



Miami-Dade County 2024 LGBTQ+ Community Needs Assessment & Action Plan



Acknowledgments

The Miami-Dade County LGBTQ+ Needs Assessment and Action Plan 2024 was prepared by the Florida International University Jorge M. Pérez Metropolitan Center, South Florida's leading urban policy think tank and solutions center in collaboration with SAVE LGBT, Equality Florida, and Kaizen Management Solutions.



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With our special appreciation for **Orlando Gonzalez**, former Executive Director of SAVE Inc. and SAVE Foundation

The research team would like to thank our partners in the following organizations:



Miami-Dade County Office of the Mayor
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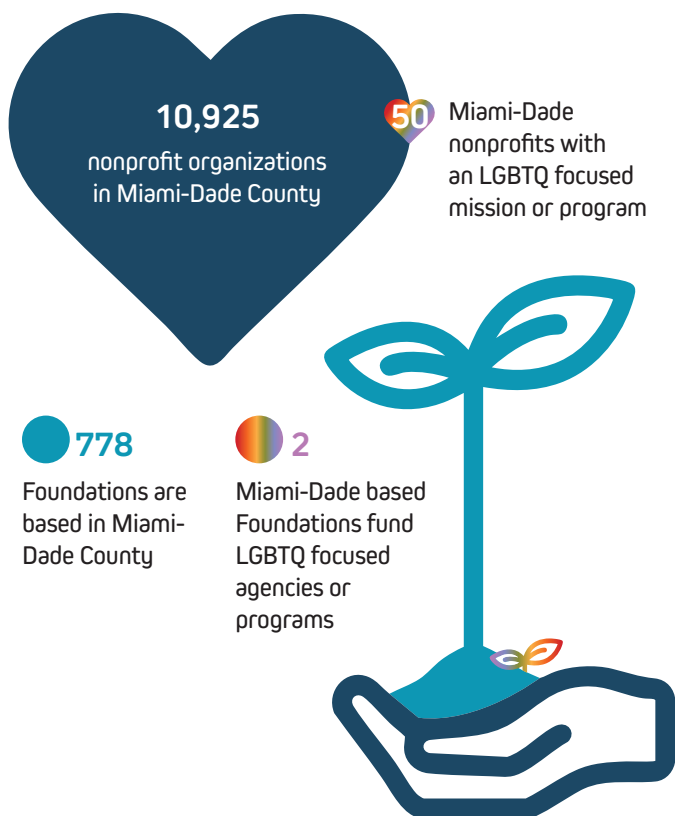


Miami-Dade County
LGBTQIA+ Advisory Board.



Key Findings

Estimated size of
South Florida's
LGBTQ+ Community:
457,743 / 10.1%



Total Revenue of Miami-Dade based nonprofits

\$6.93 billion^A

Total Revenue of LGBTQ+ serving nonprofits in Miami-Dade

\$11 million^B

Only 3

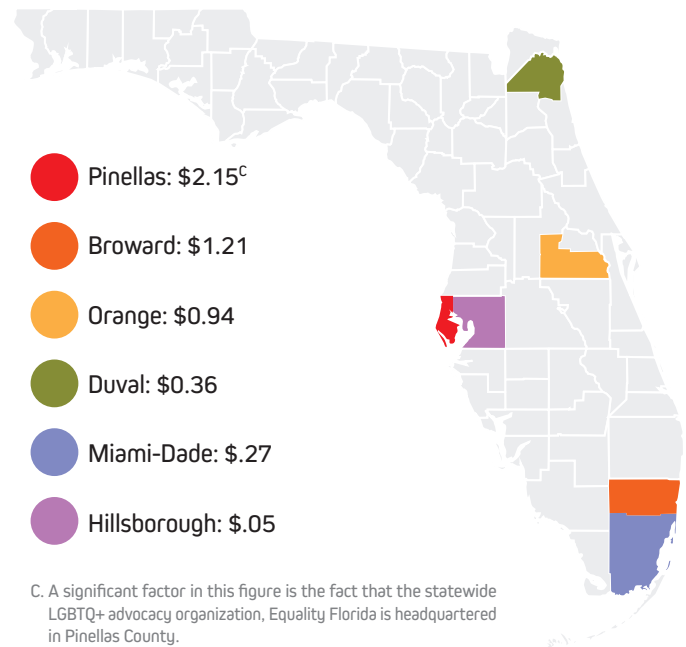
Miami-Dade based LGBTQ nonprofits have budgets of **\$1M or more**

A. The budgets of hospital systems, Colleges and Universities, and Miami Dade's largest HIV AIDS organization, Care Resource, and JCS were not included in this total

B. The budgets of state and national LGBTQ+ serving organizations were not included

Only **\$.16** of every **\$100** in nonprofit revenue in Miami-Dade is directed towards an LGBTQ agency or program

LGBTQ Per Capita Giving in Major Florida counties in 2022



Lack of Data: No Miami Based funders require LGBTQ client data from their grantees

The Vicious Cycle of Funding

Lack of Required Data Collection

Lack of Non-Profit Capacity

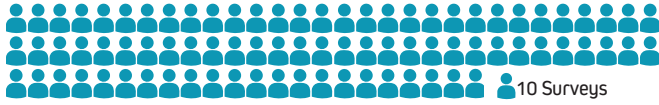


Breaking the cycle requires collecting data and becoming informed on needs.

Lack of informed Funding

Key Findings

819 Community Surveys were collected



A directory was created of the 50 organizations in Miami-Dade with an LGBTQ focused mission or program.

28

Organizations that serve Miami-Dade's LGBTQ+ community were interviewed

5

Large Miami-based foundations/funders were interviewed



Benchmark profiles were created for 13 communities across the USA.

The top three areas of concern named by LGBTQ+ community member survey respondents were:



51.4%

Safety & Violence



49.5%

Discrimination



43.3%

Healthcare

65.8%

of respondents had experienced violence or threats of violence due to their identities.



81.8%

of respondents somewhat or completely disagreed with the statement that the LGBTQ+ community in Florida is safe.

Recommendations and Action Plan for Mainstream CBOs

1. Incentivize mainstream CBOs to develop LGBTQ+-specific programs, track LGBTQ+ service provision, and achieve LGBTQ+ cultural competency
2. Create a database to track LGBTQ+ client readiness among mainstream CBOs. Develop a simple self-evaluation tool, like the Human Rights Campaign's Healthcare Equality Index

Recommendations and Action Plan for Funders and Government agencies

1. Educate foundations, government agencies, and the broader donor community on the funding gap for LGBTQ+ services and provide best practices training on how to increase funding; convene funders for information seminars and peer-to-peer best practices training
2. Encourage funders to create dedicated funds for LGBTQ+ programs
3. Create an annual report that tracks total support for LGBTQ+ programs by funder
4. Promote data collection efforts county-wide on sexual orientation and gender identity
5. Conduct periodic assessments of the LGBTQ+ community with a focus on intersectionality and diverse needs
6. Complete training on cultural competency
7. Establish formalized advocacy partnerships in different realms including between government agencies, the different municipalities in Miami-Dade, and amongst nonprofit organizations and funders
8. Promote systemic change by increasing the funding, capacity, and responsibilities of the county and municipal LGBTQ+ advisory boards or combine the efforts of government agencies to promote the needs of the community

Recommendations and Action Plan for LGBTQ+ serving CBOs

1. Collect data through intake forms for services; funders may begin requiring it in their funding applications for organizations
2. Enhance collaborations between CBOs, funders, and government to create a clearinghouse for funding opportunities for LGBTQ+ serving organizations
3. Formalize partnerships and build a referral system
4. Create a website with resources for the LGBTQ+ community based on the referral database
5. Promote cultural competency in CBOs, foundations, healthcare, and mental health professionals providing such services to the LGBTQ+ community



Executive Summary

Miami-Dade County has a large, vibrant, & diverse LGBTQ+ community.



The LGBTQ+ community is estimated to be 10.1% of the South Florida adult population. Although the LGBTQ+ community is known to experience some elevated health and safety risks, there has never been a comprehensive study of what LGBTQ+ resources and services exist in Miami-Dade. Conceived by two of Florida’s leading LGBTQ+ organizations, SAVE LGBT and Equality Florida with support from Miami-Dade County, and implemented collaboratively by the Florida International University Jorge M. Perez Metropolitan Center (JPMC), this report is the first of its kind.

The 2024 Miami-Dade County LGBTQ+ Community Needs Assessment examines the landscape of services for LGBTQ+ individuals in Miami-Dade County through research on existing funding, community-based programming, and available financial data to determine what programs exist to support Miami-Dade’s LGBTQ+, what funding exists to support those programs, how this level of programming and funding compares to the size of the community and how it compares to other areas. The partners were motivated by the severe gap in data on the LGBTQ+ community, and subsequently, gaps in services for LGBTQ+ individuals. To that end, the study included reviewing all LGBTQ programs and services in Miami-Dade County and identifying all funding streams supporting those programs and services. To determine community needs, we interviewed leaders from dozens of LGBTQ+ serving nonprofits, municipal LGBTQ+ liaisons, and funders, and surveyed LGBTQ+ members and allies in Miami-Dade County. The results of the interviews and survey, along with historical analysis of the LGBTQ+ community in Miami-Dade and comparisons with other benchmark communities in Florida and across the United States, yielded four key findings that inform our recommendations for an action plan.



Programs Assessment

There are very few LGBTQ+ focused nonprofits or programs in Miami-Dade County.

Of the 10,925 registered nonprofit organizations in Miami-Dade, only 50 (.45%) were identified as either focused on the LGBTQ+ community or offering an LGBTQ+ focused program.

Those that do are mostly very small agencies with revenues under \$1 million. From this list of 50, of those with available revenue data, only 11 had budgets of \$1 million or more. When excluding national and statewide organizations and large nonprofits with an LGBTQ+ program, only three were local LGBTQ+ serving organizations. Some of the nonprofit organizations without LGBTQ+ programs do not track whether they serve LGBTQ+ clients, and may lack LGBTQ+ policies, training, or cultural competency.

Based on our interviews with LGBTQ+ serving community-based organizations (CBOs) in Miami-Dade County, the most needed social service for the LGBTQ+ community was housing and services that address homelessness. Many pointed to the vulnerability of youth and students to homelessness with unsupportive families cutting them off and expelling them from home. The following most needed social services were access to culturally competent mental health services.

Florida’s political climate is creating new needs among the LGBTQ+ community and those who serve them and exacerbating existing barriers and challenges. Legislation in Florida has directly and negatively impacted the transgender and youth communities, increasing their need for accessible, and culturally competent healthcare, while the continued need for LGBTQ+ safe spaces has increased.

The two government liaisons we interviewed stated that their services were created to support the LGBTQ+ community in all ways; however, lack of public knowledge about their services and the increasing political polarization impede their work.



Funding Assessment

Funding for LGBTQ+ programs in Miami-Dade County was very low compared to the number of LGBTQ+ residents & to other Florida Counties.

In 2022, total foundation support for LGBTQ+ issues in Miami-Dade was \$726,510. This equates to only \$0.27 per capita, significantly lower than other counties in Florida, leaving Miami-Dade's LGBTQ+ community critically underfunded. Compared to five other Florida counties, per capita funding for LGBTQ+ programs was low. Miami-Dade County's funding equated to \$0.27 per capita, compared to Pinellas County (\$2.15 per capita), Broward County (\$1.21 per capita), Orange County (\$0.94 per capita), Duval County (\$0.36), and Hillsborough County (\$0.05 per capita).¹

The total revenue from LGBTQ+ serving nonprofits in Miami-Dade County was \$10,690,517. Miami-Dade County had 10,925 registered nonprofits in 2024. When major health centers and foundations, hospital systems, six major universities and colleges, and Care Resource and the Jewish Community Services were deducted from the total, the total revenue from nonprofits in Miami-Dade County was approximately \$6.93 billion. This means that just 16 cents of every \$100 in nonprofit revenue in Miami-Dade is directed toward an LGBTQ+ agency or program.

Lack of funding is a major issue for LGBTQ+ serving organizations and has been identified by ten organizations as a barrier to providing services. Inadequate and inconsistent funding impacts organizational capacity and ability to provide needed services. Aside from the lack of funding coming from foundations and major funders, nine organizations stated the political climate has affected or could affect their funding including levels of funding and sources for funding.

A lack of data collection also impedes the understanding of LGBTQ+ funding in Miami-Dade County. A common theme found in the interviews with funders was that while some do not fund LGBTQ+ work specifically, their funding goes toward community-wide services that may capture LGBTQ+ members. However, the interviewed funders do not require this type of data collection from the organizations they fund, leading to possible misunderstandings regarding their impact. Meanwhile, some of the LGBTQ+ focused nonprofits we interviewed stated that many mainstream nonprofits and service providers, particularly in healthcare lack LGBTQ+ cultural competency, policies, and training to serve the community.

1: Miami-Dade's values include data provided by Funders for LGBTQ Issues and the Miami Foundation. The Children's Trust was not included in this calculation, as the research team did not include other youth-serving or quasi-governmental entities for the other counties. Revenues derive from most recently available IRS 990 forms pulled through GuideStar.



Data

One funder we interviewed identified a theme we heard over and over stating that since they do not collect data on the LGBTQ+ community it is difficult to make decisions and understand where funding & services are needed most.

A critical part of evidence-based decision-making in grantmaking, nonprofit strategic planning, and the development and delivery of program offerings is the availability of data to illustrate an issue or population demographic. Holistic data supports informed priority-setting, especially when considering solutions to social problems where needs frequently surpass available resources. For years the responsibility of proving the degree and nature of LGBTQ+ community needs has been left to staggeringly underfunded LGBTQ+ service providers. Often funders who claim to serve all community members fail to collect data about the LGBTQ+ service providers they fund, nor do they require their grantees, both LGBTQ+ centric and not, to measure this demographic. Such data inadequacies produce challenges resulting in real policy implications and invariably shape CBO funding eligibility and the distribution of grant funds. Results from this assessment demonstrate that sustained data collection on the LGBTQ+ population is a significant area of opportunity for funders, municipalities, and CBOs alike.

While some funders operate using a trust-based approach to philanthropy, requesting metrics as a basic starting point for transparent dialog and focusing on collaboration and streamlining applications, other funders utilize a more conventional approach to philanthropy requiring applicants to produce data and align with practices that are not easily executed by a small-scale LGBTQ+ organization.

Data collection typically occurs for every other majority-minority population in Miami-Dade.

None of the Miami-based funders we interviewed require data on LGBTQ+ community members from the organizations they fund. Only three funders collect voluntary data and it is limited.



Interview and Survey Results

Through interviews with dozens of LGBTQ+ serving nonprofits, large Miami-Dade-based funders, and LGBTQ+ liaisons in two municipalities (including one in law enforcement), several themes emerged.

Interviews with nonprofits serving Miami-Dade's LGBTQ+ Community

28 Twenty-eight Miami-Dade nonprofits were interviewed to understand the landscape and perspectives of organizations that serve LGBTQ+ individuals and families. The main takeaways from these interviews were as follows:

As previously stated, the most needed social services for the LGBTQ+ community were housing and services that address homelessness. The following most needed social service was access to culturally competent mental health services. Florida's political climate is also creating new needs among the LGBTQ+ community and those who serve them and exacerbating existing barriers and challenges.

As stated earlier, a lack of funding is a major issue for organizations. Inadequate and inconsistent funding impacts organizational capacity and ability to provide needed services.

21 Twenty-one nonprofit organizations stated that they lean into their strong partnerships to increase and promote their work, and they praised the work done in the community.

Interviews with Funders and Municipalities

2 Two cities in Miami-Dade County have LGBTQ+ Advisory boards, while two police departments have LGBTQ+ liaisons and two government offices also have LGBTQ+ liaisons. Two government liaisons, an LGBTQ+ liaison from a city, and a police representative from another municipality, participated in interviews to understand what is offered within the government and what gaps in services exist. The two government liaisons stated that their services were created to support the LGBTQ+ community in all ways; however, lack of public knowledge about the services and the increasing political polarization impede their work.

5 Five large foundations/funders were interviewed with similar questionnaires. The main takeaways from these interviews were as follows:

2 Two funders do not fund LGBTQ+ specifically. The remaining three organizations fund programs that offer housing, educational support, advocacy, care coordination, individual counseling, group counseling, family support, and family therapy to

Interview and Survey Results

LGBTQ+ young people and their families. As previously stated, none of the funders require data on LGBTQ+ community members from the organizations they fund.

All organizations stated that the changing laws and policies have affected the organizations they fund. Four out of five funders stated that the Florida political climate had not impacted their ability to fund, highlighting the important role the funder plays in the sustainability and perseverance of LGBTQ+ serving organizations.

Key Survey Findings

Say LGBTQ+ Miami-Dade! Survey of LGBTQ+ community members and allies was created collaboratively by SAVE LGBT, Equality Florida, and the FIU JPMC. The survey closed with 819 usable responses, 660 from the LGBTQ+ community member questionnaire, and 159 from the ally questionnaire. Please see the infographics in the ensuing pages for highlights from the survey.

Based on interviews with nonprofit organizations, funders, and municipal contacts and reinforced by the findings of our survey, we suggest the following recommendations.

Recommendations for LGBTQ+ serving CBOs

Recommendation 1:

To match resources to needs, given how CBOs provide services to the community and are aware of needs, CBOs should conduct thorough data collection through intake forms for services. Given that these collection efforts impose additional challenges, to ensure the capture of this data, funders should begin requiring it in their funding applications for organizations especially those providing services to the LGBTQ+ community.

Recommendation 2:

To help overcome barriers to funding, CBOs should collaborate with each other, funders, and government to create a clearinghouse for funding opportunities for LGBTQ+ serving organizations with information on funding requirements and amounts.

Recommendation 3:

CBOs both LGBTQ+-specific and mainstream CBOs should formalize partnerships and build a referral system. This would allow organizations more flexibility to pivot, improve relationships between partners, and ensure clients receive the best service possible.

Recommendation 4:

Create a one-stop website with resources for the LGBTQ+ community based on the CBO referral database. In this way, LGBTQ+ community members can have access to a comprehensive list by resource, location, and identity (youth, transgender, HIV positive).

Recommendation 5:

Cultural competency should be promoted in CBOs, foundations, healthcare, and mental health professionals providing such services to the LGBTQ+ community.

Recommendations for Government and Funders

Two cities in Miami-Dade County have LGBTQ+ Advisory boards, while two police departments have LGBTQ+ liaisons and two government offices also have LGBTQ+ liaisons. Two government liaisons, an LGBTQ+ liaison from a large city, and a police representative from another municipality, participated in interviews to understand what is offered within the government and what gaps in services exist. Furthermore, five foundations/funders were interviewed with similar questionnaires. The main takeaways from these interviews were as follows:

Recommendation 1:

Educate foundations, government agencies, and the broader donor community on the funding gap for LGBTQ+ services and provide best practices training on how to increase funding. Convene funders for information seminars and peer-to-peer best practices training. Encourage funders of LGBTQ+ serving CBOs to take a lead role in this process.

Recommendation 2:

Encourage funders to create dedicated funds for LGBTQ+ programs. One of the interviewed funders stated that capacity issues and funding requirements impact the ability of LGBTQ+ organizations to apply for their

Interview and Survey Results

funding. However, the lack of funding for these programs is a powerful disincentive for agencies to apply for or propose new LGBTQ+ programs. Creating a dedicated level of funding for LGBTQ+ work would break this vicious funding cycle and help draw mainstream CBOs into this space.

Recommendation 3:

Create an annual report that tracks total support for LGBTQ+ programs by funder. Promote as a best practice that all major funders in Miami-Dade and government agencies track and report on their level of funding for LGBTQ+ programs. The top recommendation of this report is at a minimum to begin producing an annual report tracking two crucial data points: the total annual revenue for LGBTQ+ nonprofits and programs in Miami-Dade and the total annual funding for LGBTQ+ nonprofits and programs in Miami-Dade.

Recommendation 4:

Promote data collection efforts county-wide on sexual orientation and gender identity.

Recommendation 5:

Conduct periodic assessments of the LGBTQ+ community with a focus on intersectionality and diverse needs.

Recommendation 6:

To understand the needs of the LGBTQ+ community, government employees especially those providing services, should complete training on cultural competency.

Recommendation 7:

Establish formalized advocacy partnerships in different realms including between government agencies, the different municipalities in Miami-Dade, and amongst nonprofit organizations and funders.

Recommendation 8:

Promote systemic change by increasing the funding, capacity, and responsibilities of the county and municipal LGBTQ+ advisory boards or combine the efforts of different government agencies to promote the interests and needs of the community.

Recommendations for mainstream CBOs

Recommendation 1:

Incentivize mainstream CBOs to develop LGBTQ+-specific programs, track LGBTQ+ service provision, and achieve LGBTQ+ cultural competency. Funders should create dedicated funding streams for LGBTQ+ programs to encourage mainstream nonprofits to develop these programs. They should also implement changes to make it standard for them to request data on LGBTQ+ client services from all grantees. To obtain reliable data and promote cultural competency, cultural competency training and LGBTQ+ agency readiness assessments should be conducted by community-based organizations (CBOs), government agencies, and funders.

Recommendation 2:

Create a database to track LGBTQ+ client readiness among mainstream CBOs. Develop a simple self-evaluation tool, like the Human Rights Campaign's Healthcare Equality Index that measures healthcare systems readiness to serve LGBTQ+ patients and staff in these areas: LGBTQ+ patient services and support, employee benefits/policies, and patient and community engagement.

After considering these recommendations and analyzing all the primary and secondary research, overall, to ensure Miami-Dade remains a safe and thriving community for all residents, it is imperative that funders and government agencies prioritize dedicated funding for LGBTQ+ services. By investing in culturally competent health and social services, housing, and mental health programs, we can reduce homelessness, improve community health, and create a more inclusive environment for LGBTQ+ individuals.