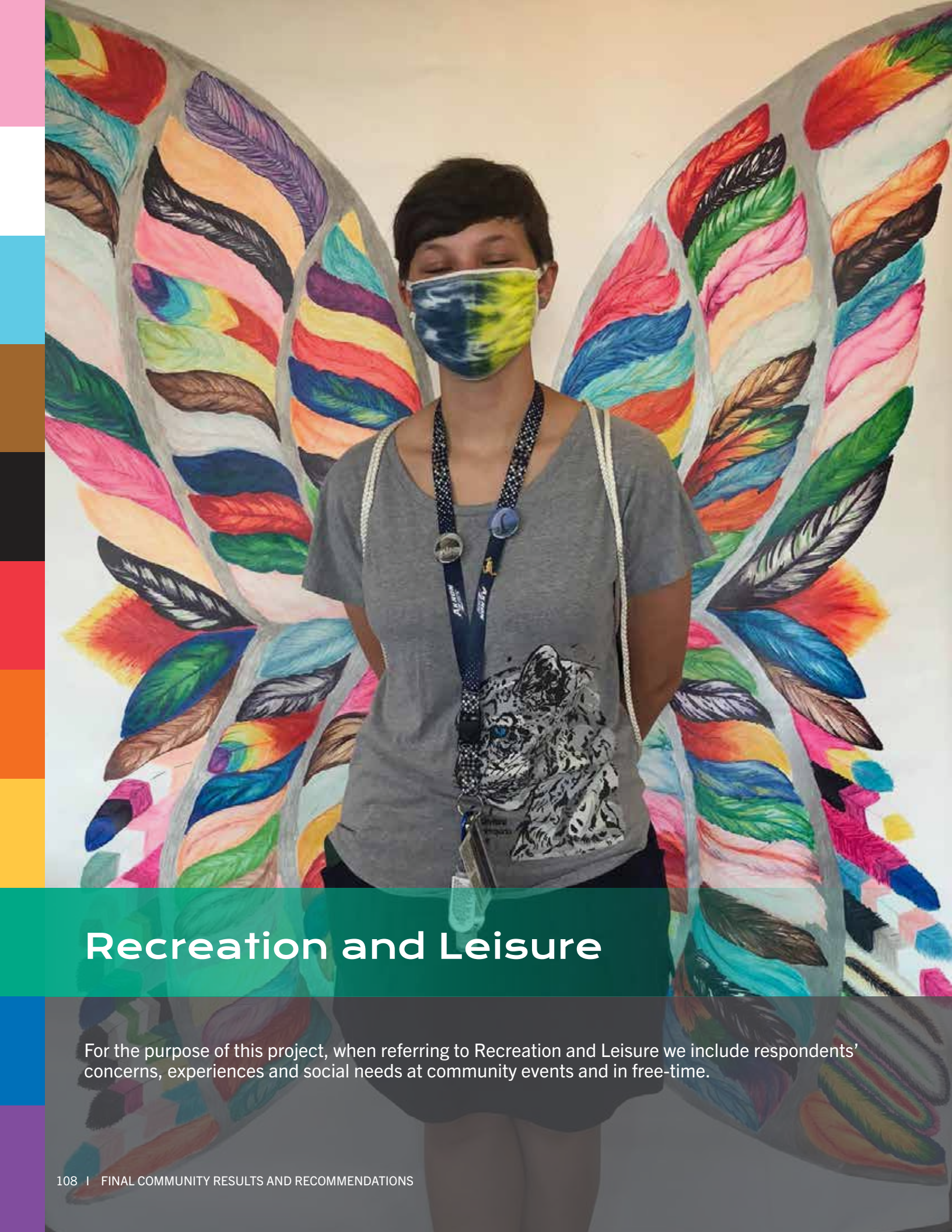


## 152. Whether or not you have personally needed legal help, how important do you feel it is that LGBTQ+ specific lawyers or other legal services are available?



## 153. Do any of these make it hard for you to get legal support?

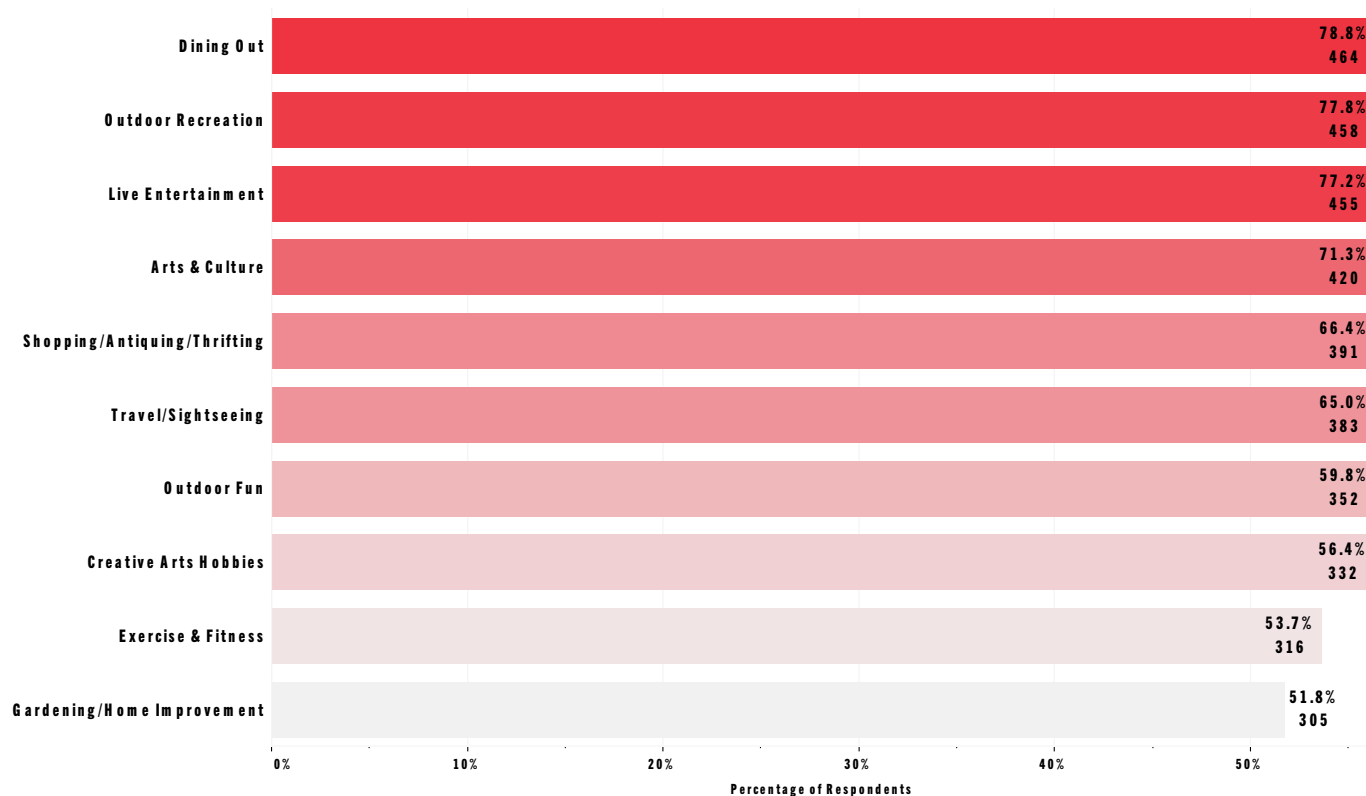




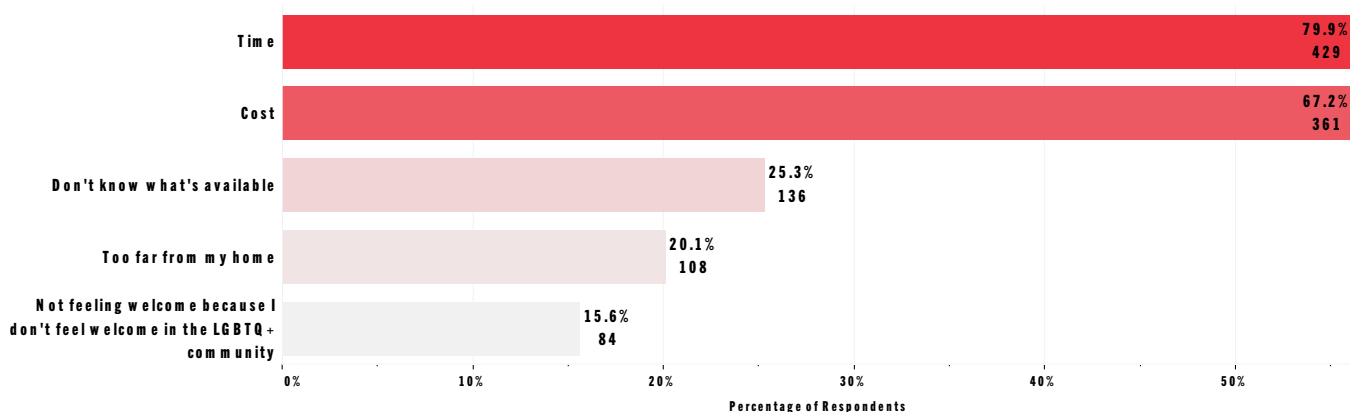
## Recreation and Leisure

For the purpose of this project, when referring to Recreation and Leisure we include respondents' concerns, experiences and social needs at community events and in free-time.

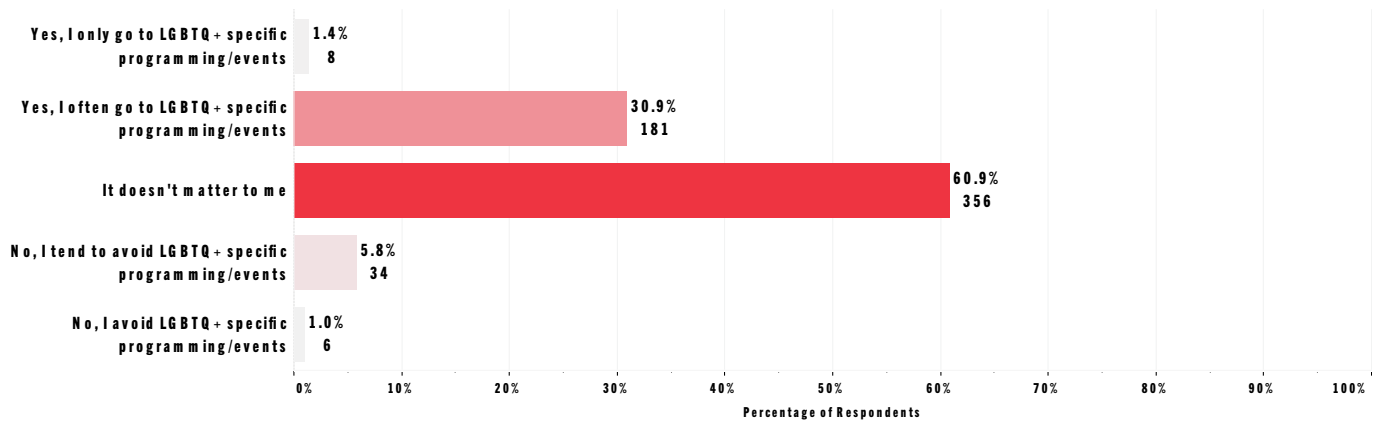
## 155. Select the types of activities you enjoy watching or participating in?



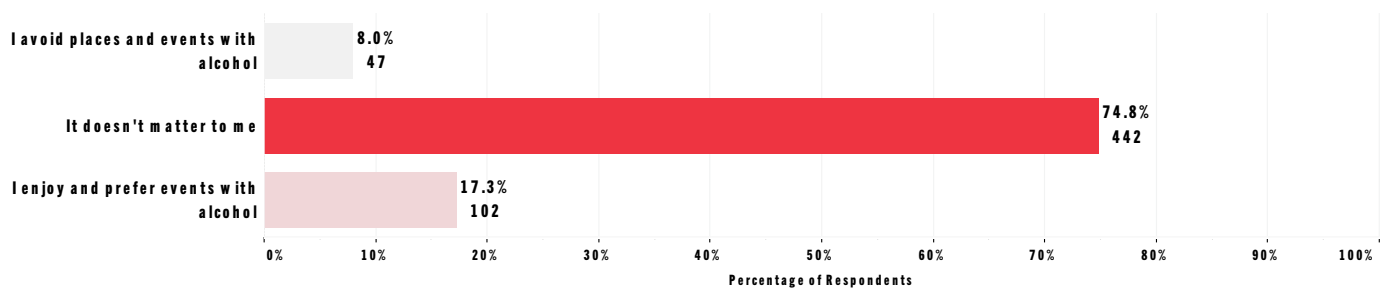
## 156. Do any of the following barriers prevent you from participating in recreation and leisure activities that you enjoy as much as you would like to?



### 157. In general, do you prefer LGBTQ+ specific programming and events over general community programming and events?



### 159. If there is alcohol at an LGBTQ+ event does it keep you from attending?





***“As the LGBTQ+ community continues to integrate into mainstream community events and programming, it is essential that events are welcoming and affirming to the diverse needs of the LGBTQ+ community.”***

***- James Mahon II, Vice president, Marketing and Brand Management,  
Akron Summit Convention and Visitors Bureau***







Allyship is important! For many of us, allies have been our strongest supporters. This is why we wanted to engage LGBTQ+ allies in this needs assessment. It is important that we listen to and understand the needs our loving allies have to make sure they have what they need to be the best allies they can be.

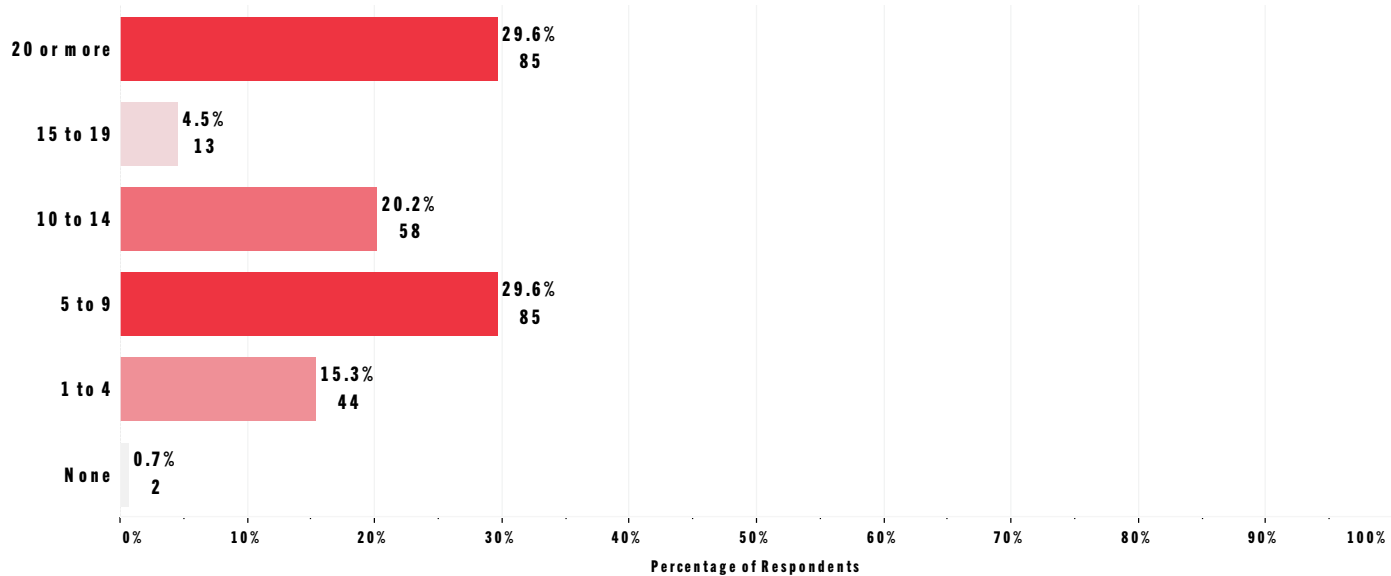
## Allyship

## 161. Tell us about how you became an ally. Which of the following impacted your decision?

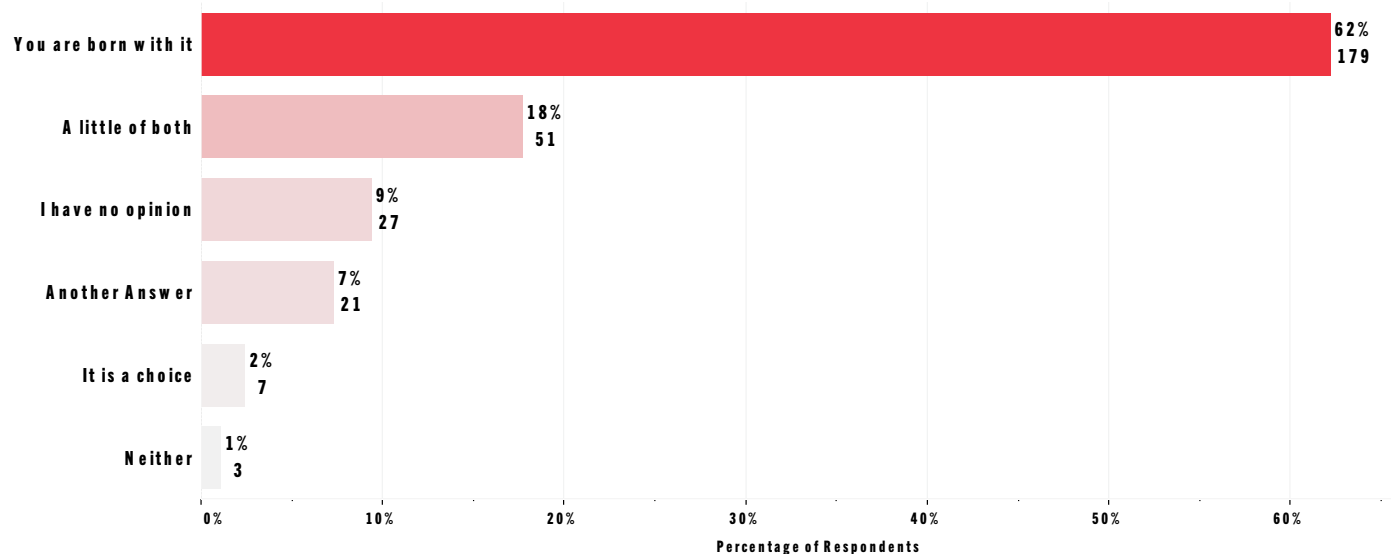




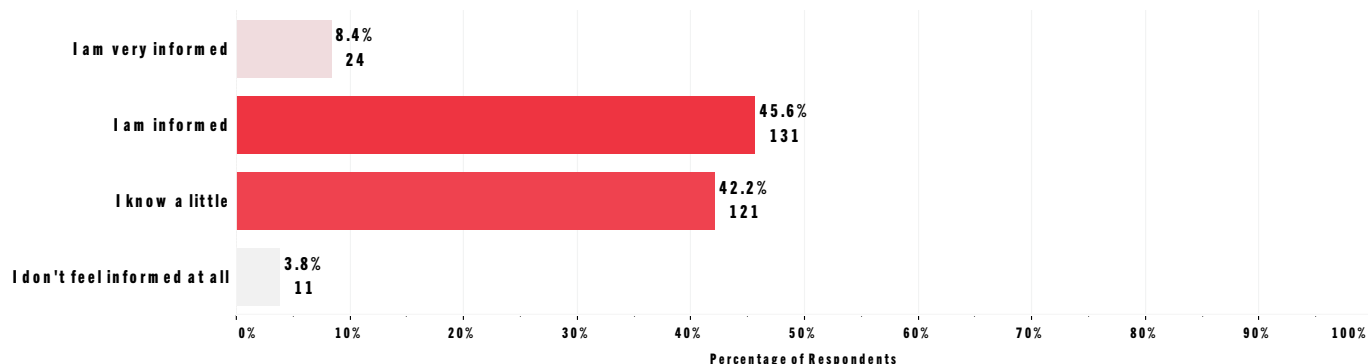
### 163. How many people in your life do you know who identify as LGBTQ+



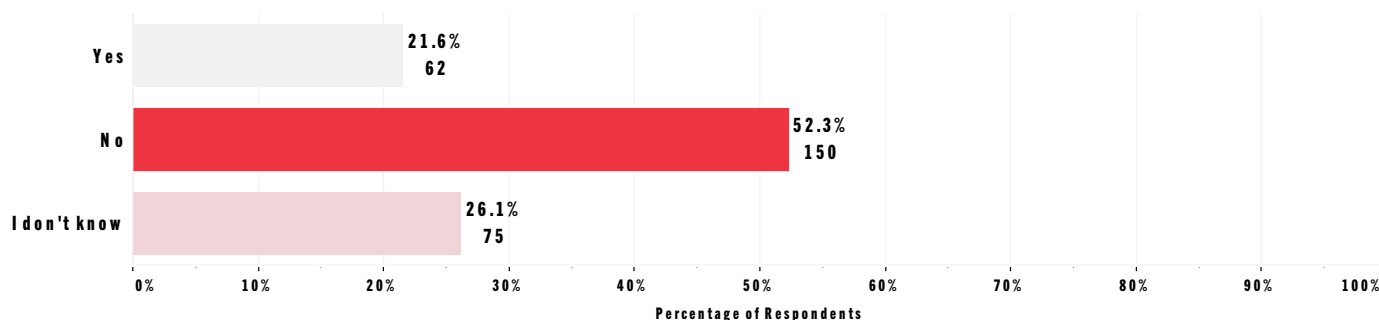
### 164. Do you think being LGBTQ+ is a choice or something you are born with?



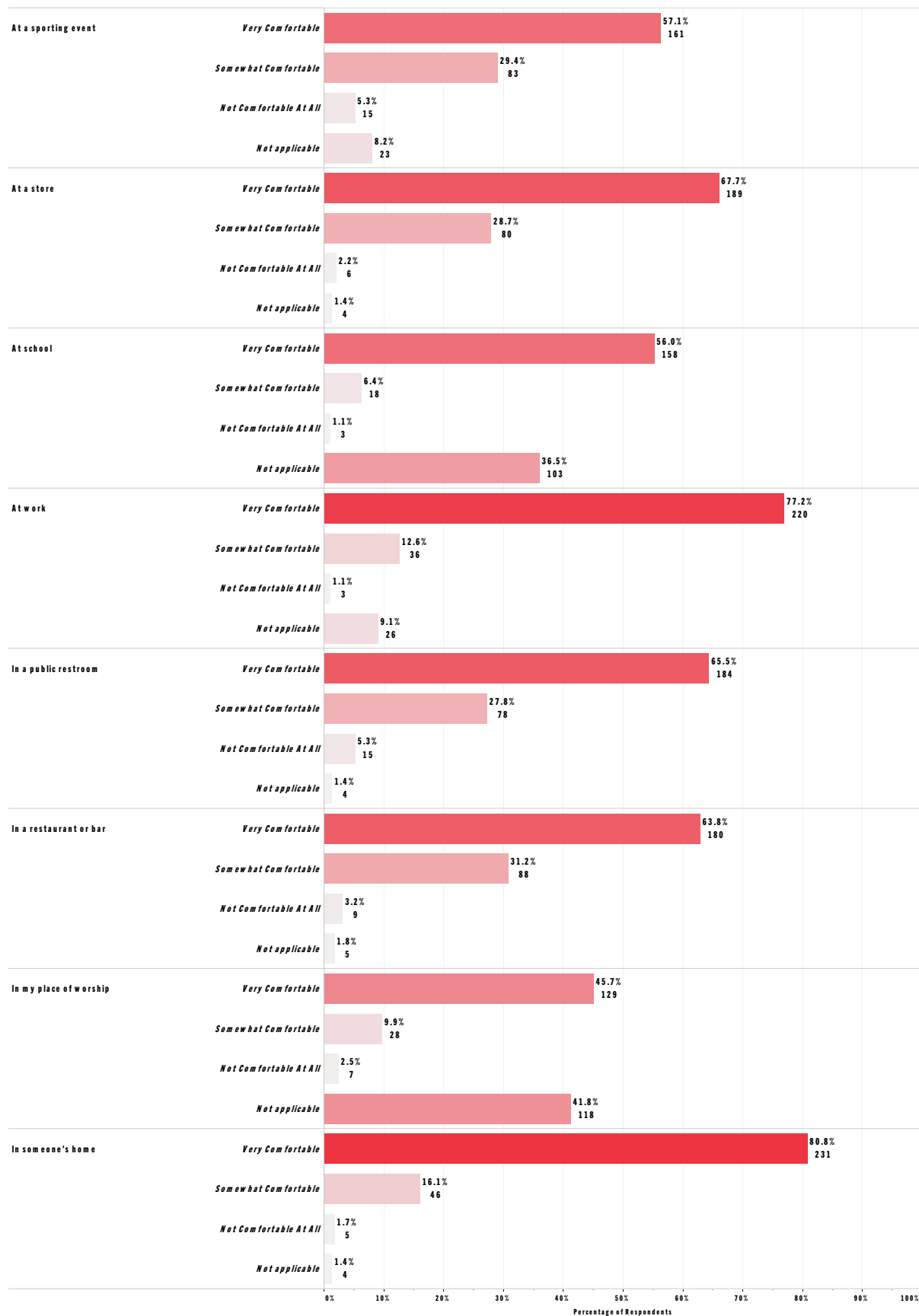
### 165. Do you feel like you are up to date and generally know what LGBTQ+ issues are most important right now?



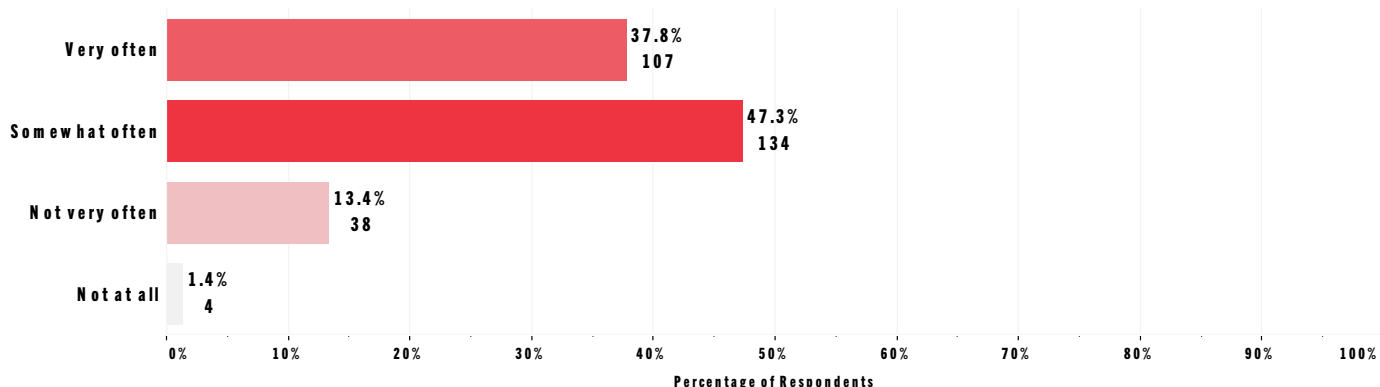
### 166. To the best of your knowledge, are LGBTQ+ individuals protected from employment, housing, and public accommodation discrimination in Ohio?



## 167. How comfortable do you feel standing up for LGBTQ+ people as an Ally at the following places?



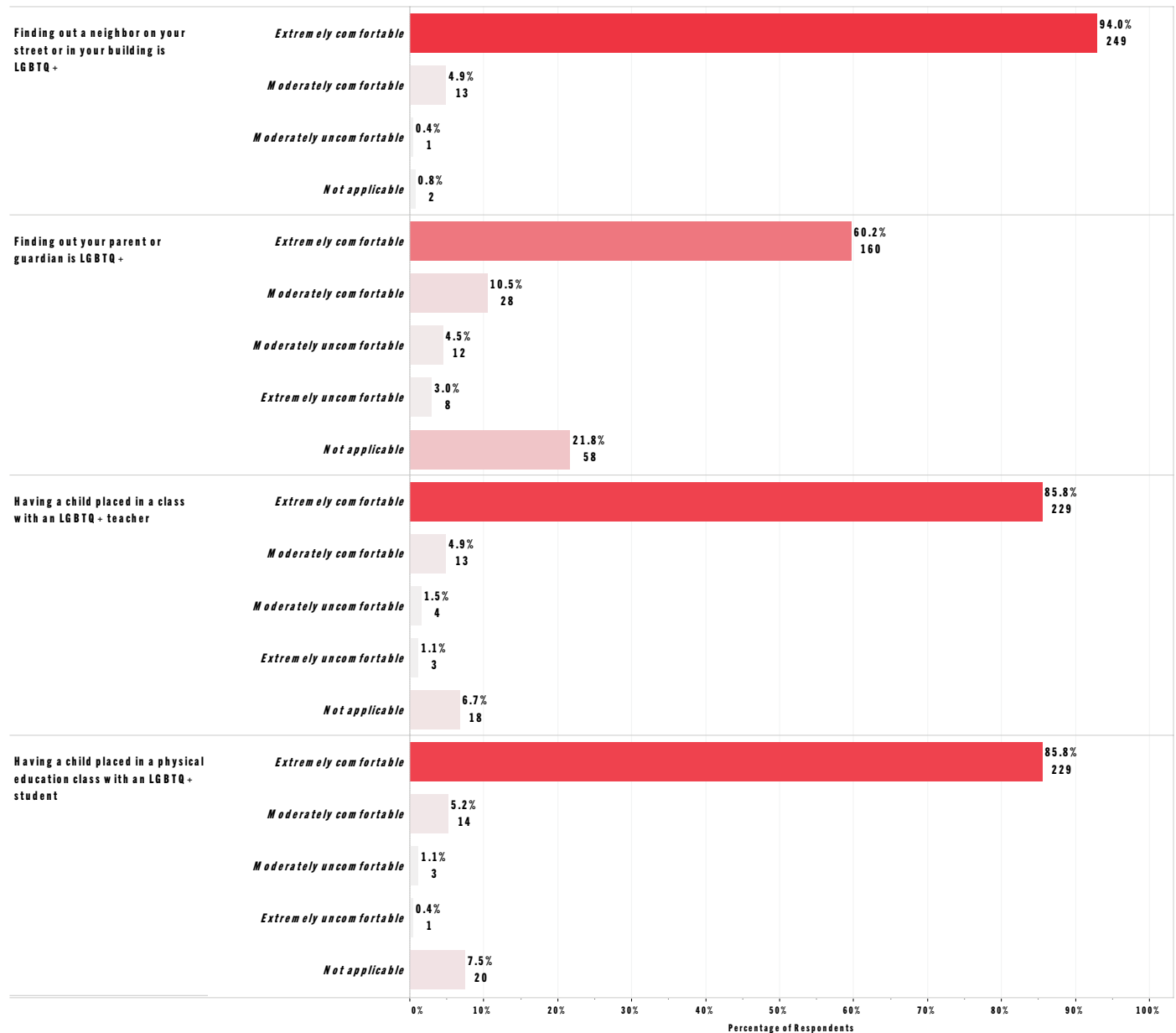
**168. In the past year, how often would you say you have supported an LGBTQ+ person or people?**

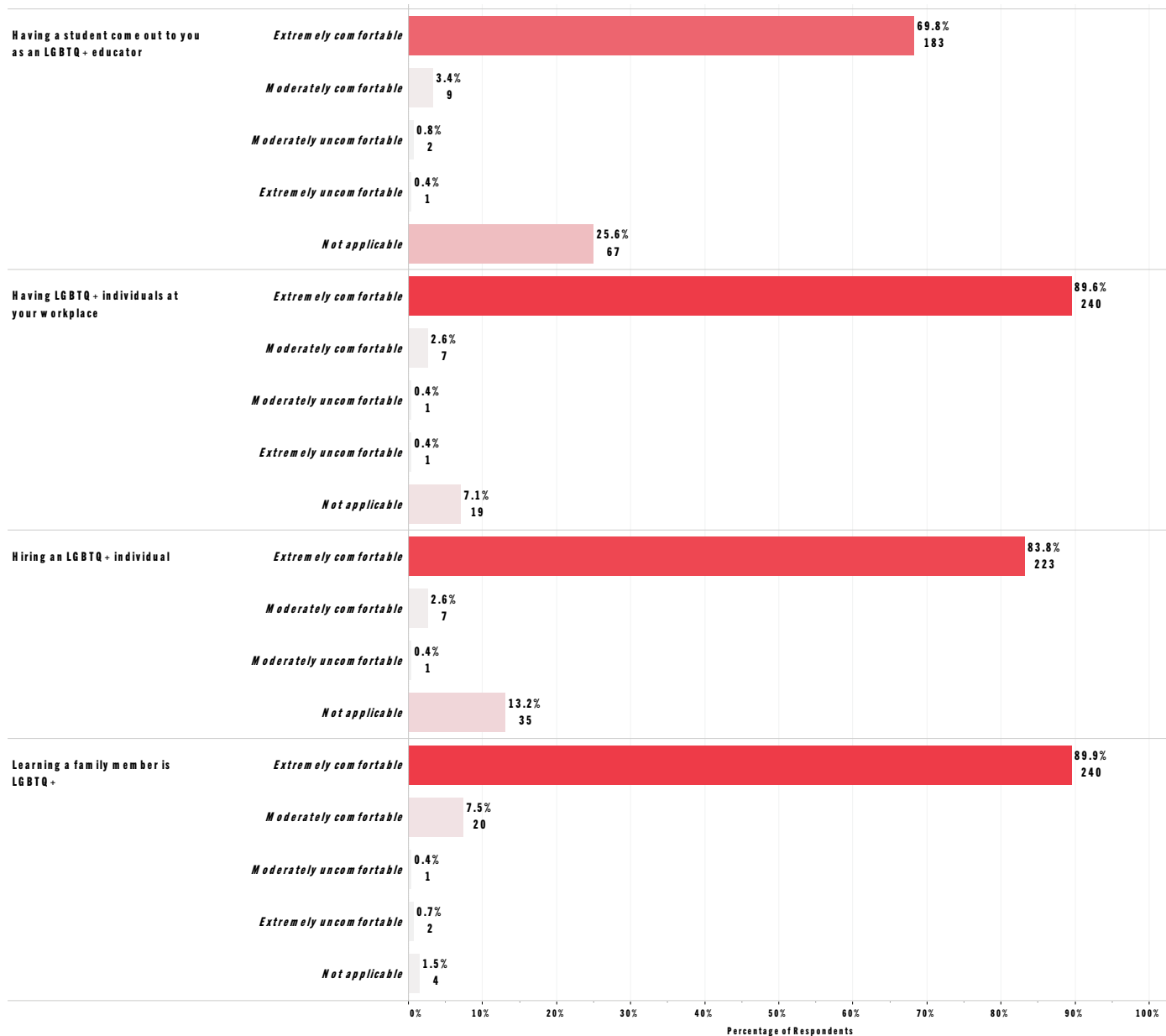


***“Allyship is one of the most powerful untapped resources for the LGBTQ+ community. Investing in resources and education for allies bolsters the LGBTQ+ community, and allows us to be more effective in addressing the challenges they face.”***

**- PFLAG Akron**

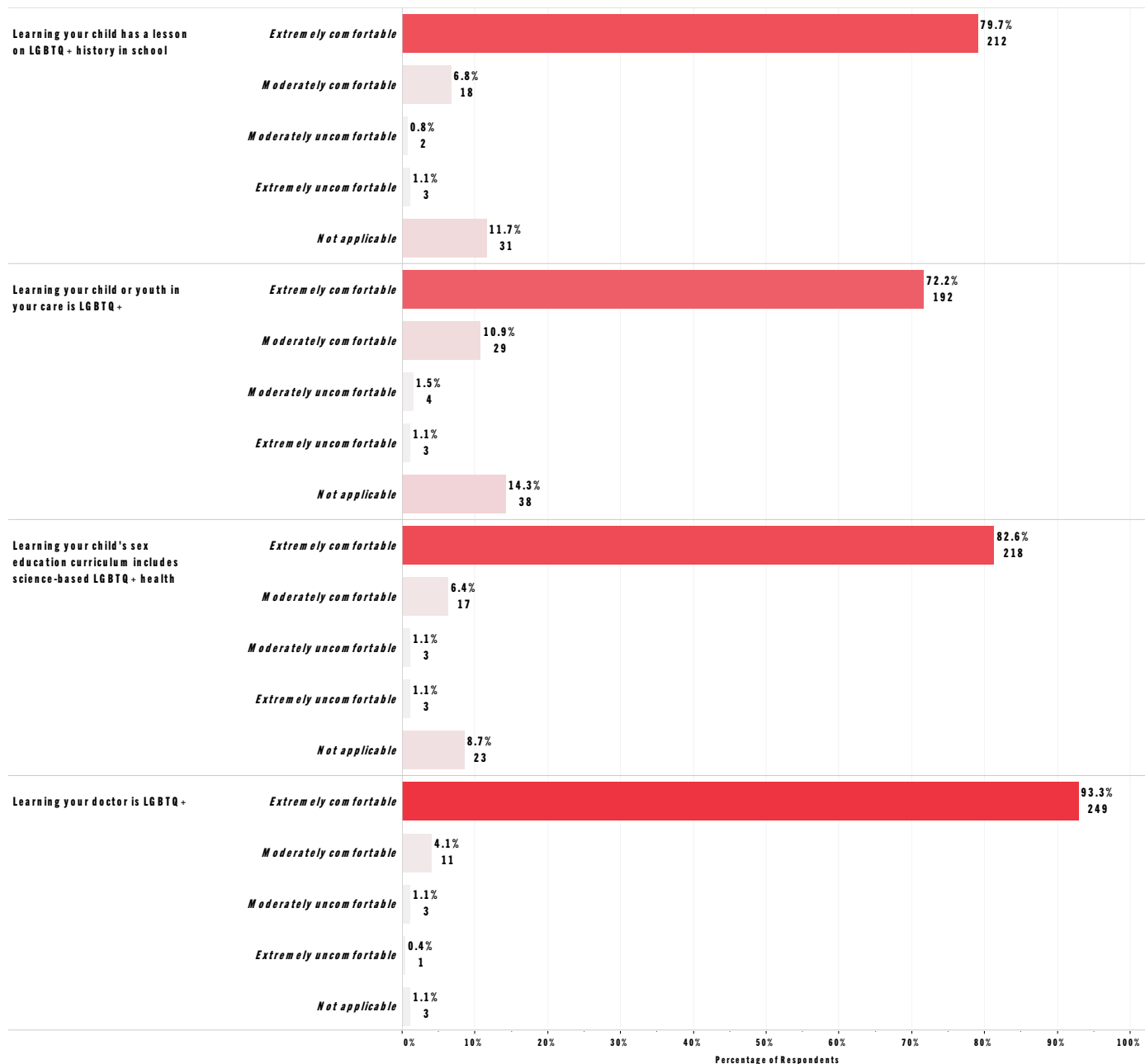
## 170. How comfortable in the following situations do you feel?

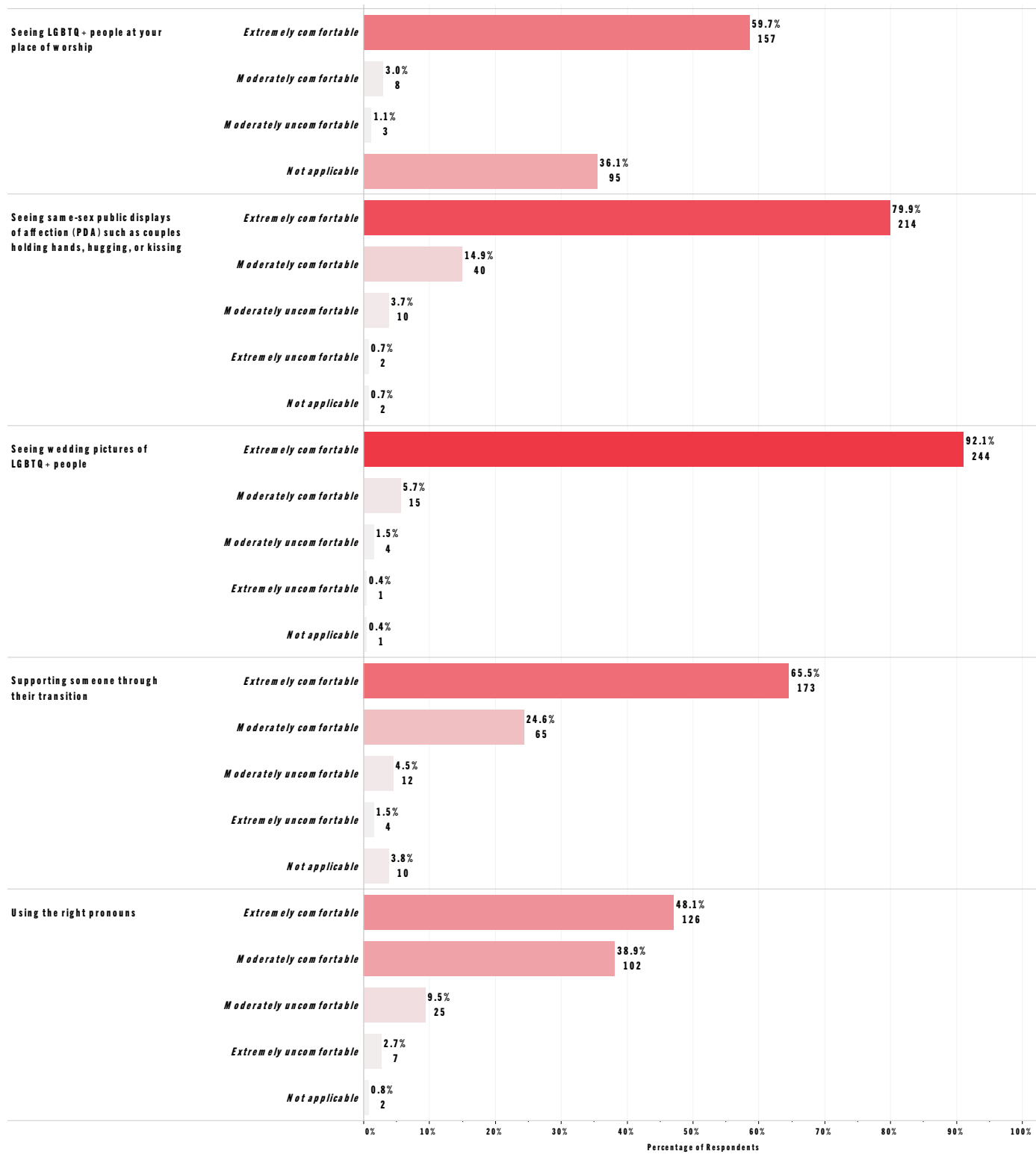




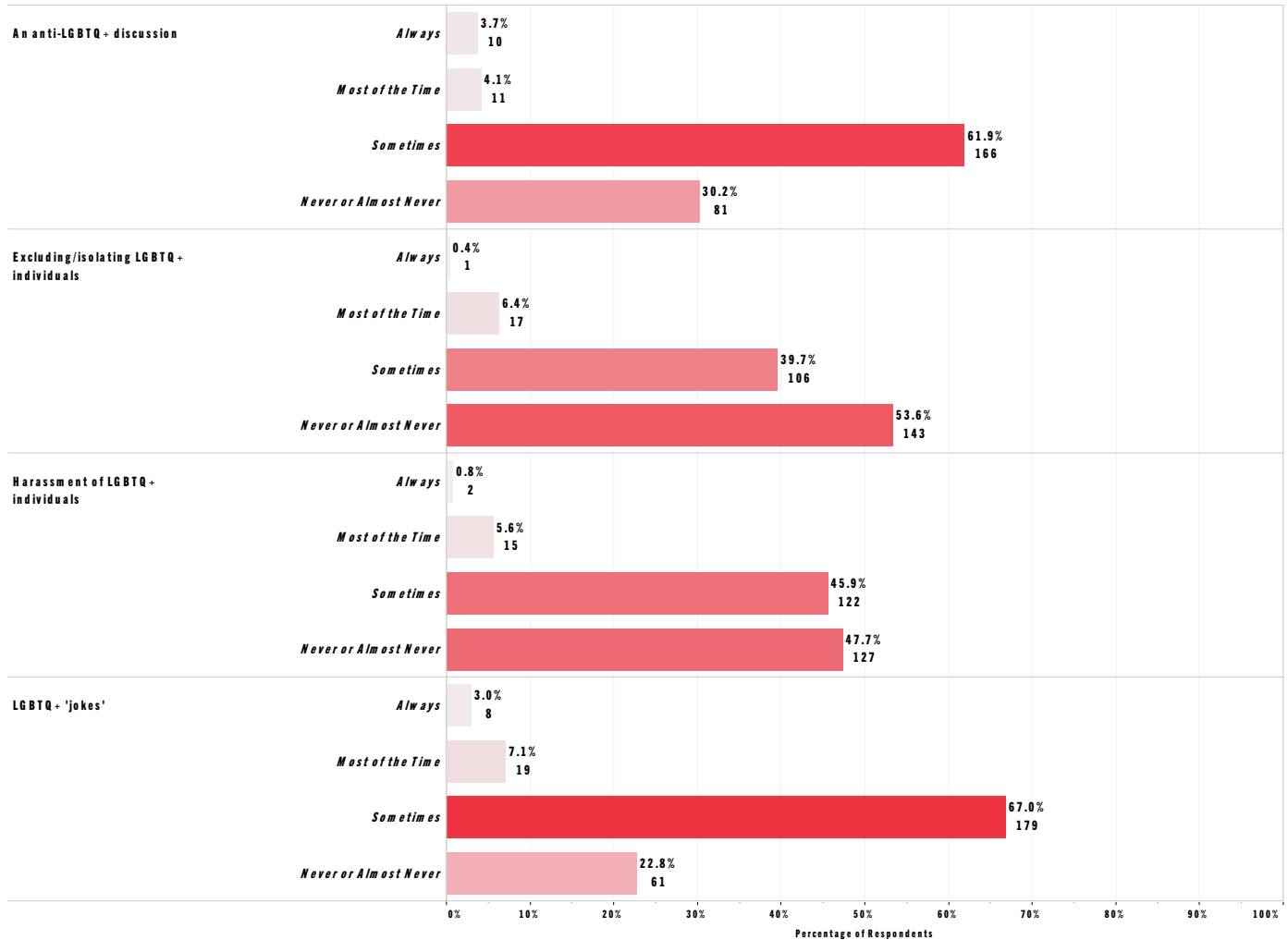


## 170. How comfortable in the following situations do you feel? (cont.)

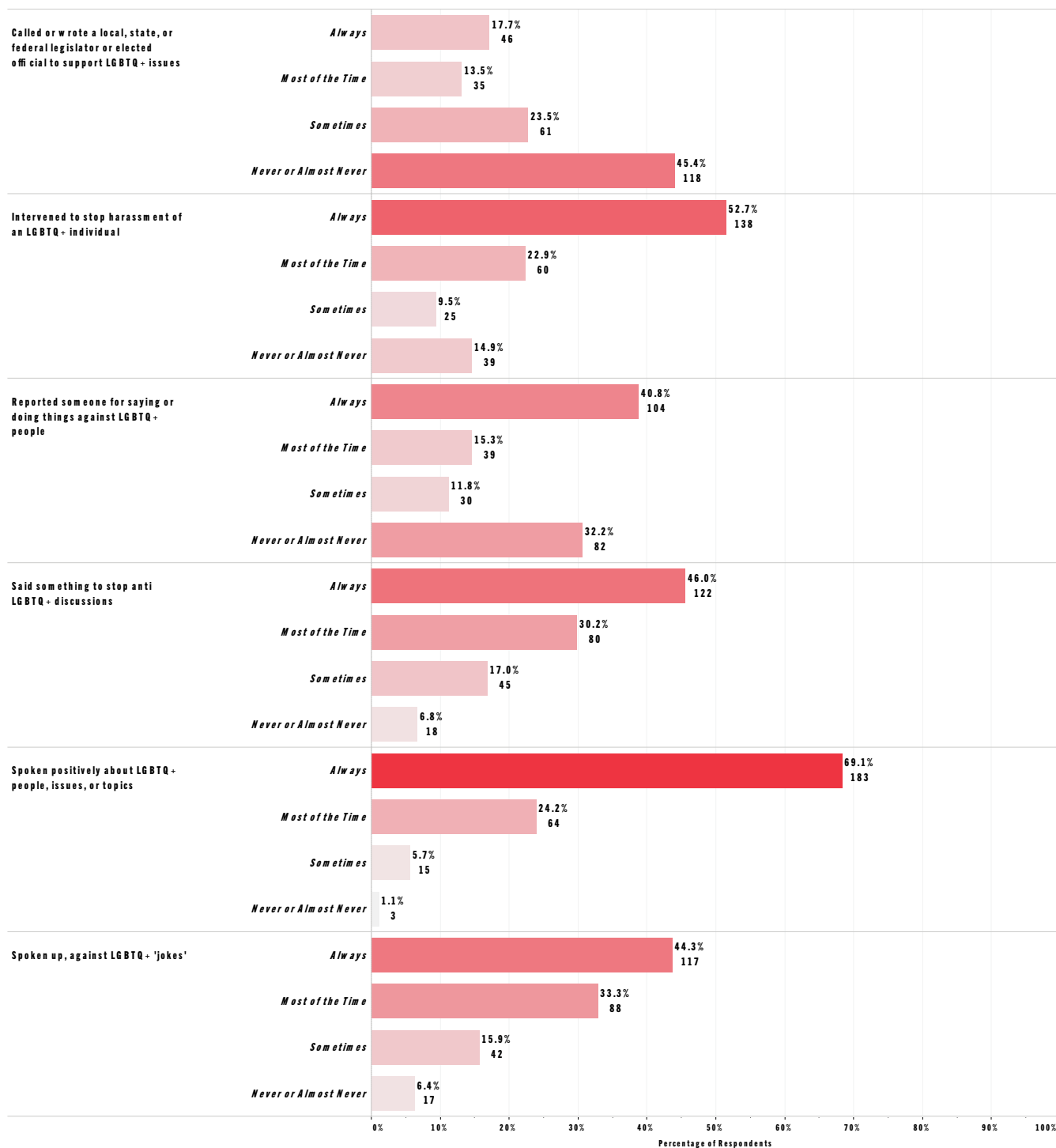




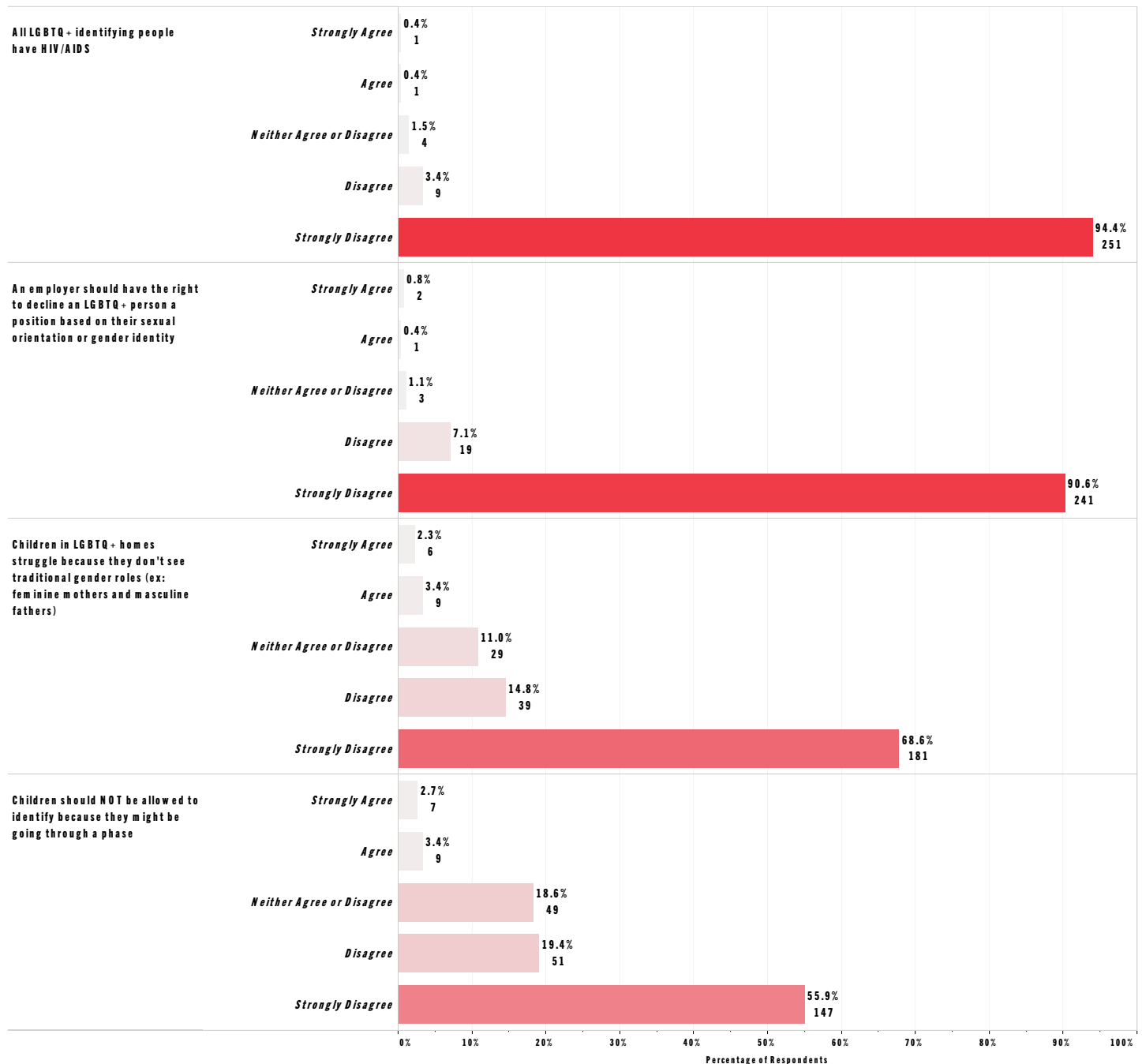
## 171. How often do you hear or see the following things happening by others?

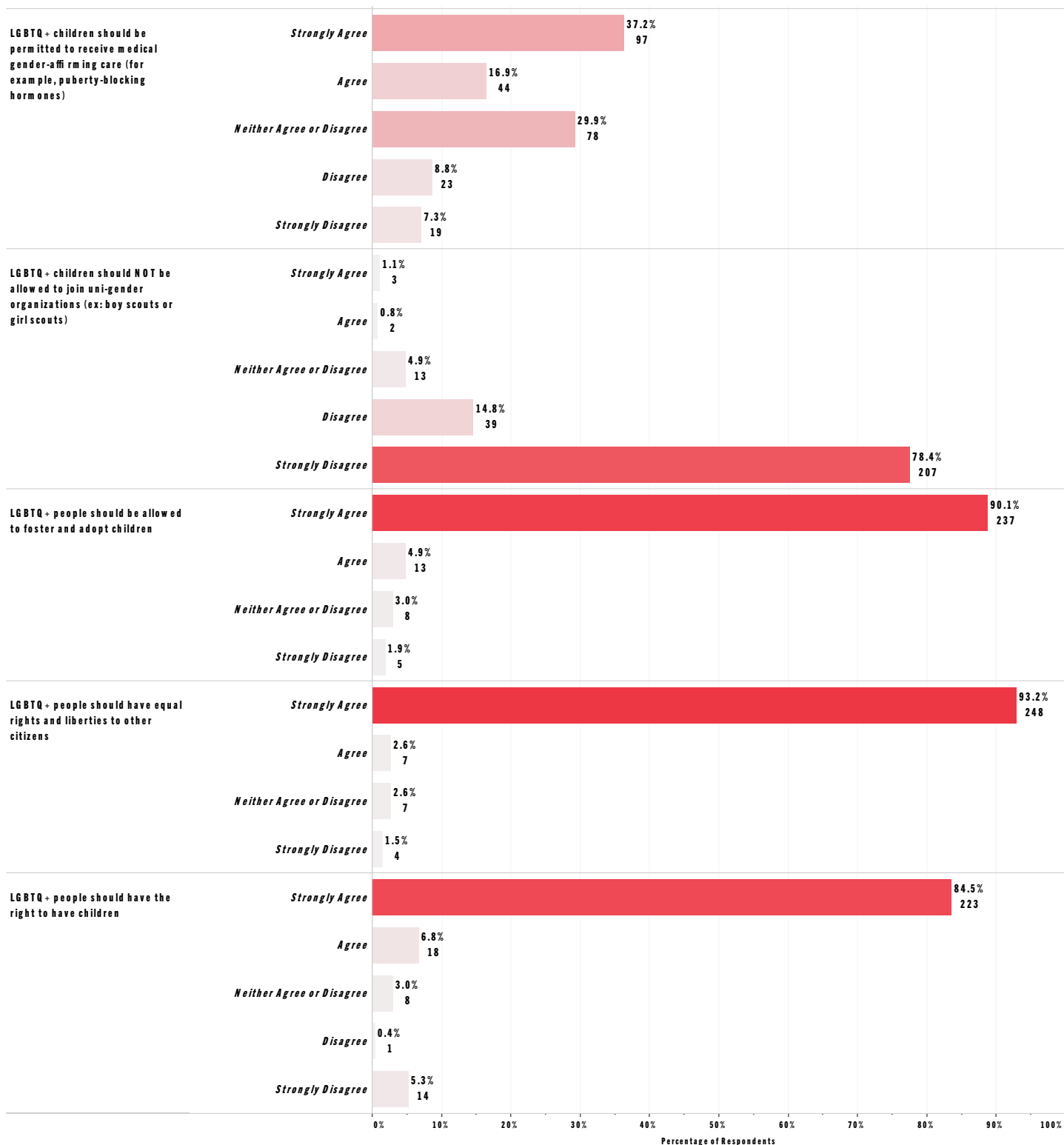


## 172. How often have you done, or would you do, any of the following things?

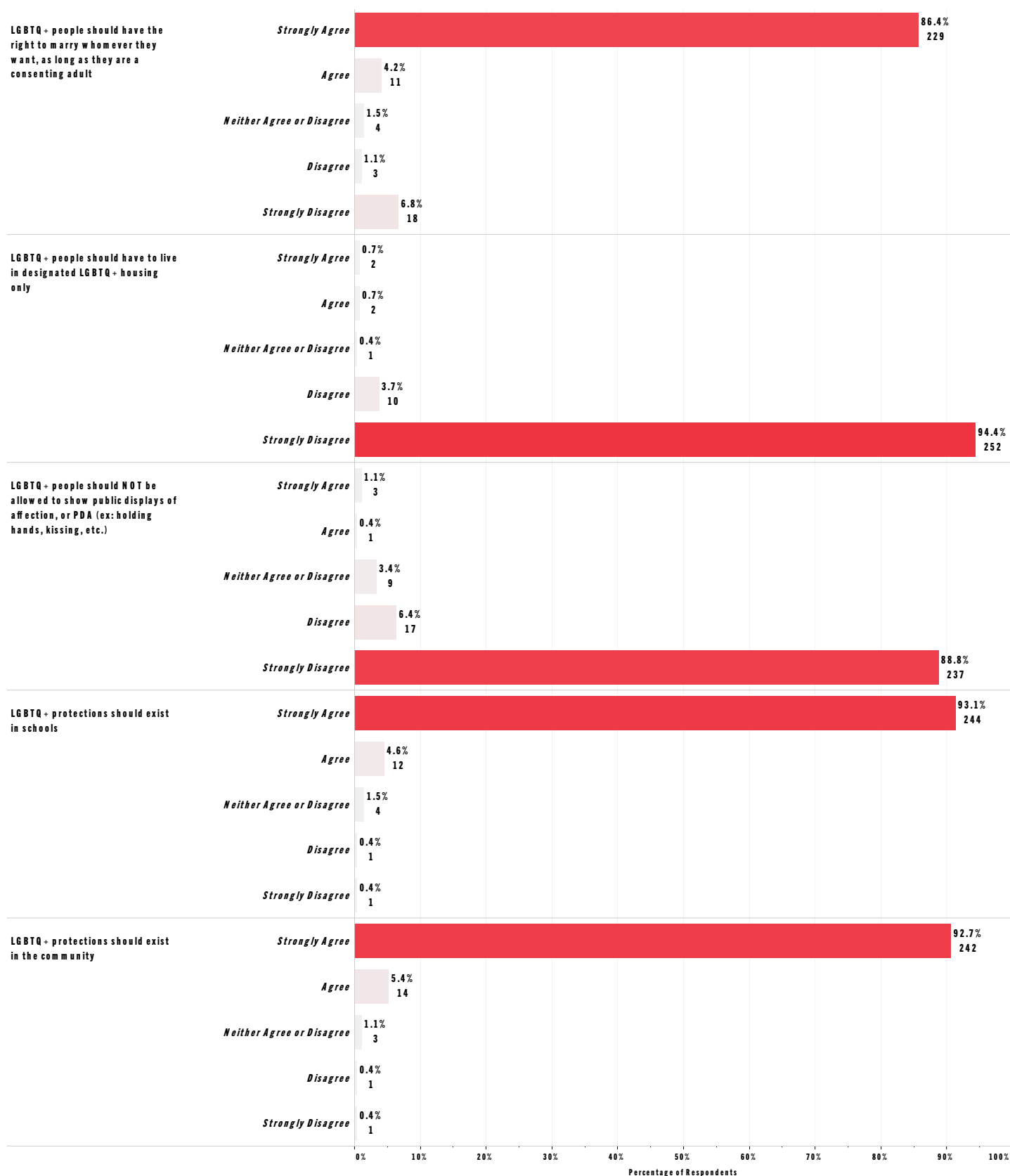


## 173. Choose the response that best represents your answer to the following statements.

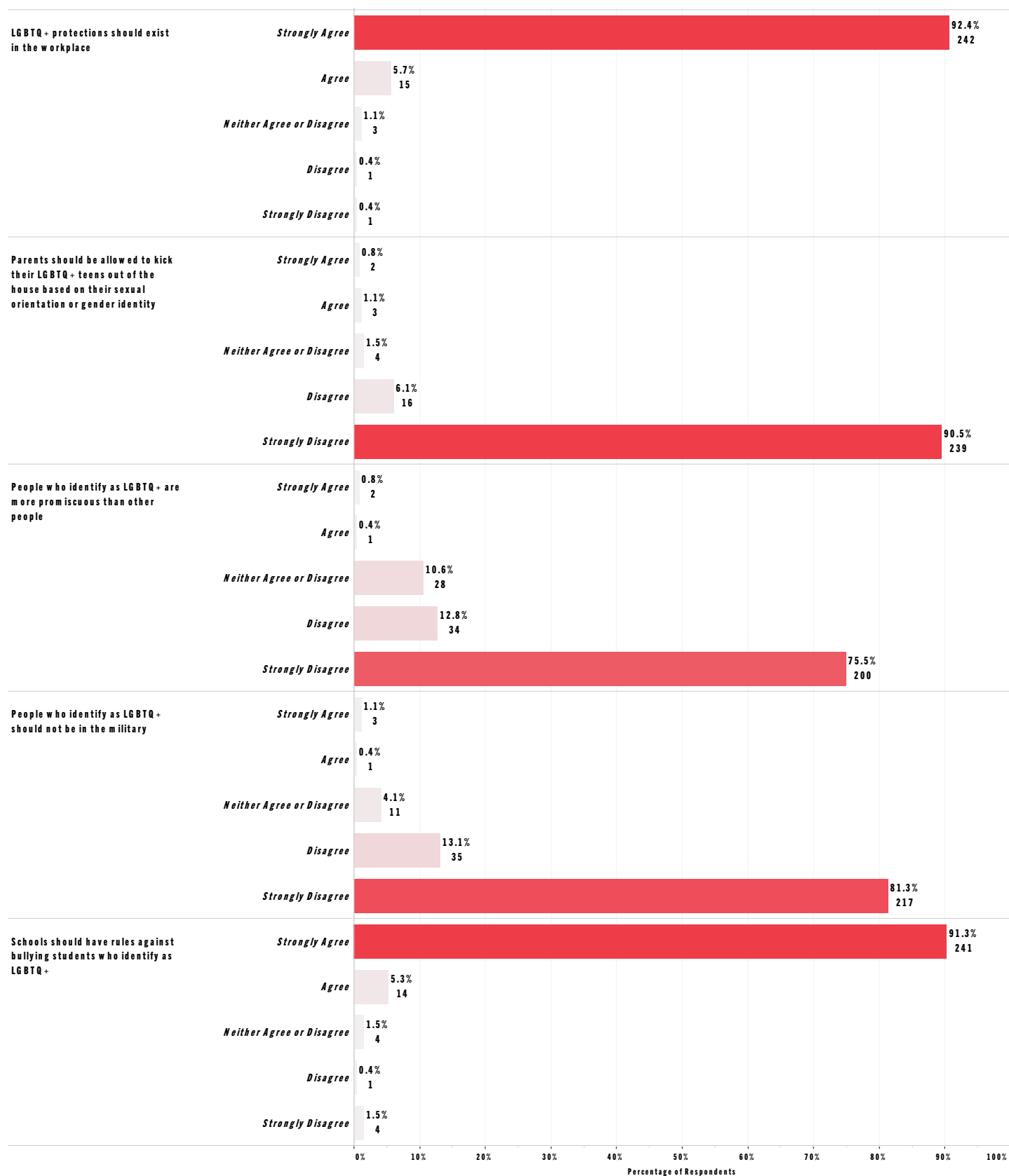




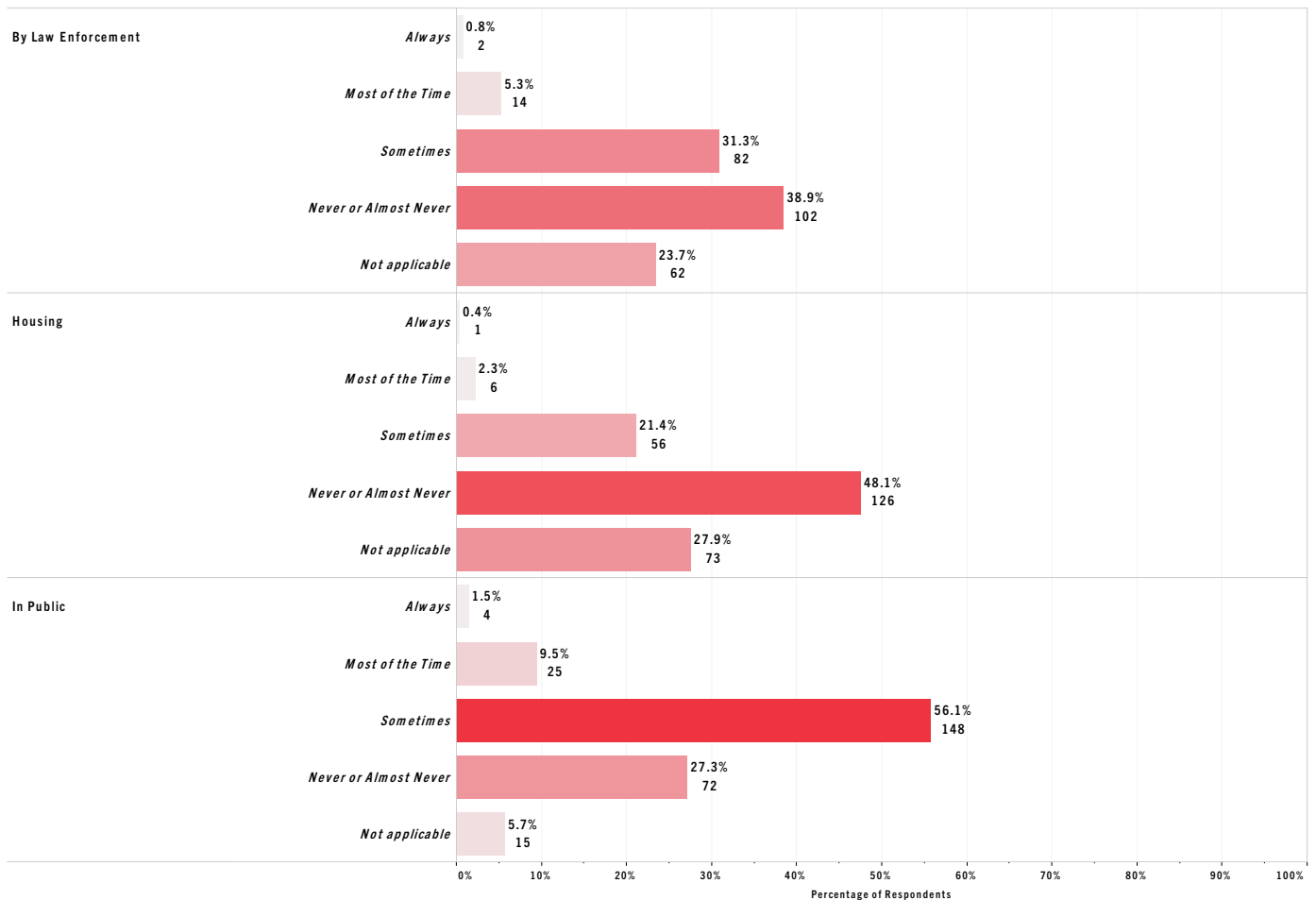
## 173. Choose the response that best represents your answer to the following statements. (cont.)

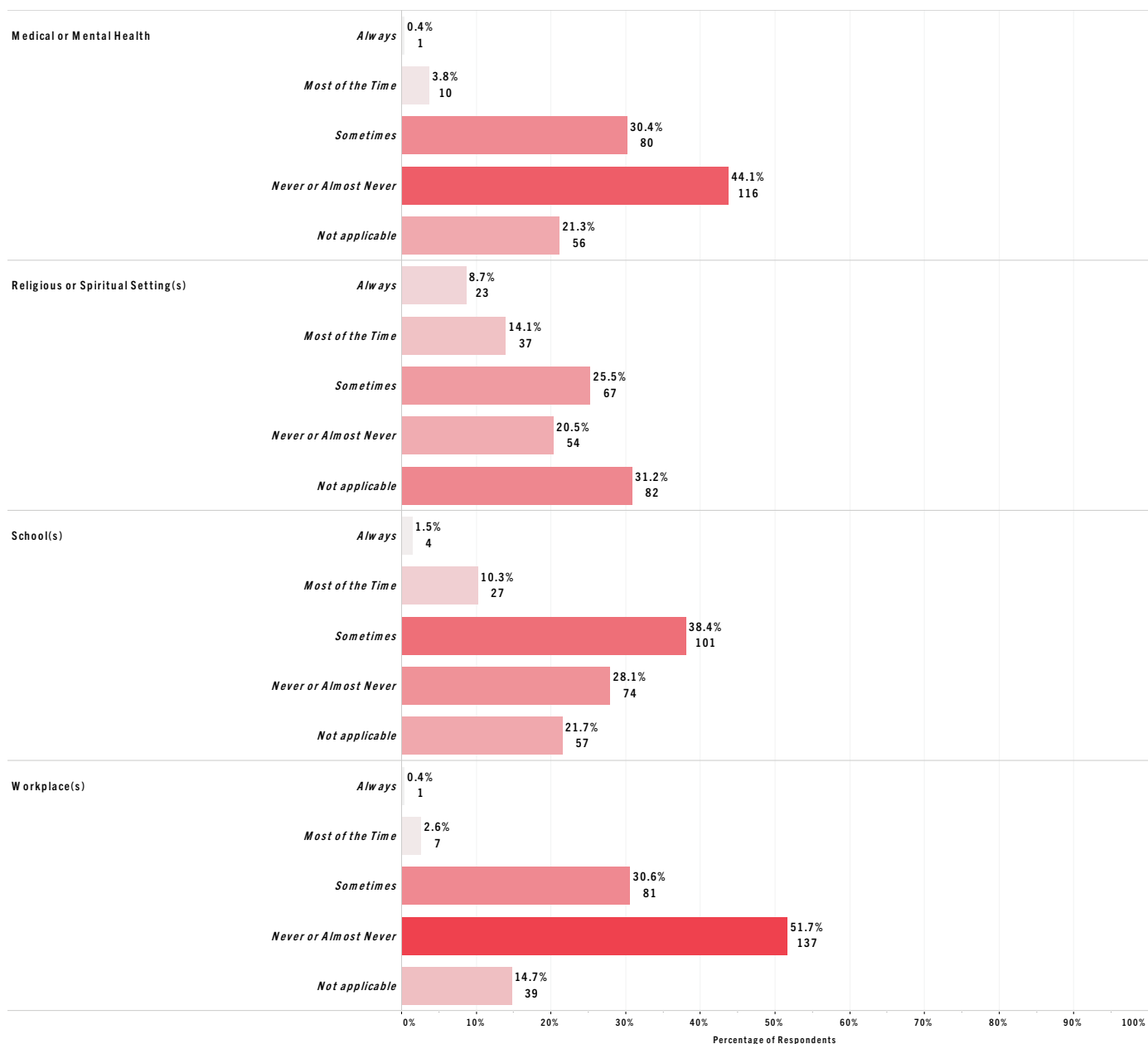




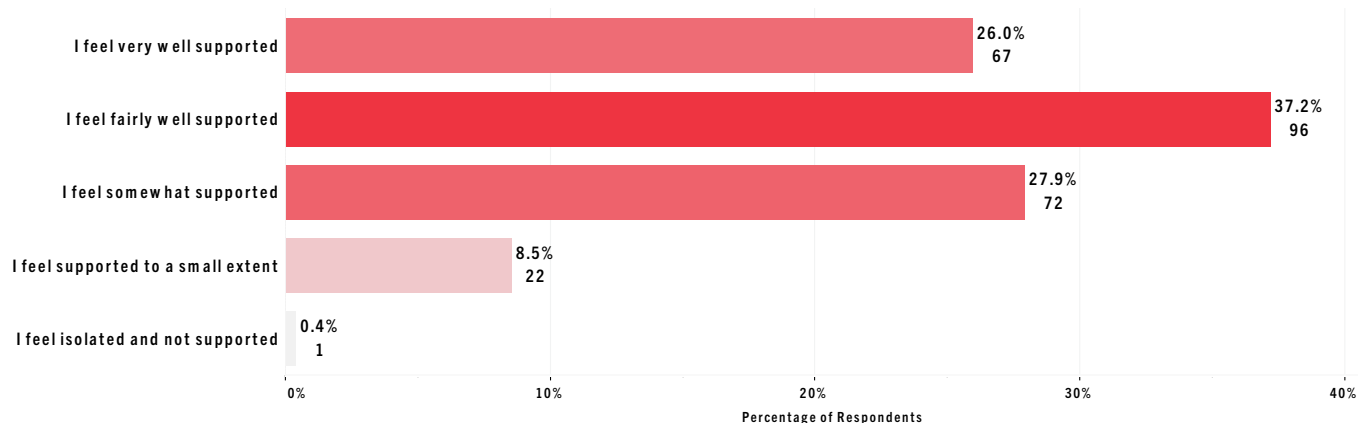


## 174. To what level or degree have you observed an LGBTQ+ person being discriminated against in the following settings?

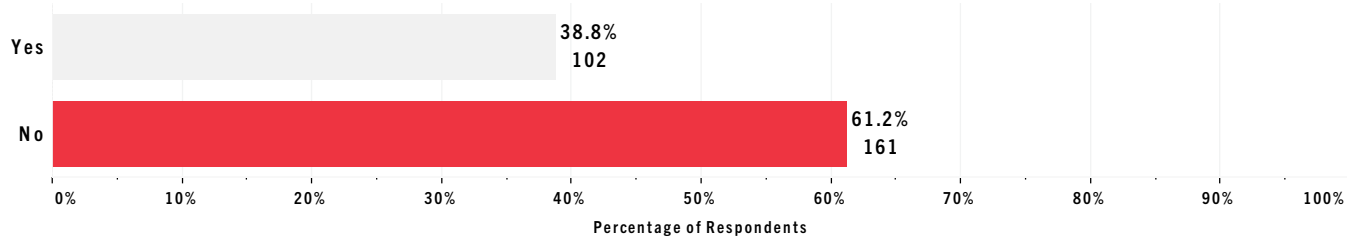




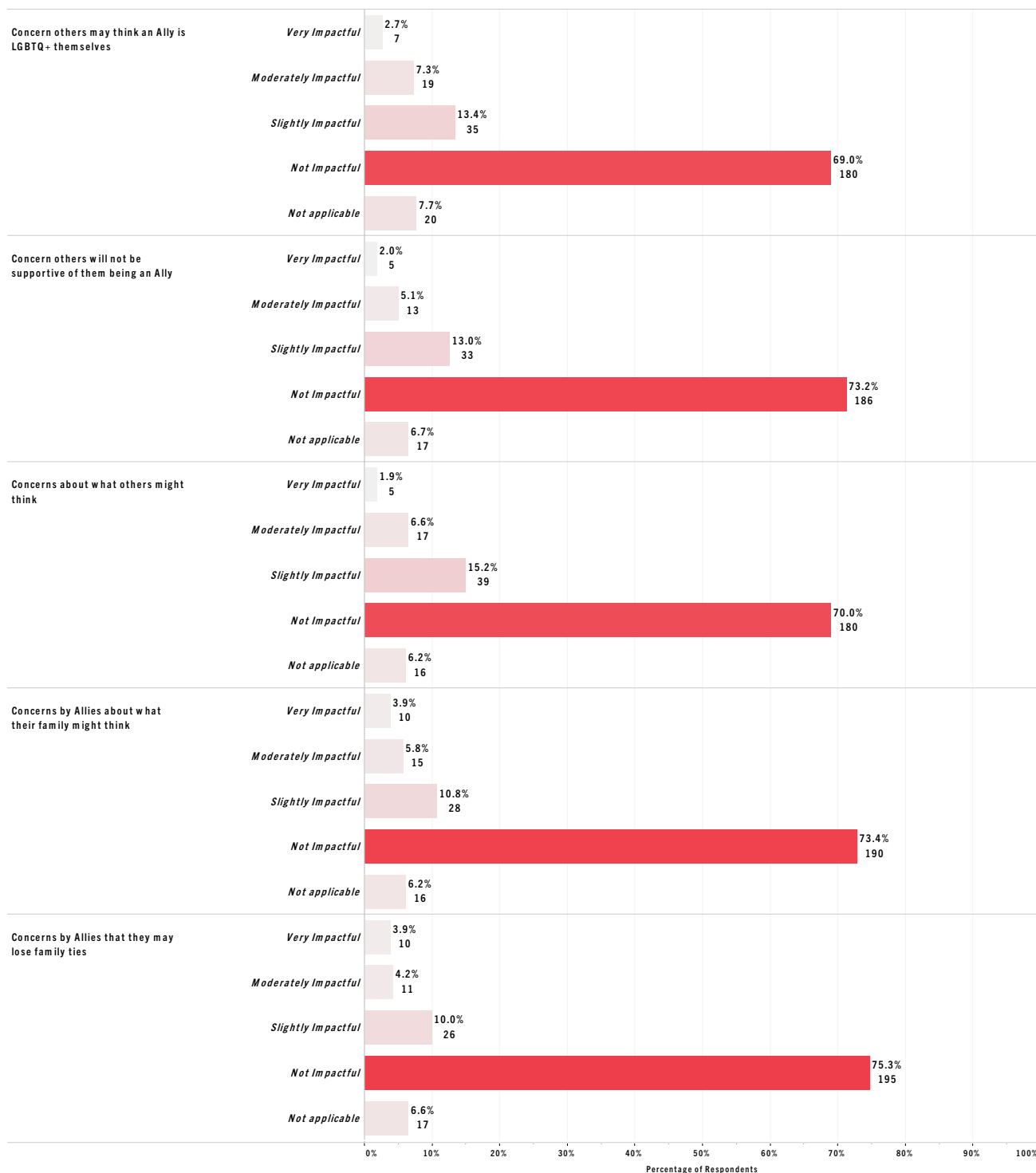
## 176. Do you feel supported by others as an LGBTQ+ Ally?



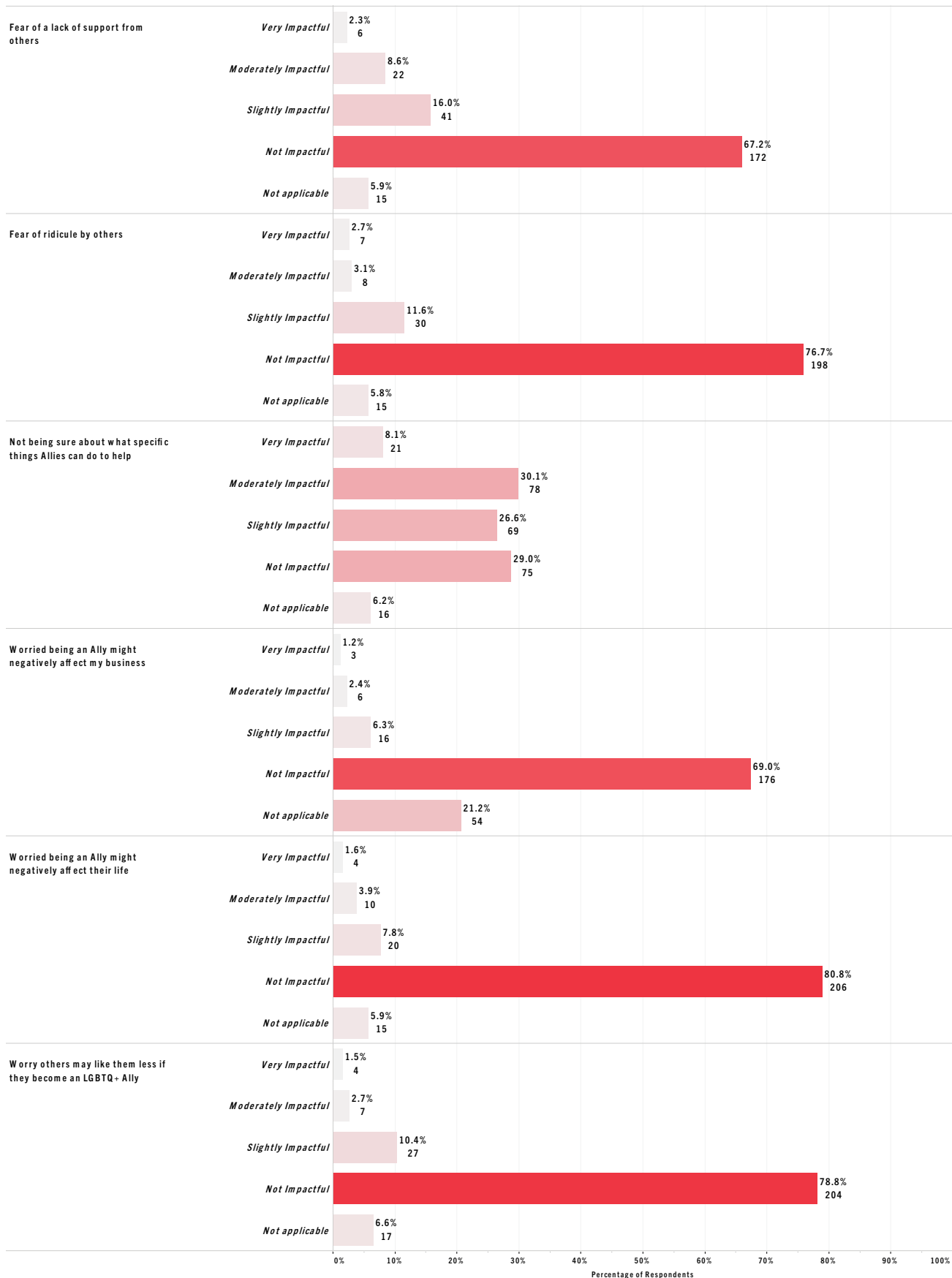
## 177. Have you ever wanted to say something in support of LGBTQ+ people but something stopped you?



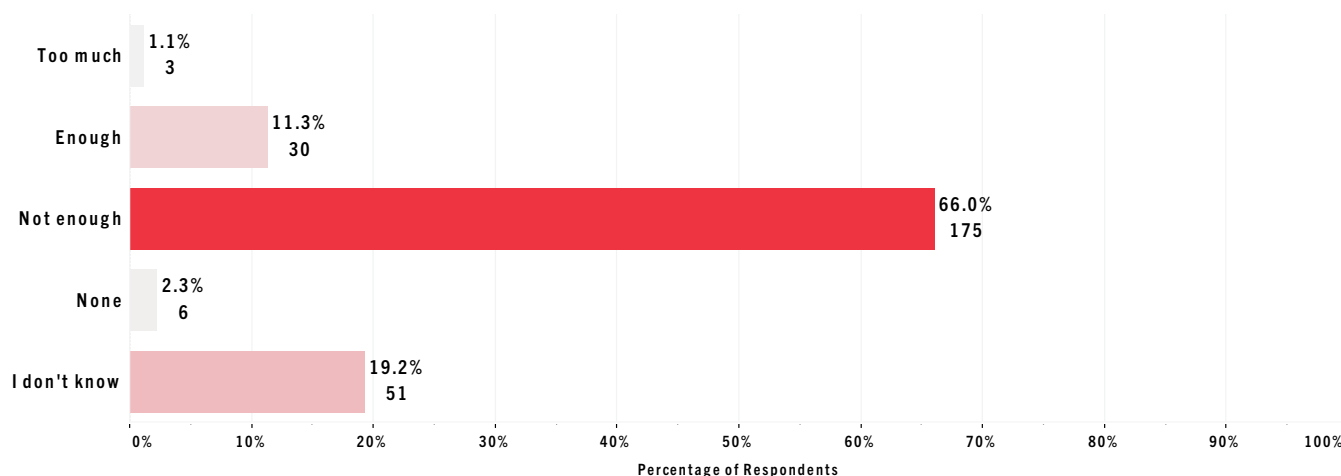
## 178. In your experience, how impactful have these factors been in identifying as an LGBTQ+ Ally yourself?



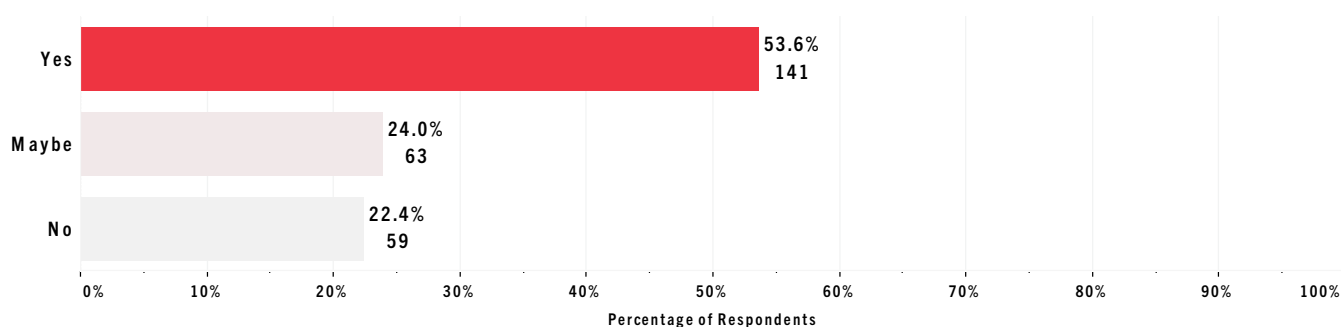
## 178. In your experience, how impactful have these factors been in identifying as an LGBTQ+ Ally yourself? (cont.)



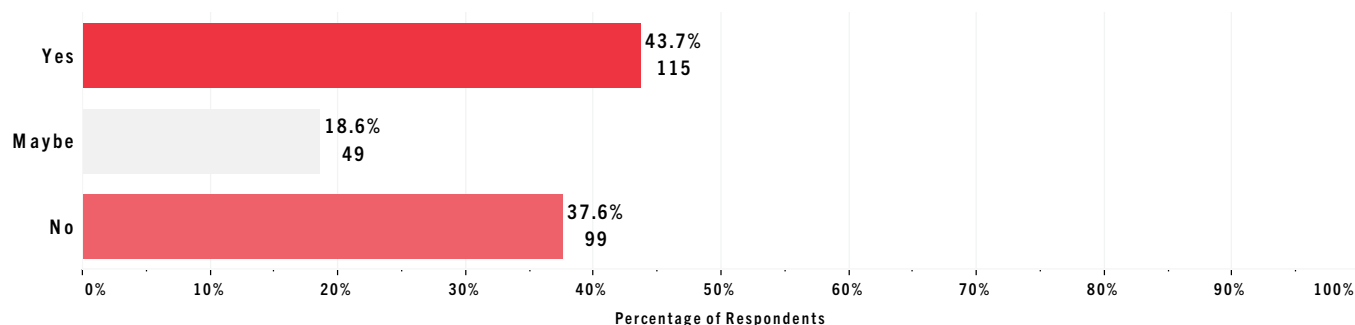
### 179. How much LGBTQ+ support would you say there is in the community where you live?



### 180. Do you know where you can get LGBTQ+ information and educational support?



### 181. Are you aware of LGBTQ+ resources in your local community that you can refer your LGBTQ+ friends/family to?





## More Information and Data Requests

The intention of this community needs assessment is to collect information directly from the local LGBTQ+ community and provide it in an organized, digestible, and easy-to-use format for people, organizations, and researchers who serve the LGBTQ+ community to carry out their mission.

Please visit our website at [lgbtqohio.org](http://lgbtqohio.org) for more information and to stay up to date with this project and future related work.

By visiting the website, you will be able to:

- Download a .PDF copy of this final community report
- Access the interactive data dashboard
- Learn more about expanding and adapting this work to Northeast Ohio
- Find more information about the background, methodology, and analyses used to compile this final community report
- Submit questions to be included on future community needs assessments
- Request a copy of the de-identified data
- Request a presentation of this information to your organization
- Request the Strengths, Opportunities, Weaknesses, and Threats (SWOT) Analysis
- Connect with the project for future opportunities to support this work

Resources on the website will also include:

- LGBTQ+ Resources for the community
- Allyship Resources for the community
- A collection of materials created through the process of completing this community needs assessment





**Lipstick lesbian**



**Bear Brotherhood**



**Demisexual**



**Demiromantic**



**Demigirl**



**Demiboy**



**Gay Men**



**Queer People of Color**



**Rubber**



**Moon Lesbian**



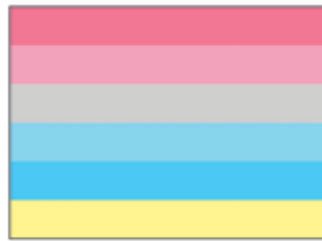
**Deminonbinary or  
Demigender**



**Labrys**



**Leather, Latex & BDSM**



**Genderflux**



**Butch Lesbian**



**Aporagender**



**Intergender**



**Maverique**



**Polygender**



**Schrodigender**



**Amtosexual**



**Straight**



**Heterosexual**



**Super Straight**



Photo by Shane Wynn

