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Spring 2020

We are all navigating the shared, collective experience of COVID-19 together. At the same time, we must acknowledge that COVID-19 is having disparate and disproportionate impacts on marginalized communities, including Black, Latino, and other communities of color; immigrants and people with undocumented status; unhoused people; and LGBTQ communities.

This issue highlights resources and events for supporting LGBTQ people in the midst of COVID-19. It also features the insights of one of our LGBTQ TA Center partners, writing on adaptive leadership and loss.

We wish you safety and wellness in this difficult time.

[Visit the LGBTQ TA Center Website](#)

LGBTQ-Inclusive COVID-19 Resources

Research

[The Lives and Livelihoods of Many in the LGBTQ Community are at Risk Amidst the COVID-19 Crisis](#)

This new issue brief from Human Rights Campaign (HRC) summarizes the ways that LGBTQ people are at disproportionate risk due to preexisting conditions, poverty, lack of access to health care or paid leave, and discrimination.

[Implications of COVID-19 for LGBTQ Youth Mental Health and Suicide Prevention](#)

The Trevor Project's new brief describes how physical distancing, economic strain, and anxiety are impacting LGBTQ youth, and offers supports and protective factors.

Frameworks and Organizational Resources

[Fundraising, Organizational, and Facilitation Resources](#)

Equality Federation prepared this great list of resources for LGBTQ organizations, organizers, and nonprofits to continue their work through the pandemic.

Virtual Learning Guide

This guide is designed to support facilitators and learning leaders in the transition to digital platforms in COVID-19. It includes guidance on trauma-informed facilitation.

An Equitable Systems Transformation Framework for COVID-19

The National Innovation Service (NIS) outlines a framework and principles for centering lived experience and racial equity during COVID-19 response and recovery.

Resources Related to LGBTQ Elders

COVID-19 & LGBTQ Older People

HRC and SAGE outline why LGBTQ elders are at greater risk and what actions LGBTQ elders, their caregivers, and their community members can take.

SAGEConnect

SAGEConnect links LGBTQ elders with the broader community, reducing isolation and promoting well-being. Elders and volunteers can sign up for weekly calls.

Resources for Transgender People

A Know Your Rights Guide for Transgender People Navigating COVID-19

This guide from Transgender Legal Defense & Education Fund was written to ensure that transgender and non-binary people can make informed decisions.

COVID-19: Creating an Action Plan

The National Center for Transgender Equality shares key considerations, including what to do about hormone prescriptions, documentation, and surgery.

TransFamily Support Services

Email info@transfamilyosos.org to join online support group meetings.

Trans Lifeline

1-877-565-8860

Resources for Families

Welcoming Schools Wednesdays: Activities for Inclusive Learning at Home

Each week during the pandemic, HRC will offer a book and lesson plan adapted for homeschooling.

The Neighborhood: A Virtual Hub for LGBTQ+ Families

The Neighborhood is a calendar of virtual activities for LGBTQ+ families and prospective families navigating the pandemic. From Family Equality.

Virtual Events

Webinars

Upcoming Webinars on Leading During the Pandemic

[Trauma-Informed, Resilience-Oriented Leadership During a Pandemic](#) (May 11, 3-4 p.m. PT) will explore systems and agency leadership approaches that embrace trauma-informed care. [Leadership in Times of Chaos](#) (May 18, 3-4 p.m. PT) will discuss adaptive strategies that leaders can use to "weather the storm" in turbulent times, including foresight thinking, foresight planning, and communications.

COVID-19 Webinars from Human Rights Campaign

Visit HRC's page for on-demand and upcoming webinars on topics such as the impact of COVID-19 on persons living with HIV, older LGBTQ adults, and LGBTQ clients in the child welfare system.

[Click to visit webinars page](#)

Convenings

The Virtual LGBTQ Youth Convening 2020 May 9, 16, and 23 | 10:00-11:45 a.m. PT

The Virtual LGBTQ Youth Convening is a free webinar conference organized by Orange County LGBTQIA youth and their allies. This series is open to youth, parents, school staff, professionals, and online community members.



[Click to register for the Youth Convening](#)

SYNChronicity 2020: Virtually syncing HIV, HCV, STI, and LGBT Health June 23-25

SYNChronicity brings together medical professionals, service providers, government officials, and health advocates on HIV, HCV, STI, and LGBTQ health, with a focus on underserved racial and ethnic minorities. The in-person conference is being moved completely online.



[Click to register for SYNChronicity](#)

Global Pride 2020 June 27

With the cancellation of many Pride events, InterPride and the European Pride Organisers Association are collaborating with Pride organizers around the world to plan a 24-hour, live-streamed virtual event.



[Click to learn more about Global Pride 2020](#)

Gender Spectrum Professionals' Symposium

July 16-17

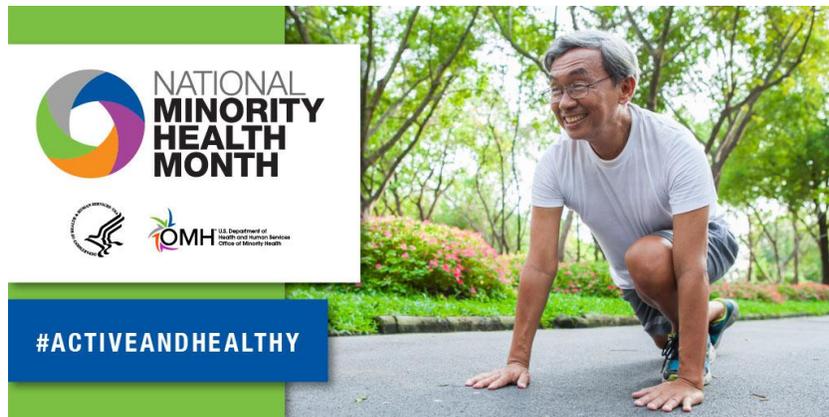
Although Gender Spectrum has had to cancel their Conference for youth and families this year, the Gender Spectrum Professionals' Symposium will still take place! The Professionals' Symposium is designed for individuals who serve youth and/or families and are looking for knowledge and skills to be more gender inclusive in their practice. Submit a workshop proposal by **April 27**.



Gender Spectrum also put together an array of helpful COVID-19 resources: [Resources for Challenging Times](#).

[Click to learn more about the Symposium](#)

More News & Resources



April is National Minority Health Month

The theme for this year's National Minority Health Month (NMHM) is "[Active and Healthy](#)." Consistent with physical distancing guidelines, the [#ActiveandHealthy](#) campaign will promote activities to safely sustain an active lifestyle and support social connectedness. Resources are available in English and Spanish.

[Click to visit the Office of Minority Health NMHM website](#)

More than 40 Major Employers Call for End to Anti-Trans Bills

Human Rights Campaign and Freedom for All Americans spearheaded an open letter calling on states to end bills that restrict transgender Americans' rights. The letter implies that the employers, which include Amazon, Google, and many others, may make state investment decisions based on discriminatory practices.

[Click to learn more](#)

Life Planning Documents for Transgender Communities

This new resource from Transgender Law Center outlines legal documents and information that transgender persons can use to ensure their wishes and identities are respected.



Thoughts from Our Partners

What I Learned from Ron Heifetz

Elizabeth Waetzig, JD, Change Matrix

On November 14, 2019, I got a chance to hear one of my long-time, favorite authors and thinkers on adaptive leadership. I have been studying, practicing and incorporating Ron Heifetz's work into my own technical assistance, training, coaching and, parenting since 1997. Heifetz was a plenary speaker at the American Evaluator Association annual conference.

During his talk, Heifetz offered three important points:

1. the nature of the work defines leadership,
2. adaptive leaders must be willing to engage others in uncertainty with compassion for the loss change brings about, and
3. communicate messages that people are not expecting (do not think they want) which requires a willingness to spend authority or trust.

The characteristics and competencies of leaders that we often think about are hard to identify, assess, and measure, as they are general to being human and not specific to leaders. Also, muddying the waters, people (it turns out) are not linear systems. So, Heifetz invited us to look at the nature of the work to drive the definition of leadership. **When the work includes change that requires new learning, the work of leadership is adaptive. To do that work requires looking out onto the frontier of new knowledge to support transformative change.**

Looking to what is new to engage in transformative and adaptive change asks us to move into the uncertain and distressful world of the unknown. That human beings have a difficult time with change is not new. We have all experienced a variety of responses to change, from fear and obstruction to excitement. **What Heifetz offered in his talk was a call to leaders to recognize the loss that change means for people.** When people are asked to change what they do, how they do it, and/or why they do what they do, they will likely feel some sense of loss of competence, and possibly a loss of relationship or identity. Leaders must have a reverence for what they are asking people to lose.

Knowing that there will be loss by some, leaders must look for the thresholds of learning, where people are in a productive range of distress, and where the limits of tolerance for loss and engaging the unknown lie. In that space of new learning, leaders are often called upon to deliver information, messages, and observations that are unexpected and often unwelcomed. This can be personally challenging when the messages acknowledge that they are also entering a frontier of the unknown. In the process of engaging others in the work of transformative and adaptive change, leaders will have to spend their authority telling people what they don't want to hear. This element of leadership is risky for a leader who has spent time building their own competence as well as trusting relationships.

So, in the space of the unknown, without a predictable path, charting an adaptive course, leaders must be improvisational and listen for that which must be preserved along with the sacrifice that is being asked. Those who choose to lead adaptively will be called on to carefully consider what is being asked of them. What is already known? What are the stated hopes? What is the appetite for change? What are the limits on the tolerance for loss? Then get ready to look for the threshold for learning, where things feel uncertain, the

risk, the pace that can be tolerated, and the level of distress – all with compassion, vulnerability, and courage.

What is the work, who will you be, what will we build on, and how far can we get?



Contact Our Team:

[http://lgbtq-ta-center.org/
contact-us](http://lgbtq-ta-center.org/contact-us)

1-877-568-4227

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