



Office for the Prevention of Domestic Violence

KATHY HOCHUL
Governor

KELLI OWENS
Executive Director

LGBTQI+ Endorsement Program Standards

The LGBTQI+ Endorsement draft standards were created in an inter-disciplinary working group of experts that was convened by the New York City Anti-Violence Project (AVP) and OPDV. It included representation from the New York State Coalition Against Domestic Violence, the New York State LGBTQI+ Intimate Partner Violence Network (which is coordinated by AVP), and the New York State Office of Children and Family Services. The Working Group drew from existing tools, listed below, and strategies, as well as member organizations' experience and knowledge, to create these standards and guidelines.

OPDV and AVP then brought together multiple groups of stakeholders through hosting Learning Exchanges in Fall 2022 to hear from those who serve LGBTQI+ gender-based violence (GBV) survivors, including LGBTQI+ organizations and domestic violence programs. Data and priorities gathered from these Learning Exchanges have informed every stage of the development of these standards, and ongoing feedback from stakeholders will continue to inform the pilot project and further implementation of these standards. To review the tools and strategies reviewed and referenced, please see Reference Page.

With this input, the draft standards created for use to determine organizations who may receive an LGBTQI+ Endorsement are as follows:

- 1. Demonstrate an organizational commitment to LGBTQI+ inclusive and affirming programming**
- 2. Employ LGBTQI+-affirming strategies with every program participant and colleague**
- 3. Maintain policies and procedures that are in compliance with federal and state law¹, to ensure LGBTQI+ inclusion and affirmation**
- 4. Create data collection processes and forms for staff and program participants that ensure LGBTQI+ inclusion and affirmation**
- 5. Create a welcoming space for LGBTQI+ program participants and staff**
- 6. Establish relationships with local LGBTQI+ organizations and resources**
- 7. Increase and ensure diverse LGBTQI+ inclusion and representation among staff and board**

¹ [Non-discrimination on the Basis of Sex, Sexual Orientation, and Gender Identity or Expression in Residential and Non-residential Domestic Violence Programs](#)

8. Ensure staff and program participants receive training and technical assistance to support LGBTQI+ inclusion

Reference Page

In Our Own Voices: [Shades of Change](#)

The Network La Red: [Open Minds Open Doors](#)

New York State Office of Addiction Services and Supports: [LGBTQ inclusion standards and guidelines](#)

NYS LGBTQ IPV Network: [Self-Assessment Tool, Shelter Best Practices, & Services Best Practice Toolkits.](#)