

Rainbow Fund of Bucks County Community Scan 2010:

**LGBTQ Priorities and Needs
In Bucks County, Pennsylvania and
Hunterdon and Mercer Counties, New Jersey**

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Executive Summary

The Rainbow Fund of Bucks County, a newly established fund administered by the Delaware Valley Legacy Fund, seeks to improve the quality of life for the Bucks County LGBTQ community through grantmaking targeted towards well-defined existing service gaps. Governed by a steering committee comprised of local LGBTQ citizens, the Rainbow Fund brings together local expertise and resources in order to identify and meet outstanding community needs.

In 2009, the steering committee of the Rainbow Fund launched a community scan in order to gain a better understanding of the needs and priorities of lesbian, gay, bisexual, transgender, and queer (LGBTQ) residents of Bucks County, Pennsylvania and Hunterdon and Mercer Counties in New Jersey. The Fund collected information through two focus group meetings and three surveys (individually targeting youth, adults, and non-profit organizations) conducted during the fall and winter of 2009. Approximately 100 individuals and 10 community-based organizations participated in this process.

Key priorities identified through this process include:

- Lack of cohesion in regional LGBTQ community/infrequency of community events
- Lack of safe and free gathering places, particularly for youth
- Safety concerns of LGBTQ youth school environments
- Widespread unawareness of existing resources
- Lack of transport or finances in order to access existing services

Key recommendations made include:

- **Physical and/or virtual community centers** to reduce isolation and enhance community connections for LGBTQ people and families;
- **Mentoring programs** and visible adult role models for youth, and support structures for elders.
- **Expanded LGBTQ resources at area schools**
- **Expanded community-wide events**
- **Online bulletin board** for local community resources and information.
- Provide resources and support for **parents of LGBTQ youth**
- Support low cost **counseling services**
- Provide support for **educational scholarships**
- Support establishment of a **toll-free hotline for LGBTQ youth**
- **Expand outreach and marketing of existing programs** and services targeting the LGBTQ communities

Introduction

The Rainbow Fund of Bucks County is a community fund focused on the needs and priorities of LGBTQ residents of Bucks County, Pennsylvania and the neighboring New Jersey counties of Mercer and Hunterdon. As a community fund, the Rainbow Fund engages in fundraising for LGBTQ priorities and grantmaking to nonprofit organizations that are well positioned to meet identified needs.

A community fund directs the investment of a committed community of individuals toward priority needs and programs for maximum results. To be a good steward of the resources entrusted to it, a fund must have a thorough understanding of the particular challenges facing constituencies within its geographic area. With this in mind, the Rainbow Fund launched three surveys and two focus groups, conducting the first ever broad-based scan of the priorities and needs of the LGBTQ community across the Bucks/Hunterdon/Mercer County region. This report of findings is intended as a roadmap to identify community priorities, in turn guiding the work of local non-profits and the grantmaking activity of the Rainbow Fund.

Demographics

The Rainbow Fund received survey responses from 51 adults and 16 youth. Not all respondents answered every survey question, thus the number of responses may vary from question to question. The adults ranged in age from 25-79 years, while the youth ranged in age from 13 to 21. (The age distribution and other demographic information are presented in Table 1.) Mirroring the racial makeup of the Bucks County region, survey respondents were not a racially diverse group. More than 90% of both adult and youth survey respondents indicated that they are Caucasian/White.

Of adult survey respondents, two-thirds were male and one third female. Only one individual self-identified as transgender – male to female. Exactly half of youth survey respondents were female (8), seven were male, and one self-identified as genderqueer. In both the adult and youth surveys, the majority of respondents identified themselves as gay (adults 57%; youth 44%). The next largest group was lesbians (adults 29%; youth 25%). We had a small group of adult and youth participants who identified themselves as bisexual (adults 4%; youth 25%) or queer (adults 4%; youth 19%). Three adult and two youth survey respondents identified themselves as heterosexual.

Rainbow Fund of Bucks County – Adult and Youth Surveys
Table 1: Respondent Identification

<u>Age</u>		<u>Race/Ethnic Identity</u>	
13-17	7%	African American/Black	1%
18-21	17%	Asian/Pacific Islander	3%
22-39	8%	Native American	3%
40-59	50%	White/Caucasian	93%
60-79	18%		

<u>Gender Identity</u>		<u>Sexual Orientation</u>	
Female	37%	Bisexual	9%
Male	59%	Queer	7%
Transgender (Male to Female)	2%	Lesbian	26%
Genderqueer	2%	Gay	51%
		Heterosexual	7%

The research targeted the three-county region encompassed by Bucks County in Pennsylvania and Hunterdon and Mercer Counties in New Jersey. Not surprisingly, nearly all respondents reported that they live in this region (Bucks - 39 adults and 10 youth; Hunterdon - 6 adults and 5 youth; and Mercer - 2 adults). The majority of adult respondents (67%) also work in the region. Other respondents are either retired or working in Philadelphia, Montgomery County, or New York.

While the majority of adult survey respondents are employed full time (67%), a significant number is retired (16%) or working part time (10%), and only one is unemployed. One quarter of adults reported that they are self-employed. Nearly all have a college degree or higher (96%) and only three (6%) are current students.

As one might expect, more than two-thirds of youth respondents are current students, primarily enrolled in public high schools or college. Twenty percent of youth respondents are college graduates. In addition to their schooling, most youth respondents (56%) are working part time (fewer than 35 hours/week). Nearly 20% are working full time while 25% are currently unemployed. Of those who reported they are working, the majority (73%) are working in Bucks or Hunterdon County.

The great majority of adult survey respondents reported owning their own homes (88%) and having a household income over \$75,000 per year (84%). Just over half reported living with a partner, while others reported living with a partner and others (20%) or living alone (22%). Youth respondents are largely living with family members without paying rent (56%). However, over a third rent a house, apartment or room. One youth survey respondent reported having inconsistent or no housing. Nearly two-thirds of youth respondents are living with family members (60%), while the rest are living with friends or a roommate (33%) or living alone.

Several questions in the survey probed the family and community dynamics in the lives of survey respondents. Nearly three quarters of adults reported that they are in a monogamous relationship. Fifteen

percent are single and looking to date, while 10% are in non-monogamous relationships or dating. (Youth were not asked about their relationship status.)

A significant number of adult respondents (38%) reported having some kind of parenting role, as a biological parent, adoptive parent, shared parent, foster parent, grandparent, step parent, or non-custodial parent. Ten of the adult survey respondents indicated they have anywhere from 1-3 children in their household (average 1.7). While 22% of the respondents are planning on or considering children, more than three quarters (78%) indicated that they do not intend to have children.

Only five adult survey respondents (10% of respondents) reported that they are caregivers of an older adult or senior citizen.

Community Scan Highlights

Information received from individuals and nonprofit organizations through the community scan provides a rich and textured picture of the LGBTQ community, its assets, needs and challenges. It is important to keep in mind while reviewing these findings that the Rainbow Fund will support other organizations in initiating and running programs, but will not operate any programs itself.

In reviewing the broad range of information collected, responses clustered around four key categories: Community and Family Life; Harassment and Legal Protection; Awareness and Education; and Access to Services.

Community/Family Life

The most commonly expressed concerns pertaining to LGBTQ family and community life addressed the isolation of LGBTQ individuals and families, especially youth, and the lack of a cohesive LGBTQ community in the area to create social supports and opportunities.

The primary location for socializing among the great majority of adult respondents was in their home or the homes of their friends (96%). Other locations include plays/cultural events (38%); coffee houses/restaurants (34%); clubs/bars (28%); at work (26%); and in an LGBTQ specific social group (19%).

The primary location for youth to socialize was LGBTQ youth meetings or a LGBTQ youth center (80%). This result may reflect the fact that the majority of youth respondents were approached through the Rainbow Room. Of those who don't frequent such programs, they cite transportation challenges, lack of knowledge of existing programs, and time/work schedule as their reasons for not doing so.

Contributing to a sense of community for many LGBTQ youth was the existence of GSA's or other LGBTQ resources in their schools. One hundred percent of youth respondents indicated that they are aware of a GSA or other LGBTQ resource at their school; eighty percent are members. The activities of these groups were described as targeting primarily social/community building (46%) and public awareness (46%).

Youth were asked about their religious practices, and just over half of the respondents indicated that they belong to a spiritual or religious community. Of these, two-thirds indicate that their religious community is open and affirming. Of the four who said their religious community was not open and affirming, two indicated hostility to LGBTQ people and two indicated that they are simply non-spiritual individuals. (Adult survey respondents were not asked about their religious community.)

We also inquired about the role of LGBTQ adults in the lives of LGBTQ youth. The great majority (88%) indicated that they know LGBTQ adults. Most youth believe that they are part of a multigenerational LGBTQ community (69%) or "somewhat" part of one (23%). They tend to think about LGBTQ elders as "mentors and friends" and as "a community resource."

In addition to being active socially, a high percentage of adult and youth survey respondents indicated they are active as volunteers in their communities. In the past year, 87% of adult respondents and 94% of youth respondents have provided volunteer assistance to an individual or organization. Of those not already involved, 80% of adults and 100% of youth indicated they would consider volunteering for an LGBTQ cause or organization.

Fewer than half of the adult survey respondents are currently donating to an LGBTQ cause or organization. Of those adults not now donating, 79% said they would consider donating to an LGBTQ cause or organization, while 10% indicated they choose not to donate and the remaining 10% indicate they are unable to do so.

Participants shared vastly different experiences of community depending on where they live and work. While New Hope and Doylestown are comfortable towns for LGBTQ individuals and families in Bucks, there is a great deal of isolation throughout the rest of the county. In New Jersey, Lambertville is an accepting community, but there is a great sense of isolation in other parts of Hunterdon and Mercer. Unfortunately, there has been little outreach or effort invested to create a cohesive LGBTQ community in the region. Focus group participants emphasized that there is great need for social interaction that takes place "beyond the bars."

Youth focus group participants noted a similar diversity of experience, often depending on where they go to high school. The faculty and students of some high schools, such as Hunterdon Central, are supportive, while in other high schools, the experience of LGBTQ students is radically different. Often, youth noted, there is no sense of community in high schools, in spite of the efforts of Gay/Straight Alliances' (GSA).

The particular isolation of several constituencies was noted during the focus groups, including:

- Youth whose parents are not accepting and are, therefore, at risk of being thrown out of their homes;
- Parents of LGBTQ youth who fear harassment of their children;
- Aging individuals facing the challenge of long-term care; and

- Gay families that are unable to identify and connect with other gay families for the purpose of sharing their experiences and support.

Focus group participants seemed to agree that community would be aided by more intergenerational opportunities to connect and participate in a safe dialogue. Youth commented upon their need for accepting adults to look up to.

Significant factors contributing to the lack of community in the region include:

- The **lack of public transportation** in the region which provides a particular challenge for young people interested in connecting to a larger LGBTQ community. For example, the Rainbow Room is difficult for all but Doylestown-area youth to access.
- The **infrequency of LGBTQ events** such as gay bingo.
- The **lack of inclusivity within LGBTQ groups**. Focus group participants commented that, within the community, men and women are often separated. Younger people felt that they have no place within the older community. Young people also shared their perception that lesbian and gay individuals often are not inclusive of bisexual and transgender individuals.
- The **paucity of safe and free gathering places**. A few places were noted including GSAs and the Rainbow Room, but young people reported frequently spending time at Wegman's or at friends' homes because there is nowhere else to go.

Recommendations:

- **Physical and/or virtual online community centers** to reduce isolation and enhance community connections for LGBTQ people and families;
- **Mentoring programs** and visible adult role models for youth, and support structures for elders.
- **Intergenerational opportunities** to connect and engage in appropriate dialogue;
- **Expanded LGBTQ resources at area schools**
- **Expanded community-wide events** emphasizing inclusion (men and women; young and old; lesbian/gay and bi/trans)
- **Online bulletin board** for local community resources and information.

Harassment/Legal Protection

Several questions in the adult and youth surveys probed into the survey respondents' experience of discrimination and harassment and attempted to understand the importance respondents placed on efforts to protect LGBTQ individuals from discrimination in schools, the workplace, and the community.

Significantly, more than half of the survey respondents prioritized combating homophobia and transphobia among their top five most important community issues.

While combating discrimination is an important issue, a large majority of adult survey respondents reported that, within the past year, they have not experienced homophobia or witnessed harassment of LGBTQ individuals. Of the fifteen individuals who did experience homophobia or harassment it was mostly experienced on the street (73%) or in a public establishment (40%), followed by "at work" (27%); at their "place of worship" (27%); or "by professionals" (27%). Six percent of adult survey respondents reported being denied housing due to their sexual orientation or gender identity.

The experience of youth respondents was different. While most youth indicated that, within the past year, they have "never" witnessed harassment at home or by friends, many have witnessed harassment at work, at school, on the street, at a public establishment, at a place of worship, or by professionals. The greatest incidence of harassment (sometimes daily, weekly, and monthly) occurred at school and at work. **Over 80% of youth respondents indicated "a lot (3)," "some (5)," or "a little (5)" of the harassment they have witnessed has been directed at them personally.** The majority of this harassment took place in school (54%), on the street (23%), or at work (23%).

While one fifth of youth respondents indicate that nondiscrimination policies are in place and enforced in their schools, the majority indicated that these policies are often unclear, unenforced, or not in existence. There is disparity among youth reporting on the discussion of LGBTQ issues or perspectives in their schools, with 20% reporting LGBTQ issues are discussed in the classroom as part of the curriculum; 27% saying they have been discussed in the classroom only incidentally; 40% indicating these perspectives have only been discussed outside of the classroom; and 13% reporting they are not discussed at their schools at all.

Adult survey respondents identified the expansion of rights and recognition of LGBTQ families (as through civil unions or marriage) and civil rights protections (hate crimes legislation or work place non-discrimination policies) as the most important community issues. More than two thirds of respondents selected these two issues as their first or second priority from a list of ten community-related issues. Of those completing the survey, the great majority (84%) indicated that they would want legal marriage, civil union, and domestic partnership if these options were available.

Combating racism within the LGBTQ community was a relatively low priority for adult survey respondents. Only 22% placed it within their top five priority community issues.

More than half of survey respondents prioritized allowing openly LGBTQ individuals to serve in the military among their top five community-related issues. Only 10% of respondents have served in the military and only one respondent reported being denied entrance to the armed forces because of sexual orientation.

While the majority of adult respondents had not personally experienced discrimination or harassment within the past year, a number of youth respondents had seen or experienced harassment, primarily in their schools.

(Note: Pennsylvania has very few legal protections for LGBTQ people, while New Jersey has a broad range of civil rights protections.)

Key Observations:

- Many youth respondents experienced harassment (of themselves or others) primarily at school, but also at work and on the street.
- **While the majority of adult and nonprofit respondents stated ensuring schools are safe for LGBTQ youth was a top priority**, only 20% of youth said they had nondiscrimination policies in place and enforced in their schools.
- Fear of workplace discrimination is common, particularly among some lesbians who remain closeted for fear of losing their jobs.
- Civil rights protections and recognition of civil unions or marriage for LGBTQ people was cited by two-thirds of the respondents as the most important issues facing the LGBTQ community.

Recommendations:

- Work with schools and districts to adopt and enforce LGBTQ non-discrimination policies
- Advocate legislative changes to expand the rights and recognition of LGBTQ families, including civil unions or marriage
- Advocate legislative changes to expand civil right protections, particularly in combating hate crimes and workplace discrimination

Awareness and Education

Public awareness and education are critical components to celebrating the strengths and addressing the challenges facing the local LGBTQ community. Survey respondents were asked a series of questions designed to elicit information on the importance of awareness of LGBTQ issues and to prioritize the constituencies most in need of education.

Participants in the adult and youth focus groups consistently commented on the need for increasing awareness of LGBTQ issues among students and the general public. Finding a way to educate youth and build awareness was emphasized as a top priority for improving lives of LGBTQ youth. Youth focus group participants noted that, quite often, adults are not educated and they too need to learn acceptance.

Due to a general lack of awareness and acceptance, it is much more difficult for transgender persons to come out. **Focus group participants asked that the issue of acceptance of transgender individuals be addressed by the Rainbow Fund.**

As reported above, a majority of survey respondents prioritized combating homophobia and transphobia among their top five community-related issues. Building awareness through education is thought to be one of the best ways to combat these attitudes. The Rainbow Fund survey asked adults and youth several

questions designed to understand the importance they give to public awareness and how they would prioritize the various constituencies in need of education.

There was significant agreement among adult and youth survey respondents that awareness education for the broader community, school systems, and religious organizations is important. In fact, a large majority of adult survey respondents indicated that **LGBTQ awareness education is “very important” for the broader community (89%); the school system (89%); and religious organizations (80%)**. The majority of youth survey respondents also indicated that LGBTQ awareness education is “very important” for these three constituencies, with a slightly different prioritization: **school systems (93%); the broader community (73%); and religious organizations (56%)**.

Over 50% of youth respondents stated LGBTQ issues are only discussed outside of the classroom or not at all in their schools.

Survey respondents were also asked to prioritize what they felt were the most important service-related issues in the region. **Of the twelve options, two-thirds of the adult respondents identified “ensuring schools are safe for LGBTQ youth” as the most important service-related issue in our region.**

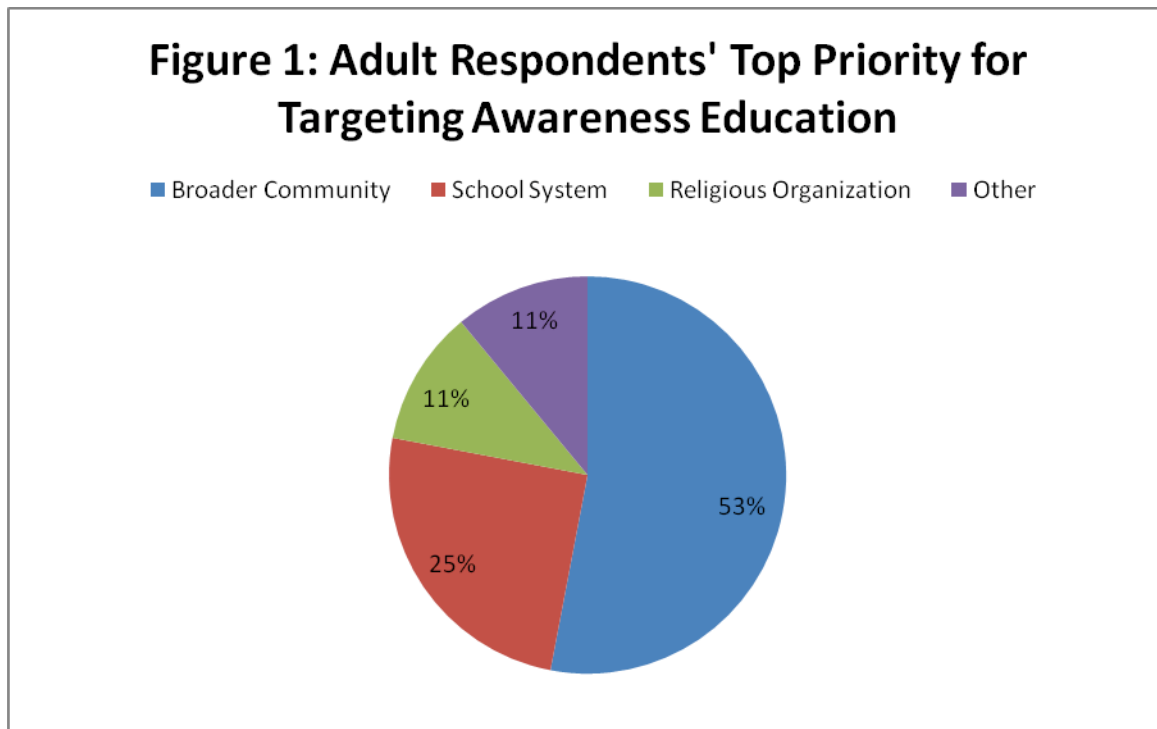
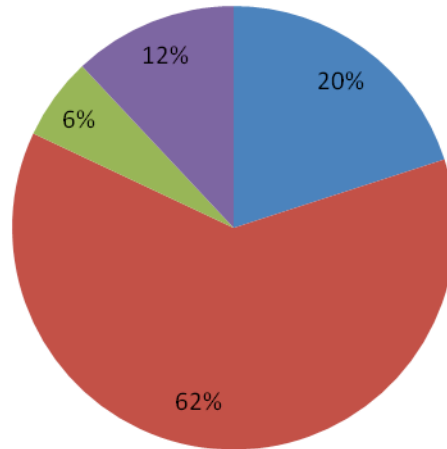


Figure 2: Youth Respondents' Top Priority for Targeting Awareness Education

■ Broader Community ■ School System ■ Religious Organization ■ Other



Key Observations:

- Lack of discussion of LGBTQ perspectives and the production of a safe environment in schools was noted as a chief concern by an overwhelming majority of youth and adult respondents.
- Lack of awareness and acceptance among parents of LGBTQ youth was a key concern.
- Youth respondents specifically requested the Rainbow Fund address the issue of acceptance of transgender people.

Recommendations:

- Advocate inclusion of LGBTQ issues in school curricula
- Provide resources and support for parents of LGBTQ youth
- Invest in education, counseling and training of service professionals
- Support youth speakers bureaus to travel to schools and talk about LGBTQ issues with other students

Access to Services

The Rainbow Fund survey asked about respondents' need for services and their ability to access what they needed. The greatest gap between services needed and services received exists in the areas of:

- LGBTQ social events (43% unmet need; 6/14)
- mental health services (43% unmet need; 3/7)
- OB/gyn (33% unmet need; 3/9)
- domestic partnership services (50% unmet need; 3/6)
- LGBTQ parenting services (100% unmet need; 0/2)

The majority of respondents indicated that they get information about the services they need through friends (97%); the internet (63%); professional referral (60%); social events (40%); and community-based organizations (37%). The factors rated "very important" or "important" in choosing services were: "reputation for serving the LGBTQ community;" "quality of service or resource;" "assurances of confidentiality;" "location or accessibility of the service or resource;" and "cost of service or resource."

Of the services most needed by youth survey respondents, the greatest gap between services needed and services received exists in the areas of:

- scholarships for education (55% unmet need)
- job/career counseling (40% unmet need)
- financial planning (60% unmet need)
- mental health services (60% unmet need)

Of those who tried to access services, the key difficulties identified were: "costs too much"; "didn't know where to go"; "transportation"; and "service not available". The factors rated "very important" or "important" in choosing services were: "Reputation for serving the LGBTQ community;" "assurances of confidentiality;" "location or accessibility of the service or resource;" "cost of service or resource;" and "quality of service or resource."

Other key statistics on accessing services are:

- More than two-thirds of youth respondents indicated they are not aware of any programs designed to help LGBTQ youth from a health perspective (69%).
- Nearly two-thirds of youth respondents (62%) indicated that they know of LGBTQ youth who are currently, have been, or are threatened by the possibility of homelessness. Only 19% indicated they are aware of programs designed to help homeless LGBTQ youth. None are located in Bucks County.

More than half of the respondents included the following four service-related issues among their top five priorities:

- additional social-cultural-recreational activities or more community-wide events and celebrations;
- access to LGBTQ welcoming health care;
- increasing support and services for LGBTQ elders; and
- more research on the needs, concerns and strengths of LGBTQ populations.

Participants in the general focus group noted that additional services are needed in the areas of counseling and training youth serving professionals on LGBTQ issues. Domestic violence providers would also be better able to offer services to the LGBTQ community through such training.

44% of youth respondents indicated that LGBTQ youth engaged “somewhat more” than their straight peers in tobacco consumption and habitual or compulsive drug/alcohol use. This would indicate potential need for services to address these issues.

Youth group participants noted the need for more free health services provided by doctors and therapists; housing resources for LGBTQ youth who are thrown out of their homes; and support to access existing resources like the Rainbow Room.

It was noted that in times of crisis, being aware of resources and being able to find help immediately is important. The Trevor Project (a national toll-free hotline) was noted as a model resource that provides youth with a way to connect with services when they are needed most.

A recurring problem noted by all community scan participants was the lack of information on available community resources and services in the region.

- More than two-thirds of youth respondents were unaware of health services for LGBTQ youth.
- More than two-thirds of youth respondents know of LGBTQ youth who have experienced or are threatened by homelessness in our region, **yet only one-fifth are aware of programs to help homeless LGBTQ youth;**

Recommendations:

- Online bulletin board for local community resources and information
- Support a community center for trans/homeless youth, particularly in the Trenton/Princeton area
- Support low cost counseling services
- Provide support for educational scholarships
- Support establishment of a toll-free hotline for LGBTQ youth

- Expand outreach and marketing of existing programs and services targeting the LGBTQ communities
- Support training for educators, social workers, domestic violence staff, health and other professionals to better serve LGBTQ people, especially youth

Organizational Scan Highlights

As the primary vehicle through which LGBTQ community needs can be met, nonprofit organizations are an important constituency to survey – particularly with respect to their own organizational capacity. Ten organizations based in Bucks County (8), Mercer County (1) and Philadelphia County (1) responded to our survey of nonprofit organizations. Respondents included Capital Rainbowfest, Inc.; FACT, Bucks County; Greater New Hope Chamber of Commerce; NOVA; PFLAG Bucks County; PFLAG Philadelphia; Rainbow Room; St. Philips Episcopal Church; Southeastern Pennsylvania Council on Alcoholism and Drug Dependence (SEPCADD); and Team Capital Bank. Of these, most (70%) are 501c3 or legally established organizations.

Organizational Demographics:

The annual budgets of the responding organizations ranged widely from \$5,000 to over \$1 million. One third of respondents reported having annual budgets in the \$50,000 - \$150,000 range. Of the remaining organizations, one third have higher and one third have lower annual budgets than this. The primary sources of funding for the majority of responding organizations are individual donors and special fundraising events. Several report receiving support from corporations and foundations, dues, fees for services rendered, and government grants. Four organizations reported having no paid staff, four have 1-4 staff members (FTE), and two have more than 25 staff members (FTE) each. Nearly all (90%) indicated they engage volunteers in their activities and services, primarily administrative tasks and fundraising. Other areas of volunteer involvement were outreach, program development, representing the group at conferences, and staffing activities.

Organizational survey respondents described a wide range of services that they provide. Nearly two thirds (60%) reported that they provide services focused on education and awareness. Half (50%) provide social/recreational activity and community organizing. Smaller subsets provide cultural activities (40%), and political/advocacy activity (40%). Only one third of organizations (30%) report providing business/professional and mental health related services.

The number of people served by the organizations responding ranged widely from less than 50 to more than 1,500 people. Sixty percent of organizations reported that they serve gay and lesbian individuals and the families of LGBTQ people. Half indicated that they serve heterosexual people and transgendered people, while 40% indicated that they serve bisexuals, those questioning their sexuality/gender identity, older adults (55+), and youth (up to age 21).

The majority of respondents (60%) collaborate with other organizations to provide LGBTQ programs and services. Those organizations listed as frequent collaborators include: FACT of Bucks County; GSA's; Rainbow Room; New Hope Celebrates; BRIDGE; Child First Services – Carbon County; Attic Youth Center; Trenton Gay and Lesbian Civic Association; DVLf.

Organizational Priorities:

Organizations responding to the survey brought a different perspective to questions about the LGBTQ community and family dynamics than the individuals surveyed.

When asked to identify their top five (out of 10) most important community issues:

- **55% prioritized that safety at school for LGBTQ youth as a first or second priority.**
- 90% prioritized creating a stronger sense of intra-communal cohesion
- 62% prioritized increased acceptance within “faith-based” communities among their top five community issues. Individual respondents did not similarly highlight this need.
- 55% prioritized providing information to parents on how to support LGBTQ youth.
- 55% prioritized establishing community-wide social and cultural events.
- 75% prioritized expansion of civil rights protections (including hate crimes and work place discrimination)
- 50% prioritized expanding the rights/recognition of LGBTQ families
- 55% prioritized increasing services for people living with HIV/AIDS

Some additional thoughts that were offered on the needs of the LGBTQ community in this region included; more positive role models and outlets for non-sexualized interaction; assistance in restarting local LGBTQ organizations that have become dormant; and providing a service phone number that will provide LGBTQ people with information and services in Pennsylvania.

Other service gaps mentioned include:

- Low cost counseling for LGBTQ individuals, especially youth, couples, and families
- Needs of aging LGBTQ persons
- Central location/contact for information and services for LGBTQ in Bucks County
- Day and night services and activities for LGBTQ community in Trenton and Princeton, especially for trans/homeless youth (perhaps a community center)
- Awareness that LGBTQ victims of crime can get services at NOVA

One organizational respondent noted the need for increased awareness within the LGBTQ community itself to address its addiction disorders.

Conclusion

The steering committee of the Rainbow Fund is grateful for the participation of so many individuals and nonprofit agencies in this community scan. We believe the process of listening to each other and considering many perspectives has been a unifying experience and hope that the experience and the report produced here will inspire many more people to become involved in realizing the positive change that is envisioned here.

Nearly all of the nonprofits surveyed indicated that their organizations do outreach to the LGBTQ community to better serve their needs but that they have not attempted to assess the scope of need in the LGBTQ community for the services they offer. We hope that this document may serve as a roadmap to future planning around these vital services and that it might direct the Rainbow Fund in its efforts to support these resources through grantmaking initiatives.