AUGUST 2022
Final Community Report and Recommendations

Greater Akron
LGBTQ+ Community Needs Assessment
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
# Greater Akron LGBTQ+ Community Needs Assessment

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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.

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THE BRENNAN FAMILY FOUNDATION
COUNTY OF SUMMIT
ILENE SHAPIRO COUNTY EXECUTIVE
KENT STATE UNIVERSITY
College of Public Health

CHAMPIONS

AMERICA CITY: AKRON
1901 - 1995 - 2008
AKRON COMMUNITY FOUNDATION
ENRICHING LIVES SINCE 1955
GAY COMMUNITY ENDOWMENT FUND

Cleveland Clinic
Akron General
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SUMMIT COUNTY PUBLIC HEALTH

MOBILIZERS

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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, 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 helping connect to the LGBTQ+ community members they tirelessly serve. You welcomed me into your circles and walked through the process with trust and openness and for that I and the community thanks you. 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. Do you want to share hours or numbers of people who worked on the project here.

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.

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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 and 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

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 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 to live in. 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
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

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 under-representation 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, 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 (ex: 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 (hetronormative, 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
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: 70% (701)
- Member of the LGBTQ+ community: 30% (298)

5. What is your sexual orientation?

- Heterosexual (Straight): 29% (292)
- Gay: 25% (248)
- Bisexual: 17% (173)
- Lesbian: 17% (166)
- Queer: 10% (101)
- Pansexual: 9% (90)
- Asexual: 3% (34)
- Another Answer: 3% (33)
- Questioning: 3% (26)
6. How would you best describe your sexual attraction(s)?

- Attracted to men: 69% (475)
- Attracted to women: 60% (416)
- Attracted to nonbinary people: 35% (241)
- Attracted to gender queer people: 29% (198)
- Attracted to agender people: 22% (151)
- Another sexual attraction: 5% (37)

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

- Sex with men: 57% (403)
- Sex with women: 41% (288)
- I have not had sex: 14% (96)
- Sex with nonbinary people: 8% (53)
- Sex with gender queer people: 7% (48)
- Another Answer: 1% (10)
8. What sex were you assigned at birth?

- Male: 33% (331)
- Female: 67% (667)

9. What is your current gender identity?

- Female: 46.4% (325)
- Male: 38.7% (271)
- Non-binary: 11.0% (72)
- Transgender: F-M: 6.0% (42)
- Gender queer: 5.6% (39)
- Gender-nonconforming: 5.3% (37)
- Gender fluid: 3.7% (26)
- Transgender: M-F: 3.0% (21)
- Androgynous: 2.3% (16)
- Agender: 1.6% (11)
- Another gender identity: 1.3% (9)
- Gender neutral: 1.3% (9)
- Two-spirit: 0.7% (5)
- Gender diverse: 0.4% (3)
- Gender expansive: 0.4% (3)

Percentage of Respondents
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
10. What is your gender expression?

- Mostly masculine: 23% (164)
- Mostly feminine: 21% (147)
- Somewhat feminine: 19% (136)
- Somewhat masculine: 18% (125)
- Equally feminine and masculine: 16% (115)
- Very masculine: 10% (69)
- Non-binary / Third gender: 6% (45)
- Very feminine: 6% (40)
- Another Answer: 1% (8)

11. What are your gender pronouns?

- She/her: 53% (366)
- He/him: 42% (295)
- They/them: 16% (111)
- Pronouns not listed: 2% (13)
12. What is your current relationship status?

- **Married**: 372 respondents (37%)
- **Single**: 297 respondents (30%)
- **In an “official” relationship**: 124 respondents (12%)
- **Living with partner(s), but not legally bound**: 108 respondents (11%)
- **Seeing someone/people**: 56 respondents (6%)
- **Engaged to be married**: 45 respondents (5%)
- **Divorced**: 39 respondents (4%)
- **Domestic partnership**: 25 respondents (3%)
- **Widowed**: 17 respondents (2%)
- **Separated**: 14 respondents (1%)
- **Another Answer**: 12 respondents (1%)

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

- **Yes - currently**: 60 respondents (8.6%)
- **Yes - in the past**: 123 respondents (17.6%)
- **It's more complicated than that**: 21 respondents (3.8%)
- **No**: 495 respondents (70.3%)
14. Are you currently in, or have you ever been in, a polyamorous relationship?

Yes - currently: 4.7% (33)
Yes - in the past: 10.3% (72)
It's more complicated than that: 0.9% (6)
No: 84.2% (590)

15. How old are you?

18-23: 14% (138)
24-29: 14% (140)
30-34: 15% (148)
35-39: 10% (104)
40-44: 10% (104)
45-49: 8% (82)
50-54: 9% (91)
55-59: 8% (80)
60-64: 4% (42)
65-69: 4% (40)
70-74: 1% (14)
75-79: 1% (9)
80+: 1% (7)
16. What is your race?

- White: 90% (903)
- Black: 6% (63)
- American Indian or Alaska Native: 4% (39)
- Hispanic, Latino, or Spanish Origin: 4% (38)
- Asian: 2% (18)
- Middle Eastern or North African: 1% (11)
- Another race not listed: 1% (11)

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

- English: 99.7% (994)
- Another language not listed: 2.4% (24)
- Spanish: 1.9% (19)
- German: 0.4% (4)
- Arabic: 0.3% (3)
18. What is the highest level of education you have completed?

- Doctoral degree: 7% (71 respondents)
- Masters degree: 23% (228 respondents)
- Some postgraduate study: 6% (56 respondents)
- Bachelors degree: 28% (256 respondents)
- Associates degree: 8% (82 respondents)
- Some college: 16% (163 respondents)
- Technical degree/certification: 4% (41 respondents)
- General education development: 1% (5 respondents)
- High school graduate: 9% (85 respondents)
- Less than high school: 1% (10 respondents)

19. Are you registered to vote?

- Yes: 95% (944 respondents)
- No: 3% (32 respondents)
- No, but planning to register: 2% (18 respondents)
- I don’t know: 0% (4 respondents)
20. What is your political affiliation?

- Democrat: 67% (667)
- Independent: 11% (113)
- None: 11% (114)
- Republican: 4% (40)
- Libertarian: 2% (19)
- Green Party: 1% (6)

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

- Yes, Mental: 10.6% (104)
- Yes, Physical: 9.1% (89)
- Yes, Emotional: 8.0% (79)
- Yes, Cognitive: 3.3% (32)
- Yes, Visual: 1.4% (14)
- Yes, Hearing: 1.3% (13)
- Yes, another disability not listed: 1.7% (17)
- I don't have a disability: 77.0% (757)
22. How much do you make in a year from all sources before taxes?

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Accept Yes</th>
<th>Accept No</th>
<th>I'm Not Sure</th>
<th>Total</th>
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<tbody>
<tr>
<td>$200,000 or more</td>
<td>2%</td>
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<td></td>
<td>22</td>
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<tr>
<td>$100,000 to $200,000</td>
<td>11%</td>
<td>109</td>
<td></td>
<td>120</td>
</tr>
<tr>
<td>$75,000 to $99,999</td>
<td>10%</td>
<td>101</td>
<td></td>
<td>111</td>
</tr>
<tr>
<td>$50,000 to $74,999</td>
<td>23%</td>
<td>223</td>
<td></td>
<td>246</td>
</tr>
<tr>
<td>$35,000 to $49,999</td>
<td>19%</td>
<td>187</td>
<td></td>
<td>206</td>
</tr>
<tr>
<td>$15,000 to $34,999</td>
<td>16%</td>
<td>153</td>
<td></td>
<td>169</td>
</tr>
<tr>
<td>$10,000 to $14,999</td>
<td>8%</td>
<td>74</td>
<td></td>
<td>82</td>
</tr>
<tr>
<td>$0 to $9,999</td>
<td>11%</td>
<td>111</td>
<td></td>
<td>122</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Question</th>
<th>Accept Yes</th>
<th>Accept No</th>
<th>I'm Not Sure</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accepted</td>
<td>28%</td>
<td>191</td>
<td></td>
<td>219</td>
</tr>
<tr>
<td>Advocated for</td>
<td>51%</td>
<td>350</td>
<td></td>
<td>350</td>
</tr>
<tr>
<td>Included</td>
<td>34%</td>
<td>234</td>
<td></td>
<td>268</td>
</tr>
<tr>
<td>Recognized</td>
<td>48%</td>
<td>329</td>
<td></td>
<td>329</td>
</tr>
<tr>
<td>Represented</td>
<td>60%</td>
<td>279</td>
<td></td>
<td>339</td>
</tr>
</tbody>
</table>

24. FINAL COMMUNITY RESULTS AND RECOMMENDATIONS
24. How old were you when you first realized you were LGBTQ+?

Age when you first realized you were LGBTQ+?

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

Age when you began coming “out”?
26. Which of the following people are you “out” to?

- Everyone: 57% (390)
- Friend(s): 40% (281)
- Sibling(s): 25% (173)
- Parent(s) or Guardian(s): 23% (159)
- Other family member(s): 20% (141)
- Coworker(s): 18% (126)
- Counselor/therapist: 18% (125)
- Medical provider(s): 17% (116)
- Boss: 11% (76)
- Teacher/professor(s): 8% (59)
- Neighbor(s): 8% (57)
- Your children: 5% (36)
- Religious figure: 4% (29)
- School staff: 3% (23)
- No one: 1% (10)

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

- Yes, currently serving: 0.5% (5)
- Yes, served in the past: 2.6% (26)
- No, never served: 96.9% (965)
28. In which branch or branches did you serve on active duty?

- Army: 48% (15 respondents)
- Navy: 28% (8 respondents)
- Air Force: 19% (6 respondents)
- Marine Corps: 6% (2 respondents)
- Navy, but not active duty: 3% (1 respondent)
- Not listed: 3% (1 respondent)

29. What is the zip code where you currently live or stay most of the time?

[Map image showing various zip codes with different percentages]
38. When you think about COVID-19 today - how likely do you think it is that:

<table>
<thead>
<tr>
<th>Event</th>
<th>This has already happened</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Someone you know well will be infected</td>
<td>Absolutely Sure</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>High Chance</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>Medium Chance</td>
<td>18%</td>
</tr>
<tr>
<td></td>
<td>Low Chance</td>
<td>11%</td>
</tr>
<tr>
<td></td>
<td>No Chance</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>55%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Event</th>
<th>This has already happened</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Someone you know well will die</td>
<td>Absolutely Sure</td>
<td>3%</td>
</tr>
<tr>
<td></td>
<td>High Chance</td>
<td>12%</td>
</tr>
<tr>
<td></td>
<td>Medium Chance</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>Low Chance</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>No Chance</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>25%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Event</th>
<th>This has already happened</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>You will be infected</td>
<td>Absolutely Sure</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>High Chance</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td>Medium Chance</td>
<td>28%</td>
</tr>
<tr>
<td></td>
<td>Low Chance</td>
<td>40%</td>
</tr>
<tr>
<td></td>
<td>No Chance</td>
<td>4%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>18%</td>
</tr>
</tbody>
</table>
You will get infected, and you will infect someone else

This has already happened

- Absolutely Sure: 7% (50)
- High Chance: 14% (94)
- Medium Chance: 30% (209)
- Low Chance: 39% (269)
- No Chance: 7% (46)

You will have to go to the hospital if you get the virus

This has already happened

- Absolutely Sure: 2% (16)
- High Chance: 10% (71)
- Medium Chance: 26% (179)
- Low Chance: 50% (345)
- No Chance: 7% (49)

You will have to quarantine whether or not you get infected

This has already happened

- Absolutely Sure: 16% (69)
- High Chance: 18% (110)
- Medium Chance: 21% (144)
- Low Chance: 19% (134)
- No Chance: 4% (28)
39. In your opinion, how effective are the following actions for keeping you safe from COVID-19 today?

- **Getting the COVID-19 vaccine**
  - Very Effective: 76% (522)
  - Effective: 15% (103)
  - Somewhat Effective: 5% (38)
  - Hardly Effective: 2% (11)
  - Not Effective At All: 2% (17)

- **Praying**
  - Very Effective: 6% (39)
  - Effective: 5% (32)
  - Somewhat Effective: 11% (79)
  - Hardly Effective: 12% (82)
  - Not Effective At All: 66% (467)

- **Staying away from hospitals, clinics, and doctors**
  - Very Effective: 18% (121)
  - Effective: 20% (139)
  - Somewhat Effective: 25% (186)
  - Hardly Effective: 12% (85)
  - Not Effective At All: 7% (46)

- **Staying away from public spaces, gatherings, and crowds**
  - Very Effective: 42% (252)
  - Effective: 32% (223)
  - Somewhat Effective: 20% (141)
  - Hardly Effective: 3% (22)
  - Not Effective At All: 2% (13)
Staying away from public transportation

- Very Effective: 29% (203)
- Effective: 34% (235)
- Somewhat Effective: 38% (209)
- Hardly Effective: 4% (28)
- Not Effective At All: 2% (16)

Staying away from restaurants and bars

- Very Effective: 28% (193)
- Effective: 34% (239)
- Somewhat Effective: 30% (208)
- Hardly Effective: 5% (34)
- Not Effective At All: 2% (16)

Washing your hands with hot soap or using hand sanitizer

- Very Effective: 52% (364)
- Effective: 34% (231)
- Somewhat Effective: 11% (79)
- Hardly Effective: 3% (18)
- Not Effective At All: 1% (6)

Wearing a face mask

- Very Effective: 45% (313)
- Effective: 35% (246)
- Somewhat Effective: 14% (96)
- Hardly Effective: 3% (21)
- Not Effective At All: 3% (21)
40. Have you received the COVID-19 vaccine?

- Yes, I have received at least one dose of the vaccine: 93%
- No, but I want the vaccine: 1%
- No, I don't want the vaccine: 5%
- Prefer not to say: 2%

41. Which vaccine did you receive?

- Pfizer: 49%
- Moderna: 41%
- Johnson and Johnson: 10%
- I don't know which vaccine I received: 1%
42. What are the biggest reasons you have not gotten the COVID-19 vaccine?

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>I want to wait until I feel more sure that it is safe</td>
<td>58.1%</td>
<td>18</td>
</tr>
<tr>
<td>I don't trust the vaccine</td>
<td>54.8%</td>
<td>17</td>
</tr>
<tr>
<td>Side effects of the vaccine</td>
<td>51.6%</td>
<td>16</td>
</tr>
<tr>
<td>My personal beliefs and experiences</td>
<td>45.2%</td>
<td>14</td>
</tr>
<tr>
<td>I have other health concerns</td>
<td>32.3%</td>
<td>10</td>
</tr>
</tbody>
</table>

Percentage of Respondents
General Access
44. Do you have a computer or laptop with internet access at the place you live or stay that you can use?

Yes $96\%$ (664)
No $4\%$ (30)

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

Yes $99.7\%$ (692)
No $0.3\%$ (2)
49. Where do you go to find LGBTQ+ community information, support, or resources?

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social media</td>
<td>88%</td>
<td>601</td>
</tr>
<tr>
<td>Internet websites</td>
<td>70%</td>
<td>479</td>
</tr>
<tr>
<td>Word of mouth</td>
<td>54%</td>
<td>369</td>
</tr>
<tr>
<td>Local non-profit organizations</td>
<td>32%</td>
<td>221</td>
</tr>
<tr>
<td>Doctors or Counselors offices</td>
<td>16%</td>
<td>112</td>
</tr>
<tr>
<td>Support groups</td>
<td>16%</td>
<td>111</td>
</tr>
<tr>
<td>Newspaper/Magazine</td>
<td>15%</td>
<td>104</td>
</tr>
<tr>
<td>Local community centers</td>
<td>11%</td>
<td>73</td>
</tr>
<tr>
<td>Not listed</td>
<td>8%</td>
<td>58</td>
</tr>
</tbody>
</table>

“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?

- Web/Online: 91% (599)
- Mobile Application: 53% (349)
- Email: 39% (256)
- In-person from Local Settings: 38% (248)
- Printed Newsletter or Booklet: 28% (183)
- Text Reminders: 26% (171)
- Confidentially mailed: 16% (103)

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?

- Definitely yes: 64% (434)
- Probably yes: 26% (175)
- Might or might not: 8% (53)
- Probably not: 2% (15)
- Definitely not: 1% (4)
53. If Greater Akron had an LGBTQ+ community center, which of the following things would be important to you?

- Have a relaxed space where people can congregate: 88% (555)
- Have someone available to do counseling and provide mental health support: 84% (532)
- Have a free meeting space for any group wanted to meet there: 81% (513)
- Have a reading room/library with internet access: 68% (434)
- Have a front desk person for directions and referrals: 68% (431)

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

- Self-esteem: 51.3% (295)
- Planning for the future/Goal setting: 36.9% (212)
- I am not struggling with or experiencing any of these things: 31.7% (182)
- Managing money and making a budget: 27.7% (159)
- Making decisions/problem solving: 25.4% (146)
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?

- **People act as if they are afraid of you**
  - Almost everyday: 20%
  - At least once a week: 13%
  - A few times a month: 26%
  - A few times a year: 23%
  - Less than once a year: 17%
  - Never: 11%

- **People act as if they think you are dishonest**
  - Almost everyday: 14%
  - At least once a week: 9%
  - A few times a month: 17%
  - A few times a year: 23%
  - Less than once a year: 17%
  - Never: 20%

- **People act as if they think you are not smart**
  - Almost everyday: 17%
  - At least once a week: 14%
  - A few times a month: 23%
  - A few times a year: 20%
  - Less than once a year: 11%
  - Never: 14%

- **People act as if they’re better than you are**
  - Almost everyday: 31%
  - At least once a week: 9%
  - A few times a month: 26%
  - A few times a year: 11%
  - Less than once a year: 11%
  - Never: 11%
### You are called names or insulted

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>14%</td>
<td>5</td>
</tr>
<tr>
<td>A few times a month</td>
<td>14%</td>
<td>5</td>
</tr>
<tr>
<td>A few times a year</td>
<td>26%</td>
<td>9</td>
</tr>
<tr>
<td>Less than once a year</td>
<td>34%</td>
<td>12</td>
</tr>
<tr>
<td>Never</td>
<td>11%</td>
<td>4</td>
</tr>
</tbody>
</table>

### You are threatened or harassed

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>9%</td>
<td>3</td>
</tr>
<tr>
<td>At least once a week</td>
<td>3%</td>
<td>1</td>
</tr>
<tr>
<td>A few times a month</td>
<td>12%</td>
<td>4</td>
</tr>
<tr>
<td>A few times a year</td>
<td>18%</td>
<td>6</td>
</tr>
<tr>
<td>Less than once a year</td>
<td>38%</td>
<td>13</td>
</tr>
<tr>
<td>Never</td>
<td>21%</td>
<td>7</td>
</tr>
</tbody>
</table>

### You are treated with less courtesy than other people are

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>17%</td>
<td>6</td>
</tr>
<tr>
<td>At least once a week</td>
<td>29%</td>
<td>10</td>
</tr>
<tr>
<td>A few times a month</td>
<td>23%</td>
<td>8</td>
</tr>
<tr>
<td>A few times a year</td>
<td>20%</td>
<td>7</td>
</tr>
<tr>
<td>Less than once a year</td>
<td>6%</td>
<td>2</td>
</tr>
<tr>
<td>Never</td>
<td>6%</td>
<td>2</td>
</tr>
</tbody>
</table>

### You are treated with less respect than other people are

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>23%</td>
<td>8</td>
</tr>
<tr>
<td>At least once a week</td>
<td>23%</td>
<td>8</td>
</tr>
<tr>
<td>A few times a month</td>
<td>17%</td>
<td>6</td>
</tr>
<tr>
<td>A few times a year</td>
<td>20%</td>
<td>7</td>
</tr>
<tr>
<td>Less than once a year</td>
<td>11%</td>
<td>4</td>
</tr>
<tr>
<td>Never</td>
<td>6%</td>
<td>2</td>
</tr>
</tbody>
</table>

### You receive poorer service than other people at restaurants or stores

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>11%</td>
<td>4</td>
</tr>
<tr>
<td>At least once a week</td>
<td>14%</td>
<td>5</td>
</tr>
<tr>
<td>A few times a month</td>
<td>20%</td>
<td>7</td>
</tr>
<tr>
<td>A few times a year</td>
<td>29%</td>
<td>10</td>
</tr>
<tr>
<td>Less than once a year</td>
<td>9%</td>
<td>3</td>
</tr>
<tr>
<td>Never</td>
<td>17%</td>
<td>6</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>People act as if they are afraid of you</th>
<th>Almost everyday</th>
<th>At least once a week</th>
<th>A few times a month</th>
<th>A few times a year</th>
<th>Less than once a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>5%</td>
<td>6%</td>
<td>19%</td>
<td>27%</td>
<td>28%</td>
<td>29%</td>
</tr>
<tr>
<td>At least once a week</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a month</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than once a year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>People act as if they think you are dishonest</th>
<th>Almost everyday</th>
<th>At least once a week</th>
<th>A few times a month</th>
<th>A few times a year</th>
<th>Less than once a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>5%</td>
<td>10%</td>
<td>16%</td>
<td>14%</td>
<td>18%</td>
<td>29%</td>
</tr>
<tr>
<td>At least once a week</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a month</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>A few times a year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than once a year</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>41%</td>
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<table>
<thead>
<tr>
<th>People act as if they think you are not smart</th>
<th>Almost everyday</th>
<th>At least once a week</th>
<th>A few times a month</th>
<th>A few times a year</th>
<th>Less than once a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>11%</td>
<td>12%</td>
<td>16%</td>
<td>17%</td>
<td>18%</td>
<td>27%</td>
</tr>
<tr>
<td>At least once a week</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a month</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a year</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than once a year</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td>25%</td>
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</table>

<table>
<thead>
<tr>
<th>People act as if they're better than you are</th>
<th>Almost everyday</th>
<th>At least once a week</th>
<th>A few times a month</th>
<th>A few times a year</th>
<th>Less than once a year</th>
<th>Never</th>
</tr>
</thead>
<tbody>
<tr>
<td>Almost everyday</td>
<td>19%</td>
<td>20%</td>
<td>21%</td>
<td>22%</td>
<td>23%</td>
<td>24%</td>
</tr>
<tr>
<td>At least once a week</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a month</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>A few times a year</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Less than once a year</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Never</td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

Percentage of Respondents
| **SURVEY DATA: GENERAL ACCESS** | **GREATER AKRON LGBTQ+ COMMUNITY NEEDS ASSESSMENT** | **43** |

<table>
<thead>
<tr>
<th><strong>You are called names or insulted</strong></th>
<th><strong>Percentage of Respondents</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Almost everyday</strong></td>
<td>8%</td>
</tr>
<tr>
<td><strong>At least once a week</strong></td>
<td>6%</td>
</tr>
<tr>
<td><strong>A few times a month</strong></td>
<td>16%</td>
</tr>
<tr>
<td><strong>A few times a year</strong></td>
<td>17%</td>
</tr>
<tr>
<td><strong>Less than once a year</strong></td>
<td>20%</td>
</tr>
<tr>
<td><strong>Never</strong></td>
<td>21%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>You are threatened or harassed</strong></th>
<th><strong>Percentage of Respondents</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Almost everyday</strong></td>
<td>6%</td>
</tr>
<tr>
<td><strong>At least once a week</strong></td>
<td>6%</td>
</tr>
<tr>
<td><strong>A few times a month</strong></td>
<td>7%</td>
</tr>
<tr>
<td><strong>A few times a year</strong></td>
<td>25%</td>
</tr>
<tr>
<td><strong>Less than once a year</strong></td>
<td>27%</td>
</tr>
<tr>
<td><strong>Never</strong></td>
<td>29%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>You are treated with less courtesy than other people are</strong></th>
<th><strong>Percentage of Respondents</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Almost everyday</strong></td>
<td>9%</td>
</tr>
<tr>
<td><strong>At least once a week</strong></td>
<td>19%</td>
</tr>
<tr>
<td><strong>A few times a month</strong></td>
<td>27%</td>
</tr>
<tr>
<td><strong>A few times a year</strong></td>
<td>28%</td>
</tr>
<tr>
<td><strong>Less than once a year</strong></td>
<td>27%</td>
</tr>
<tr>
<td><strong>Never</strong></td>
<td>29%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>You are treated with less respect than other people are</strong></th>
<th><strong>Percentage of Respondents</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Almost everyday</strong></td>
<td>12%</td>
</tr>
<tr>
<td><strong>At least once a week</strong></td>
<td>17%</td>
</tr>
<tr>
<td><strong>A few times a month</strong></td>
<td>29%</td>
</tr>
<tr>
<td><strong>A few times a year</strong></td>
<td>25%</td>
</tr>
<tr>
<td><strong>Less than once a year</strong></td>
<td>8%</td>
</tr>
<tr>
<td><strong>Never</strong></td>
<td>9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>You receive poorer service than other people at restaurants or stores</strong></th>
<th><strong>Percentage of Respondents</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Almost everyday</strong></td>
<td>6%</td>
</tr>
<tr>
<td><strong>At least once a week</strong></td>
<td>8%</td>
</tr>
<tr>
<td><strong>A few times a month</strong></td>
<td>14%</td>
</tr>
<tr>
<td><strong>A few times a year</strong></td>
<td>22%</td>
</tr>
<tr>
<td><strong>Less than once a year</strong></td>
<td>25%</td>
</tr>
<tr>
<td><strong>Never</strong></td>
<td>26%</td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Assistance</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>None of these</td>
<td>65% 418</td>
</tr>
<tr>
<td>Medicaid</td>
<td>19% 122</td>
</tr>
<tr>
<td>Medicare</td>
<td>11% 70</td>
</tr>
<tr>
<td>SNAP (food stamps)</td>
<td>10% 63</td>
</tr>
<tr>
<td>FAFSA - Pell Grant</td>
<td>9% 60</td>
</tr>
<tr>
<td>Ryan White HIV/AIDS program</td>
<td>2% 15</td>
</tr>
<tr>
<td>Veteran Administration Services</td>
<td>2% 12</td>
</tr>
<tr>
<td>Housing voucher (section 8)</td>
<td>2% 11</td>
</tr>
<tr>
<td>CHIP - Children’s medicaid</td>
<td>1% 9</td>
</tr>
<tr>
<td>WIC - Women, infants, and children nutrition assistance</td>
<td>1% 8</td>
</tr>
<tr>
<td>TANF - Ohio works first</td>
<td>0% 2</td>
</tr>
</tbody>
</table>

“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
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?

- Depression: 69.5% (407)
- Anxiety disorders: 60.2% (353)
- Post Traumatic Stress Disorder (PTSD): 25.3% (148)
- Suicidal ideation: 20.1% (118)
- None of the above: 19.5% (114)

“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?

<table>
<thead>
<tr>
<th>Health Domain</th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
<th>Not Sure</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Behavioral Health</strong></td>
<td>16%</td>
<td>44%</td>
<td>24%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td></td>
<td>109</td>
<td>339</td>
<td>161</td>
<td>44</td>
<td>8</td>
</tr>
<tr>
<td><strong>Mental Health</strong></td>
<td>8%</td>
<td>8%</td>
<td>39%</td>
<td>16%</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>53</td>
<td>53</td>
<td>236</td>
<td>107</td>
<td>1</td>
</tr>
<tr>
<td><strong>Physical Health</strong></td>
<td>10%</td>
<td>8%</td>
<td>35%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td></td>
<td>67</td>
<td>55</td>
<td>231</td>
<td>55</td>
<td>2</td>
</tr>
<tr>
<td><strong>Social Health</strong></td>
<td>11%</td>
<td>14%</td>
<td>29%</td>
<td>14%</td>
<td>2%</td>
</tr>
<tr>
<td></td>
<td>74</td>
<td>91</td>
<td>191</td>
<td>91</td>
<td>12</td>
</tr>
<tr>
<td><strong>Spiritual Health</strong></td>
<td>14%</td>
<td>9%</td>
<td>26%</td>
<td>9%</td>
<td>16%</td>
</tr>
<tr>
<td></td>
<td>92</td>
<td>60</td>
<td>172</td>
<td>60</td>
<td>106</td>
</tr>
</tbody>
</table>

Percentage of Respondents
63. Do you currently have health insurance coverage?

Yes: 96% (637)
No: 4% (25)

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

- Cannot afford insurance: 72% (18)
- My Employer does not provide health insurance: 24% (6)
- Currently unemployed: 24% (6)
- Not eligible for employer insurance: 16% (4)
- Not listed: 16% (4)
- My partner/spouse's employer doesn't cover me: 4% (1)
- Don't need health insurance: 4% (1)
65. Please tell us more about your typical experience getting healthcare-related services in the past five (5) years.

- I am comfortable seeking medical care when I need it
  - Always: 10% 30%
  - Most of the Time: 31% 199
  - Sometimes: 29% 187
  - Never or Almost Never: 16% 46
  - Not applicable: 1% 6

- I deal with mistreatment due to my LGBTQ identity to get medical care
  - Always: 2% 10
  - Most of the Time: 3% 16
  - Sometimes: 14% 90
  - Never or Almost Never: 68% 417
  - Not applicable: 14% 90

- I delay seeking medical care because of high out of pocket costs
  - Always: 10% 66
  - Most of the Time: 14% 91
  - Sometimes: 38% 195
  - Never or Almost Never: 37% 238
  - Not applicable: 9% 57

- I have access to dental care within my community
  - Always: 95% 381
  - Most of the Time: 13% 107
  - Sometimes: 8% 34
  - Never or Almost Never: 4% 23
  - Not applicable: 2% 8

- I have to educate medical providers about my healthcare needs
  - Always: 8% 54
  - Most of the Time: 12% 78
  - Sometimes: 33% 215
  - Never or Almost Never: 39% 253
  - Not applicable: 8% 50
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)

Yes: 19.0% 124
No: 81.0% 528

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?

Very comfortable: 33.5% 219
Somewhat comfortable: 27.6% 180
Comfortable with some providers but not with all providers: 22.5% 147
Somewhat uncomfortable: 7.0% 46
Very uncomfortable: 5.5% 36
I don’t know: 3.8% 25

68. What is your HIV status?

HIV + (positive): 4.2% 27
HIV - (negative): 88.6% 576
I don’t know: 7.2% 47
69. How would you rate your knowledge about HIV and HIV prevention?

- Excellent: 41% (265)
- Fair: 17% (108)
- Good: 38% (250)
- Poor: 4% (29)

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

- Once every 6 months: 32.7% (203)
- Yearly: 8.5% (53)
- Only when I feel I need to be tested: 45.0% (279)
- Never: 8.1% (50)

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

- I am taking medication prescribed by my doctor to treat my HIV: 100.0% (26)
72. Are you currently taking hormones or undergoing hormone replacement therapy (HRT)?

Yes: 9%  
No: 91%  

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

Yes: 100%  

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

Yes: 95%  
Not applicable - I don't self-administer: 5%
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
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)?

- Yes: 17.7% (114)
- No: 76.9% (495)
- I’m Not Sure: 5.4% (35)

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

- Yes: 51% (326)
- No: 49% (316)
79. Are you a survivor of sexual, physical, spiritual, emotional abuse or harassment that occurred in a spiritual setting?

<table>
<thead>
<tr>
<th>Category</th>
<th>Yes</th>
<th>No</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emotional Abuse</td>
<td>35%</td>
<td>59%</td>
<td>6%</td>
</tr>
<tr>
<td>Harassment</td>
<td>26%</td>
<td>70%</td>
<td>4%</td>
</tr>
<tr>
<td>Physical Abuse</td>
<td>13%</td>
<td>85%</td>
<td>2%</td>
</tr>
<tr>
<td>Sexual Abuse</td>
<td>15%</td>
<td>82%</td>
<td>3%</td>
</tr>
<tr>
<td>Spiritual Abuse</td>
<td>22%</td>
<td>70%</td>
<td>7%</td>
</tr>
</tbody>
</table>
80. Have you ever been involved in conversion therapy?

- Yes: 4.7% (30 respondents)
- No: 95.3% (615 respondents)

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

- Yes: 50.0% (15 respondents)
- No: 46.7% (14 respondents)
- I don't know: 3.3% (1 respondent)
82. Was your participation in conversion therapy in response to a religious or spiritual belief or concern?

- Yes: 73.3% (22)
- No: 23.3% (7)
- I don't know: 3.3% (1)

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

- Yes: 53% (16)
- No: 47% (14)

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

- Gender Expression
  - Yes: 42% (264)
  - No: 53% (332)
  - I don't know: 6% (35)

- Gender Identity
  - Yes: 41% (259)
  - No: 54% (346)
  - I don't know: 5% (33)

- Sexual Orientation
  - Yes: 69% (437)
  - No: 27% (171)
  - I don't know: 4% (25)
85. To what level do you consider yourself to be religious or spiritual?

- Very religious or spiritual: 15% (95)
- Somewhat religious or spiritual: 29% (189)
- Slightly religious or spiritual: 22% (141)
- Not religious or spiritual: 30% (196)
- I don’t know: 3% (22)

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

- Christian: 49.2% (203)
- No Religion, spiritual but not religious: 28.1% (116)
- Another Answer: 13.8% (57)
- Jewish: 3.4% (14)
- Not religious or spiritual: 1.9% (8)
- Atheist: 1.7% (7)
- Buddhist: 1.5% (6)
- Hindu: 0.5% (2)
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

<table>
<thead>
<tr>
<th>Yes</th>
<th>57.3%</th>
<th>244</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>42.7%</td>
<td>182</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Always</th>
<th>7%</th>
<th>29</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sometimes</td>
<td>36%</td>
<td>158</td>
</tr>
<tr>
<td>Never</td>
<td>9%</td>
<td>41</td>
</tr>
<tr>
<td>Often</td>
<td>22%</td>
<td>97</td>
</tr>
<tr>
<td>Rarely</td>
<td>26%</td>
<td>115</td>
</tr>
</tbody>
</table>
90. How often do you participate in individual spiritual practices alone? (such as praying, meditating, or some other individual spiritual practice)

- Only when I feel the need: 27.8% (122)
- A few times a week: 21.4% (94)
- Multiple times a day: 15.5% (68)
- Once a week: 12.1% (53)
- Once every day: 11.6% (51)
- Never: 11.6% (51)

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

- Yes: 25.6% (112)
- Maybe: 11.4% (50)
- No: 14.4% (63)
- I don't know: 3.4% (15)
- Not Applicable - I don't have a place of worship: 45.2% (198)
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?

<table>
<thead>
<tr>
<th>Response</th>
<th>Yes</th>
<th>Maybe</th>
<th>No</th>
<th>I don't know</th>
<th>Not Applicable - I don't have a place of worship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of Respondents</td>
<td>13.0%</td>
<td>10.3%</td>
<td>20.8%</td>
<td>6.6%</td>
<td>49.3%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Yes</th>
<th>Maybe</th>
<th>No</th>
<th>I don't know</th>
<th>Not Applicable - I don't have a place of worship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of Respondents</td>
<td>21.7%</td>
<td>11.0%</td>
<td>9.8%</td>
<td>8.0%</td>
<td>49.5%</td>
</tr>
</tbody>
</table>
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?

- Yes: 45% (286 respondents)
- No: 55% (347 respondents)

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

- College/University: 51.6% (146 respondents)
- Community College: 7.1% (20 respondents)
- Graduate School: 33.6% (95 respondents)
- High School/Senior High School: 7.8% (22 respondents)

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

- Very often: 1.4% (4 respondents)
- Sometimes: 19.6% (56 respondents)
- Never: 33.2% (95 respondents)
- Often: 4.9% (14 respondents)
- Rarely: 40.9% (117 respondents)
100. Which of the following settings have you avoided due to fear for your physical safety

<table>
<thead>
<tr>
<th>Setting</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Walking around school/campus at night</td>
<td>67.3% (107)</td>
</tr>
<tr>
<td>Secluded areas</td>
<td>52.2% (83)</td>
</tr>
<tr>
<td>Parking lots or garages</td>
<td>42.8% (60)</td>
</tr>
<tr>
<td>Parties or other social gatherings</td>
<td>37.7% (60)</td>
</tr>
<tr>
<td>Neighborhoods surrounding school/campus</td>
<td>37.1% (59)</td>
</tr>
<tr>
<td>Bathrooms, Locker rooms, or other private spaces</td>
<td>35.8% (57)</td>
</tr>
<tr>
<td>Buses or bus stops</td>
<td>27.7% (44)</td>
</tr>
<tr>
<td>Gym/Recreation center</td>
<td>17.6% (28)</td>
</tr>
<tr>
<td>Sporting events</td>
<td>17.0% (27)</td>
</tr>
<tr>
<td>Student organizations</td>
<td>11.9% (19)</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage of Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>18.1% (113)</td>
</tr>
<tr>
<td>No</td>
<td>66.7% (416)</td>
</tr>
<tr>
<td>I'm Not Sure</td>
<td>15.2% (95)</td>
</tr>
</tbody>
</table>
102. Did this/these events happen in Summit, Stark, Medina, or Portage County, Ohio?

<table>
<thead>
<tr>
<th>Yes</th>
<th>54%</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>46%</td>
</tr>
</tbody>
</table>
103. How often have you experienced any of the following types of discrimination in an educational setting?

<table>
<thead>
<tr>
<th>Ability or disability status</th>
<th>3 or More Times</th>
<th>1-2 times</th>
<th>Never</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>23.2%</td>
<td>15.2%</td>
<td>40.2%</td>
<td>21.4%</td>
</tr>
<tr>
<td>Age</td>
<td>11.3%</td>
<td>16.2%</td>
<td>64.9%</td>
<td>7.2%</td>
</tr>
<tr>
<td>Gender identity or gender expression</td>
<td>22.5%</td>
<td>30.6%</td>
<td>42.3%</td>
<td>4.5%</td>
</tr>
<tr>
<td>Height or weight</td>
<td>16.4%</td>
<td>39.1%</td>
<td>8.2%</td>
<td>5.0%</td>
</tr>
<tr>
<td>Marital status</td>
<td>4.5%</td>
<td>2.7%</td>
<td>68.5%</td>
<td>24.3%</td>
</tr>
<tr>
<td>National origin</td>
<td>2.7%</td>
<td>3.6%</td>
<td>70.0%</td>
<td>23.6%</td>
</tr>
<tr>
<td>Category</td>
<td>3 or More Times</td>
<td>1-2 Times</td>
<td>Never</td>
<td>Not applicable</td>
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<tr>
<td>Political orientation</td>
<td></td>
<td></td>
<td>27.7%</td>
<td>18.6%</td>
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<td>46.4%</td>
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<td></td>
<td>6.1%</td>
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<tr>
<td>Racial or ethnic identity</td>
<td>6.3%</td>
<td>8.9%</td>
<td></td>
<td>71.4%</td>
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<td>13.4%</td>
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<tr>
<td>Religion</td>
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<td></td>
<td>8.2%</td>
<td>61.6%</td>
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<td>10.0%</td>
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<tr>
<td>Sex</td>
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<td>27.7%</td>
<td>23.2%</td>
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<td>46.4%</td>
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<td></td>
<td>2.7%</td>
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<tr>
<td>Sexual Orientation</td>
<td></td>
<td></td>
<td>24.3%</td>
<td>4.5%</td>
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<td></td>
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<td>0.9%</td>
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<tr>
<td>Social class</td>
<td></td>
<td></td>
<td>27.9%</td>
<td>16.2%</td>
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<td>50.5%</td>
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<td></td>
<td>5.4%</td>
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<tr>
<td>Veteran status</td>
<td></td>
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<td>43.2%</td>
<td>43.2%</td>
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<td>56.8%</td>
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<td>48</td>
</tr>
</tbody>
</table>

Percentage of Respondents
104. Do you feel you received enough LGBTQ+ sex education in school?

- Yes: 3.2% (20)
- Maybe: 4.0% (25)
- No: 92.8% (580)

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

- Yes: 94.7% (593)
- No: 5.3% (33)

“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)

Yes: 65.4% (183)
No: 34.6% (97)

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

- Procrastination, cannot get started: 74% (114)
- Instructors don’t know how to teach online: 61% (96)
- Online learning seems impersonal: 58% (90)
- Finding time to engage: 58% (90)
- Lack of interaction or communication among other students: 55% (85)
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?

- Own: 45.4% (279)
- Rent: 36.3% (223)
- Living with family: 14.2% (87)
- Another Answer: 4.1% (25)
- Dorm: 2.8% (17)

110. Are you currently receiving a housing subsidy?

- Yes: 2.4% (15)
- No, but I would like to: 6.1% (38)
- No: 87.8% (548)
- I don’t know: 3.7% (23)
111. Are you satisfied with your current living arrangements?

- Yes: 83.4% (524)
- No: 16.6% (104)

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

- Too small/Not enough space: 38.9% (37)
- Bad/Rude/Loud neighbors: 30.5% (29)
- Home/Apartment needs repairs that I cannot afford: 25.3% (24)
- Crime in the neighborhood: 21.1% (20)
- Too expensive: 17.9% (17)
- Landlord won’t make repairs: 15.8% (15)
- Mold: 7.4% (7)
- Property value fell: 3.2% (3)
- Lead: 1.1% (1)
- Another Answer: 42.1% (40)
113. What factors are most important to you when choosing your home or apartment?

- Cost I can afford: 94%
- Like the neighborhood: 67%
- Close to work: 58%
- Low crime rate: 51%
- An LGBTQ+ friendly atmosphere: 51%

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

- Can't afford to live anywhere else: 83.3%
- Don't allow pets: 41.1%
- In a lease or contract: 20.0%
- I don't feel welcome: 20.0%
- Don't have a car: 15.6%
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.

![Percentage of Respondents](chart1.png)

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

![Percentage of Respondents](chart2.png)
119. Food insecurity is when you are unable to access or afford enough food consistently. Have you ever in your life experienced food insecurity?

- Yes, I am currently experiencing a food insecurity: 7.4% (46)
- Yes, I have experienced a food insecurity in the past: 33.5% (209)
- No, I have not experienced a food insecurity: 57.4% (358)
- I don’t know: 3.0% (19)

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

- 65 and older: 1.2% (3)
- 41-65 years old: 13.4% (33)
- 26-40 years old: 30.1% (74)
- 19-25 years old: 60.2% (148)
- 13-18 years old: 35.8% (88)
- 0-12 years old: 32.5% (80)
121. How often do you experience food insecurity?

- Almost every month: 64.4% (29 respondents)
- Some months but not every month: 31.1% (14 respondents)
- Only 1 or 2 months: 2.2% (1 respondent)
- Don’t know: 2.2% (1 respondent)

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

- Almost every month: 35.9% (123 respondents)
- Some months but not every month: 33.2% (114 respondents)
- Only 1 or 2 months: 12.2% (42 respondents)
- Don’t know: 18.7% (64 respondents)

“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?

- **Full-Service Grocery (i.e., Giant Eagle, Acme, Aldi, Save-a-lot)**: 93%
- **Superstore (i.e., Target, Walmart, Meijer)**: 52%
- **Farmers Market**: 28%
- **Discount Store (i.e., Big Lots, Dollar General)**: 17%
- **Convenience Store/Gas Station (CVS, Sheets, etc.)**: 9%

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

- **I am too busy to make nutritious meals for myself**: 32.8%
- **I can cook, but nutritious foods are too expensive**: 24.6%
- **I am not sure whether my meals are nutritious or not**: 9.3%
- **I don’t have what I need to prepare nutrition meals for myself (kitchen, utensils, appliances, etc.)**: 5.2%
- **I am physically unable to make meals for myself**: 1.1%
- **I do not know how to make nutritious meals for myself**: 7.0%
- **None of these statements apply to me**: 49.4%

86 | FINAL COMMUNITY RESULTS AND RECOMMENDATIONS
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)

- Working - Full time: 62.5% (389)
- Working - Part time: 16.4% (102)
- Student - Full time: 11.7% (73)
- Working - Contractor/Gig-employment: 5.9% (37)
- Retired: 5.3% (33)
- Not working - able to work: 5.6% (31)
- Not working - unable to work: 4.8% (30)
- Working - Seasonal: 2.1% (13)
- Student - Part time: 1.6% (10)

127. What is your occupation?

- Education, Training, and Library: 21.7% (97)
- Management: 19.5% (88)
- Non-profit: 18.8% (84)
- Another Answer: 16.1% (74)
- Community and Social Service: 13.8% (62)
- Business and Financial Operations: 13.3% (62)
- Healthcare Practitioner: 9.8% (46)
- Office and Administrative Support: 9.4% (42)
- Arts/Design/Entertainment/Sports: 8.5% (38)
- Healthcare Support Occupations: 8.5% (38)
128. Would you like help with any of these job-related activities?

![Chart showing percentage of respondents for various job-related activities]

- Business and Financial Operations: 7.3% (43)
- Computer skills: 8.1% (46)
- Career/job training: 21.2% (146)
- Career information options: 12.8% (72)
- Job interviewing skills: 14.4% (82)
- Job placement: 10.0% (57)
- Job search strategies: 13.2% (75)
- Management skills: 14.0% (80)
- Personal branding: 14.2% (81)
- Resume writing: 15.1% (86)
- I don't want help with any of these: 58.3% (332)

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

![Chart showing percentage of respondents for disclosing sexual orientation or gender identity]

- Yes: 25% (154)
- No: 78% (430)
- I don't know: 3% (21)
- I've never interviewed for a job: 2% (10)
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)

- Yes: 72.1% (388)
- No: 16.0% (86)
- I don’t know: 11.9% (64)
131. Tell us what attitudes exist at your job/workplace towards LGBTQ+ employees.

Coworkers are as likely to ask nice, engaging questions about a same-sex relationship as they are about a heterosexual relationship:

- Describes Extremely Well: 21.8% (114)
- Describes Pretty Well: 31.8% (182)
- Describes Somewhat or A Little: 21.4% (112)
- Doesn’t Describe At All: 10.3% (56)
- I don’t know: 15.1% (79)

Coworkers make comments that seem to indicate a lack of awareness of LGBTQ+ issues:

- Describes Extremely Well: 8.0% (42)
- Describes Pretty Well: 15.1% (79)
- Describes Somewhat or A Little: 34.6% (180)
- Doesn’t Describe At All: 32.3% (169)
- I don’t know: 16.1% (93)

Employees are expected not to act “too gay”:

- Describes Extremely Well: 5.8% (30)
- Describes Pretty Well: 9.8% (47)
- Describes Somewhat or A Little: 15.4% (80)
- Doesn’t Describe At All: 53.8% (289)
- I don’t know: 16.0% (83)

LGBTQ+ employees are comfortable talking about their personal lives with coworkers:

- Describes Extremely Well: 32.3% (172)
- Describes Pretty Well: 27.2% (141)
- Describes Somewhat or A Little: 18.7% (102)
- Doesn’t Describe At All: 7.7% (40)
- I don’t know: 12.2% (63)
131. Tell us what attitudes exist at your job/workplace towards LGBTQ+ employees. (cont.)

- **LGBTQ+ employees feel accepted by coworkers**
  - Describes Extremely Well: 20.3% (150)
  - Describes Pretty Well: 35.7% (166)
  - Describes Somewhat & Little: 17.5% (91)
  - Doesn’t Describe At All: 6.6% (24)
  - Don’t Know: 11.9% (82)

- **LGBTQ+ employees must be secretive about their identity**
  - Describes Extremely Well: 4.0% (21)
  - Describes Pretty Well: 4.4% (44)
  - Describes Somewhat & Little: 22.5% (117)
  - Doesn’t Describe At All: 52.9% (281)
  - Don’t Know: 11.1% (58)

- **LGBTQ+ people consider it a comfortable place to work**
  - Describes Extremely Well: 28.9% (155)
  - Describes Pretty Well: 30.8% (183)
  - Describes Somewhat & Little: 16.1% (84)
  - Doesn’t Describe At All: 5.4% (28)
  - Don’t Know: 14.7% (77)

- **My immediate workgroup is supportive of LGBTQ+ coworkers**
  - Describes Extremely Well: 46.1% (230)
  - Describes Pretty Well: 26.4% (139)
  - Describes Somewhat & Little: 10.8% (55)
  - Doesn’t Describe At All: 4.8% (24)
  - Don’t Know: 11.8% (61)
The environment for LGTBQ+ employees to stay closeted (to same-sex relationship as they are "too gay")

There is pressure for LGTBQ+ employees to be mentored (gender identity/expression)

The company or institution as a supportive of LGTBQ+ coworkers

My immediate work group is somewhat or a little

LGTBQ+ employees feel accepted

LGTBQ+ employees fear job loss

LGTBQ+ employees are treated

LGTBQ+ employees are free to be

Emptees are expected not to act

gender identity/expression)

with respect

comfortable talking about their

secretive about their identity

by coworkers because of sexual orientation or gender identity/expression

comfortable place to work

parenteer

Survey Data: Business, Employment, and Commerce

Client Needs Assessment

I don't know

I don't know

I don't know

0% 10% 20% 30% 40% 50% 60% 70% 80% 90%

2.5%

13%

3.9%

4.2%

4.6%

5.4%

5.9%

6.4%

7.7%

8.1%

8.8%

9.1%

9.5%

10.1%

11.1%

13.3%

13.5%

13.9%

14.7%

15.4%

16.0%

16.2%

16.8%

17.2%

17.5%

18.8%

19.7%

20.3%

20.9%

21.8%

22.0%

22.2%

23.3%

25.4%

26.8%

27.2%

29.1%

30.6%

31.3%

31.0%

32.9%

33.2%

34.4%

34.6%

35.0%

35.7%

35.7%

38.0%

40.0%

40.6%

43.1%

46.1%

47.4%

53.9%

63.1%

64.5%

68.1%

71.7%

79.0%

80.0%

82.3%

84.2%

84.7%

90.0%

91.5%

96.0%
132. Have you ever felt discriminated against based on your sexual orientation or gender identity at work?

- Yes: 29.7% (180)
- No: 56.2% (341)
- I'm Not Sure: 14.2% (86)

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?

- Yes: 54.9% (316)
- No: 14.1% (81)
- I don't know: 31.1% (179)
135. Does your place of employment have an LGBTQ+ employee resource group (ERG)?

Yes: 21% (120)
No: 45% (261)
I don't know: 34% (193)

136. Do you believe you would be more successful in your career/past employment if you identified as straight and/or cisgender?

Yes: 29.2% (171)
No: 42.9% (251)
I don't know: 27.9% (163)

137. Are you a business owner?

Yes: 10.6% (64)
No: 89.4% (538)
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)

<table>
<thead>
<tr>
<th>Situation</th>
<th>Safe All or Most of the Time</th>
<th>Safe More Often than Not</th>
<th>Unsafe More Often than Not</th>
<th>Unsafe All or Most of the Time</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>At your school</td>
<td>18.8% 107</td>
<td>15.6% 93</td>
<td>2.0% 12</td>
<td>0.8% 5</td>
<td>63.3% 378</td>
</tr>
<tr>
<td>Getting healthcare</td>
<td>48.8% 290</td>
<td>48.5% 242</td>
<td>5.2% 31</td>
<td>1.3% 7</td>
<td></td>
</tr>
<tr>
<td>Getting other services, such as help with legal or housing matters</td>
<td>28.6% 159</td>
<td>38.7% 183</td>
<td>7.9% 47</td>
<td>2.3% 18</td>
<td>32.2% 192</td>
</tr>
<tr>
<td>In your neighborhood at night</td>
<td>39.8% 237</td>
<td>42.4% 254</td>
<td>12.9% 77</td>
<td>4.8% 29</td>
<td></td>
</tr>
<tr>
<td>In your neighborhood during the day</td>
<td>31.5% 190</td>
<td>31.5% 190</td>
<td>2.5% 15</td>
<td>1.8% 6</td>
<td>0.2% 1</td>
</tr>
</tbody>
</table>
140. How safe do you feel in the following situations and settings: (Cont. from page 99)

- Interacting with first responders such as firefighters or EMS
  - Safe All or Most of the Time: 43.3% 293
  - Safe More Often than Not: 37.1% 232
  - Unsafe More Often than Not: 6.4% 38
  - Unsafe All or Most of the Time: 1.6% 11
  - Not applicable: 13.7% 78

- Interacting with police or other law enforcement in visits
  - Safe All or Most of the Time: 24.1% 144
  - Safe More Often than Not: 34.4% 203
  - Unsafe More Often than Not: 12.9% 77
  - Unsafe All or Most of the Time: 5.0% 30
  - Not applicable: 7.0% 41

- On public transit
  - Safe All or Most of the Time: 7.4% 44
  - Safe More Often than Not: 25.5% 152
  - Unsafe More Often than Not: 10.4% 62
  - Unsafe All or Most of the Time: 2.8% 17
  - Not applicable: 55.9% 331

- Where you live (inside the home)
  - Safe All or Most of the Time: 88.4% 482
  - Safe More Often than Not: 17.1% 102
  - Unsafe More Often than Not: 1.7% 10
  - Unsafe All or Most of the Time: 0.2% 1
  - Not applicable: 0.5% 3

- Where you work
  - Safe All or Most of the Time: 52.3% 314
  - Safe More Often than Not: 28.4% 169
  - Unsafe More Often than Not: 1.4% 10
  - Unsafe All or Most of the Time: 0.7% 4
  - Not applicable: 14.8% 89

- With the person or people you date or are in a relationship with
  - Safe All or Most of the Time: 67.6% 402
  - Safe More Often than Not: 8.3% 49
  - Unsafe More Often than Not: 1.8% 11
  - Unsafe All or Most of the Time: 0.2% 1
  - Not applicable: 22.1% 132
141. Please select the issues you think are problems targeted at or related to LGBTQ+ identities in your community. (select all that apply)

- Hate crimes against LGBTQ+ people: 86.9% (418)
- Physically assaulting LGBTQ+ people: 61.3% (315)
- School Safety (e.g., bullying, fighting, or weapons): 51.2% (263)
- Drug abuse (e.g., manufacture, sale, or use of illegal prescription drugs): 45.9% (236)
- Sexual assault/Rape (adult): 44.9% (231)
- Homeless-or transient-related problems (panhandling): 44.2% (227)
- Mugging LGBTQ+ people: 38.9% (200)
- Domestic violence (adult): 37.4% (192)
- Underage drinking: 32.0% (169)
- Internet safety: 31.0% (164)

"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?

- **Public spaces**: 44% (160 respondents)
- **The workplace**: 44% (160 respondents)
- **At school**: 40% (151 respondents)
- **At home**: 29% (111 respondents)
- **Interacting with law enforcement**: 17% (66 respondents)
- **Somewhere else**: 10% (40 respondents)
- **Courtrooms**: 7% (25 respondents)

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?

- **Yes**: 45.4% (273 respondents)
- **No**: 22.3% (134 respondents)
- **I’m Not Sure**: 32.3% (194 respondents)
145. Have you been detained by or interacted with a law enforcement officer or the justice system in the past five (5) years?

Yes: 23.3% (140)
No: 76.7% (460)

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

Yes: 71.2% (99)
No: 24.5% (34)
I don't know: 4.3% (6)
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?

- Yes: 20% (118)
- No, and I did not need this service: 72% (433)
- No, but I needed this service: 8% (47)

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

- A general attorney: 71.6% (83)
- A general (non-LGBTQ+) organization: 19.8% (23)
- An private attorney specializing in LGBTQ+ issues: 8.6% (10)
- An LGBTQ+ focused organization: 6.9% (8)
- A general (non-LGBTQ+) organization, but with an LGBTQ+ attorney: 2.6% (3)
151. How often are the following statements true pertaining to your interactions with legal services?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Always</th>
<th>Most of the Time</th>
<th>Sometimes</th>
<th>Never or Almost Never</th>
<th>Not applicable</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The people I talked to were sensitive to my needs and perspective as a person of color</td>
<td>2.6%</td>
<td>1.7%</td>
<td>4.3%</td>
<td>1.5%</td>
<td>87.4%</td>
<td>101</td>
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<td>5</td>
<td>4</td>
<td></td>
<td></td>
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<tr>
<td>The people I talked to were sensitive to my needs and perspective based on my age</td>
<td>42.1%</td>
<td>18.4%</td>
<td>9.6%</td>
<td>3.8%</td>
<td>26.3%</td>
<td>101</td>
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<td>48</td>
<td>21</td>
<td>11</td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The people I talked to were sensitive to my needs and perspective based on my gender identity or expression</td>
<td>32.8%</td>
<td>14.5%</td>
<td>2.6%</td>
<td>6.1%</td>
<td>40.9%</td>
<td>47</td>
</tr>
<tr>
<td></td>
<td>39</td>
<td>19</td>
<td>3</td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The people I talked to were sensitive to my needs and perspective based on my sexual orientation</td>
<td>32.8%</td>
<td>14.5%</td>
<td>7.8%</td>
<td>5.2%</td>
<td>37.4%</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>38</td>
<td>19</td>
<td>9</td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The people I talked to were sensitive to my needs and perspectives based on my disability-related needs</td>
<td>8.6%</td>
<td>4.3%</td>
<td>6.0%</td>
<td>5.2%</td>
<td>75.5%</td>
<td>88</td>
</tr>
<tr>
<td></td>
<td>18</td>
<td>5</td>
<td>7</td>
<td>6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?

- Very important: 70.2% (419)
- Moderately important: 5.4% (32)
- Important: 19.4% (116)
- Slightly important: 2.7% (16)
- Not important: 2.3% (14)

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

- Very important: 70.2% (419)
- Moderately important: 5.4% (32)
- Important: 19.4% (116)
- Slightly important: 2.7% (16)
- Not important: 2.3% (14)
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?

- Dining Out: 78.8% (464)
- Outdoor Recreation: 77.8% (458)
- Live Entertainment: 77.2% (455)
- Arts & Culture: 71.3% (420)
- Shopping/Antiquing/Thrifting: 66.4% (391)
- Travel/Sightseeing: 65.0% (383)
- Outdoor Fun: 59.3% (352)
- Creative Arts Hobbies: 56.4% (332)
- Exercise & Fitness: 53.7% (316)
- Gardening/Home Improvement: 51.8% (305)

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?

- Time: 79.9% (429)
- Cost: 67.2% (361)
- Don't know what's available: 25.3% (136)
- Too far from my home: 20.1% (108)
- Not feeling welcome because I don't feel welcome in the LGBTQ+ community: 15.6% (84)
157. In general, do you prefer LGBTQ+ specific programming and events over general community programming and events?

- Yes, I only go to LGBTQ+ specific programming/events: 1.4% (8)
- Yes, I often go to LGBTQ+ specific programming/events: 30.9% (181)
- It doesn’t matter to me: 60.9% (356)
- No, I need to avoid LGBTQ+ specific programming/events: 5.8% (34)
- No, I avoid LGBTQ+ specific programming/events: 1.0% (6)

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

- I avoid places and events with alcohol: 8.8% (47)
- It doesn’t matter to me: 74.8% (442)
- I enjoy and prefer events with alcohol: 17.3% (102)
“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 ally they can be.

Although we recognize members of the LGBTQ+ community can be allies to the many intersections of our community - for the purpose of this project we defined allyship as individuals who do not self-identify as LGBTQ+, but support the LGBTQ+ community.

Although we recognize members of the LGBTQ+ community can be allies to the many intersections of our community - for the purpose of this project we defined allyship as individuals who do not self-identify as LGBTQ+, but support the LGBTQ+ community.
161. Tell us about how you became an ally. Which of the following impacted your decision?

- A family member is LGBTQ+
  - Yes: 68.4%
  - No: 18.6%
  - Not applicable: 1.5%
  - I don't know: 1.5%

- At my job I have to serve all kinds of people from all walks of life
  - Yes: 44.7%
  - No: 15.6%
  - Not applicable: 12.5%
  - I don’t know: 3.5%

- I have personal friends who are LGBTQ+
  - Yes: 58.3%
  - No: 20.6%
  - Not applicable: 1.8%
  - I don't know: 1.5%

- LGBTQ+ equality is something I really value
  - Yes: 93.6%
  - No: 3.4%
  - Not applicable: 1.0%
  - I don't know: 0.4%

- LGBTQ+ people need support
  - Yes: 96.7%
  - No: 3.3%
  - Not applicable: 0.4%
  - I don't know: 0.3%

- People in my spiritual community are LGBTQ+
  - Yes: 18.2%
  - No: 30.9%
  - Not applicable: 14.4%
  - I don’t know: 4.1%

- Someone I know at work is LGBTQ+
  - Yes: 89.6%
  - No: 9.5%
  - Not applicable: 6.3%
  - I don’t know: 3.5%

- The community where I live is really supportive of LGBTQ+
  - Yes: 20.3%
  - No: 23.7%
  - Not applicable: 22.7%
  - I don’t know: 39.3%

- Uplifting people is part of my faith
  - Yes: 68.9%
  - No: 17.0%
  - Not applicable: 10.6%
  - I don’t know: 3.5%
163. How many people in your life do you know who identify as LGBTQ+

- 20 or more: 29.6% (85)
- 15 to 19: 4.5% (13)
- 10 to 14: 20.2% (58)
- 5 to 9: 29.6% (85)
- 1 to 4: 15.3% (44)
- None: 0.7% (2)

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

- You are born with it: 62% (179)
- A little of both: 18% (51)
- I have no opinion: 9% (27)
- Another Answer: 7% (21)
- It is a choice: 2% (7)
- Neither: 1% (3)
165. Do you feel like you are up to date and generally know what LGBTQ+ issues are most important right now?

- I am very informed: 8.4% (24)
- I am informed: 45.6% (131)
- I know a little: 42.2% (121)
- I don't feel informed at all: 26.1% (75)

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

- Yes: 21.6% (62)
- No: 52.3% (150)
- I don't know: 26.1% (75)
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?

<table>
<thead>
<tr>
<th>Frequency</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very often</td>
<td>37.8%</td>
<td>107</td>
</tr>
<tr>
<td>Somewhat often</td>
<td>47.3%</td>
<td>134</td>
</tr>
<tr>
<td>Not very often</td>
<td>13.4%</td>
<td>38</td>
</tr>
<tr>
<td>Not at all</td>
<td>1.4%</td>
<td>4</td>
</tr>
</tbody>
</table>

“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?

<table>
<thead>
<tr>
<th>Situation</th>
<th>Extremely Comfortable</th>
<th>Moderately Comfortable</th>
<th>Moderately Uncomfortable</th>
<th>Extremely Uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finding out a neighbor on your street or in your building is LGBT+</td>
<td>94.0% 249</td>
<td>6.0% 13</td>
<td>8.0% 1</td>
<td>0.8% 2</td>
<td>0.0% 1</td>
</tr>
<tr>
<td>Finding out your parent or guardian is LGBT+</td>
<td>60.2% 100</td>
<td>10.5% 20</td>
<td>4.5% 12</td>
<td>3.0% 6</td>
<td>21.8% 58</td>
</tr>
<tr>
<td>Having a child placed in a class with an LGBT+ teacher</td>
<td>65.6% 229</td>
<td>4.6% 13</td>
<td>1.5% 4</td>
<td>1.1% 3</td>
<td>6.2% 18</td>
</tr>
<tr>
<td>Having a child placed in a physical education class with an LGBT+ student</td>
<td>89.6% 388</td>
<td>9.3% 34</td>
<td>1.3% 3</td>
<td>0.5% 1</td>
<td>7.5% 28</td>
</tr>
<tr>
<td>Survey Question</td>
<td>Extremely Comfortable</td>
<td>Moderately Comfortable</td>
<td>Moderately Uncomfortable</td>
<td>Extremely Uncomfortable</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>-----------------</td>
<td>-----------------------</td>
<td>------------------------</td>
<td>--------------------------</td>
<td>-------------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Having a student come out to you as an LGBTQ+ educator</td>
<td>99.8%</td>
<td>0.4%</td>
<td>0.8%</td>
<td>0.4%</td>
<td>25.8%</td>
</tr>
<tr>
<td>Having LGBTQ+ individuals at your workplace</td>
<td>99.6%</td>
<td>0.7%</td>
<td>0.7%</td>
<td>0.7%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Hiring an LGBTQ+ individual</td>
<td>93.8%</td>
<td>2.6%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>12.2%</td>
</tr>
<tr>
<td>Learning a family member is LGBTQ+</td>
<td>98.8%</td>
<td>0.5%</td>
<td>0.4%</td>
<td>0.7%</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

Percentage of Respondents
170. How comfortable in the following situations do you feel? (cont.)

<table>
<thead>
<tr>
<th>Situation</th>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Learning your child has a lesson on LGBTQ+ history in school</td>
<td>79.3% (212)</td>
<td>6.8% (18)</td>
<td>0.8% (2)</td>
<td>1.1% (3)</td>
<td>11.7% (31)</td>
</tr>
<tr>
<td>Learning your child or youth in your care is LGBTQ+</td>
<td>72.1% (192)</td>
<td>10.8% (29)</td>
<td>1.6% (4)</td>
<td>1.1% (3)</td>
<td>14.3% (30)</td>
</tr>
<tr>
<td>Learning your child’s sex education curriculum includes science-based LGBTQ+ health</td>
<td>82.6% (218)</td>
<td>6.4% (17)</td>
<td>1.1% (3)</td>
<td>1.1% (3)</td>
<td>8.2% (23)</td>
</tr>
<tr>
<td>Learning your doctor is LGBTQ+</td>
<td>93.3% (249)</td>
<td>4.3% (11)</td>
<td>1.1% (3)</td>
<td>6.4% (1)</td>
<td>1.1% (3)</td>
</tr>
</tbody>
</table>
### Survey Data: Allyship

**Less Comfortable**

### Seeing LGBTQ+ people at your place of worship

<table>
<thead>
<tr>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>59.7% (157)</td>
<td>3.8% (8)</td>
<td>1.1% (3)</td>
<td>30.1% (80)</td>
<td></td>
</tr>
</tbody>
</table>

### Seeing same-sex public displays of affection (PDA) such as couples holding hands, hugging, or kissing

<table>
<thead>
<tr>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>79.9% (214)</td>
<td>14.9% (40)</td>
<td>3.7% (10)</td>
<td>0.7% (2)</td>
<td></td>
</tr>
</tbody>
</table>

### Seeing wedding pictures of LGBTQ+ people

<table>
<thead>
<tr>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>92.1% (244)</td>
<td>5.3% (10)</td>
<td>1.5% (4)</td>
<td>0.4% (4)</td>
<td></td>
</tr>
</tbody>
</table>

### Supporting someone through their transition

<table>
<thead>
<tr>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>68.5% (173)</td>
<td>24.6% (69)</td>
<td>4.5% (12)</td>
<td>1.5% (4)</td>
<td></td>
</tr>
</tbody>
</table>

### Using the right pronouns

<table>
<thead>
<tr>
<th>Extremely comfortable</th>
<th>Moderately comfortable</th>
<th>Moderately uncomfortable</th>
<th>Extremely uncomfortable</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>68.1% (126)</td>
<td>38.9% (102)</td>
<td>9.5% (25)</td>
<td>2.7% (7)</td>
<td></td>
</tr>
</tbody>
</table>
171. How often do you hear or see the following things happening by others?

- **An anti-LGBTQ+ discussion**
  - Always: 3.7% (10)
  - Most of the Time: 4.1% (11)
  - Sometimes: 61.9% (166)
  - Never or Almost Never: 30.2% (81)

- **Excluding/Isolating LGBTQ+ individuals**
  - Always: 0.4% (1)
  - Most of the Time: 6.4% (17)
  - Sometimes: 39.7% (106)
  - Never or Almost Never: 53.6% (143)

- **Harassment of LGBTQ+ individuals**
  - Always: 0.8% (2)
  - Most of the Time: 5.6% (16)
  - Sometimes: 45.5% (122)
  - Never or Almost Never: 47.7% (127)

- **LGBTQ+ ‘jokes’**
  - Always: 3.0% (8)
  - Most of the Time: 7.1% (19)
  - Sometimes: 22.8% (61)
  - Never or Almost Never: 67.0% (179)
172. How often have you done, or would you do, any of the following things?

**Calculated or wrote a local, state, or federal legislator or elected official to support LGBTQ+ issues**
- **Always**: 15.3%
- **Most of the Time**: 35
- **Sometimes**: 23.5%
- **Never or Almost Never**: 45.4%

**Intervened to stop harassment of an LGBTQ+-individual**
- **Always**: 52.7%
- **Most of the Time**: 22.9%
- **Sometimes**: 9.5%
- **Never or Almost Never**: 14.9%

**Reported someone for saying or doing things against LGBTQ+-people**
- **Always**: 40.8%
- **Most of the Time**: 15.3%
- **Sometimes**: 11.8%
- **Never or Almost Never**: 32.2%

**Said something to stop anti LGBTQ+-discussions**
- **Always**: 44.8%
- **Most of the Time**: 30.2%
- **Sometimes**: 17.9%
- **Never or Almost Never**: 5.1%

**Spoken positively about LGBTQ+-people, issues, or topics**
- **Always**: 66.3%
- **Most of the Time**: 24.2%
- **Sometimes**: 5.7%
- **Never or Almost Never**: 1.1%

**Spoken up against LGBTQ+-”jokes”**
- **Always**: 44.3%
- **Most of the Time**: 33.3%
- **Sometimes**: 15.9%
- **Never or Almost Never**: 4.4%
173. Choose the response that best represents your answer to the following statements.

**ALL LGBTQ+ identifying people have HIV/AIDS**

- **Strongly Agree**: 0.4% (1)
- **Agree**: 0.4% (1)
- **Neither Agree or Disagree**: 1.5% (4)
- **Disagree**: 1.4% (9)
- **Strongly Disagree**: 94.4% (251)

**An employer should have the right to decline an LGBTQ+ person a position based on their sexual orientation or gender identity**

- **Strongly Agree**: 0.8% (2)
- **Agree**: 0.4% (1)
- **Neither Agree or Disagree**: 1.1% (3)
- **Disagree**: 7.1% (19)
- **Strongly Disagree**: 98.8% (241)

**Children in LGBTQ+ homes struggle because they don’t see traditional gender roles (ex: feminine mothers and masculine fathers)**

- **Strongly Agree**: 2.3% (6)
- **Agree**: 3.4% (9)
- **Neither Agree or Disagree**: 11.0% (29)
- **Disagree**: 14.3% (39)
- **Strongly Disagree**: 68.6% (181)

**Children should NOT be allowed to identify because they might be going through a phase**

- **Strongly Agree**: 2.3% (7)
- **Agree**: 3.4% (9)
- **Neither Agree or Disagree**: 18.6% (49)
- **Disagree**: 19.4% (51)
- **Strongly Disagree**: 55.0% (147)
SURVEY DATA: ALLYSHIP

**LGTR - children should be permitted to receive medical gender-affirming care (for example, puberty-blocking hormones)**
- **Strongly Agree**: 37.2% (97)
- **Agree**: 16.9% (44)
- **Neither Agree or Disagree**: 29.9% (78)
- **Disagree**: 8.8% (23)
- **Strongly Disagree**: 7.3% (19)

**LGTR - children should NOT be allowed to join uni-gender organizations (e.g., boy scouts or girl scouts)**
- **Strongly Agree**: 1.1% (3)
- **Agree**: 0.8% (2)
- **Neither Agree or Disagree**: 4.9% (13)
- **Disagree**: 14.8% (39)
- **Strongly Disagree**: 78.4% (207)

**LGTR - people should be allowed to foster and adopt children**
- **Strongly Agree**: 90.1% (237)
- **Agree**: 4.6% (13)
- **Neither Agree or Disagree**: 2.0% (6)
- **Strongly Disagree**: 1.9% (5)

**LGTR - people should have equal rights and liberties to other citizens**
- **Strongly Agree**: 92.2% (248)
- **Agree**: 2.6% (7)
- **Neither Agree or Disagree**: 2.6% (7)
- **Strongly Disagree**: 1.5% (4)

**LGTR - people should have the right to have children**
- **Strongly Agree**: 86.5% (223)
- **Agree**: 6.8% (18)
- **Neither Agree or Disagree**: 2.0% (6)
- **Disagree**: 0.4% (1)
- **Strongly Disagree**: 5.3% (14)
173. Choose the response that best represents your answer to the following statements. (cont.)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LGBTQ</strong> - people should have the right to marry whenever they want, as long as they are a consenting adult</td>
<td>86.4%</td>
<td>11</td>
<td>4.2%</td>
<td>1.5%</td>
<td>1.3%</td>
</tr>
<tr>
<td><strong>LGBTQ</strong> - people should have to live in designated LGBTQ - housing only</td>
<td>94.4%</td>
<td>232</td>
<td>0.3%</td>
<td>0.3%</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>LGBTQ</strong> - people should NOT be allowed to show public displays of affection, or PDA (ex: holding hands, kissing, etc.)</td>
<td>88.8%</td>
<td>237</td>
<td>1.1%</td>
<td>0.4%</td>
<td>3.4%</td>
</tr>
<tr>
<td><strong>LGBTQ</strong> - protections should exist in schools</td>
<td>93.1%</td>
<td>244</td>
<td>4.4%</td>
<td>1.5%</td>
<td>0.4%</td>
</tr>
<tr>
<td><strong>LGBTQ</strong> - protections should exist in the community</td>
<td>92.3%</td>
<td>242</td>
<td>5.4%</td>
<td>1.1%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>
### LGBTQ+ protections should exist in the workplace

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>92.4%</td>
<td>5.7%</td>
<td>1.3%</td>
<td>1.1%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Parents should be allowed to kick their LGBTQ+ teens out of the house based on their sexual orientation or gender identity

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>90.5%</td>
<td>9.0%</td>
<td>0.5%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

### People who identify as LGBTQ+ are more promiscuous than other people

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>75.5%</td>
<td>24.4%</td>
<td>0.1%</td>
<td>0.6%</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

### People who identify as LGBTQ+ should not be in the military

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>81.3%</td>
<td>18.7%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.5%</td>
</tr>
</tbody>
</table>

### Schools should have rules against bullying students who identify as LGBTQ+

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree or Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>91.3%</td>
<td>8.7%</td>
<td>0.1%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
174. To what level or degree have you observed an LGBTQ+ person being discriminated against in the following settings?

<table>
<thead>
<tr>
<th>Setting</th>
<th>Always</th>
<th>Most of the Time</th>
<th>Sometimes</th>
<th>Never or Almost Never</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>By Law Enforcement</td>
<td>0.8%</td>
<td>5.3%</td>
<td>31.3%</td>
<td>38.9%</td>
<td>23.7%</td>
</tr>
<tr>
<td>Housing</td>
<td>0.4%</td>
<td>2.3%</td>
<td>21.4%</td>
<td>48.1%</td>
<td>27.9%</td>
</tr>
<tr>
<td>In Public</td>
<td>1.5%</td>
<td>9.1%</td>
<td>27.3%</td>
<td>56.1%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>
### Medical or Mental Health

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>4.4%</td>
<td>1</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>3.3%</td>
<td>10</td>
</tr>
<tr>
<td>Sometimes</td>
<td>30.4%</td>
<td>80</td>
</tr>
<tr>
<td>Never or Almost Never</td>
<td>44.1%</td>
<td>116</td>
</tr>
<tr>
<td>Not applicable</td>
<td>21.3%</td>
<td>56</td>
</tr>
</tbody>
</table>

### Religious or Spiritual Setting(s)

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>8.7%</td>
<td>23</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>14.1%</td>
<td>37</td>
</tr>
<tr>
<td>Sometimes</td>
<td>25.5%</td>
<td>67</td>
</tr>
<tr>
<td>Never or Almost Never</td>
<td>20.5%</td>
<td>54</td>
</tr>
<tr>
<td>Not applicable</td>
<td>31.2%</td>
<td>82</td>
</tr>
</tbody>
</table>

### School(s)

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>1.5%</td>
<td>4</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>10.3%</td>
<td>27</td>
</tr>
<tr>
<td>Sometimes</td>
<td>38.4%</td>
<td>101</td>
</tr>
<tr>
<td>Never or Almost Never</td>
<td>28.1%</td>
<td>74</td>
</tr>
<tr>
<td>Not applicable</td>
<td>21.7%</td>
<td>57</td>
</tr>
</tbody>
</table>

### Workplace(s)

<table>
<thead>
<tr>
<th>Experience</th>
<th>Percentage</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>0.4%</td>
<td>1</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>2.6%</td>
<td>7</td>
</tr>
<tr>
<td>Sometimes</td>
<td>30.6%</td>
<td>81</td>
</tr>
<tr>
<td>Never or Almost Never</td>
<td>51.7%</td>
<td>137</td>
</tr>
<tr>
<td>Not applicable</td>
<td>14.7%</td>
<td>39</td>
</tr>
</tbody>
</table>
176. Do you feel supported by others as an LGBTQ+ Ally?

- I feel very well supported: 26.0% (67)
- I feel fairly well supported: 37.2% (96)
- I feel somewhat supported: 27.9% (72)
- I feel supported to a small extent: 8.5% (22)
- I feel isolated and not supported: 0.4% (1)

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

- Yes: 38.8% (102)
- No: 61.2% (161)
178. In your experience, how impactful have these factors been in identifying as an LGBTQ+ Ally yourself?

<table>
<thead>
<tr>
<th>Concern</th>
<th>Very Impactful</th>
<th>Moderately Impactful</th>
<th>Slightly Impactful</th>
<th>Not Impactful</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concern others may think an Ally is LGBTQ+</td>
<td></td>
<td></td>
<td></td>
<td>69.0%</td>
<td>180</td>
</tr>
<tr>
<td>themselves</td>
<td>2.7%</td>
<td></td>
<td></td>
<td>7.3%</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td></td>
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<td>13.4%</td>
<td>35</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Not applicable</td>
<td>7.7%</td>
</tr>
<tr>
<td>Concern others will not be supportive of</td>
<td></td>
<td></td>
<td></td>
<td>73.2%</td>
<td>186</td>
</tr>
<tr>
<td>them being an Ally</td>
<td>2.0%</td>
<td></td>
<td></td>
<td>5.1%</td>
<td>13</td>
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<td></td>
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<td>13.0%</td>
<td>33</td>
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<td></td>
<td>Not applicable</td>
<td>6.7%</td>
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<tr>
<td>Concerns about what others might think</td>
<td></td>
<td></td>
<td></td>
<td>70.0%</td>
<td>180</td>
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<tr>
<td></td>
<td>1.9%</td>
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<td>6.4%</td>
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<td>10.2%</td>
<td>39</td>
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<td></td>
<td></td>
<td>Not applicable</td>
<td>6.2%</td>
</tr>
<tr>
<td>Concerns by Allies about what their family</td>
<td></td>
<td></td>
<td></td>
<td>73.4%</td>
<td>190</td>
</tr>
<tr>
<td>might think</td>
<td>3.8%</td>
<td></td>
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<td>5.8%</td>
<td>15</td>
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<td></td>
<td>Not applicable</td>
<td>6.2%</td>
</tr>
<tr>
<td>Concerns by Allies that they may lose</td>
<td></td>
<td></td>
<td></td>
<td>75.3%</td>
<td>195</td>
</tr>
<tr>
<td>family ties</td>
<td>3.9%</td>
<td></td>
<td></td>
<td>4.2%</td>
<td>11</td>
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<td>10.0%</td>
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<td></td>
<td>Not applicable</td>
<td>6.6%</td>
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<td>17</td>
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</table>

Slighty Impactful

<table>
<thead>
<tr>
<th>Percentage of Respondents</th>
<th>0%</th>
<th>10%</th>
<th>20%</th>
<th>30%</th>
<th>40%</th>
<th>50%</th>
<th>60%</th>
<th>70%</th>
<th>80%</th>
<th>90%</th>
<th>100%</th>
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<tbody>
<tr>
<td>Concern others may think an Ally is LGBTQ+</td>
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<td>Concern others will not be supportive of</td>
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<td>them being an Ally</td>
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<td>Concerns about what others might think</td>
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<td>Concerns by Allies about what their family</td>
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<tr>
<td>Concerns by Allies that they may lose</td>
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<td>family ties</td>
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</tbody>
</table>

Survey Data: Allyship

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

<table>
<thead>
<tr>
<th>Factor</th>
<th>Very Impactful</th>
<th>Moderately Impactful</th>
<th>Slightly Impactful</th>
<th>Not Impactful</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fear of a lack of support from others</td>
<td>2.3% (6)</td>
<td>8.6% (22)</td>
<td>16.0% (41)</td>
<td>67.2% (172)</td>
<td>5.9% (15)</td>
</tr>
<tr>
<td>Fear of ridicule by others</td>
<td>2.7% (7)</td>
<td>3.1% (8)</td>
<td>11.6% (30)</td>
<td>76.7% (198)</td>
<td>5.8% (15)</td>
</tr>
<tr>
<td>Not being sure about what specific things Allies can do to help</td>
<td>8.1% (21)</td>
<td>30.1% (78)</td>
<td>26.6% (69)</td>
<td>29.0% (75)</td>
<td>6.2% (16)</td>
</tr>
<tr>
<td>Worried being an Ally might negatively affect my business</td>
<td>1.2% (3)</td>
<td>2.4% (6)</td>
<td>6.3% (16)</td>
<td>69.0% (176)</td>
<td>21.2% (54)</td>
</tr>
<tr>
<td>Worried being an Ally might negatively affect their life</td>
<td>1.6% (4)</td>
<td>3.9% (10)</td>
<td>7.8% (20)</td>
<td>80.8% (206)</td>
<td>5.9% (15)</td>
</tr>
<tr>
<td>Worry others may like them less if they become an LGBTQ+ Ally</td>
<td>1.5% (4)</td>
<td>2.7% (7)</td>
<td>10.4% (27)</td>
<td>78.8% (204)</td>
<td>6.6% (17)</td>
</tr>
</tbody>
</table>

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

- Too much: 1.1% (3)
- Enough: 11.3% (30)
- Not enough: 66.0% (175)
- None: 2.3% (6)
- I don't know: 19.2% (51)

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

- Yes: 53.6% (141)
- Maybe: 24.0% (63)
- No: 22.4% (59)

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

- Yes: 43.7% (115)
- Maybe: 18.6% (49)
- No: 37.6% (99)
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 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 deidentified 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