

# GENDER EQUITY NEEDS ASSESSMENT

---

## REPORT

FACILITATED AND PREPARED BY:  
JOSA ALVAREZ

JOSA@QLATINX.ORG



# BACKGROUND

---

In order for a movement to be all-encompassing of its people, gaps need to be assessed to ensure that it's truly looking out for the community's most marginalized. The goal of this needs assessment is to be able to pin-point where exactly Central Florida's social justice and LGBTQ+ spaces are falling behind - and potentially hold unconscious biases. We hope to accomplish this through an honest evaluation, where participants spoke openly about whether or not these spaces were actually involving them within the community.

Participants were asked to score a set of statements all pertaining to Central Florida's social justice and LGBTQ+ movement. These statements were broken up into the following categories and areas of importance:

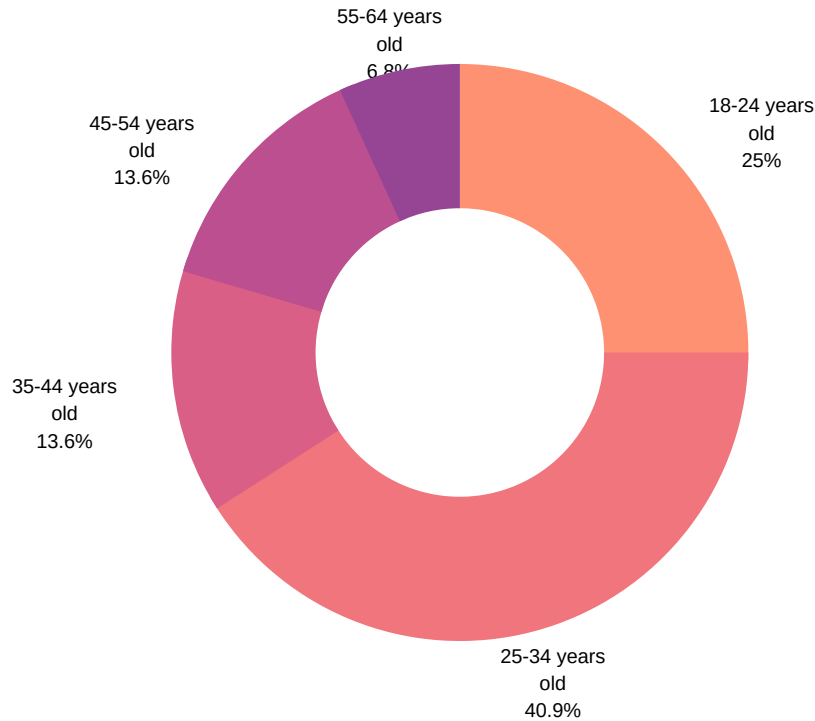
- Women of Color
- Trans and Non-Binary Communities
- Immigration
- Reproductive Healthcare
- Harassment and Abuse

Scoring was based on a scale from 0-5, with "0" constituting total disagreement with the statement and "5" constituting a very strong agreement. Participants were also given the option to explain their scoring for each category, through written responses. The written responses have been read extensively and summarized within this report, including their feedback for programs they would like to see being created within Central Florida. The numerical values in this report are the average scores for each statement.

# DEMOGRAPHICS

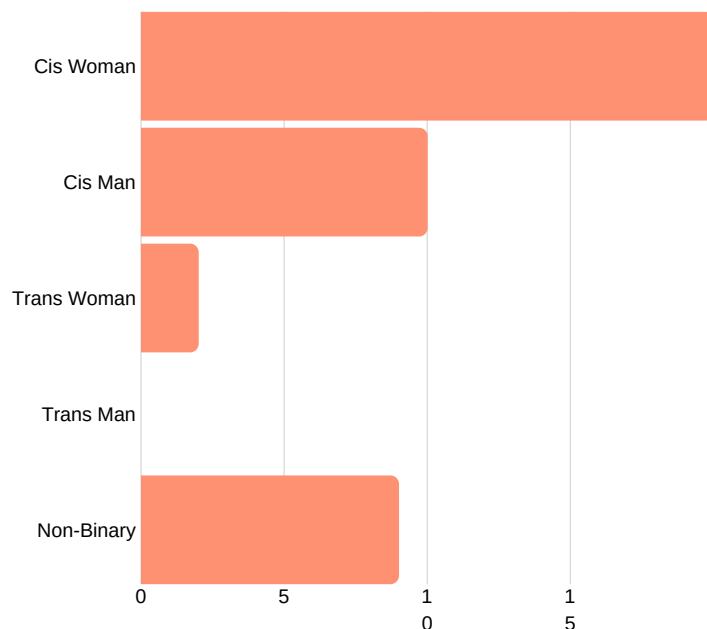
A total of 44 people participated in our assessment.

## AGE



## GENDER IDENTITY

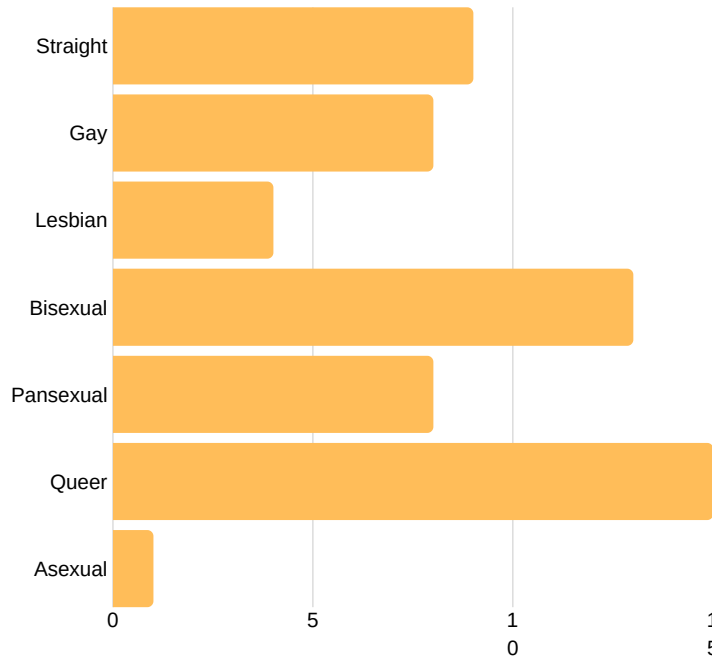
Participants were asked to check all that apply.



# DEMOGRAPHICS

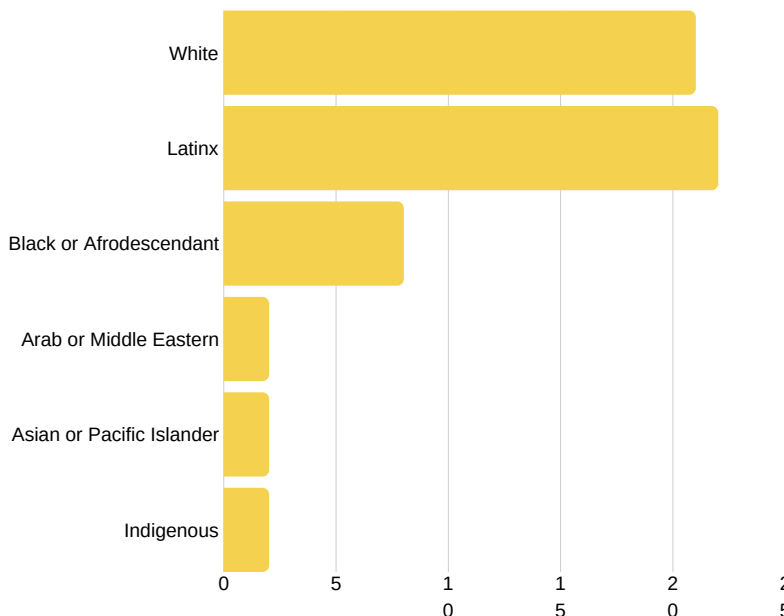
## SEXUAL ORIENTATION

Participants were asked to check all that apply.



## RACE AND ETHNICITY

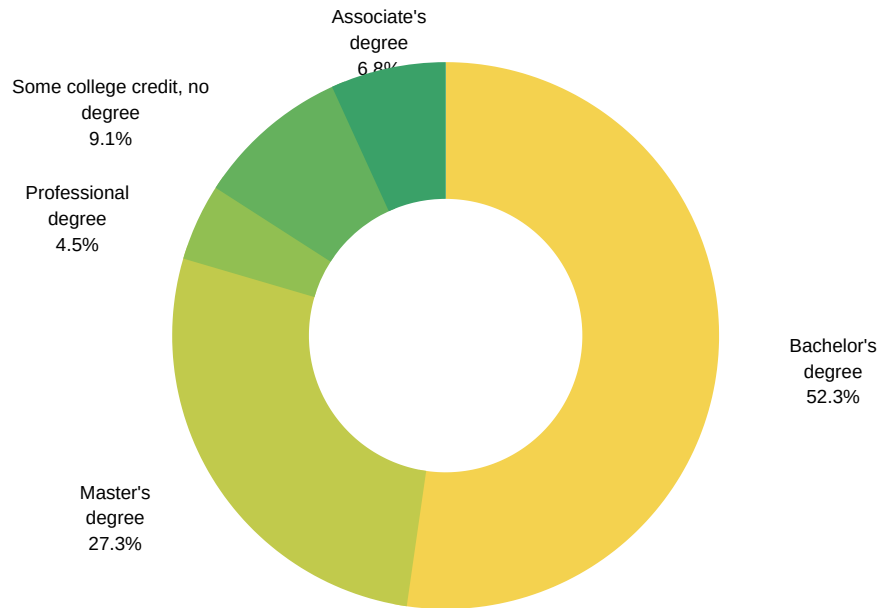
Participants were asked to check all that apply.



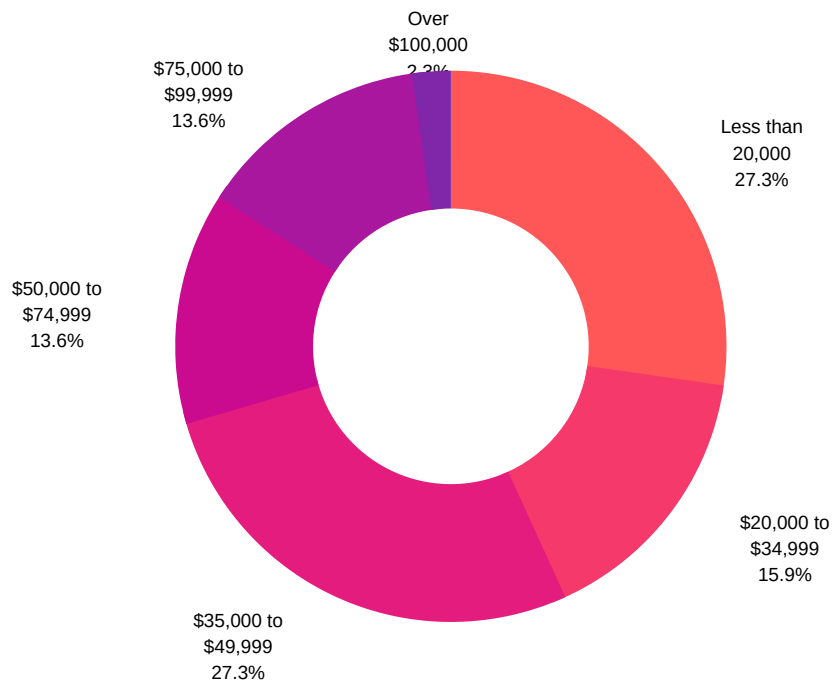
# DEMOGRAPHICS

---

## EDUCATION



## ANNUAL INCOME



# RESULTS

Scoring was based on a scale from 0-5, with “0” constituting total disagreement with the statement and “5” constituting a very strong agreement.

Gender is regularly discussed within Central Florida social justice spaces: **2.9**

Social justice spaces within Central Florida make a conscious effort to develop lasting relationships with gender equity organizations: **2.8**

## WOMEN OF COLOR

Women of color are treated with dignity and respect within Central Florida social justice and LGBTQ+ spaces: **2.2**

The input of women of color is highly valued within Central Florida social justice and LGBTQ+ spaces: **2.2**

Women of color encompass a good proportion of leadership within the executive boards of Central Florida social justice organizations: **1.8**

Social justice organizations within Central Florida dedicate an adequate amount of resources to women of color to ensure that their meetings, events, panels, and workshops are sufficiently funded and organized: **1.6**

# REFLECTION

---

## SOME INSIGHT INTO PARTICIPANTS' SCORES

This was not only the category which earned the lowest scores within the entire assessment, but received the most written responses. The general consensus between a majority of participants is that there are very few women of color in executive board positions within Central Florida's social justice and LGBTQ+ spaces – and when there are, organizational leadership may resort to tokenism. The most prevalent examples of this include: their input not being taken seriously, their voices at the table being reduced or silenced, and what is largely being ascribed as transactional relationships. One participant remarkably stated that it feels as if women of color are expected to perform as completely different people. This is most persistent with how black women are treated, specifically. When women of color don't hold organizational power within their own communities, they find themselves overshadowed by their white colleagues, who have presented their work without attribution.



# RESULTS

## TRANS AND NON-BINARY COMMUNITIES

Social justice and LGBTQ+ spaces within Central Florida are welcoming and inclusive of trans and non-binary people: **2.8**

Social justice organizations within Central Florida frequently offer resources to trans and non-binary people: **2.4**

Central Florida social justice organizations have dedicated meetings, events, panels, and workshops to empower trans and non-binary communities: **2.5**

The executive boards and/or leadership of Central Florida social justice organizations adequately reflect and represent the trans and non-binary experiences of its membership: **1.7**

Reporting tools are in-place within Central Florida social justice organizations to ensure that the concerns of trans and non-binary are addressed and implemented: **1.8**

Do you feel that trans and non-binary people of color are treated equally as white trans and non-binary folks within Central Florida's social justice and LGBTQ+ spaces? **1.5**

Optional: If you are trans or non-binary, do you feel safe, comfortable, and included within Central Florida's social justice and LGBTQ+ spaces? **2.6**

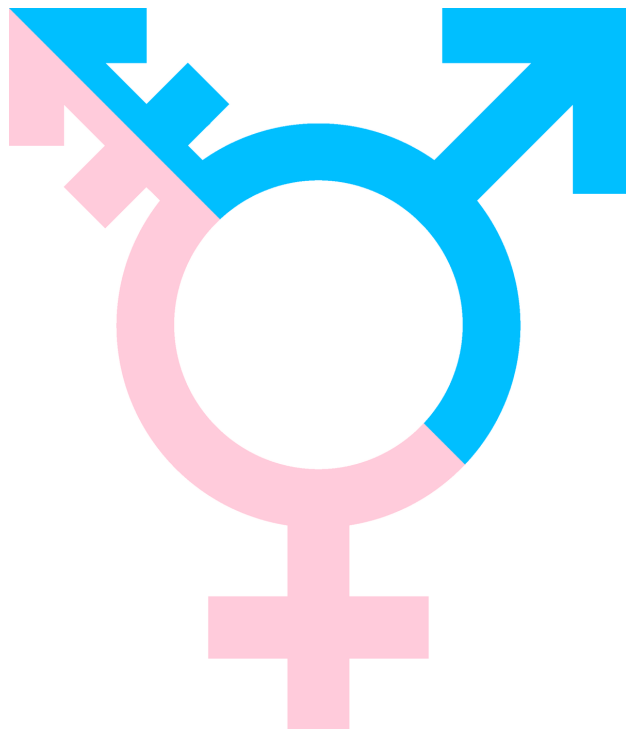


# REFLECTION

---

## SOME INSIGHT INTO PARTICIPANTS' SCORES

For participants who specifically identified as trans or non-binary, their scores were not only a reflection of how little they see their communities in organizational leadership, but with the treatment they've received within Central Florida's social justice movement. Multiple written responses have highlighted that they continue to feel hesitant in sharing their gender identity to colleagues because many have already questioned the validity of their identities, even in LGBTQ+ spaces. A very common response being that participants still struggle to have their pronouns respected. Some feel that LGBTQ+ spaces are more focused on issues regarding sexuality that trans and non-binary advocacy is perceived as almost secondary and dismissed.



# RESULTS

---

## REPRODUCTIVE HEALTHCARE

Social justice organizations within Central Florida are constantly taking on the initiative to make reproductive healthcare more accessible: **2.6**

Social justice and LGBTQ+ spaces within Central Florida do a sufficient job in teaching sexual health education: **2.4**

Social justice and LGBTQ+ spaces within Central Florida frequently distribute contraception AND menstrual hygiene products: **2.4**

Social justice organizations within Central Florida are firm in their support for protecting and expanding abortion access: **3**

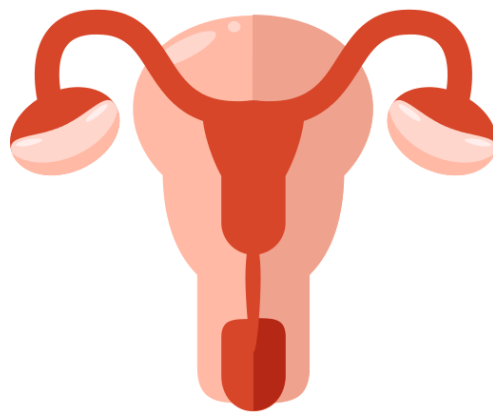
When access to safe and legal abortions are under fire, social justice organizations within Central Florida extend their platforms to signal boost phone banks, petitions, and volunteer opportunities: **2.6**

# REFLECTION

---

## SOME INSIGHT INTO PARTICIPANTS' SCORES

There is certainly recognition among participants that Central Florida's social justice movement works hard to express solidarity with campaigns aiming to make reproductive healthcare accessible to all. However, there are some areas of growth which were highlighted by responders. One of which was the fact that it's unsustainable that most of this work has fallen upon a single organization alone. There is a growing need for smaller community organizations to expand upon this movement and create resources to ensure they're not only teaching comprehensive sexual education, but prioritizing the principles of bodily autonomy and demonstrating it through an intersectional framework. One tenant that's in need of more visibility is in supporting the reproductive health of transgender communities. Many participants have also highlighted that there aren't enough menstrual product drives within our community and that the only contraception being passed out is condoms, when people are very much in need of dental dams.



# RESULTS

---

## IMMIGRATION

Social justice and LGBTQ+ spaces within Central Florida treat immigrant communities with dignity and respect, regardless of their immigration status:

**2.9**

Do you feel that immigrants of color, black immigrants especially, are treated equally as white immigrants within Central Florida's social justice and LGBTQ+ spaces?

**2.1**

Immigrants encompass a good proportion of leadership within the executive boards of Central Florida social justice organizations:

**1.8**

Social justice organizations within Central Florida dedicate an adequate amount of resources to ensure that meetings, events, panels, and workshops are in place to empower undocumented communities and their rights:

**2.1**

Social justice and LGBTQ+ spaces within Central Florida have created environments of which immigrants feel safe and that their concerns will be addressed, regardless of their immigration status:

**2.3**

# REFLECTION

---

## SOME INSIGHT INTO PARTICIPANTS' SCORES

Participants have highlighted that organizations in Central Florida which do not specifically focus on immigrant justice tend to not organize around said issue, other than through occasional social media outreach. When organizations do express interest in immigration advocacy, they lack proper training when urgencies occur in their communities. A concern which is largely a testament to how differently immigrants are treated within these organizations is the prevalence of colorism. Colorism entails prejudice and/or discrimination against people of darker skin tones; this has largely alienated black immigrants who are also in need of the same resources, but have been turned away.



# RESULTS

---

## HARRASSMENT AND ABUSE

Social justice organizations within Central Florida have adequate measures in place to prevent harassment and abuse:

**2.3**

Social justice organizations within Central Florida actively utilize these measures to address reports of harassment and abuse:

**2**

If an organization has perpetuated harassment and abuse, other Central Florida organizations will ensure their membership doesn't find itself in potentially dangerous scenarios with said group:

**2**

Social justice and LGBTQ+ spaces within Central Florida offer support networks for those affected by harassment and abuse:

**2.5**

# REFLECTION

---

## SOME INSIGHT INTO PARTICIPANTS' SCORES

In order to address harassment and abuse in Central Florida's social justice movement, participants listed a handful of necessary improvements. One of which was the lack of community accountability, where organizational leaders may prolong instances of abuse by choosing to ignore them when committed by coalition partners. Community building is also understood as vital for organizing, yet most of the same faces occupy a majority of roles. This, in turn, has hindered opportunities to create new reporting tools and support networks for individuals harmed by those in positions of authority.



# RESOLUTION

## PROGRAMS PARTICIPANTS WOULD LIKE BEING IMPLEMENTED IN CENTRAL FLORIDA

- Trainings and consultations for community leaders on meaningful diversity and inclusion specifically within a top-down approach, rather than bottom-up. This may largely include breaking down the intersection between gender, race, class, immigration status, etc. as it pertains to their organizational work.
- Support spaces and/or empowerment workshops for queer women of color, trans, and non-binary people, largely operating within the aim of healing justice. This can also include leadership/mentorship programs for trans and non-binary communities, as well as board member developmental programs to create more diversity within local boards.
- Emergency housing and funding for trans and non-binary people, along the lines of either providing a small loan or grant to prevent eviction or repossession.
- HIV advocacy, specifically creating more visibility for PrEP. .
- Programming dedicated to employment assistance. .
- Restorative Justice trainings and mediation services for those who have been harmed within movement spaces.
- Recreational activities such as dance programs.
- Increase voter turnout of LGBTQ+ youth.
- Access to trans-friendly healthcare and transition services that're more readily available.



# METHODOLOGY

---

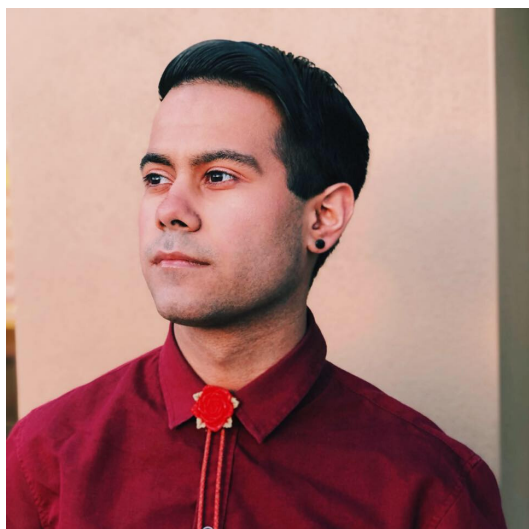
The assessment was conducted through an online form which remained open for a period of 4 weeks.

In order to accurately assess the prevalence of unconscious biases in Central Florida movement spaces, participants had to be rest assured that their responses would be kept anonymous and handled with the utmost confidentiality. The assessment recorded no names or personal details; simply the demographic information of each participant. The assessment itself was drafted to encourage unapologetic honesty. By this, participants were given the opportunity to score statements with a "0" when they felt it was necessary and were consistently asked in each category if they would like to explain their reasoning for specific scores. All average scores are rounded to the nearest tenth, rather than the nearest whole number, in order to showcase the level of nuance in each response. For example, if both a "1.5" and "2.4" were rounded to a "2", it would mislead readers into believing that participants scored both statements exactly the same.



# ACKNOWLEDGEMENTS

---



Josa Alvarez is the Gender Equity Organizer at QLatinx

SHE / HER or THEY / THEM

E-mail: [josa@qlatinx.org](mailto:josa@qlatinx.org)

Phone number: (407) 308-5532

Josa is dedicated to developing gender-responsive programming for women, girls, transgender, non-binary, gender non-conforming and queer communities of color through organizing, storytelling, and engagement.

This assessment was made possible by funding from:



Please visit [transjusticefundingproject.org](https://transjusticefundingproject.org) for more information.

# ABOUT US

---

## MISSION

QLatinx seeks to center and empower the most marginalized members of our community, establish affirming and supportive healing spaces, build a strong and united community, and work towards a society free of fear, violence, and hate.

## EXECUTIVE COMMITTEE

### ALAN PAGÁN

Performing Arts Coordinator

### JULIA DESANGLES

Community Outreach Coordinator

### DIEGO MARINHO

Graphic Design Coordinator

### KENT MARRERO

Advocacy Coordinator

### GABRIELLA RODRIGUEZ

Community Outreach Coordinator

### MARK ANTHONY DELGADO

Marketing & Special Events Coordinator

### MIGUEL NARANJO

Community Outreach Coordinator

## STAFF

### CHRISTOPHER J. CUEVAS

Executive Director

### JOSA ALVAREZ

Gender Equity Organizer

### MÓNICA SOCARRÁS

Community Organizer, *Pathways*

### CARLOS X. DÍAZ RODRIGUEZ

Community Organizer, *Hablando Alto*



#QLATINX  
#ORLANDOUNIDOS



# **QLATINX**  
# ORLANDO**UNIDOS**



/QLATINX @QLATINX @QLATINX

## Citing our assessment in MLA 7:

Alvarez, Josa. *Gender Equity Needs Assessment*. Orlando: QLatinx, 2019. Print.

© OCTOBER 2019, QLATINX.

Permission is granted to reproduce this document in part or in its entirety, provided that QLatinx is cited as the source for all reproduced material.