

2022 LGBTQ COMMUNITY CENTER SURVEY REPORT

The Impact and Infrastructure of Lesbian, Gay, Bisexual, Transgender, and Queer Community Centers

November 2022



This report was authored by:

CenterLink: The Community of LGBTQ Centers

CenterLink strengthens, supports, and connects LGBTQ community centers. Founded in 1994, CenterLink plays an important role in addressing the challenges centers face by helping them to improve their organizational and service delivery capacity, access public resources and engage their regional communities in the grassroots social justice movement. For more information, visit www.lgbtcenters.org.

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MAP's mission is to provide independent and rigorous research, insight and communications that help speed equality and opportunity for all people. MAP works to ensure that all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life. For more information, visit www.mapresearch.org.

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NOTES ON LANGUAGE

Not all participating centers—even those that fully completed the survey—answered every question; therefore, we often refer to “responding centers” to indicate that an analysis reflects only the centers that responded to a particular question, rather than all participating centers.

In many cases, centers are separated into two categories: “small” centers with expense budgets of less than \$150,000; and “large” or “big” centers with expense budgets of \$150,000 or more. This budget threshold reflects a significant turning point in center capacity, as centers above this budget are significantly different than centers at or below this budget across nearly every dimension, including staff size, programs, and more. For example, in the 2020 survey, small budget centers had an average of less than one full-time staff person and a max of two full-time staff, while large centers (excluding the Los Angeles LGBT Center) had an average of 14 full-time staff and max of 150 full-time staff. Because the Los Angeles LGBT Center is so large compared to the rest of the center cohort—with a 2022 budget of over \$145 million, compared to an average \$2 million budget among other big centers—it is sometimes excluded from report analyses so as to not skew the results, although we note where this is the case.

EXECUTIVE SUMMARY

The 2022 LGBTQ Community Center Survey Report is the latest installment in a biennial survey series of LGBTQ community centers across the United States, dating back to 2008. This joint report by the Movement Advancement Project (MAP) and CenterLink presents findings from the eighth study in the research series.

This report (and the broader research series) shows that, across the country, LGBTQ centers are an anchor for local communities, providing both LGBTQ and non-LGBTQ people with vital resources, services, and programs, and further providing thousands of jobs and volunteer opportunities to local economies. LGBTQ centers are also key players in the broader LGBTQ movement and provide an invaluable link between LGBTQ people and local, state, and national efforts to advance LGBTQ equality.

This year's report highlights the vital contributions that centers make, strengthening communities across the country and responding with agility and creativity to both immediate needs and larger structural challenges, including amid the ongoing COVID-19 pandemic. This year's report also highlights both persistent and emerging challenges, including rising threats to safety and security in an increasingly hostile political and legislative climate.

Participating Centers

Overall, 208 LGBTQ community centers participated in this year's survey, representing 45 states, DC, and Puerto Rico. See *Figure 1* for a map or *Appendix B* for a list of participating centers.

In this year's survey, 34% of responding centers were small budget centers (with 2022 budgets of less than \$150,000), and 66% were large budget centers (with budgets of \$150,000 or more). The largest share of small centers operates in the South, while the largest share of big centers operates in the West.

Programs & Services



People Served

- **LGBTQ community centers collectively serve over 51,800 people each week, or nearly 2.7 million people per year.** They also refer nearly 6,000 individuals per week, or roughly 312,000 people per year, to other agencies or providers, such as LGBTQ-friendly medical providers, lawyers, or businesses.

Importantly, many centers reported these numbers were still lower than pre-COVID levels, as centers are still working to return to full capacity.

- **The majority of responding centers primarily serve people and communities that are historically under-resourced and under-served.** Among centers that reported each type of demographic data, over half of centers report that a majority of the people they serve are low-income (58% of centers), young people under the age of 30 (53%), and people of color (52%). Additionally, 36% of responding centers say the majority of people they serve are transgender people, and 16% of centers primarily serve people who live in rural areas.



Programs

- **Centers tailor their programs and services to reflect the diversity of both the LGBTQ community and the local community.** Most centers offer programming specifically tailored to transgender and gender-diverse people (88% of centers), parents of LGBTQ youth (75%), LGBTQ youth ages 13-17 (68%), LGBTQ people of color (67%), and low-income LGBTQ people (56%), among others. Other targeted populations include LGBTQ older adults, people living with HIV, LGBTQ people in rural areas, people in recovery, formerly incarcerated people, and LGBTQ youth in the child welfare system or juvenile justice system, and many others.
- **Centers offer many types of programs to address the diverse needs, experiences, and interests of the people and communities they serve.** For example:
 - 96% of centers offer **informational and educational** programs like an LGBTQ speakers' bureau, educator support or outreach, resume building and career support, financial literacy training, GED and/or continuing education classes, and more.
 - 96% of centers offer **social, recreational, and community** programs, such as social groups, game clubs, youth drop-ins, mentoring programs, exercise classes, outdoor recreation activities, and many others.
 - 89% of centers offer **arts and cultural** programs like an LGBTQ library, film festivals or screenings, art galleries or display spaces, and more.
 - 81% of centers offer **basic needs** services, such as a food pantry, clothing swap or closet, social work assistance, direct cash support, housing services, and

reentry support for formerly incarcerated people, among other programs.

- 80% of centers offer **legal services**, like legal aid clinics or workshops (e.g., name change or gender marker clinics, Know Your Rights legal education), hate crimes reporting, immigration support, and more.
- **Centers strive to make their programs and services accessible.** Overall, 88% of centers offer at least some programs or services available online, and 75% of centers offer access measures such as captions, interpreters, or digital or large print materials for at least some of their programs. Additionally, nearly half (49%) of centers offer services in a language other than English, with Spanish and American Sign Language as the most frequently offered languages.



Health & Wellness Services

- **The majority (61%) of LGBTQ community centers directly provide physical health, mental health, and/or anti-violence services or programs**—and this number jumps to 91% of centers when including those that provide referrals to LGBTQ-friendly health providers.
 - Over half (53%) of centers directly provide **mental health services**, such as clinical therapy, peer-led support groups, substance use recovery programs, and psychiatric services. Including referrals, this jumps to 90% of centers.
 - Over one-quarter (28%) of centers directly provide **physical health services**, such as HIV or STI testing or treatment, PrEP, contraception, addiction or recovery care, gender-affirming hormone therapy, primary care, and more. Including referrals, this jumps to 83% of centers.
 - Just under one-quarter (22%) of centers directly provide **anti-violence programs or services**, such as assisting survivors with legal or medical processes, hate crime prevention or community education, hate crime response services, emergency shelter assistance, and more. Including referrals, this jumps to 80% of centers.
- **In 2021, centers provided health services to nearly 116,000 people across 95 centers, though these numbers are a minimum estimate.** Many centers reported these numbers were still relatively low compared to pre-pandemic levels, and another 25 centers with health services did not provide data on

the number of individuals they served. This figure also does not include referrals provided to other providers.



Computer Resources

- **Over half of centers (52%) offer computer resources or services to the public**, including 14% of all centers that offer these resources through the David Bohnett CyberCenter Program. In 2021, computer resources at responding centers were used by over 3,800 people every month, or nearly 46,000 people over the year, though many centers reported that computer usage remains relatively lower compared to pre-pandemic usage.
- Among centers offering computer resources:
 - 62% say demand for these resources has remained steady or increased over the past two years (or since reopening after COVID).
 - 53% offer computer training classes, services, or assistance, such as software-specific training (e.g., Excel, Photoshop) or support with job searches, schoolwork, and more.
- **The most frequent uses of computer resources are job searches and career-related uses; schoolwork and education; and keeping up with friends and family.** However, 19% of centers with computer resources say the top use of these resources is for accessing LGBTQ-specific information, further highlighting the important role centers play in connecting people to vital information that they may otherwise not be able to access—particularly amidst growing political and legislative efforts to censor or restrict access to LGBTQ-related information.



Advocacy & Civic Engagement

- **Nearly all (97%) centers engage in advocacy, public policy, or civic engagement activities**, across a wide range of issues and areas. Nearly all centers work in advocacy or civic engagement **at the local level (95% of centers) and state level (91%)**, and just under half (47%) also engage at the national or federal level.
- **More than half (54%) of all centers engage in voter registration efforts**, and 35% participate in get-out-the-vote drives. Six percent (6%) of centers also serve as a polling location for elections.

- While centers advocate on a wide range of issues and civic engagement efforts, **more than one-third (34%) of all centers specifically mentioned anti-transgender legislation or other transgender issues as their number one advocacy priority**, reflecting the increasingly hostile political and legislative landscape today.

Threats to Security & Safety



Threats & Harassment

- Unfortunately, anti-LGBTQ violence, rhetoric, and legislative attacks are again on the rise, and this has affected LGBTQ community centers as well as LGBTQ individuals across the country. **Overall, 71% of LGBTQ centers reported they had experienced anti-LGBTQ threats or harassment over the past two years.**
- A majority of centers said they had experienced these threats or harassment online (56% of centers) as well as offline (54%). Nearly two in five centers (38%) said they had experienced both online and offline harassment in the past two years.
- Numerous centers mentioned in open-ended comments that these threats or harassment had specifically targeted their youth-focused programs or the staff involved with those programs, again reflecting the current political environment and its targeted attacks on LGBTQ, and specifically transgender, youth.

Center Capacity



Center Staff, Volunteers, & Board

- In 2021 alone, **roughly 10,500 people volunteered nearly 417,000 hours across responding community centers**, helping both centers with and without paid staff to significantly expand their work.
- **Overall, 84% of responding centers employ paid staff, providing jobs to nearly 3,000 people (with another 600 currently open positions)** across 39 states, DC, and Puerto Rico. Centers with paid staff provide an average of 16 paid positions to their local community.^a

- **However, more than half (52%) of all LGBTQ community centers remain thinly staffed, despite the vital programs and services they provide:** 36% of centers currently have five or fewer paid staff, and 16% have no paid staff at all and rely solely on volunteers. This is especially true for small budget centers, 92% of whom have five or fewer paid staff (48%) or no paid staff (44%). In contrast, 32% of big centers have five or fewer staff (30%) or no paid staff (2%).

- **The staff of LGBTQ centers are diverse, frequently mirroring the communities they serve.** Across centers that reported this information, a majority of all center staff (62%) and of all senior staff (51%) are people of color, while 33% of executive directors are people of color. Notably, LGBTQ community centers employ many transgender people, with roughly one in five (19%) paid staff and 23% of executive directors at responding centers identifying as transgender.^b
- Among centers that provided demographic data about board members' race and ethnicity, **more than two in five (41%) of LGBTQ center board members nationwide are people of color.** Among reporting centers, 16% of all board members are transgender.



Finances

- **The financial realities of LGBTQ community centers vary greatly.** Just over one-third (34%) of responding centers are "small" centers (annual budgets of less than \$150,000), and the remaining 66% of centers are "big" centers (budgets of \$150,000 or more). Small and big centers vary widely across nearly every measure, including facilities, staff, programming, and more.
- **Centers reported a collective 2022 budget of over \$386 million across all centers**, or over \$240 million excluding one outlier center. **However, 98% of that collective budget belongs to big centers.** Responding big centers report a collective budget of \$237 million and an average budget of \$2 million. In contrast, responding small budget centers report a collective budget of \$3.9 million and an average budget of \$67,600.
- **Big and small budget centers draw funding from different sources.** For large budget centers, government

^a This average includes open positions and excludes the outlier Los Angeles LGBT Center, with a staff of nearly 700. Including the Los Angeles LGBT Center, centers with paid staff have an average of 21 positions.

^b For comparison, according to the Williams Institute (2022), an estimated 0.52% of the U.S. adult population—or roughly one in every 200 adults—is transgender.

grants comprised the largest share of 2021 revenue, while small centers most frequently reported that individual contributions are their main source of revenue.



Government Grants

- Grants from federal, state, or local governments allow centers to provide vital programs and services not only to LGBTQ people, but to local communities across the country. **Overall, nearly six in ten (58%) responding LGBTQ community centers currently receive government grants**, covering over 700 grants and totaling more than \$122.5 million.
- **Centers use these grants to provide vital services to local communities, particularly around health, youth, and housing and homelessness.** Looking at the five largest grants to each center, more than four in 10 grants (43%) supported HIV and STI services like testing or treatment (18%), mental health services (10%), substance use and recovery programs (8%), and other health services including COVID-19 efforts (7%).
- **Government grants are a key source of revenue for LGBTQ community centers:** among responding centers, large budget centers reported that government grants comprised the largest share (32%) of combined total revenue in 2021. One in ten (10%) small centers say that government grants are among their top three sources of revenue.
- Despite the importance of government grants to both centers and the local communities they serve, the majority of centers report that both the grant application and grant reporting processes are **significant obstacles to accessing these grants.**



Facilities & Accessibility

- **Nearly eight in ten (79%) responding centers have a dedicated physical space**, with 11% lacking any physical space and another 10% in some other kind of arrangement, such as drop-in offerings in another group's space. Small budget centers are more likely to lack a physical space.
- **Centers strive to make their physical space available**, with 77% of centers with space open at least some evening hours and 46% open at least some weekend hours. Centers with physical space

are currently open an average of 37 hours per week, with many centers reporting they are still working back up to their pre-pandemic levels.

- **Centers also strive to make their buildings accessible**, though there remains room for improvement. Overall, 91% of centers with space report having accessible restrooms, 82% offer accessible entrances and exits, and 77% provide clear paths of travel within the building. Nearly six in ten centers (58%) offer natural and/or adjustable lighting, and 32% offer designated quiet spaces or low stimulation rooms.

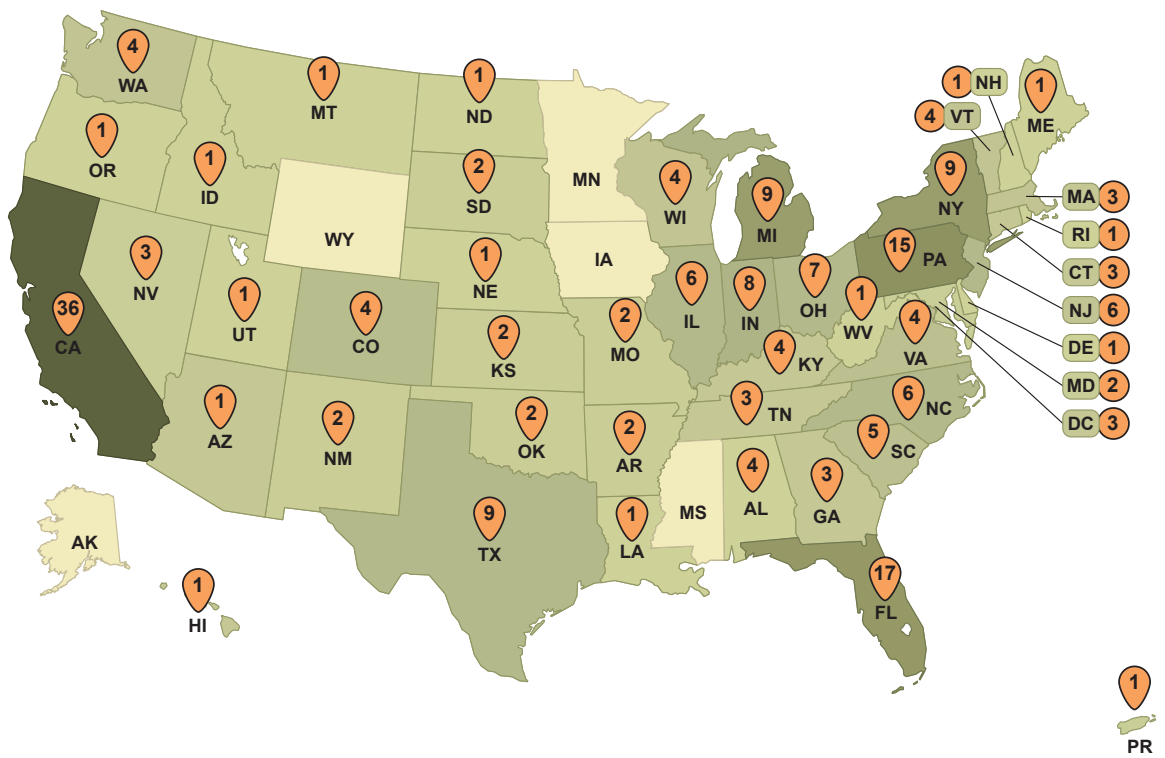
Major Challenges & Opportunities

Centers identified several challenges in serving their communities, as highlighted throughout this report:

- **Overall Challenges.** The ongoing COVID pandemic remains a tremendous challenge to LGBTQ centers in many ways, including staff capacity, finances, and much more. LGBTQ people themselves also continue to experience the harms of the pandemic, and disproportionately so, leading to even sharper need for the vital services that LGBTQ centers provide. The ongoing pandemic therefore has the doubled effect of increased need for LGBTQ center services yet decreased capacity to provide such services.
- **Threats to Safety and Security.** The large majority (71%) of all centers reported that in the past two years they had experienced some kind of anti-LGBTQ threats or harassment, whether online, offline, or both. Numerous centers reported that these threats targeted their youth-focused programs or the staff serving those programs, reflecting the political and legislative environment and its targeting of LGBTQ, and especially transgender, youth.
- **Staff Capacity.** When asked about obstacles to advocacy, computer resources, government grants, and more, centers consistently reported that their main obstacles revolve around limited staff capacity and finances, highlighting the urgent need for financial investment in centers to support their staff and capacity.

However, the report finds **clear opportunities** to support the vital work that LGBTQ community centers provide. Given the critical role of LGBTQ community centers, CenterLink and MAP recommend that individuals, communities, funders and foundations, governments, and the LGBTQ movement prioritize giving these centers the additional support and assistance needed to grow and sustain their work—work that is needed now more than ever.

Figure 1: Participating LGBTQ Community Centers Serve the Residents of 45 States, DC, and Puerto Rico
Number of participating centers in each state (n=208)



INTRODUCTION

LGBTQ community centers play an important, yet often overlooked role in the life of LGBTQ people in the United States. In many parts of the country, a local LGBTQ community center may be the only place where LGBTQ people and allies can access affirming and inclusive health care, community programs, or even basic information. Community centers are also vital players in the LGBTQ movement, linking LGBTQ people and local, state, and national efforts to advance LGBTQ equality.

The 2022 LGBTQ Community Center Survey is the eighth biennial survey of LGBTQ community centers across the United States.^a MAP and CenterLink originally developed the survey with input from community centers, LGBTQ funders, and national partners, and it was first conducted in 2008. Each subsequent iteration is improved based on feedback from previous surveys and newly emerging issues.

The report series provides a comprehensive analysis of participating LGBTQ community centers' **programs and services**, including key communities served; center **capacity**, including staffing, boards of directors, and finances; and **major challenges and opportunities**. New this year, the report also examines **threats to safety and security**, such as harassment and vandalism.

Overall, participating centers report serving over 2.7 million people in the past year alone, even as many centers reported they are still working to return to pre-COVID-19 capacity. By providing both LGBTQ and non-LGBTQ people with vital resources, services, and programs, these centers are an anchor for local communities. Centers are also an important part of local economies, providing thousands of jobs and volunteer opportunities.

This year's report highlights the vital contributions that centers make, strengthening communities and responding with agility and creativity to both immediate needs and larger structural challenges, including amid the ongoing COVID-19 pandemic. The report also highlights both persistent and emerging challenges, including rising threats to safety and security in an increasingly hostile political and legislative climate.

PARTICIPATING CENTERS

In late July 2022, MAP and CenterLink sent the online survey to 284 LGBTQ community centers identified by

CenterLink in 47 states, the District of Columbia (DC), and Puerto Rico.^b The survey was open for approximately one month, with regular and repeated outreach throughout the fielding period to recruit as many participants as possible.

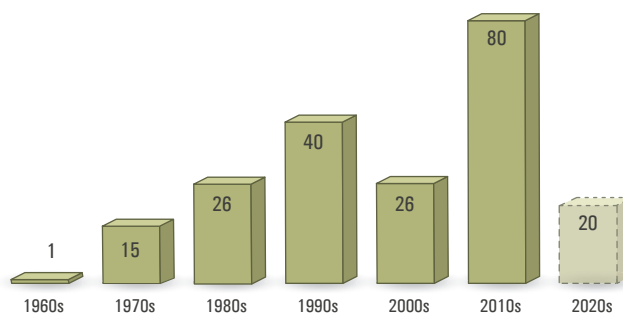
Figure 1 on the previous page shows that **208 centers participated in the survey, representing 45 states, DC, and Puerto Rico^c—a record-breaking participation year for this biennial survey series dating back to 2008.** This reflects a 73% participation rate, and with 201 centers fully completing the survey, a 71% completion rate.

Since the 1960s, the number of LGBTQ community centers continues to grow. While in recent years many people have been concerned about the declining number of LGBTQ-specific spaces, *Figure 2* shows that **more LGBTQ centers were founded in the 2010s than in any other decade so far**, and further that another 20 new centers have formed since 2020 alone.

Of the 208 participating centers, five were newly forming and not yet open to the public, and one center did not provide its budget. Of the remaining 202, **34% were small centers (budgets less than \$150,000) and 66% were big centers (budgets of \$150,000 or more).**

The infographic on the next page shows that small centers operate in 31 states, and that big centers operate in 38 states, Washington DC, and Puerto Rico. Overall, **the largest share of small centers operates in the South (40%), while the largest share of big centers operates in the West (31% of big centers).**

Figure 2: More Centers Were Founded in the 2010s Than Any Other Decade
Number of participating centers founded in each decade (n=208)



^a Because the centers that participate in the survey vary from year to year, readers should not draw comparisons between the findings of this report and past years' reports.

^b Unrepresented states were Iowa, Minnesota, and Wyoming.

^c States that were represented in the original sample but whose centers did not participate in the survey were Alaska and Mississippi.

GEOGRAPHIC LOCATION OF CENTERS

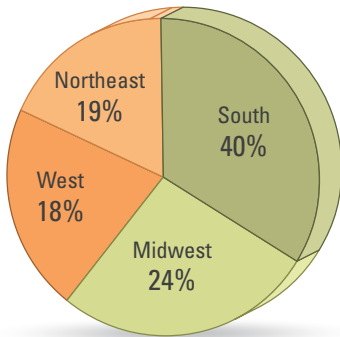
STATES AND REGIONS VARY IN THEIR NUMBER OF SMALL VS. BIG BUDGET CENTERS

of participating centers (n=202) in each state

SMALL CENTERS

with budgets of **\$150k or less**
(n=68)

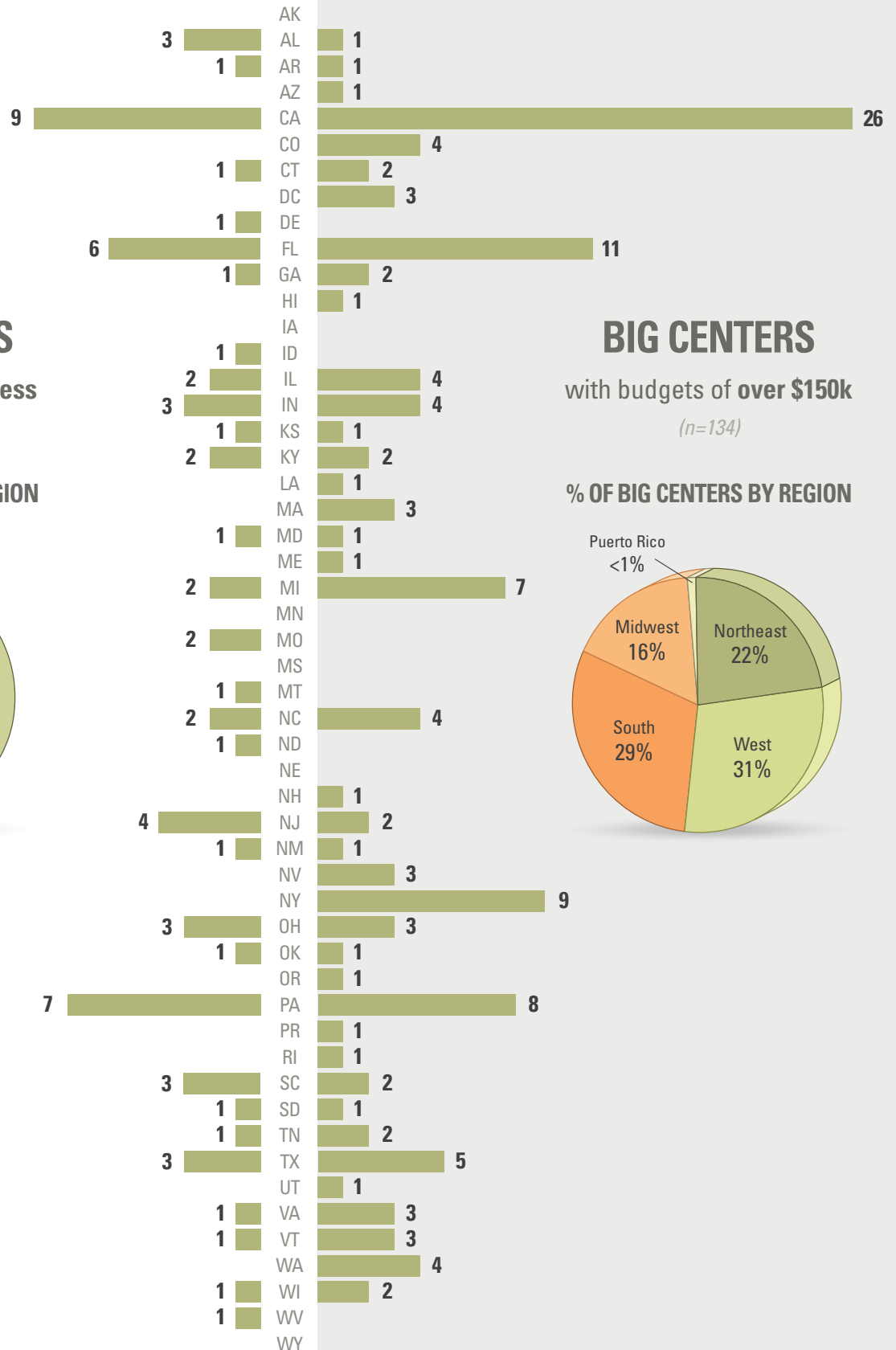
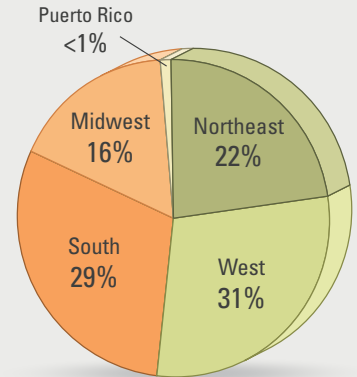
% OF SMALL CENTERS BY REGION



BIG CENTERS

with budgets of **over \$150k**
(n=134)

% OF BIG CENTERS BY REGION



Notes: Regions as defined by U.S. Census Bureau. One center (in TX) did not report its budget size, and another five (one each in CA, IN, NE, OH, and WI) were newly forming and not yet open to the public, so are excluded from this figure. Percentages may not sum to 100 due to rounding.

PROGRAMS & SERVICES

LGBTQ centers are an anchor for local communities. LGBTQ centers serve tens of thousands of people every week and provide vital, diverse programs and services that reflect the diverse communities they serve, including along lines of race, ethnicity, age, income, gender, geography, and more. Centers also provide much-needed, culturally competent, and affirming health and wellness services, ranging from mental health care and support groups to substance use and recovery programs and anti-violence services like hate crimes prevention or support for survivors of intimate partner violence.

LGBTQ centers further provide computer resources that help individuals with career development, schoolwork, connection, and accessing LGBTQ-specific information—particularly important in a political environment that is increasingly attempting to censor or restrict access to such information. Finally, centers are also active and diligent advocates, working to improve policy and civic engagement in communities nationwide.

People Served



Overall, **responding LGBTQ community centers (n=197) collectively serve over 51,800 people each week, or nearly 2.7 million people per year**, as shown in the infographic on page 4. Centers also refer nearly 6,000 individuals per week, or roughly 312,000 people per year, to other agencies or providers, such as LGBTQ-friendly medical providers, lawyers, or businesses. Importantly, many centers reported these numbers were still lower than pre-COVID levels, and that centers are still working to return to full or pre-COVID capacity.^d

Geographically, the large majority (72%) of participating centers primarily serve people from their local community (whether their immediate town, county, or multi-county region), as shown in *Figure 3*.

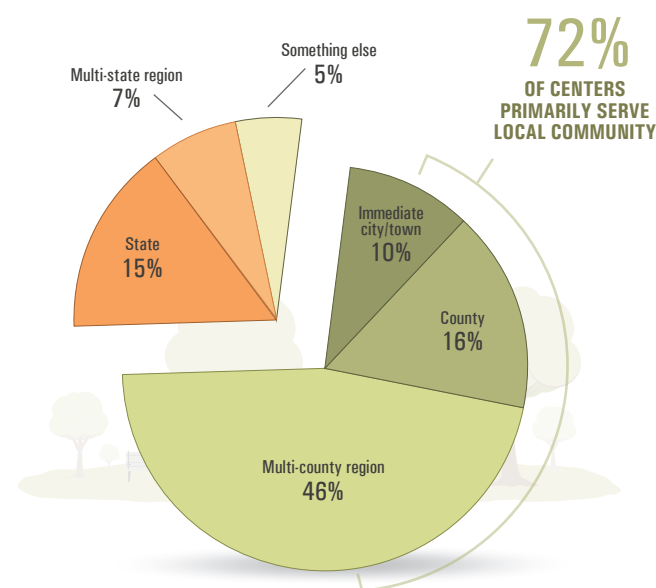
LGBTQ community centers collectively served nearly
2.7 MILLION PEOPLE
 in 2021 alone.

Demographically, the majority of responding centers primarily serve people and communities that are historically under-resourced and under-served, as shown in the infographic on page 4. For example, among centers that reported each type of demographic data, over half of centers report that a majority of the people they serve are low-income (58% of centers), young people under the age of 30 (53%), and people of color (52%).

As shown on page 4, small budget centers are more likely to primarily serve low-income people, transgender people, and people living in rural areas. Big budget centers are more likely to primarily serve people of color. Both budget sizes are roughly equally likely to primarily serve young people.

Taken together, these datapoints illustrate how LGBTQ community centers provide vital resources, including to community members who may be especially in need of welcoming, competent services and gathering spaces.

Figure 3: Most Centers Primarily Serve Their Local Town or Counties
 % of responding centers (n=203)



^d For more on the experiences of LGBTQ centers in the initial months of the pandemic, see MAP and CenterLink's [2020 LGBTQ Community Centers Report](#) (October 2020).

PEOPLE SERVED BY LGBTQ COMMUNITY CENTERS

51,800

CLIENTS PER WEEK IN 2021



6,000

REFERRALS PER WEEK IN 2021



86%
OF CENTERS

said this was the same or higher than the previous year

96%
OF CENTERS

said this was the same or higher than the previous year

CENTERS SERVE MANY UNDER-SERVED COMMUNITIES

Among centers that reported each type of client demographic data

58%

OF CENTERS

Majority of people served make less than \$30K/year

72%

of small centers

53%

of big centers

53%

OF CENTERS

Majority of people served are young people (< 30)

52%

of small centers

53%

of big centers

52%

OF CENTERS

Majority of people served are people of color

42%

of small centers

56%

of big centers

36%

OF CENTERS

Majority of people served are transgender

39%

of small centers

34%

of big centers

16%

OF CENTERS

Majority of people served live in rural areas

21%

of small centers

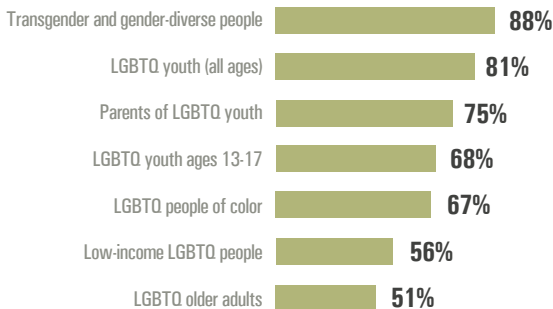
14%

of big centers

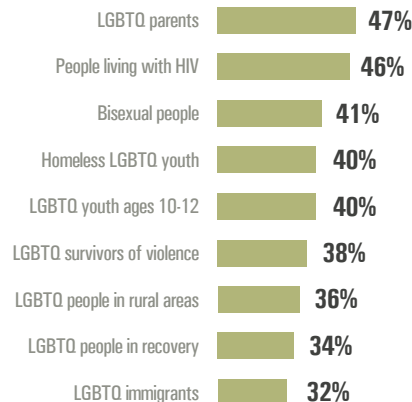
CENTERS OFFER MANY TAILORED PROGRAMS TO SERVE DIVERSE COMMUNITY NEEDS

% of responding centers (n=198) that offer each type of tailored program

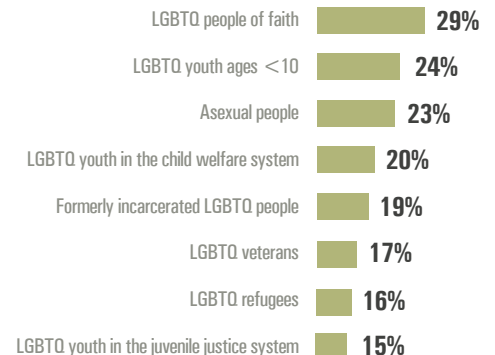
MOST CENTERS OFFER PROGRAMMING FOR:



SOME CENTERS OFFER PROGRAMMING FOR:



FEWER CENTERS OFFER PROGRAMMING FOR:



SPOTLIGHT



Centers Offer Rare, Safe Places for LGBTQ People to Connect, Particularly Amid the Ongoing Pandemic

Guilford Green Foundation & LGBTQ Center—Greensboro, North Carolina

"In 2021 we launched a program called campOUT with the purpose of creating opportunities for LGBTQ people to enjoy outdoor activities in safe and affirming groups. The idea for campOUT came as a response to the pandemic when we couldn't gather indoors, and it has grown to be one of our most popular programs. With funding from REI Co-op, we have led local hikes, weekend camping trips, foraging workshops, kayaking and paddleboard excursions, and more. Grant funding allows us to remove cost barriers associated with outdoor activities by covering rental fees and supplying equipment. In June 2021, 19 queer people went camping for the weekend, including 15 attendees who were first-time campers. We were able to lend them tents, sleeping bags, and camping gear free of charge. campOUT is the most intersectional program we have with attendees from all segments of the LGBTQ community."



San Mateo County Pride Center—San Mateo, California

"The Pride Center collaborated with an outside provider to co-facilitate an 8-week therapy process group for queer Asian American and Pacific Islander folks in March through April 2022. This group was developed at least in part in response to the COVID-19 related rise in Anti-Asian hate crimes. The group averaged 10 participants each week. Every participant received a free mental health journal kit, which were donated by our sponsors for the event. Topics discussed and processed included (but were not limited to): racism, microaggressions, discrimination, sense of belonging, intersectional identity, self-care, boundaries, and community building. Throughout the development of this project, we've secured two grants that helped fully fund this group including being able to provide the space for the community free of charge."



LGBTQ S.A.V.E.S.—Fort Worth, Texas

"We launched a Discord Server, aka our 'Lifeline Chat,' during COVID that became a great tool for LGBTQ+ youth, but largely transgender teens, to find community during COVID. Even as we are coming back to being in person, our server is still the hub of our community and where many of our members seek to connect. We went from 35 members to over 200 members."



The CENTER on Strawberry—Washington, Pennsylvania

"Pre-COVID we had a monthly potluck dinner. Since COVID we offer a catered meal called 2nd Friday Nights with no outside food that has replaced the potluck. We were only closed five total months in 2020/2021 so we offered this most months even if it had to be a boxed meal. Our numbers are back to 2019 totals with 50-70 attending monthly for a good meal and social opportunities. Many of our attendees said that this was the only social opportunity they had over many months of quarantine and masking. We are proud that we could offer this gathering during the most difficult times."



Programs & Services (Non-Health)



Centers tailor their programs and services to reflect the diversity of both the LGBTQ community and of the local communities that centers serve. For example, and as shown in the infographic on page 4, most centers offer programming for transgender and gender-diverse people, parents of LGBTQ youth and youth themselves, LGBTQ people of color, and low-income people, among many other specific populations.

Centers also offer many types of programs and services to address the diverse needs, experiences, and interests of the people and communities they serve. As detailed in the infographic on page 8, the vast majority of responding centers offer informational and educational programs; social, recreational, and community programs; arts and cultural programs; basic

needs and services; and legal services. The majority of centers also provide some kind of physical health, mental health, and/or anti-violence program or service, and these are further discussed in the next section.

Centers strive to make their programs and services accessible in a variety of ways. As shown on page 8, 88% of centers offer online options for at least some programs or services,^e 75% of centers offer access measures such as captions, interpreters, or digital or large print materials, and nearly half (49%) of centers offer services in a language other than English. Spanish and American Sign Language (ASL) are the most frequently offered non-English languages, with 45% of centers offering Spanish and 16% offering ASL. Additional languages offered by some centers include Arabic, Armenian, Cantonese, French, Haitian Creole, Portuguese, and Tagalog, among others.

SPOTLIGHT



Center Programs Are Creative and Responsive in Meeting the Needs of Their Communities



Informational & Educational: Borderland Rainbow Center—El Paso, Texas

“Over the past two years our online self-guided Anti-Racism Training has served over 60,000 people from every state in the U.S., and every continent on the planet (except Antarctica). We were also able to take a \$14,000 grant and create a Deaf Cultural Sensitivity Training that is designed and taught by Deaf individuals. This training has continued past the grant period and now generates most of the funding necessary to employ a Deaf individual as a Deaf Services Case Manager.”



Basic Needs: Outreach, Inc.—Madison, Wisconsin

“Since 2011, OutReach has operated a program called Willma’s Fund that provides emergency housing assistance to LGBTQ+ adults in Madison and Dane County, WI. Willma’s Fund supports people who are dealing with homelessness or housing insecurity by providing short-term hotel stays, help with a security deposit or rent, or occasionally help with utilities and other bills. Prior to 2020, Willma’s Fund averaged about \$10,000 in awards annually, which translates to roughly 20 awards of around \$500 each. Since 2020 and the beginning of the COVID-19 pandemic, requests for support and the amounts we’ve been able to award have increased five-fold. In 2021, we were able to give out approximately \$50,000 in direct assistance to LGBTQ+ adults in our area, and 2022 has been just as busy so far.”

(continued on the next page)

^e In the 2020 survey, only 21% of participating centers said they had at least some online programs or services prior to COVID-19.



Center Programs Are Creative and Responsive in Meeting the Needs of Their Communities

Social, Recreational, & Community: Compass LGBTQ Community Center—Lake Worth Beach, Florida

“The Legacy Project provides a unique opportunity for intergenerational learning and enlightenment. Each year, mature members of the LGBTQ community are paired with LGBTQ youth from the Compass Youth Program. We also work to represent the full range of diversity in our pioneer/youth pairs, not just the LGBTQ component. These students interview their partners and then compile the interviews into digital stories. These stories are combined with live stage performances on the Palm Beach Dramaworks stage to produce a highly memorable and emotional night. The goal of The Legacy Project is to build a bridge between generations and ensure that young people learn about those who fought for the rights that we now enjoy and are in danger of losing right now. There have always been separate groups for mature and youth LGBTQ individuals. This program has brought the generations together. In many other minority groups, you often grow up within your culture and can more easily look to and learn from elders. In the LGBTQ community, you really have to make the effort to seek out your own people and find those mentors. The Legacy Project fills this gap in finding a place for the generations to connect. Another goal is to gather the voices and the stories of those who made history and fought our battles and nurtured our community, those wise and learned pioneers, activists, and vanguards of the LGBTQ+ community who created change for us all. We have captured the meaningful, thought-provoking stories of truly incredible people, some of whom have since passed since The Legacy Project began, and this digital history has immortalized their lives for future generations.”



Arts & Cultural: LGBT Community Center of Greater Cleveland—Cleveland, Ohio

“The Terrace Concert Series is a monthly concert series hosted by the Center that showcases local LGBTQ+ talent. The series was developed as an extension of the LGBTQ+ Artist Spotlight Series to celebrate local LGBTQ+ artists, offer them a unique space to share their craft, and create yet another way in which the Center connects individuals to the amazingly diverse and talented arts community of Northeast Ohio.”



Legal Services: Transgender Awareness Alliance—Lexington, South Carolina

“Transgender Awareness Alliance has focused on name changes, gender marker changes and emergency assistance since 2019. We have been able to complete a number of name changes and in the last year, we have been able to get 55 people’s name and/or gender markers changed. We have changed lives, and made an impact on our community here in South Carolina. We have assisted people throughout the country from California, to New Jersey, and to Florida, but this year we decided we needed to concentrate our efforts here in South Carolina. We are so glad that we have been able to help transgender folx across the country live a more fulfilled life in any way we can.”



Health & Wellness: Out in the Open—Brattleboro, Vermont

“We are very proud of the launch of our Health Equity & Access for Rural TLGBQ+ (HEART) Program. HEART places trained peer support volunteers alongside rural TLGBQ+ community members to offer emotional, logistical (including transportation), and advocacy support that is rooted in harm reduction. HEART prioritizes supporting requests from trans people and from TLGBQ+ people in recovery or actively using substances or drugs.”



LGBTQ CENTER PROGRAMS AND SERVICES

CENTERS OFFER MANY TYPES OF PROGRAMS AND SERVICES

% of responding centers (n=193-198) offering each type of program or service

96%

INFORMATIONAL & EDUCATIONAL



such as:

- Referrals to local LGBTQ-friendly businesses
- GSA or educator outreach
- Employment and career services (e.g., resume building, job training, job fairs)
- Speakers' bureaus
- Financial literacy/planning training
- Computer literacy training
- GED and/or continuing education

96%

SOCIAL, RECREATIONAL, & COMMUNITY



such as:

- Social parties or dances
- Transgender and gender-diverse people's social group
- Youth drop-in center, hours, or social group
- Game clubs
- Exercise classes, yoga, or outdoor recreation
- Mentoring program
- Religious/spiritual services
- Intergenerational social group

89%

ARTS & CULTURE



such as:

- LGBTQ library
- Film festivals or screenings
- Art gallery or display space
- Book clubs
- Theater or dance groups
- Choral or instrumental groups
- Performance events or open mic nights
- Arts and crafts club or workshops

81%

BASIC NEEDS



such as:

- Food programs (e.g., pantry, hot meals, meal delivery)
- Clothing swap or closet
- Social work assistance
- Direct cash assistance
- Emergency, transitional, or long-term housing
- Reentry support for formerly incarcerated people

80%

LEGAL



such as:

- LGBTQ-friendly legal referrals
- Legal aid clinic or workshops
- Hate crimes reporting
- Legal document preparation
- Immigration support/assistance
- Representing LGBTQ people who have been discriminated against

CENTERS WORK TO MAKE THEIR PROGRAMS ACCESSIBLE

% of responding centers (n=188-193)

88%

OF CENTERS

offer programs or services online

75%

OF CENTERS

offer program/service access measures like captions, interpreters, or large print materials

49%

OF CENTERS

offer programs or services in languages other than English

89% OF CENTERS

offer cultural competency trainings about LGBTQ people and issues

64%

OF CENTERS

organize or co-organize local Pride events



SPOTLIGHT



Centers Respond Quickly to Meet Basic Needs and Urgent Challenges, Like Food Insecurity and Rising Costs

Lexington Pride Center—Lexington, Kentucky

“Our free food pantry, People’s Market, is the only LGBTQIA+ specific and free food program in the Central Kentucky area. Its purpose is to meet the needs of people who are food insecure in this high risk and underserved population. People’s Market helps our constituents overcome a variety of obstacles to accessing food. Discrimination, fear of stigmatization, and lack of adequate transportation prevent members of the LGBTQIA+ community from accessing other food pantries. People’s Market is better able to serve these populations by providing nutritious free food in a space that is safe, accessible, and familiar to those in the LGBTQIA+ community. We are also one of the only food pantry programs that delivers food to people in their homes, further meeting the needs of those we serve. The program was launched in 2019 serving just 10 households. We now distribute over 1,000 pounds of food each week to more than 80 households and 335 individuals each year.”

Hugh Lane Wellness Foundation—Pittsburgh, Pennsylvania

“Hugh’s Kitchen is meeting the needs of community during COVID. We launched a full-scale food pantry and resource program that offered delivery and has begun to shift operations to in-person pick-up to address the food security needs of our communities. We are now serving 100 folks per week and are expanding to rural surrounding counties this fiscal year and will be offering mobile food pantry access.”

Our Spot KC—Kansas City, Kansas

“We operated a food truck during the height of the COVID-19 pandemic that went out into the community and served hot and healthy meals to those of our community in need. Since the food pantries and kitchens have opened back up, we have started using the food truck as an incubator for new LGBTQ+ businesses in the culinary industry, allowing them to get their feet wet, determine if it is the right choice for them, provide proof of concept for future grants and loan opportunities without the major financial investment of a food truck or retail rental space. This program also offers residents of our transitional and rapid re-housing programs a work force development opportunity.”

North County LGBTQ Resource Center—Oceanside, California

“Foodies & Goodies is our program that aims to address food insecurity in a non-stigmatized way. We promote our food rescue program to anyone by pointing out the benefits of rescuing food for environmental purposes, rather than lack of funds. This opens the doors to new friendships, conversations and allows some seniors to interact in a new space without the stigma.”

Health & Wellness Services



Across the country, many LGBTQ community centers also serve as health and wellness centers for both LGBTQ people and the broader local community, providing vital programs and services in an environment that is competent and respectful of LGBTQ identities.

As shown on page 12, **the majority (61%) of responding LGBTQ community centers offer direct services or programming for physical health, mental health, and/or anti-violence work**—and this number jumps to 91% of centers when including those that provide referrals to LGBTQ-friendly health providers.

The infographic on page 12 also shows that, **in 2021, centers collectively provided health services and programs to nearly 116,000 people across 95 centers, though these numbers are a minimum estimate.** Many centers reported these numbers were still relatively low compared to pre-pandemic levels. In addition, another 25 centers reported they offer some physical health, mental health, or anti-violence program, but did not provide data on the number of people they served in 2021.

Notably, and as shown on page 12, centers reported a growth in the number of people served in each type of service, from 2020 to 2021. Centers reported an 8% growth in the number of mental health clients, 11% growth in the number of physical health clients, and 34% growth in the number of anti-violence clients. Across the board, this growth may simply reflect returning to pre-pandemic levels of service. However, the fact that the growth in anti-violence clients is significantly larger than that reported for physical and mental health services may also reflect the increasingly hostile political climate and growing anti-LGBTQ sentiment in state legislatures across the country.

In general, large budget centers are far more likely than small centers to offer any and each type of health or wellness service, likely influenced by the cost of such programs. Overall, 73% of large budget centers offer any type of mental health, physical health, or anti-violence service, compared to 37% of small budget centers.

“Initially, we encountered some vaccine hesitancy and lack of information about the existence of Monkeypox. However, we were able to draw on our experience with COVID vaccine hesitancy, and this has allowed us to move through people’s resistance very quickly. I think the most important factor for folks has been knowing they can get the vaccine at an LGBTQ+ healthcare center where they know they will be treated with respect.”

Rockland County Pride Center

Nyack, New York



Centers Are Vital Health Providers for the LGBTQ Community and Beyond



Prism United—Mobile, Alabama

“We are very proud of the community needs assessment that Prism United is spearheading in Southwest Alabama. The assessment will collect data on LGBTQ+ populations spanning 10 counties. We have 20 organizations and businesses partnering with us to see the project through.”



Pacific Pride Foundation—Santa Barbara, California

“We provide the only syringe exchange services in the county. This has led to our playing an increasingly larger role in opioid response in the county—from a Narcan distribution and training contract with the County to fentanyl test strip distribution, as only public health and official syringe service programs are legally allowed to distribute test strips in California. We are now an expert in the region on issues related to harm reduction and opioid response.”



The Frederick Center—Frederick, Maryland

“Recognizing the stigma associated with access to critical harm reduction resources and services, we partnered with The Frederick County Health Department’s Street Safe Program to offer bi-monthly opportunities for individuals to come to a non-judgmental space to access syringes, overdose education, Naloxone, HIV testing, safety supplies for intravenous substance use, and support for people struggling with substance use or recovery. The harm reduction mobile clinic has become a fixture at the Center helping dozens of people (especially trans people seeking better gauge needles for their hormone shots).”



The Center Project—Columbia, Missouri

“We curate and maintain a trans-affirming healthcare provider list. This includes local physical and mental health providers, with names submitted by the community and vetted by other community members and board members. We do not accept self-nominations. We started this list after years of receiving many inquiries about trans-affirming and LGBTQ+ affirming providers. It’s available free on our website.”



Shenandoah LGBTQ Center—Staunton, Virginia

“This year, we implemented a landmark Community Health Worker program funded by our local hospital system. This is an innovative program aimed at providing health education, care navigation, and case management for LGBTQ+ community members amid an extremely disjointed network of care providers in rural Shenandoah Valley. The program ensures that there is someone culturally competent not only to help guide and support community members in achieving their health goals (the most requested services have been connection to primary care, mental health support, and gender-affirming care), but to also help serve as necessary patient advocates to ensure inclusive and affirming practices. While we hope to eventually build to add direct health-related services, this is a critical first step in this area in relationship and trust building, and begins to highlight the immense health and access disparities that exist for our community in rural areas.”

HEALTH & ANTI-VIOLENCE SERVICES

61%

OF ALL CENTERS OFFER PHYSICAL HEALTH, MENTAL HEALTH, OR ANTI-VIOLENCE PROGRAMS OR SERVICES



115,600
CLIENTS IN 2021



53%

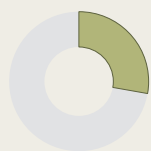
OF ALL CENTERS OFFER MENTAL HEALTH SERVICES

OF CENTERS THAT OFFER MENTAL HEALTH SERVICES, PROGRAMS INCLUDE:



46,000
CLIENTS IN 2021

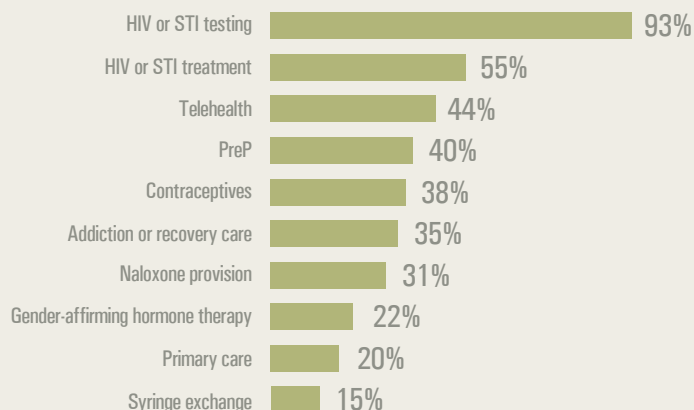
▲ 8%
CHANGE FROM 2020



28%

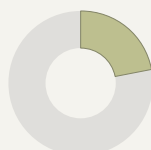
OF ALL CENTERS OFFER PHYSICAL HEALTH SERVICES

OF CENTERS THAT OFFER PHYSICAL HEALTH SERVICES, PROGRAMS INCLUDE:



61,400
CLIENTS IN 2021

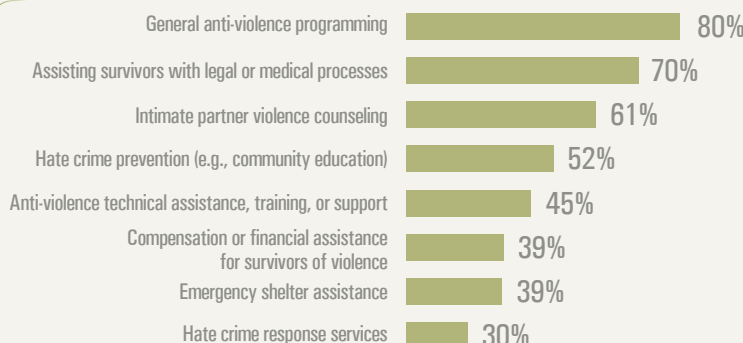
▲ 11%
CHANGE FROM 2020



22%

OF ALL CENTERS OFFER ANTI-VIOLENCE SERVICES

OF CENTERS THAT OFFER ANTI-VIOLENCE SERVICES, PROGRAMS INCLUDE:



8,100
CLIENTS IN 2021

▲ 34%
CHANGE FROM 2020

SOME CENTERS DO NOT DIRECTLY PROVIDE HEALTH SERVICES, BUT THEY DO PROVIDE REFERRALS. INCLUDING REFERRALS, THE MAJORITY OF ALL CENTERS OFFER EACH SERVICE:

91% ANY HEALTH OR ANTI-VIOLENCE

90% MENTAL HEALTH

83% PHYSICAL HEALTH

80% ANTI-VIOLENCE

Computer Resources



As shown on page 15, **over half of centers (52%) offer computer resources or services** for the people they serve, including 14% of all centers that offer these resources through the David Bohnett CyberCenter Program. More than three in four (77%) centers with computer resources are big budget centers.

Responding centers serve **over 3,800 people every month—or nearly 46,000 people every year**. This is a minimum estimate, as many centers reported they were still returning to pre-pandemic usage levels, and an additional 15 centers with computer resources did not report how many people use these resources.

The majority (53%) of centers with computer resources offer computer training classes, services, or assistance. For example, 41% of centers with computer resources offer support with job searches or applications, and 25% offer support with schoolwork and applications. Nearly one in five (19%) offer general computer training, while 15% offer software-specific training and another 6% offer classes in graphic design, Photoshop, or coding, among others.

The top three uses of computer resources are for job searches or career-related uses; school or education-related uses; and keeping up with family and friends, as shown on page 15. Importantly, however, nearly one in five (19%) centers with computer resources report that the number one use of their computer resources is for accessing LGBTQ-specific information, highlighting the important role centers play in connecting people to vital information that they may otherwise not be able to access.

Page 15 shows that **the main obstacles to both providing computer resources and making best use of existing computer resources revolve around limited staff capacity and finances.**

53%

of LGBTQ centers with computer resources offer training classes, services, or assistance.

Advocacy, Policy, & Civic Engagement



LGBTQ community centers are integral in educating community members about LGBTQ people and in working to improve the lives of the people they serve. The infographic on page 16 shows that **nearly all (97%) LGBTQ community centers engage in advocacy, public policy, or civic engagement activities** geared toward improving the lives of the people they serve and their broader community. Nearly all LGBTQ centers work to advance policy or civic engagement **at the local level (95%) and state level (91%)**, while just under half (47%) advocate at the national or federal level.

As shown on page 16, centers engage in a wide range of advocacy activities. For example, more than half (54%) of all centers engage in voter registration efforts, and 35% participate in get-out-the-vote drives. Six percent (6%) of centers also serve as a polling location for elections.

While centers advocate on a wide range of issues, in open-ended comments, **more than one-third (34%) of all centers specifically mentioned anti-transgender legislation or other transgender issues as their number one priority**, again reflecting the increasingly hostile legislative environment of recent years and the ongoing attacks on transgender people and youth.

The top cited **barriers to engaging in advocacy and civic engagement were lack of staff or staff capacity** (72% of all centers said this was a barrier), followed by 501(c)(3) status (55%), and a lack of funding (44%). That the majority of centers included their 501(c)(3) status as a barrier indicates a potential lack of full understanding about how centers, and non-profits more broadly, can engage in advocacy and civic engagement—though it may also reflect increasing hesitation or fear to engage in advocacy amidst the increasingly hostile and even violent political landscape, as discussed further in the next section.

SPOTLIGHT



Centers Are Active in the Fight for LGBTQ Rights

***PRISM FL, Inc—Pompano Beach, Florida***

“PRISM was active in the fight against anti-LGBT legislation in the state of Florida, namely the ‘Don’t Say Gay or Trans’ law. We took on this work in multiple capacities, but we were most active in messaging. We created a myth-busting series on social media to take on some of the most common misinformation surrounding this legislation, which was utilized by organizations throughout the state.”

***Dennis R. Neil Equality Center—Tulsa, Oklahoma***

“Our lawyer has gone far and above in his work to increase access to gender marker and name changes. He has been a central figure in the lawsuit against our governor for his executive order barring gender marker changes in Oklahoma.”

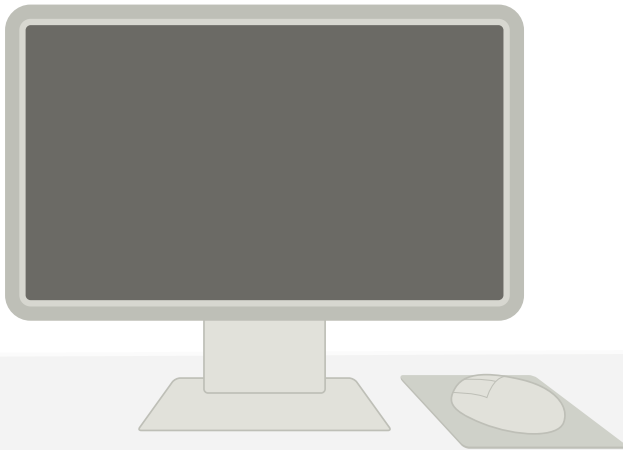
***Seacoast Outright—Portsmouth, New Hampshire***

“We are a member of the newly formed 603 Equality, a coalition effort of New Hampshire LGBTQ groups fighting [anti-LGBTQ legislation in] the New Hampshire legislature.”

***Rockland County Pride Center—Nyack, New York***

“We are increasingly approached by public schools who want to write and implement policies to better meet their LGBTQ+ students’ needs. Pride Center staff assist by drafting policies for schools to use, connecting schools with legal experts, consulting on the development of implementation strategies, conducting LGBTQ+ cultural competency training for school staff, and assisting in repairing damage after incidents of harm have already happened. Because the legal landscape in New York has recently changed concerning the rights of LGBTQ+ public school students, this policy development work has the potential to impact schools throughout the state. Once one school adopts a policy, it becomes a template for other schools in the state to follow through with the efforts of schoolboard associations. The Pride Center’s staff also sit on coalitions that develop state-wide LGBTQ+ policies for schools and other organizations. One unique aspect of the Pride Center’s approach in this work is that we seek input directly from LGBTQ+ students.”

COMPUTER ACCESS & RESOURCES



52%

OF ALL CENTERS OFFER
COMPUTER RESOURCES

3,800+

PEOPLE SERVED
EVERY MONTH

Many centers reported computer usage remains lower than previous years due to ongoing Covid impacts.

TOP 3 USES



1

Job search,
resume work, or
other career uses



2

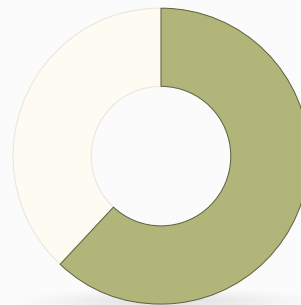
School work,
research, or other
education uses



3

Keeping in touch
with family
and friends

INCREASED DEMAND



62%

OF CENTERS WITH COMPUTER
RESOURCES HAVE SEEN **STEADY
OR INCREASED DEMAND** FOR
THESE RESOURCES SINCE
REOPENING AFTER COVID

KEY COMPUTER-RELATED CHALLENGES FACED BY CENTERS

TOP 3 OBSTACLES TO PROVIDING COMPUTER RESOURCES

Among all responding centers (n=164)



1

Staff lacks time to oversee
computer resources



2

Financial cost



3

Lack of physical
space for equipment

TOP 3 OBSTACLES TO MAKING BEST USE OF EXISTING COMPUTER RESOURCES

Among responding centers with computer resources (n=97)



1

Limited staff/volunteer
availability to oversee
computer resources



2

Hardware upgrades
(e.g., old equipment)



3

Limited staff/volun-
teer expertise or
training

CENTER ADVOCACY AND PUBLIC EDUCATION

97% OF ALL CENTERS ENGAGE IN ADVOCACY, PUBLIC POLICY, OR CIVIC ENGAGEMENT ACTIVITIES

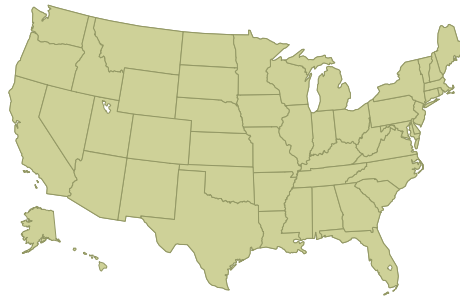
95%

of all centers engage at the local level



91%

of all centers engage at the state level



47%

of all centers engage at the federal level

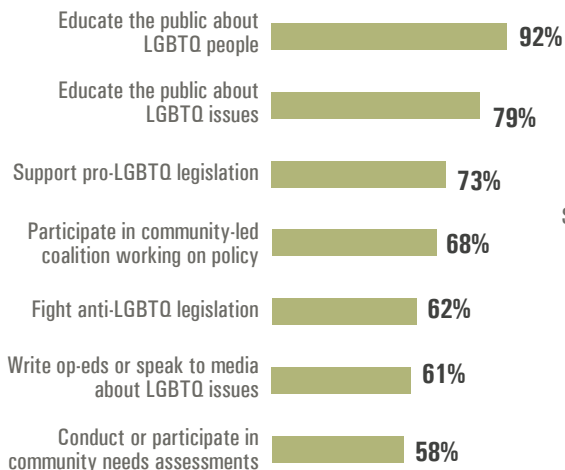


(Note that many centers engage at more than one level)

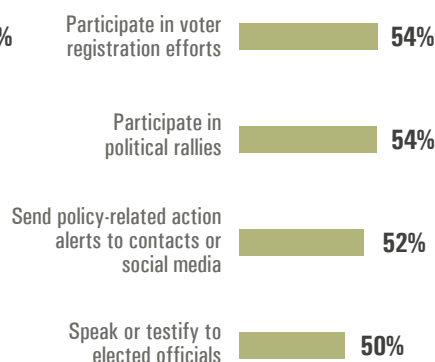
CENTERS ENGAGE IN A WIDE RANGE OF ADVOCACY AND CIVIC ENGAGEMENT ACTIVITIES

% of responding centers (n=197) that engage in each activity

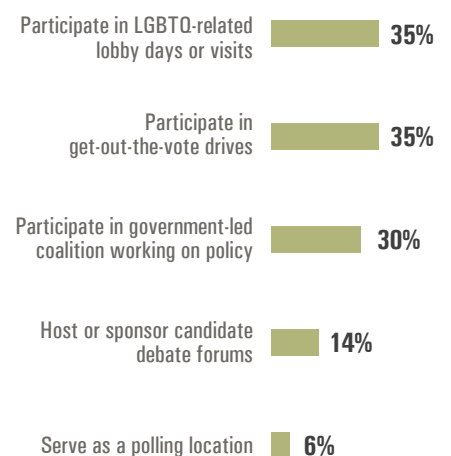
MOST CENTERS:



ABOUT HALF OF CENTERS:



FEWER CENTERS:



THREATS TO SAFETY & SECURITY



Unfortunately, recent years have seen a dramatic spike in anti-LGBTQ legislation, sentiment, and even violence. LGBTQ community centers have felt the impacts of this, as have LGBTQ people across the country.

As shown in *Figure 4*, a remarkable **71% of centers report experiencing anti-LGBTQ threats or harassment in the past two years alone**. The majority of centers report experiencing such threats or harassment online (56%) as well as offline (54%), with nearly two in five centers (38%) reporting experiencing both online and offline threats or harassment in the past two years.

In open-ended comments, and again reflecting the broader political landscape of recent years, **multiple centers noted that the threats or harassment specifically targeted youth-focused programming or the staff involved with those programs**.

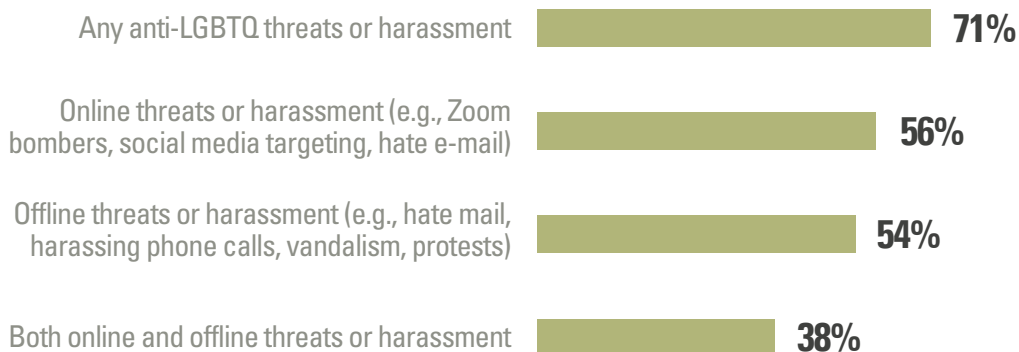
Nearly all (92%) responding centers report at least some safety or security measures in place at their center, such as outdoor lighting in parking areas, security cameras, required check-in at entry, and more. The majority (51%) of responding centers currently conduct an annual safety and security risk assessment, including 38% of centers that conduct an annual risk assessment specifically focused on targeted threats like vandalism, hate crimes, and active shooters.

"We've had to remove our youth activity calendar from the website, posts about our LGBTQ youth programs, and anything regarding drag story times."

"When we first went virtual, we kept our peer groups and other services open to reduce barriers to join. Unfortunately, we were 'bombed' and harassed. Since, we've created passwords and a registration process for our online programs and services and improved our promotions and outreach to help announce our services."

Figure 4: More than 7 in 10 LGBTQ Centers Have Experienced Anti-LGBTQ Threats or Harassment in Past Two Years

% of responding centers (n=196)



CENTER CAPACITY

The 208 centers that participated in the 2022 LGBTQ Community Center Survey vary greatly in their capacity, including with respect to their staff and volunteers, boards of directors, finances, and even physical space.

Center Staff & Volunteers



The staff and volunteers at LGBTQ community centers are vital to centers' ability to provide the services, connections, and programs that serve LGBTQ people and local communities across the country. Centers are also an important part of local economies and communities, providing thousands of jobs and volunteer opportunities in addition to their myriad programs and services.

In 2021 alone, **roughly 10,500 people volunteered nearly 417,000 hours across responding community centers**, helping both centers with and without paid staff to significantly expand their work. Multiple centers reported their volunteer numbers were lower than usual as the centers remained closed or operating in limited capacity as part of ongoing COVID-safety practices.

Overall, 84% of responding centers employ paid staff, providing jobs to nearly 3,000 people (with another 600 currently open positions) across 39 states, DC, and Puerto Rico. This illustrates one of the many important roles centers play in local economies as well as local communities. Centers with paid staff provide an average of 16 paid positions to their local community.^f

However, more than half (52%) of all LGBTQ community centers remain thinly staffed, despite the vital programs and services they provide: 16% have no paid staff and rely solely on volunteers, while another 36% of centers currently have five or fewer paid staff. This is especially true for small budget centers, as illustrated in the infographic on page 19.

Centers offer a variety of benefits to their full-time staff, with 70% or more of centers with paid staff offering health insurance (72%), paid sick time (79%), or paid vacation (83%). Centers are less likely to offer such benefits to part-time paid staff, though a share of centers still offer some benefits. For example, 38% of centers with paid staff provide paid sick time for part-time staff, and 15% offer health insurance to part-time staff.

Demographically, the staff of LGBTQ centers are diverse, frequently mirroring the communities they serve, as shown in the infographic on page 20. For example, across centers with paid staff that reported this information, a majority of all center staff (62%) and of all senior staff (51%) are people of color, and 33% of executive directors at responding LGBTQ centers are people of color. Nearly all (91%) centers with paid staff have at least one equity, diversity, inclusion, and belonging (EDIB) policy in place.

LGBTQ community centers reported
10,500 VOLUNTEERS
417,000 VOLUNTEER HOURS
 in 2021 alone.

LGBTQ community centers
 with paid staff provide
3,600 JOBS ACROSS
39 STATES, D.C.,
AND PUERTO RICO

Center Board of Directors



LGBTQ community centers rely on boards of directors for governance, guidance, and to ensure the center is anchored by members of the community. Centers have an average board size of 10 members (10 for big centers, nine for small budget centers).

The infographic on page 21 shows further information, including about board member demographics and policies. For example, among centers that provided demographic data about board members' race and ethnicity, more than two in five (41%) LGBTQ center board members nationwide are people of color. Most centers (85%) have at least one EDIB policy in place for their board.

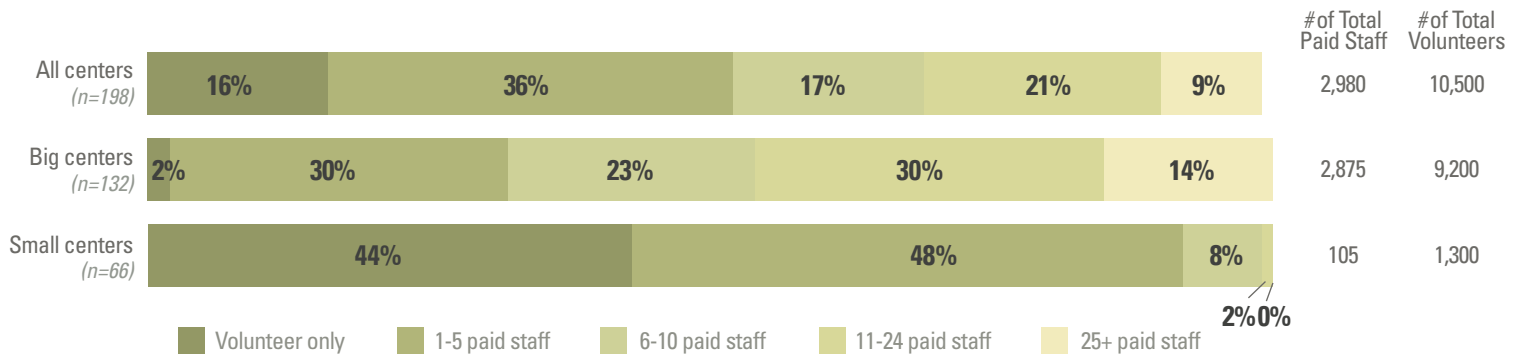
^f This average includes open positions and excludes the outlier Los Angeles LGBT Center, with a staff of nearly 700. Including the Los Angeles LGBT Center, centers with paid staff have an average of 21 positions.

LGBTQ COMMUNITY CENTER STAFF

2,980 TOTAL PAID STAFF—AND 10,000+ VOLUNTEERS—ACROSS 198 CENTERS

NEARLY ALL SMALL CENTERS RUN ON VOLUNTEERS OR FEW STAFF, WHILE BIG CENTERS VARY IN STAFF SIZE

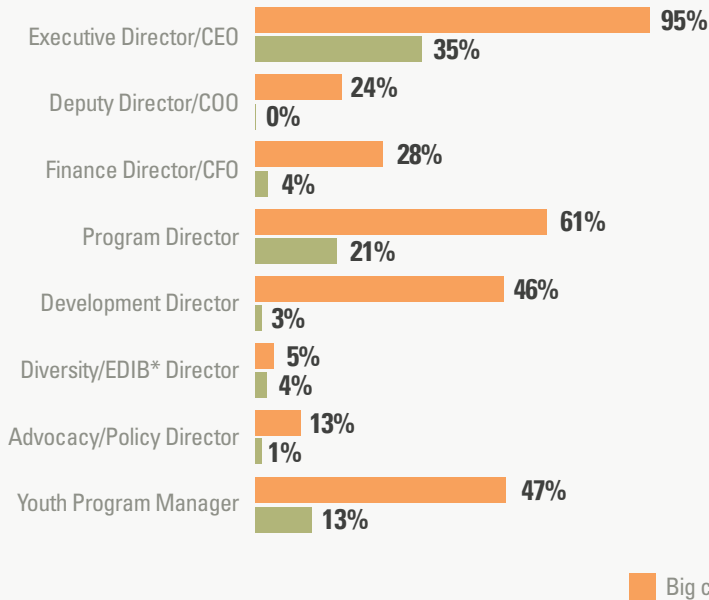
% of responding centers, by budget size, with each number of staff



Note: Percentages may not sum to 100 due to rounding.

SMALL CENTERS LESS LIKELY TO HAVE PAID STAFF, BUT MOST LIKELY TO HAVE AN EXECUTIVE DIRECTOR AND PROGRAM DIRECTOR

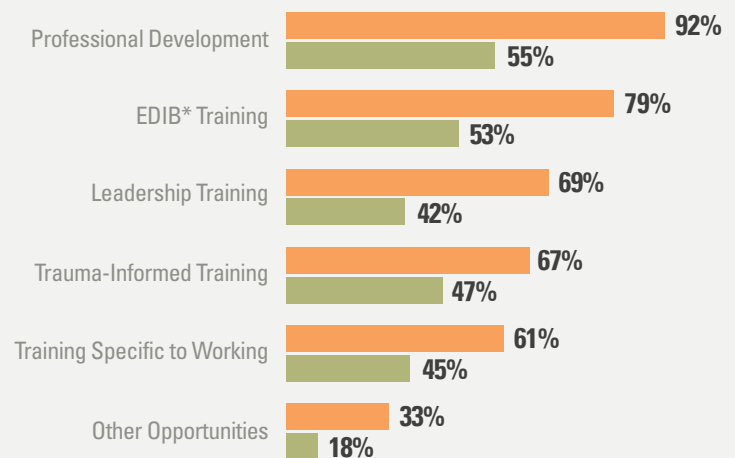
% of responding centers (n=202) with each paid position



**Note: EDIB refers to Equity, Diversity, Inclusion, and Belonging.*

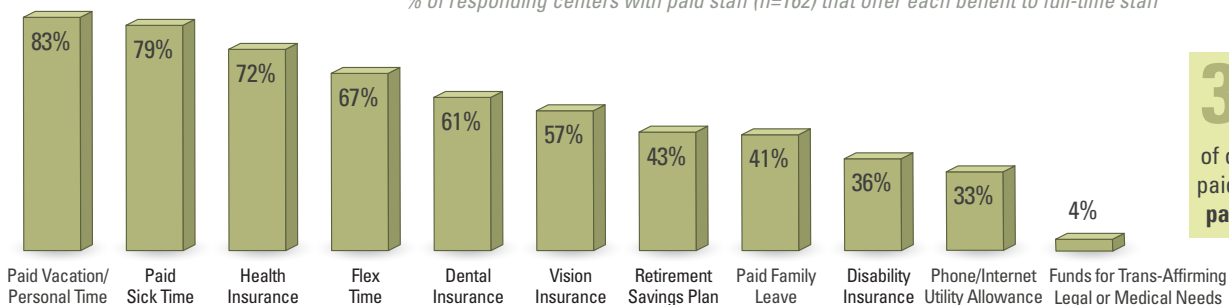
MANY CENTERS OFFER TRAININGS AND OPPORTUNITIES FOR STAFF

% of responding centers with paid staff (n=169) that offer each opportunity



MAJORITY OF CENTERS WITH PAID STAFF OFFER MANY BENEFITS

% of responding centers with paid staff (n=162) that offer each benefit to full-time staff



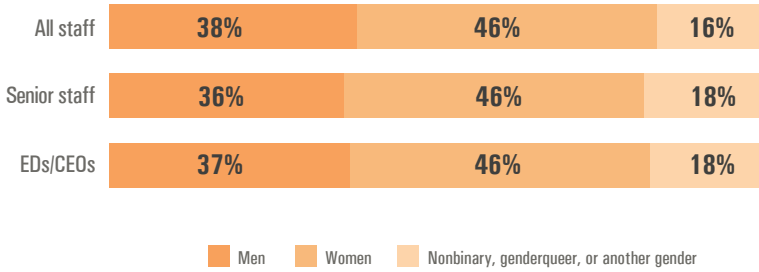
38%
of centers offer paid sick time to **part-time** staff

15%
of centers offer health insurance to **part-time** staff

STAFF DEMOGRAPHICS & DIVERSITY

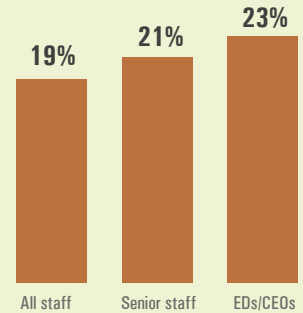
MAJORITY OF STAFF AT EVERY LEVEL ARE WOMEN OR NONBINARY

% of center staff of each gender, among responding centers



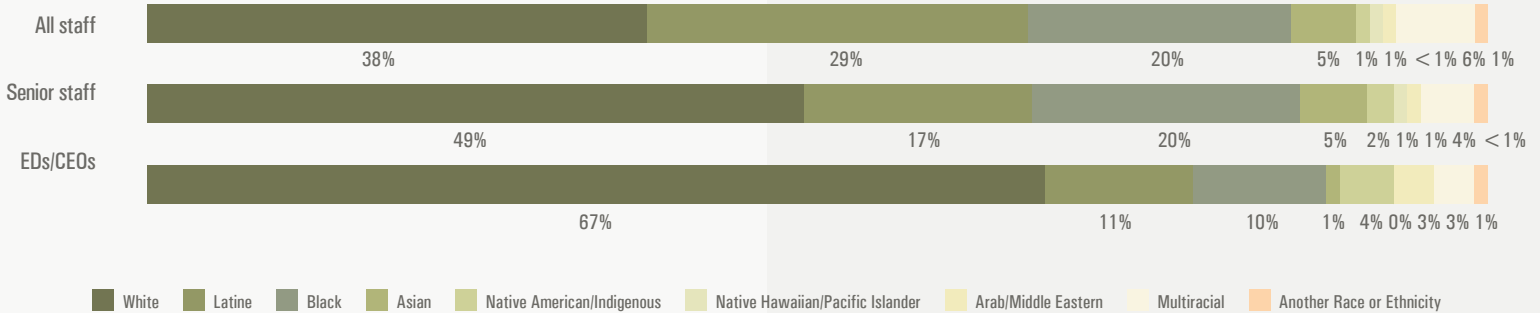
ROUGHLY 1 IN 5 CENTER STAFF AT EVERY LEVEL IS TRANSGENDER

% of center staff that is transgender, among responding centers



MAJORITY OF STAFF AND SENIOR STAFF, BUT NOT EXECUTIVE DIRECTORS, ARE PEOPLE OF COLOR

% of center staff of each race or ethnicity, among responding centers



NEARLY ALL CENTERS HAVE FORMAL EQUITY, DIVERSITY, INCLUSION, & BELONGING (EDIB) STAFF POLICIES

% of responding centers with paid staff (n=169)

91%

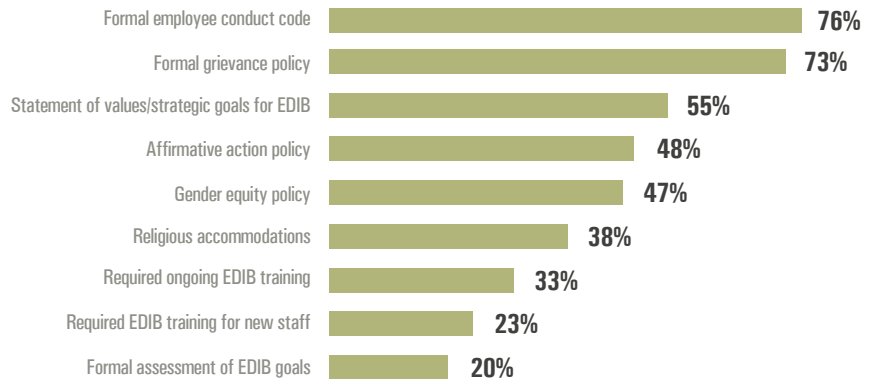
of centers have at least one key EDIB policy

71%

of small centers

96%

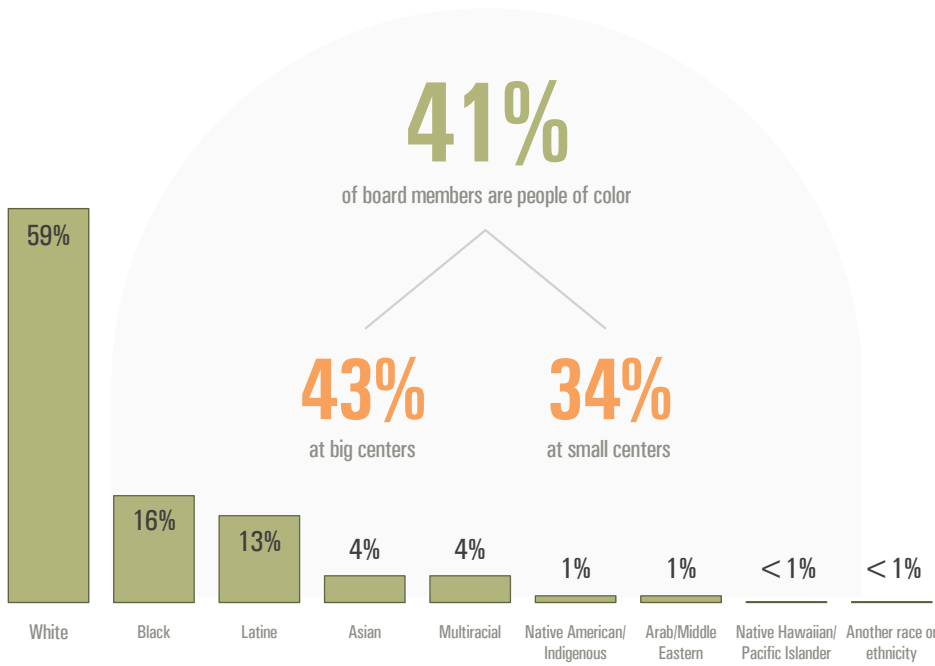
of big centers



Note: Percentages may not sum to 100 due to rounding. Not all centers reported each (or any) type of demographic information about staff. Numbers shown here reflect the demographics of staff/centers that reported each type of data. Additionally, there were too few paid staff at, or demographic data from, small centers to show small vs. big center differences. Gender categories are transgender-inclusive; for example, "Women" includes both transgender and cisgender women. Transgender status or identity was asked as a separate question.

LGBTQ COMMUNITY CENTER BOARDS

BOARD MEMBERS REFLECT MANY DIFFERENT BACKGROUNDS



% of all board members across 179 responding centers

47%
OF BOARD MEMBERS ARE WOMEN



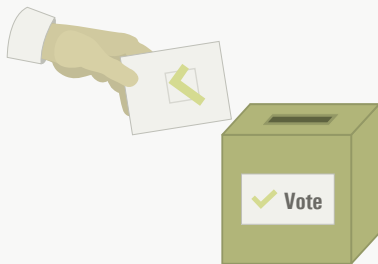
8%
OF BOARD MEMBERS ARE NON-BINARY



45%
OF BOARD MEMBERS ARE MEN

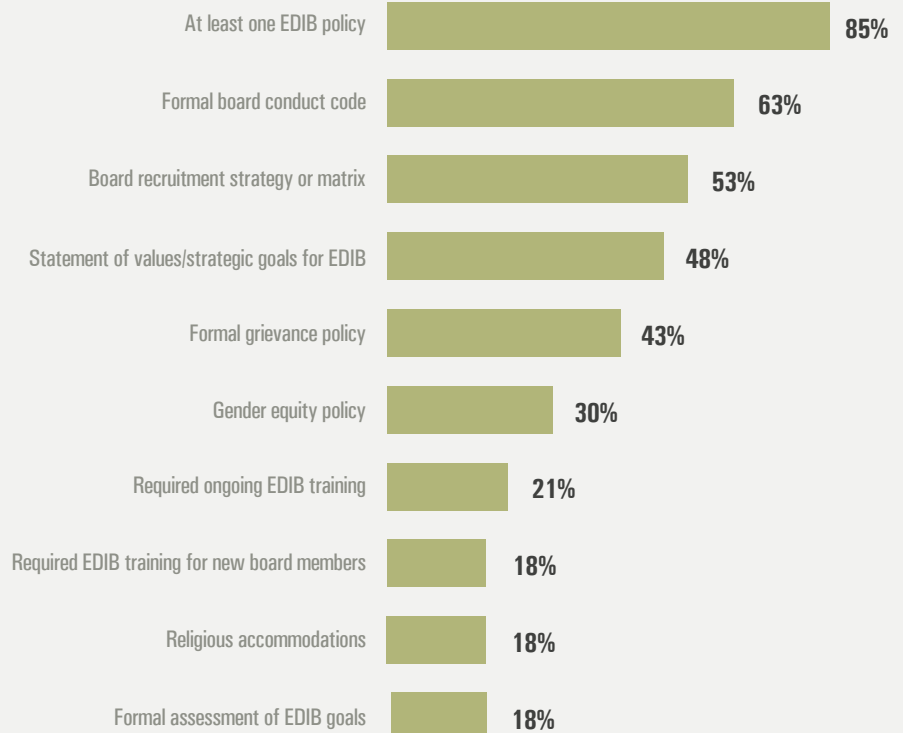
16%
OF BOARD MEMBERS ARE TRANSGENDER

87% OF CENTERS HAVE BOARDS OF DIRECTORS THAT ARE BOARD-ELECTED, WHILE 9% HAVE COMMUNITY-ELECTED BOARDS



NEARLY ALL CENTERS HAVE FORMAL EQUITY, DIVERSITY, INCLUSION, & BELONGING (EDIB) BOARD POLICIES

% of responding centers (n=192) with each board policy



10 AVERAGE NUMBER OF BOARD MEMBERS ACROSS RESPONDING CENTERS (N=194)



Center Finances



The financial realities of LGBTQ community centers vary greatly. Just over one-third (34%) of responding centers are “small” centers, or centers with annual budgets of less than \$150,000. The remaining 66% of centers are “big” centers with budgets of \$150,000 or more, including 12 centers (6% of centers) with budgets over \$5 million. As noted throughout this report, small and big centers often vary widely in their facilities, staff, programming, and more.

Centers reported a collective 2022 budget of over \$386 million across all centers, or over \$240 million excluding one outlier center. However, 98% of that collective budget belongs to big centers. Responding big centers (n=119, excluding one outlier center) report a collective budget of \$233 million and an average budget of \$2 million. In contrast, responding small budget centers (n=57) report a collective budget of \$3.9 million and an average budget of \$67,600.

Big and small budget centers draw funding from different sources. As shown on page 23, for large budget LGBTQ community centers, government grants comprised the largest share of 2021 revenue (32%), followed by “other” income (18%), individual contributions (16%), and foundation funding (10%). Small centers, on the other hand, were most likely to report that their main source of revenue was individual contributions.

Government Grants



Government grants are an important investment in local communities, needed services and programs, and the grant recipients themselves. LGBTQ community centers across the country use grants from federal, state, or local governments to provide programs and services ranging from HIV prevention and care to housing, LGBTQ youth services, mental health, career development, and more.

Overall, nearly six in 10 (58%) LGBTQ community centers currently receive at least one federal, state, or local government grant, as shown in the infographic on page 24. Participating centers reported over 700 such current grants, totaling more than \$122.5 million.

Centers use these grants to provide vital services to local communities, particularly around health, youth, and housing and homelessness. Looking at the five largest grants to each center, page 24 shows the wide variety of vital services that LGBTQ centers provide with

the help of these government grants. For example, with respect to health programs, nearly one in five government grants (18%) supported HIV and STI services, such as prevention, testing, counseling, treatment, or linkage to care. Another quarter of grants focused on mental health services (10%), substance use and recovery (8%), and other health services including COVID-19 efforts (7%).

Government grants are a key source of revenue for LGBTQ community centers: large LGBTQ community centers report that nearly one-third (32%) of combined total revenue in 2021 came from government grants, making up the largest source of revenue for large centers (see page 23). Ten percent (10%) of small centers say that government grants are among their top three sources of revenue.

Despite the importance of government grants to both centers and the local communities they serve, many centers report significant obstacles in their ability to access these grants. As shown on page 24, limited staff time to devote to grant writing or applications is the top barrier for centers, with 78% of all centers including this in their top three barriers. This includes 34% of centers who say this is their number one barrier to applying for government grants.

Similarly, limited staff time to devote to grant reporting requirements is the second most commonly reported barrier for centers, with 54% of all centers including this in their top three barriers. Nearly half of centers (46%) report they believe they do not have enough knowledge of or experience with the government grant application process. Importantly, 15% of centers also include as a main barrier that government funders are not open to funding LGBTQ programs.

Both small and big budget centers included limited staff time for grant applications and limited staff time for grant reporting as two of their top three barriers. For the third barrier, however, big budget centers listed too much competition for funding, whereas small budget centers listed insufficient knowledge of or experience with government grant application process.

“Government grants require so much paperwork that it almost requires an additional paid staff position to apply for and report to.”

CENTER FINANCES

BIG CENTERS RECEIVE THE LARGEST SHARE OF REVENUE FROM GOVERNMENT GRANTS, WHILE SMALL CENTERS RELY ON INDIVIDUAL DONATIONS

SMALL CENTERS (n=59)

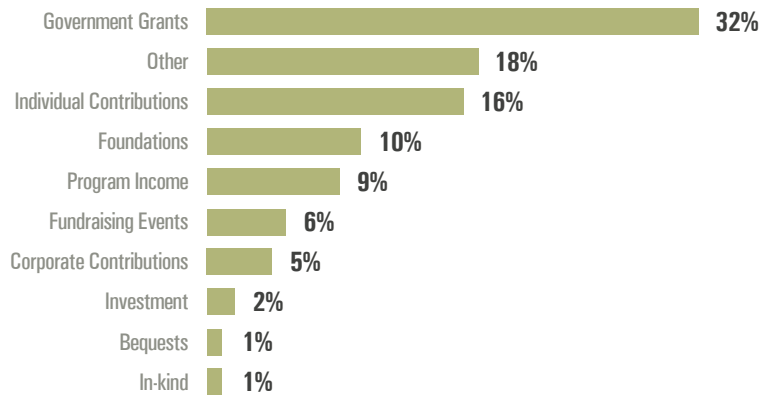


41% OF SMALL CENTERS SAY THEIR MAIN SOURCE OF REVENUE IS INDIVIDUAL CONTRIBUTIONS

92% OF SMALL CENTERS SAY INDIVIDUAL CONTRIBUTIONS ARE ONE OF THEIR TOP THREE REVENUE SOURCES

BIG CENTERS

% of 2021 combined revenue from each source (n=104)

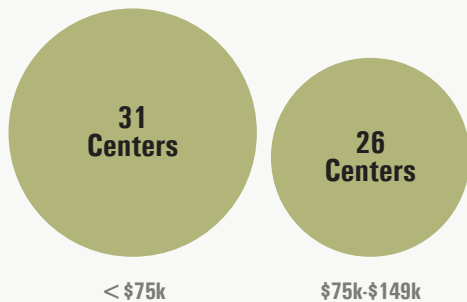


Note: May not sum to 100% due to rounding. Figure excludes LA LGBT Center due to its outlier budget size. 2021 combined revenue of \$340 million including LA Center (n=105) or \$193 million excluding LA Center (n=104).

CENTER BUDGETS VARY WIDELY

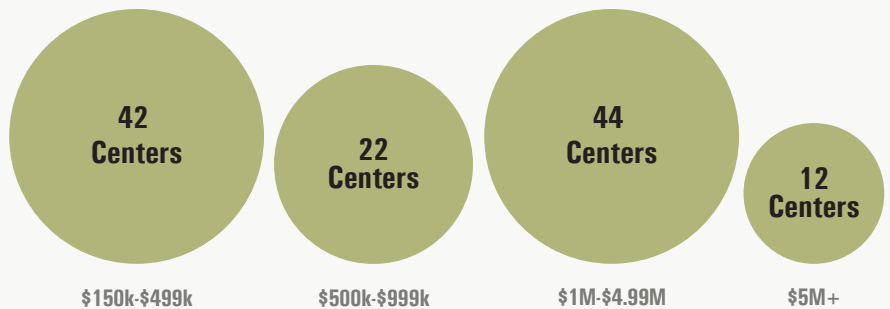
of centers at each budget size, among responding centers (n=177)

SMALL CENTERS



AVERAGE: \$67,600
MEDIAN: \$69,600

BIG CENTERS



AVERAGE \$2.0 MILLION (\$3.2M INCLUDING LA CENTER)
MEDIAN: \$800,000 (\$833,300 INCLUDING LA CENTER)

BIG CENTERS HAVE A LARGER BASE OF INDIVIDUAL DONORS

Average number of individual donors in 2021, among responding centers (n=166)

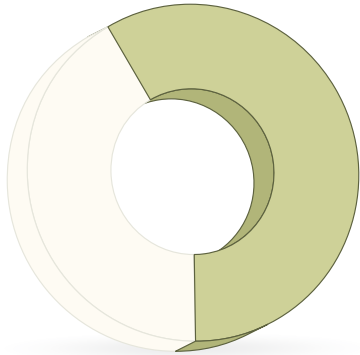
AVERAGE OF
164

UNIQUE INDIVIDUAL DONORS
AT RESPONDING SMALL CENTERS (N=54)

AVERAGE OF
797

UNIQUE INDIVIDUAL DONORS
AT RESPONDING BIG CENTERS (N=112)

GOVERNMENT GRANTS



58%

OF CENTERS CURRENTLY HAVE AT LEAST ONE GOVERNMENT GRANT, TOTALING MORE THAN **\$122.5 MILLION** ACROSS **OVER 700 GRANTS**

OF THE 5 LARGEST GOVERNMENT GRANTS TO EACH CENTER:

% of grants of each source and primary purpose (n=284 grants across 95 responding centers)

SOURCE



22%

Federal Government



41%

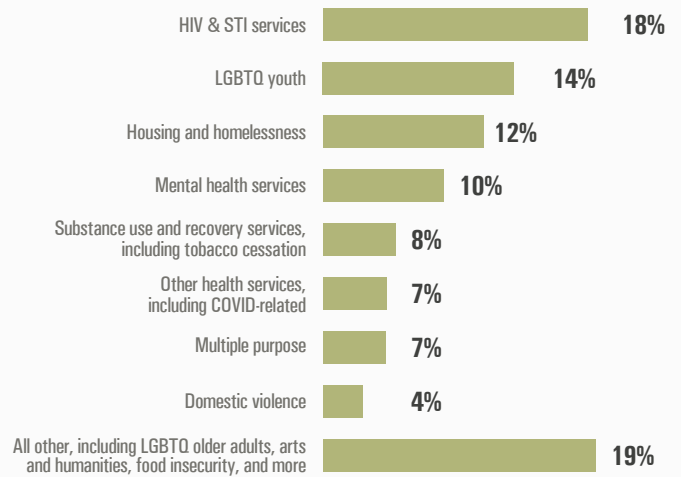
State Government



37%

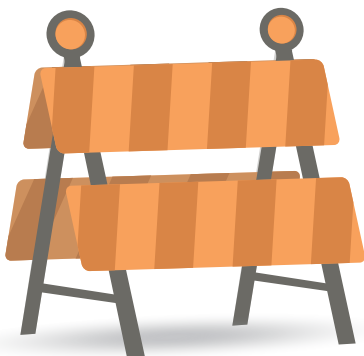
Local Government

PURPOSE



LIMITED STAFF TIME IS CENTERS' TOP BARRIER TO RECEIVING GOVERNMENT GRANTS

% of responding centers (n=179) including each as a top 3 barrier



Facilities & Accessibility



The vast majority (79%) of responding centers have a dedicated physical space, with 11% lacking any physical space and another 10% in some other kind of arrangement, such as having drop-in programs or services in other organizations' space.

As shown in the infographic on the next page, both small and big centers are most likely to rent space, but they differ in other important ways when it comes to physical facilities. For example, small centers are more likely to lack any physical space at all (25% of small centers vs. 4% of big centers), while big centers are more likely to own their space (31% of big centers vs. 13% of small centers).

Centers strive to make their physical space available, as shown on page 26, with 77% of centers with space open at least some evening hours and 46% open at least some weekend hours. Additionally, 29% of centers with space said they have “other” options, such as virtual or by-appointment offerings in the evenings or weekends.

Centers also strive to make their buildings accessible, though there remains room for improvement. Overall, 91% of centers with space report having accessible restrooms, 82% offer accessible entrances and exits, and 77% provide clear paths of travel within the building (e.g., elevators between floors, wide hallways, handrails, etc). Nearly six in 10 centers (58%) offer natural and/or adjustable lighting, and more than three in 10 centers (32%) offer designated quiet spaces or low stimulation rooms. Fewer centers offer signs or materials in Braille (16%) or TTY services (8%).

Additionally, 75% of responding centers with physical space say that all of their restrooms are gender-neutral or all-gender, and another 18% say at least some of their restrooms are all-gender.

MAJOR CHALLENGES & OPPORTUNITIES

Centers identified several challenges in serving their communities, as highlighted throughout this report:

- **Overall Challenges.** The ongoing COVID pandemic remains a tremendous challenge to LGBTQ centers in many ways, including staff capacity, finances, and much more. LGBTQ people themselves also continue to experience the harms of the pandemic, and disproportionately so, leading to even sharper need for the vital services that LGBTQ centers provide. The ongoing pandemic therefore has the doubled effect of increased need for LGBTQ center services yet decreased capacity to provide such services.
- **Threats to Safety and Security.** The large majority (71%) of all centers reported that in the past two years they had experienced some kind of anti-LGBTQ threats or harassment, whether online, offline, or both. Numerous centers reported that these threats targeted their youth-focused programs or the staff serving those programs, reflecting the political and legislative environment and its targeting of LGBTQ, and especially transgender, youth.
- **Staff Capacity & Finances.** Across many areas—advocacy and civic engagement, computer access, government grants, and in many open-ended comments—centers reported their top obstacles revolved around limited staff capacity and limited finances. The COVID-19 pandemic, as well as the ongoing “Great Resignation,” further exacerbated these capacity-driven challenges.

However, the report finds **clear opportunities** to support the vital work that LGBTQ community centers provide. Specific opportunities and recommendations include, but are not limited to:

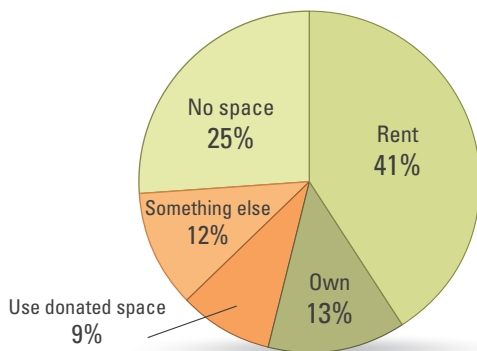
- **Investing in local communities by investing in the vital work of LGBTQ community centers.** Many centers struggle with limited finances, even prior to COVID. As we reported in the 2020 survey, the economic impacts of the pandemic have been stark and long-lasting, and therefore centers need similarly long-lasting financial support to continue to do their needed work. Given that centers provide vital services to LGBTQ people in communities around the country, and that many of the people whom centers serve are historically under-served (e.g., people of color, transgender, rural residents) or economically insecure, governments and foundations should

PHYSICAL SPACE & ACCESS

MAJORITY (79%) OF CENTERS HAVE PHYSICAL SPACE, BUT SMALL VS. BIG CENTERS DIFFER

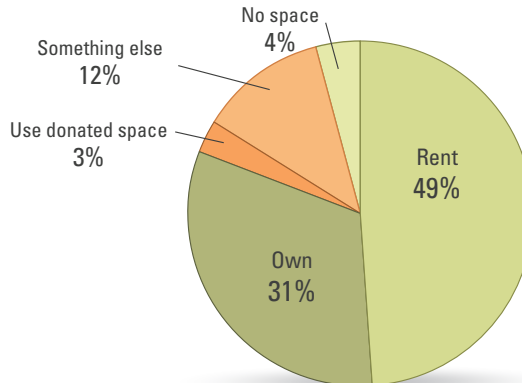
SMALL CENTERS MORE LIKELY TO LACK PHYSICAL SPACE

% of small centers (n=68)



BIG CENTERS MORE LIKELY TO HAVE AND TO OWN PHYSICAL SPACE

% of big centers (n=134)



AVERAGE WEEKLY OPEN HOURS VARY BY CENTER SIZE, BUT MOST CENTERS OFFER EVENING AND/OR WEEKEND HOURS

Among centers with physical space (n=177)

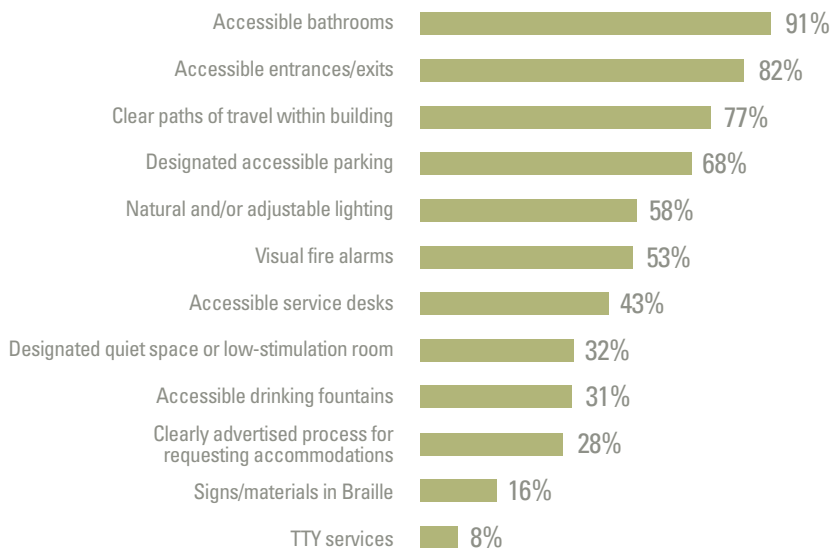


77% of centers with space are open at least some **evening hours**

46% of centers with space are open at least some **weekend hours**

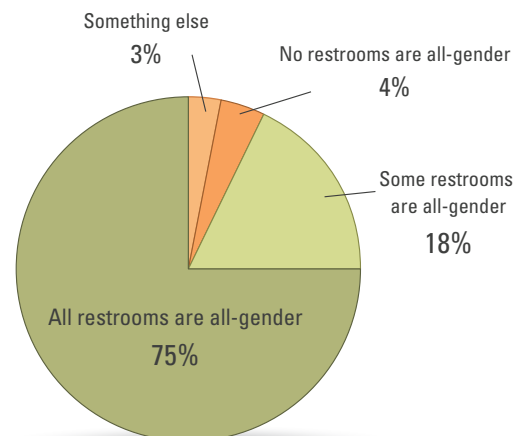
CENTERS STRIVE TO MAKE PHYSICAL SPACES ACCESSIBLE

% of centers with physical space (n=180) with each access measure



NEARLY ALL CENTERS HAVE AT LEAST SOME ALL-GENDER RESTROOMS

% of centers with physical space (n=180)



prioritize funding community centers and by extension their work in service of these populations. Additionally, funding to allow centers to better support their staff—whether through compensation, benefits, health and safety measures, professional development, or other ways—will also support the capacity and stability of centers. Importantly, this report shows a wide gap between the experiences and capacities of large and small centers, with small centers facing very basic challenges such as a lack of paid staff and extremely limited resources. Given that many of these small centers work in communities with few other LGBTQ organizations or resources (such as rural areas or red states), investing in small centers in particular is a targeted and focused way to improve the infrastructure and resources available to LGBTQ people across the country.

- **Mobilizing and expanding the capacity of centers to engage in important public education and advocacy work.** Centers already play a vital role in advancing public policy and understanding about LGBTQ people and issues, with 97% of all centers engaging in advocacy or civic engagement work. However, when asked about barriers to engaging in advocacy or civic engagement, the most frequently cited barrier was a lack of staff or staff capacity, with 72% of centers identifying this as a barrier. While LGBTQ centers already accomplish a great deal of public education and advancing public policy—even in the face of these and other barriers—these findings highlight again the need for further funding and investment in centers, so they can expand their important and effective work in improving the lives of LGBTQ people and the communities they live in across the country. This is particularly relevant given the dramatic increase in anti-LGBTQ (and especially anti-transgender) legislation and rhetoric nationwide.
- **Non-LGBTQ organizations and funders (as well as LGBTQ-specific funders) should look to LGBTQ centers for collaboration opportunities, for nearly any effort or initiative.** As demonstrated in this report, LGBTQ community centers provide key programs, services, and resources across a vast set of issues, ranging from mental and physical health care to anti-violence initiatives, education, arts and culture, legal services, basic needs, and so much more. LGBTQ centers serve both LGBTQ people and the broader local communities they serve, and as such, centers can be—and already are—powerful forces for all kinds of community-centered work. They should be invested in and treated as such.

CONCLUSION

The 2022 LGBTQ Community Center Survey Report provides a snapshot of centers across the country, at a time when the COVID pandemic continues and anti-LGBTQ (and especially anti-transgender) sentiment is once again on the rise.

LGBTQ community centers are a vital anchor of local communities, offering much-needed programs and services ranging from health care and providing basic needs like food and shelter, to programs focused on community building and connection, arts and culture, education, and important legal services. Centers are also active civic participants and contribute to the life of local communities and economies, including through policy advocacy, LGBTQ-inclusive trainings and public education, providing thousands of jobs across the country, and engaging in coalitions and task forces to improve the lives of the people and broader communities these centers serve.

Given the critical role of LGBTQ community centers, it is imperative that individuals, communities, funders and foundations, governments, and the LGBTQ movement prioritize giving these centers the additional support and assistance needed to grow and sustain their work—work that is needed now more than ever.

APPENDIX A: SURVEY EVALUATION

Each time the survey is conducted, MAP and CenterLink solicit input and feedback from participating centers. While the survey is only conducted every two years and provides valuable information, previous years' feedback about the length of the survey led to significant cuts to the 2022 questionnaire. This year's feedback shows these changes were successful, though there remains continued room for improvement in the next iteration (2024) of the survey. In 2022, virtually all responding centers agree or strongly agree that:

- This [the survey content] is important information for LGBTQ community centers to know (**97% of responding centers agree**).
- This is important information for LGBTQ funders and donors to know (**97% agree**).
- This is important information for the LGBTQ movement to know (**97% agree**).
- The survey questions are relevant (**95% agree**).
- The length was an improvement (shorter) than previous years' surveys (**87% agree**).
- The survey length is reasonable (**73% agree** — up from 60% in 2020).

APPENDIX B: DIRECTORY OF PARTICIPATING CENTERS

Alabama

Magic City Acceptance Center

Birmingham, AL
www.MagicCityAcceptanceCenter.org

Montgomery Pride United | The Bayard

Rustin Community Center
 Montgomery, AL
www.montgomeryprideunited.org

Prism United

Mobile, AL
www.prismunited.org

Shoals Diversity Center

Florence, AL
www.shoalsdiversitycenter.org

Arizona

one-n-ten

Phoenix, AZ
www.oneten.org

Arkansas

The Equality Crew

Arkansas
www.theequalitycrew.org

Northwest Arkansas Equality, Inc.

Fayetteville, AR
www.nwaequality.org

California

Billy DeFrank LGBTQ+ Community Center

San Jose, CA
www.defrank.org

Burbank YMCA Social Impact Center

Burbank, CA
www.burbankymca.org/social-impact-center

The Diversity Center of Santa Cruz County

Santa Cruz, CA
www.diversitycenter.org

Diversity Collective Ventura County

Ventura, CA
www.diversitycollective.org

The Fresno Spectrum Center

Fresno, CA
www.fresnospectrumcenter.org

The Gala Pride & Diversity Center

San Luis Obispo, CA
www.galacc.org

Imperial Valley LGBT Resource Center

El Centro, CA
www.ivlgbtcenter.com

Latino Equality Alliance

Los Angeles, CA
www.somoslea.org

Lavender Seniors of the East Bay

Oakland, CA
www.lavenderseniors.org

Lavender Youth Recreation Information Center (LYRIC)

San Francisco, CA
www.lyric.org

LGBT Community Network

Clovis, CA
www.lgbtcn.org

The LGBTQ Center Long Beach

Long Beach, CA
www.centerlb.org

LGBTQ Center Orange County

Santa Ana, CA
www.lgbtqcenteroc.org

LGBTQ Community Center of the Desert

Palm Springs, CA
www.thecentercv.org

Los Angeles LGBT Center

Los Angeles, CA
www.lalgbtcenter.org

MoPride Center

Modesto, CA
www.mopride.org

NorCal OUTreach Project

Redding, CA
www.norcaloutreach.org

North County LGBTQ Resource Center

Oceanside, CA
www.ncresourcecenter.org

Our Family Coalition

San Francisco, CA
www.ourfamily.org

Pacific Center for Human Growth

Berkeley, CA
www.pacificcenter.org

Pacific Pride Foundation

Santa Barbara, CA
www.pacificpridefoundation.org

Pomona Pride Center, Inc.

Pomona, CA
www.pomonapridecenter.org

Positive Images LGBTQIA+ Center of Sonoma County

Santa Rosa, CA
www.posimages.org

Rainbow Community Center

Concord, CA
www.rainbowcc.org

Rainbow Pride Youth Alliance

Ontario, CA
www.rainbowprideyouthalliance.org

Sacramento LGBT Community Center

Sacramento, CA
www.saccenter.org

The San Diego LGBT Center

San Diego, CA
www.thecentersd.org

San Gabriel Valley LGBTQ+ Center

El Monte, CA
www.sgvlgbtq.org

San Mateo County Pride Center (a program of StarVista)

San Mateo, CA
www.sanmateopride.org

SCV LGBTQ Center

Santa Clarita, CA
www.scvlgbtqcenter.org

SF LGBT Center

San Francisco, CA
www.sfcenter.org

The Source LGBT+ Center

Visalia, CA
www.thesourcegbt.org

South Bay LGBTQ Center

Torrance, CA
www.southbaycenter.org

The Spahr Center Corte

Madera, CA
www.thespahrcenter.org

Stonewall Alliance of Chico

Chico, CA
www.stonewallchico.com

TransFamily Support Services

San Diego, CA
www.transfamilysos.org

Colorado

The Center on Colfax

Denver, CO
www.lgbtqcolorado.org

Four Corners Rainbow Youth Center

Durango, CO
www.rainbowyouthcenter.org

Inside Out Youth Services

Colorado Springs, CO
www.insideoutys.org

Out Boulder County

Boulder, CO
www.outboulder.org

Connecticut

New Haven Pride Center

New Haven, CT
www.newhavenpridecenter.org

Triangle Community Center, Inc.

Norwalk, CT
www.ctpridecenter.org

Yale University, Office of LGBTQ Resources

New Haven, CT
www.lgbtq.yale.edu

District of Columbia (DC)

The DC Center for the LGBT Community

Washington, DC
www.thedccenter.org

Rainbow Families DC

Washington, DC
www.rainbowfamilies.org

SMYAL

Washington, DC
www.smyal.org

Delaware

Sussex Pride

Rehoboth Beach, DE
www.sussexpride.org

Florida

All Rainbow and Allied Youth, Inc (ARAY)

Port Charlotte, FL
www.allrainbowandallyedyouth.org

ALSO Youth Inc

Sarasota, FL
www.alsoyouth.org

Compass LGBTQ Community Center

Lake Worth Beach, FL
www.compassglcc.com

High Impacto

Fort Lauderdale, FL
www.highimpacto.org

Jacksonville Area Sexual Minority Youth Network, Inc. (JASMYN)

Jacksonville, FL
www.jasmyn.org

LGBT+ Center Orlando, Inc.

Orlando, FL
www.thecenterorlando.org

LGBT+ Family & Games

Orlando, FL
www.lgbtfam.org

Metro Inclusive Health

St. Petersburg, FL
www.metrotampabay.org

Naples Pride

Naples, FL
www.naplespride.org

Orlando Youth Alliance, Inc.

Orlando, FL
www.orlandoyouthalliance.org

The Pride Center at Equality Park

Wilton Manors, FL
www.pridecenterflorida.org

Pridelines

Miami, FL
www.pridelines.org

PRISM FL, Inc

Pompano Beach, FL
www.prismfl.org

Transinclusive Group

Wilton Manors, FL
www.transinclusivegroup.org

**University of North Florida
LGBTQ Center**

Jacksonville, FL
www.unf.edu/lgbtqcenter

Visuality

Fort Myers, FL
<http://www.visualityswfl.org/>

Zebra Coalition

Orlando, FL
www.zebra-youth.org

Georgia**First City Pride Center**

Savannah, GA
www.firstcitypridecenter.org

I Am Human Foundation

Atlanta, GA
www.iamhumanfoundation.org

Southern Jewish Resource Network, Inc.

Atlanta, GA
www.sojournsgd.org

Hawai`i**The LGBTQ+ Center Honolulu**

Honolulu, HI
www.hawaii-lgbt-legacy-foundation.com

Idaho**All Under One Roof LGBT Advocates of
Southeastern Idaho**

Pocatello, ID
www.allunderonerroof.org

Illinois**Brave Space Alliance**

Chicago, IL
www.bravespacealliance.org

Center on Halsted

Chicago, IL
www.centeronhalsted.org

Clock, Inc

Rock Island, IL
www.clockinc.org

LGBTQ+ Center of Lake County

Grayslake, IL
www.lgbtqlc.com

The LIAM Foundation

Rockford, IL
www.theliamfoundation.org

Youth Outlook

Illinois
www.youth-outlook.org

Indiana**GenderNexus**

Indianapolis, IN
<https://gender-nexus.org>

Indiana Youth Group

Indianapolis, IN
www.indianayouthgroup.org

Indy Pride

Indianapolis, IN
www.indypride.org

The LGBTQ Center

South Bend, IN
www.thelgbtqcenter.org

Muncie OUTreach

Muncie, IN
www.muncieoutreach.org

Pride Center of Terre Haute Inc.

Terre Haute, IN
www.pridecenterterrehaute.org

Spencer Pride commUnity center

Spencer, IN
www.SpencerPride.org

The Tree House operated by TREES, Inc.

South Bend, IN
www.webtrees.org

Kansas**Kansas State University LGBT Resource Center**

Manhattan, KS
www.k-state.edu/lgbt

Our Spot KC

Kansas City, KS
www.ourspotkc.org

Kentucky**Heartland Equality**

Paducah, KY
www.heartlandequality.org

Lexington Pride Center

Lexington, KY
www.lexpridecenter.org

Louisville Pride Center

Louisville, KY
www.louisvillepride.com

Louisville Youth Group

Louisville, KY
www.louisvilleyouthgroup.org

Maine**Equality Community Center**

Portland, ME
www.eccmaine.org

Maryland**Delmarva Pride Center**

Maryland
www.delmarvapridecenter.com

The Frederick Center

Frederick, MD
www.thefrederickcenter.org

Massachusetts**BAGLY, Inc. (Boston Alliance of LGBTQ+ Youth)**

Boston, MA
www.bagly.org

North Shore Alliance of GLBTQ+ Youth (NAGLY)

Salem, MA
www.nagly.org

The South Coast LGBTQ+ Network

New Bedford, MA
www.sclgbtqnetwork.org

Youth Oasis Drop-in Center

Baton Rouge, LA
www.youthoasis.org

Michigan

Affirmations Community Center

Ferndale, MI
www.goaffirmations.org

Grand Rapids Pride Center

Grand Rapids, MI
www.grpride.org

Great Lakes Bay Pride

Michigan
www.greatlakesbaypride.org

Jackson Pride Center

Jackson, MI
www.jacksonpridecenter.org

LGBT Detroit

Detroit, MI
www.lgbtdetroit.org

Oakland University Gender and Sexuality Center

Rochester, MI
www.oakland.edu/gsc

OutCenter Southwest Michigan

Benton Harbor, MI
www.outcenter.org

OutFront Kalamazoo

Kalamazoo, MI
www.outfrontkzoo.org

Stand with Trans

Farmington Hills, MI
www.standwithtrans.org

Missouri

The Center Project

Columbia, MO
www.thecenterproject.org

The GLO Center

Springfield, MO
www.glocenter.org

Montana

Western Montana LGBTQ+ Community Center

Missoula, MT
www.gaymontana.org

Nebraska

Omaha ForUs

Omaha, NE
www.OmahaForUs.org

Nevada

Henderson Equality Center

Henderson, NV
www.HendersonEqualityCenter.org

The LGBTQ Community Center of Southern Nevada

Las Vegas, NV
www.thecenterlv.org

Our Center Reno

Reno, NV
www.ourcenterreno.org

New Hampshire

Seacoast Outright

Portsmouth, NH
www.seacoastoutright.org

New Jersey

EDGE Pride Center

Denville, NJ
www.edgenj.org

Hudson Pride Center

Jersey City, NJ
www.hudsonpride.org

The Newark LGBTQ Community Center

Newark, NJ
www.newarklgbtqcenter.org

Pride Center of New Jersey

Highland Park, NJ
www.pridecenter.org

QSpot LGBT Community Center

Asbury Park, NJ
www.qspot.org

Sam & Devorah Foundation For Transgender Youth

Chatham, NJ
www.samdevorah.org

New Mexico

The Human Rights Alliance

Santa Fe, NM
www.hrasantafe.org

Transgender Resource Center of New Mexico

Albuquerque, NM
www.tgrcnm.org

North Carolina

Guilford Green Foundation & LGBTQ Center

Greensboro, NC
www.guilfordgreenfoundation.org

LGBT Center of Raleigh

Raleigh, NC
www.lgbtcenterofraleigh.com

The LGBTQ Center of Durham Inc.

Durham, NC
www.lgbtqcenterofdurham.org

LGBTQ Center of the Cape Fear Coast

Wilmington, NC
www.lgbtqcapefear.org

Time Out Youth

Charlotte, NC
www.timeoutyouth.org

Transcend Charlotte

Charlotte, NC
www.transcendcharlotte.org

North Dakota

Dakota OutRight

Bismarck, ND
www.dakotaoutright.org

New York

Brooklyn Community Pride Center, Inc.

Brooklyn, NY
www.lgbtbrooklyn.org

CANDLE

New City, NY
www.candlerockland.org

Hudson Valley LGBTQ Community Center

Kingston, NY
www.lgbtqcenter.org

In Our Own Voices, Inc

Albany, NY
www.ioov.org

The Lesbian, Gay, Bisexual, and Transgender Community Center

New York, NY
www.gaycenter.org

The LOFT LGBTQ+ Community Center

White Plains, NY
www.loftgaycenter.org

Pride Center of Staten Island

Staten Island, NY
www.pridecentersi.org

Rockland County Pride Center

Nyack, NY
www.rocklandpridecenter.org

TransNewYork

Oakland Gardens, NY
www.transnewyork.org

Ohio

Bayard Rustin LGBTQ Resource Center
 Akron, OH

Colors+

Fairview Park, OH
www.colorsplus.org

Greater Dayton LGBT Center

Dayton, OH
www.daytonLGBTcenter.org

Kaleidoscope Youth Center

Columbus, OH
www.kycoho.org

The LGBT Community Center of Greater Cleveland

Cleveland, OH
www.lgbtcleveland.org

LGBTQ+ Spectrum of Findlay

Findlay, OH
www.spectrumoffindlaylgbt.org

Love on a Mission

Mansfield, OH
www.loveonamission.org

Oklahoma**Dennis R. Neill Equality Center**

Tulsa, OK
www.okeq.org

Diversity Center of Oklahoma Inc.

Oklahoma City, OK
www.diversitycenterofoklahoma.org

Oregon**Rogue Action Center**

Talent, OR
www.rogueactioncenter.org

Pennsylvania**The Bradbury-Sullivan LGBT Community Center**

Allentown, PA
www.bradburysullivancenter.org

Centre LGBTQA Support Network

State College, PA
www.centrelgbtqa.org

Eastern PA Trans Equity Project

Orefield, PA
www.PATransEquity.org

Hugh Lane Wellness Foundation

Pittsburgh, PA
www.hughlane.org

Lancaster LGBTQ+ Coalition

Lancaster, PA
www.lgbtlancaster.org

LGBT Center of Central PA

Harrisburg, PA
www.centralpalgbtcenter.org

The LGBT Center of Greater Reading

Reading, PA
www.lgbtcenterofreading.com

Persad Center

Pittsburgh, PA
www.persadcenter.org

Pittsburgh Equality Center

Pittsburgh, PA
www.pghequalitycenter.org

Planned Parenthood Keystone's LGBTQ+ Youth Programs

Warminster, PA
www.ppkeystone.org

Rainbow Rose Center

York, PA
www.rainbowrosecenter.org

SAGA Community Center

Hatboro, PA
www.sagahatboro.com

Shippensburg University Pride & Gender Equity (PAGE) Center

Shippensburg, PA
www.ship.edu/page

Washington County Gay Straight Alliance, Inc. - The CENTER on Strawberry

Washington, PA
www.WCGSA.org

William Way LGBT Community Center

Philadelphia, PA
www.waygay.org

Puerto Rico**Waves Ahead Corp**

San Juan, PR
www.wavesahead.org

Rhode Island**Youth Pride, Inc.**

Providence, RI
www.youthprideri.org

South Carolina**Harriet Hancock Center Foundation**

Columbia, SC
www.harriethancockcenter.org

Pride Link

Greenville, SC
www.pridelink.org

Transgender Awareness Alliance

Lexington, SC
www.taagg.org

Uplift and Outreach Center

Spartanburg, SC
www.upliftoutreachcenter.org

We Are Family

North Charleston, SC
www.waf.org

South Dakota**LGBTQ+ Family Connections Center**

Box Elder, SD
www.lgbtqfamilyconnectionscenter.net

The Transformation Project
Sioux Falls, SD
www.transformationprojectsd.org

Tennessee

Inclusion Tennessee
Nashville, TN
www.InclusionTN.org

Just Us at Oasis Center
Nashville, TN
www.justusoasis.org

OUTMemphis
Memphis, TN
www.outmemphis.org

Texas

Borderland Rainbow Center
El Paso, TX
www.borderlandrainbow.org

Coastal Bend Pride Center
Corpus Christi, TX
www.cbpridecenter.com

LGBTQ S.A.V.E.S.
Fort Worth, TX
www.lgbtqsaves.org

The Montrose Center
Houston, TX
www.montrosecenter.org

Open Arms Rape Crisis Center & LGBT+ Services
San Angelo, TX
www.openarmscv.com

Pride Center San Antonio
San Antonio, TX
www.pridecentersa.org

Pride Center West Texas
Odessa, TX
www.pridecenterwt.org

Pride Community Center, Inc
College Station, TX
www.pridecc.org

Resource Center
Dallas, TX
www.myresourcecenter.org

Utah

Utah Pride Center
Salt Lake City, UT
www.utahpridecenter.org

Virginia

Diversity Richmond
Richmond, VA
www.diversityrichmond.org

LGBT Life Center
Norfolk, VA
www.lgbtlifecenter.org

Power Safe Place Resource Center of Virginia
Front Royal, VA
www.powersafeplace.org

Shenandoah LGBTQ Center
Staunton, VA
www.shenlgbtqcenter.org

Vermont

Out in the Open
Brattleboro, VT
www.weareoutintheopen.org

Outright Vermont
Burlington, VT
www.outrightvt.org

Pride Center of Vermont Inc.
Burlington, VT
www.pridecentervt.org

The Rainbow Bridge Community Center, inc.
Barre, VT
www.rainbowbridgevt.org

Washington

Lambert House
Seattle, WA
www.lamberthouse.org

Oasis Youth Center
Tacoma, WA
www.oasisyouthcenter.org

Rainbow Center
Tacoma, WA
www.rainbowcntr.org

Seattle's LGBTQ+ Center
Seattle, WA
www.gaycity.org

Wisconsin

Bridges United Inc.
Manitowoc, WI
www.bridgesunited.org

The Center: 7 Rivers LGBTQ Connection
La Crosse, WI
www.7riverslgbtq.org

LGBT Center of SE Wisconsin
Racine, WI
www.lgbtsewi.org

Outreach, Inc.
Madison, WI
www.outreachmadisonlgbt.org

West Virginia

LGBTQ+ Resource Center of Covenant House
Charleston, WV
www.wvcovenanthouse.org



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www.lgbtcenters.org



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