



## Inputs for the First Global Stocktake as Requested in Decision 19/CMA.1, paragraph 19

The following document is a joint response by [Queers X Climate](#) and [OUT for Sustainability](#) to the call for inputs from Parties and observer States, UN Agencies and other international organizations and **non-Party Stakeholders** and observer Organizations, to **the first global stocktake** agreed by the Parties of the Conference of the Parties serving as the meeting of the Parties to the Paris Agreement (CMA) in decision **19/CMA.1, paragraph 19**: requested the Chairs of the Subsidiary Body for Scientific and Technological Advice and the Subsidiary Body for Implementation to issue a call for the inputs referred to in paragraphs 36 and 37 of the same decision, taking into account that such inputs should be submitted at least three months before their consideration in the technical assessment.

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### Setting the scene

The Paris Agreement is a global treaty that aims to limit the global temperature rise to well below 2°C degrees and strives to limit it to 1.5°C. Thanks to its universality and comprehensive coverage of topics, it has established itself as the flagship initiative in the fight against climate change and a cornerstone of climate justice and climate action equity.

On the last, unlike any other pact before it, this landmark Agreement is designed to ensure that the costs of climate change mitigation and adaptation are shared fairly and equitably between countries and that those most at risk of climate impacts are supported. Additionally, the Agreement aims to ensure that all countries act equitably to reduce emissions and fight climate change. This means that all countries, regardless of their economic and political situation, are expected to contribute to global efforts to reduce emissions and support countries more vulnerable to climate change impacts.

Furthermore, the parties of the Paris Agreement agreed to encourage individual climate action by recognizing the role of non-State actors in mitigating and adapting to climate change. They call for national governments to create and implement policies that recognize the potential of and promote the involvement of individuals, communities, and the private sector in mitigating and adapting to climate change. It also encourages countries to support and facilitate the participation of these actors in their national climate plans. Likewise, the Agreement encourages countries to consider the potential of public-private partnerships and other public-private cooperation to promote individual climate actions further.



Another particularity of the Paris Agreement is its incorporation of Human Rights in several ways. The document explicitly acknowledges that Parties, when addressing climate change, should respect, promote, and consider their obligations to human rights, including people in vulnerable situations, gender equality, empowerment of women, and intergenerational equity.

Subsequently, for example, the Agreement has served as a mechanism to further reaffirm the recognition rights of indigenous peoples to their traditional lands, cultural practices, and self-determination. It has also encouraged the protection of the environment and the sustainable use of natural resources. Finally, it has emphasized the importance of public participation in decision-making processes.

As such, although not explicitly recognized yet, it should acknowledge the Human Rights Framework on Sexual Orientation and Gender Identity (SOGI). A set of guidelines that aims to ensure that all people, regardless of their sexual orientation or gender identity, can enjoy their human rights equally and without discrimination, based on the principle that all people are born free and equal in dignity and rights and is part of the broader human rights framework, which includes the right to life, liberty, and security; freedom from torture and cruel, inhuman, or degrading treatment; the right to privacy; and freedom of expression and assembly. The SOGI framework also includes provisions on the right to access healthcare, education, and employment, to live free from violence and discrimination, and, more recently, the right to a clean environment.

### **Connection to the Global Stocktake**

The Paris Agreement's Global Stocktake (GST) is the principal accountability mechanism set up by the parties on our collective goal and individual contributions to reduce global greenhouse gas emissions and stop climate change. It calls for a global report every five years to review the progress of the Agreement and examine the collective efforts of the countries involved, as well as to assess whether the commitments made by each country are on track to meet the Paris Agreement's long-term goals of limiting the average temperature increase to be at least below 2°C. The global stocktake will also inform countries of their progress toward achieving the Agreement's goals and identify areas where additional action is needed.

The first GST will focus on mitigation, adaptation, and means of implementation. It also considers the social and economic consequences of response measures and efforts to address loss and damage. The collective assessment considers inputs on equity and uses the best available science in a cross-cutting manner.

Acknowledging that, by its Nature, the GST is a party-driven and party-focused process intended to increase the ambition of actions and support for collectively addressing climate change without focusing on individual countries or groups of countries. However, parties have agreed (FCCC/SB/2022/L.8, paragraph 8 and 9/CMA.1, paragraph 19) to open the submission process to all relevant stakeholders with an inclusive approach.

Based on this, the present submission has the main goal to address the issues pertaining to the LGBTQ+ population and the Paris Agreement, specifically on the existing data and information regarding different degrees of impact linked to climate change in people due to their gender identity and sexual orientation,



the importance of the recognition on the differentiated impacts of climate change due to people's gender identity and sexual orientation, as well as to recognize the work that has been done to fight climate change by LGBTQ+ activists.

### **Impacts of Climate Change on LGBTQ+ Populations**

Climate change is having a disproportionate impact on the LGBTQ+ population. Peer-reviewed research has shown that LGBTQ+ people are more likely to live in poverty and be unhoused than the wider population, meaning they are more vulnerable to the effects of pollution, extreme weather, food insecurity, and displacement due to climate-related disasters. Furthermore, they are more likely to face discrimination and violence when seeking help in a crisis. Consequently, LGBTQ+ people are more likely to experience a lack of access to or be turned away from healthcare and other services, making them more vulnerable to the health impacts of climate change. In addition, LGBTQ+ people are more likely to face chronic illnesses such as respiratory illnesses and cardiovascular disease that climate events can exacerbate. Finally, queer and trans people of color are more likely to experience the effects of climate change, as they are more likely to live in low-income communities located in environmentally vulnerable areas and experience systemic racism.

One notable example is the relationship between homelessness and climate change impacts on the environment. Current literature has documented that LGBTQ+ communities are overrepresented in populations already documented to be at higher risk (e.g., homeless and/or have a chronic illness) for negative impacts from climate-related disasters and are invisible within climate and disaster infrastructure and policies. In the case of those who experience housing instability, studies have been shown to be disproportionately impacted by hurricanes, wildfires, and heat waves, including higher emergency department visit rates and death. This is compounded by unique discrimination based on sexual orientation and gender identity and exacerbated by ethnic and racial background. Likewise, LGBTQ+ youth, who disproportionately experience homelessness or housing instability, reported higher rates of mental health challenges, rates of victimization, and food insecurity.<sup>1</sup>

The fact that almost a third of the LGBTQ+ community in the United States alone faces a lack of proper housing makes them particularly vulnerable to extreme weather events and slow on-set effects. In addition, this community can be discriminated against when seeking relief services or when displaced, especially transgender and gender non-conforming individuals.

Three drivers of bias and discrimination are:

- 1) Inequitable and exclusive disaster response and aid policies
- 2) Lack of acknowledgment of unique LGBTQ+ family structures
- 3) Heavy reliance on faith-based organizations for disaster response, relief, and aid

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<sup>1</sup> Goldsmith L, Raditz V, Méndez M. Queer and present danger: understanding the disparate impacts of disasters on LGBTQ+ communities. *Disasters*. 2022 Oct;46(4):946-973. doi: 10.1111/disa.12509



As climate-related disasters increase in frequency, intensity, and duration due to a warming planet,<sup>2</sup> it is critical to incorporate LGBTQ+ communities in climate adaptation strategies and solutions to mitigate the unique negative impacts they face due to climate-related disasters. Especially given that marginalized communities often lack access to the resources and services needed to cope with the effects of climate change.

### **Current & Proposed LGBTQ+ Climate Action and Research**

It is also essential to recognize the dearth of gender identity and sexual orientation data that would help us further understand climate change's impact on the LGBTQ+ population. While there has been progress in this regard, as shown in appendix A, efforts remain scarce, sporadic, and isolated. This is due to the lack of resources and attention devoted by public and private research institutions to document and understand the differentiated impacts of climate change.

On top of the materials listed in appendix A, some recent examples of intellectual exercises carried out in the United States on these issues include the LGBTQ+ Climate Adaptation Session Report that took place at the National Adaptation Forum (NAF) in October 2022 and the Queering Climate Justice day-long session during the Creating Change Conference on February 18, 2023. Appendix B contains a draft white paper summarizing the findings and recommendations of the National Adaptation Forum (NAF) mentioned above.

Furthermore, the Queers For Ecojustice Project organization has set up a comprehensive list of resources that cover a large range of topics related to the historical impacts of climate change on LGBTQ+ populations. The materials are public and can be accessed on the following website:

<https://www.queerecoproject.org/resources>

Another example is the documentary produced by the Queers For Ecojustice Project, with the support of OUT for Sustainability, "Fire and Flood: Queer Resilience in the Era of Climate Change." a first-of-its-kind collaborative digital storytelling project documenting the disaster experiences and transformational resilience practices of multiply marginalized queer, trans, people with disabilities and indigenous communities through disasters and recovery in the face of adversities such as Hurricane Maria in Puerto Rico and the wildfires in Sonoma County, California. Educational. As a project of representational justice showcasing the intersectionality of social vulnerability and climate justice leadership, it is also core to demonstrating our commitment to justice-oriented climate resilience. The "sneak peek" project, released in 2019, has already had a large impact as a draft, with over 100 screenings, including 30 Universities and libraries. It was also recently projected in the Climate Justice Pavilion set up during COP 27 in Sharm El-Sheikh, Egypt.

By incorporating these communities into the global stocktake, we can better understand their needs and develop targeted solutions to help them adapt to a changing climate. This will help ensure that all people, regardless of their background, can benefit from the opportunities presented by the Paris Agreement.

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<sup>2</sup> USGCRP, 2018: Impacts, Risks, and Adaptation in the United States: Fourth National Climate Assessment, Volume II [Reidmiller, D.R., C.W. Avery, D.R. Easterling, K.E. Kunkel, K.L.M. Lewis, T.K. Maycock, and B.C. Stewart (eds.)]. U.S. Global Change Research Program, Washington, DC, USA, 1515 pp. doi: 10.7930/NCA4.2018.



On the other hand, inclusive climate action can improve marginalized populations' lives in various ways. For example, investing in renewable energy sources can create jobs and lower energy costs, disproportionately benefiting low-income communities. Additionally, investing in better infrastructure and public transportation can reduce air pollution levels, which can help reduce health disparities. Investment in clean water and sanitation can also help reduce water-borne illnesses and improve access to clean drinking water. Finally, investments in climate resilience can help protect low-income communities from the impacts of climate-related disasters.

Similarly, concerning environmental activism, studies have shown that LGBTQ+ people tend to prioritize environmental and social development, sometimes even double their heterosexual counterparts. Just in the US, for over a decade that our organization has been running, we have seen hundreds of actions taken by our community in favor of ecological stewardship and resilience building.

As a result, the LGBTQ+ population has been and continues to be an asset towards accomplishing the Paris Agreement as advocates for more comprehensive perspectives and actions, research, and data collection to understand better the impacts of climate change on different types of populations; and the mobilization of the LGBTQ+ community to act on climate change. On this last point, it has been widely documented how LGBTQ+ people, despite their minority status, have been deeply involved in the development of climate change policies and programs and have been active in campaigns to raise awareness about the effects of climate change. They have also been instrumental in pushing for greater commitments from governments to reduce emissions and transition to renewable energy sources.

Organizations such as Queers X Climate and Out for Sustainability have supported the Paris Agreement by raising awareness of climate change issues related to the LGBTQ+ population and advocating for the inclusion of LGBTQ+ perspectives in global climate action. They have also provided guidance and resources to help organizations and governments incorporate the needs of the LGBTQ+ population into their climate change policies and programs. They have also collaborated with other organizations and civil society groups to mobilize the LGBTQ+ community to act on climate change.

However, significant economic, social, legal, and political barriers must be addressed to bloom LGBTQ+ activism potential fully. Some challenges that need to be considered by LGBTQ+ people when working on climate change issues include potential discrimination and violence due to their sexual orientation or gender identity and inadequate representation in decision-making processes. Additionally, they may face difficulty in accessing resources. Furthermore, there is a need to ensure that climate change policies and programs consider the specific and unique needs of LGBTQ+ people.

In a cross-referenced study by Queers X Climate in 2019, from the first set of sixty-five countries that announced their Net-Zero pledges at the United Nations Secretary-General Climate Summit on September 23, 17 places of the top 25 percentile of Equaldex's LGBTQ+ rights index. This means that less than a quarter of countries ensure full equal recognition of LGBTQ+s people's rights compared to any other population group. In contrast, seven countries placed between the 25 and 50 percentiles (partial recognition of LGBTQ rights), while the rest of the countries (41) placed below the 50 percentiles (countries where homosexuality is not legally recognized or criminalized).



It is also critical to consider inequality that results from extractive-focused economic policies, colonialism and imperialism, militarism, and the arbitrary restriction of economic, social, and cultural rights and Human Rights that further limits and, in some cases, criminalize social activism, affecting the most marginalized populations.

### **Final comments**

The best way to incorporate the LGBTQ+ population into the Paris Agreement's global stocktake is to ensure their voices are heard and their needs are considered. This can be accomplished through the collection and analysis of data on the impacts of climate change on the LGBTQ+ population. Additionally, it is crucial to ensure that the Paris Agreement's global stocktake includes representatives from the LGBTQ+ population and civil society organizations that work on behalf of this community. This will ensure the global stocktake accounts for their unique perspectives and needs. Finally, it is important to ensure that the Paris Agreement's global stocktake takes into account the specific and unique needs of LGBTQ+ people in terms of access to resources and services to cope with the impacts of climate change.



## **About the authors**

### **Queers x Climate** ([www.queersxclimate.org](http://www.queersxclimate.org))

Queers X Climate (QXC) is an international organization dedicated to uniting and supporting climate and LGBTQ+ activism to develop and implement solutions for our common global climate crisis.

History has shown that vulnerable communities are the ones to be in the largest danger of being further marginalized during a crisis and the group of people who carry the heaviest burden. In the case of climate change is arguably the single most dangerous threat ever faced by humanity. All the development accomplishments, including the achievements on LGBTQ+ rights, could be erased within barely a decade by exacerbating resource scarcity and social unrest.

Based on this, QXC seeks to be the catalyst toward a larger movement in which LGBTQ+ activists use their power and influence to rally greater climate change awareness and environmental activism and increase the viability of the contributions that the LGBTQ+ community is making towards environmental protection.

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### **OUT for Sustainability** ([www.out4s.org](http://www.out4s.org))

OUT for Sustainability (OUT4S) provides a platform for co-creating climate resilience and environmental justice by and for LGBTQIA+ communities. We do this through advocacy, training, fundraising, and relationship-building.

For over ten years, Out4S has been a leader in mobilizing the LGBTQ+ community for social and environmental action in pursuit of a fabulous planet. Recognizing the scale and pace of accelerating threats to our communities and the world, Out4S made a bold shift.

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## Appendix A

### LGBTQIA+ Communities, Climate Change, and Disasters Resources

#### **Peer-Reviewed Literature**

[Hearing Minority Voices: Institutional Discrimination Towards LGBTQ in Disaster and Recovery](#)

David King (¹Centre for Disaster Studies, James Cook University, Queensland, Australia)

Journal of Extreme Events 0 0:0

Goldsmith L, Raditz V, Méndez M. Queer, and present danger: understanding the disparate impacts of disasters on LGBTQ+ communities. *Disasters*. 2022 Oct;46(4):946-973. doi: 10.1111/disa.12509. Epub 2022 August 9. PMID: 34498778. <https://pubmed.ncbi.nlm.nih.gov/34498778/>

Leo Goldsmith and Michelle L. Bell, 2022. [Queering Environmental Justice: Unequal Environmental Health Burden on the LGBTQ+ Community](#) *American Journal of Public Health* **112**, 79\_87, <https://doi.org/10.2105/AJPH.2021.306406>

Simmonds, K. E., Jenkins, J., White, B., Nicholas, P. K., & Bell, J. (2022). Health impacts of climate change on gender diverse populations: A scoping review. *Journal of Nursing Scholarship*, 54, 81– 91. <https://doi.org/10.1111/jnu.12701>

Esra Pakin-Albayrakoğlu (2022) Out and Proud in the Field: Eco-Queers for Climate Adaptation, *Peace Review*, 34:1, 51-63, DOI: [10.1080/10402659.2022.2023429](https://doi.org/10.1080/10402659.2022.2023429)

Vinyeta, K., Powys Whyte, K., & Lynn, K. (2015). *Climate change through an intersectional lens: Gendered vulnerability and resilience in indigenous communities in the United States*—US Department of Agriculture, Forest Service, Pacific Northwest Research Station. <https://doi.org/10.2737/pnw-gtr-923>

Greta Gaard, Ecofeminism, and climate change, *Women's Studies International Forum*, Volume 49, 2015, Pages 20-33, ISSN 0277-5395, <https://doi.org/10.1016/j.wsif.2015.02.004>.

#### **Podcasts:**

America Adapts, "Queer and Present Danger": The LGBTQ+ Community Adapts to Climate Change. <https://www.americaadapts.org/episodes/queer-and-present-danger-the-lgbtq-community-adapts-to-climate-change>

Climate Citizens' Radio, "LGBTQ+ Responses to Climate Change." <https://citizensclimatelobby.org/blog/podcast/episode-74-what-are-lgbtq-responses-to-climate-change/>

Our Climate Voices, "Climate Justice & Queer and Trans Liberation." <https://www.ourclimatevoices.org/listening-series/queer-trans-liberation>





## **Organizations**

OUT for Sustainability - <https://out4s.org/>

Queer Nature - <https://www.queernature.org/>

Our Climate Voices - <https://www.ourclimatevoices.org/>

Queers x Climate - <https://www.queersxclimate.org/>

Queer EcoJustice Project - <https://www.queerecoproject.org/>

The Venture Out Project - <https://www.ventureoutproject.com/>

Rock Steady Farm - <https://www.rocksteadyfarm.com/>

***Disclaimer:*** *The resources included are not intended to be a comprehensive or exclusive list. The items being listed count with the approval of the owners to be shared for this particular publication or from previous activities developed with the lead authors of the present submission.*



**Appendix B**

**National Adaptation Forum  
LGBTQ+ Climate Adaptation Session Report October 26, 2022  
(as originally published)**

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# National Adaptation Forum

## LGBTQ+ Climate Adaptation Session Report

October 26th, 2022

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### Background

*“Queer and Present Danger: LGBTQIA+ Communities and Climate Adaptation”* was the first LGBTQIA+-focused session at a National Adaptation Forum (NAF). This workshop aimed to 1) inform adaptation professionals about unique LGBTQIA+ vulnerabilities and risks before, during, and after climate-related disasters and 2) collectively brainstorm actions that can be taken in the climate adaptation space to mitigate these risks.

This white paper is the result of input captured at this session and has been turned into a quick resource for climate adaptation experts looking for a place to start incorporating LGBTQIA+ communities in their work. The proposed actions and themes are a synthesis of the input received on notecards from attendees during the interactive breakout session. The appendix is a repository of all information received from attendees’ notecards.

### Context

Current literature has documented that LGBTQIA+ communities, especially those with intersecting marginalized identities, are overrepresented in populations already documented to be at higher risk (e.g., homeless and/or have a chronic illness) for negative impacts from climate-related disasters and are invisible within climate and disaster infrastructure and policies.<sup>1</sup> Three drivers of bias and discrimination are:

- 1) Inequitable and exclusive disaster response and aid policies
- 2) Lack of acknowledgement of unique LGBTQIA+ family structures
- 3) Heavy reliance on faith-based organizations for disaster response, relief, and aid

Climate-related disasters are increasing in frequency, intensity, and duration due to a warming planet.<sup>2</sup> There is a need to incorporate LGBTQIA+ communities in climate adaptation strategies and solutions to mitigate the unique negative impacts they face due to climate-related disasters.

### Recommendations



#### Cultural Competency

- Provide frequent training for staff on sexual orientation and gender identity that is paid, by LGBTQIA+ individuals, and incorporates indigenous gender “theory” and intersectionality concepts. Engage in educating oneself and being mindful.

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<sup>1</sup> Goldsmith L, Raditz V, Méndez M. Queer and present danger: understanding the disparate impacts of disasters on LGBTQ+ communities. *Disasters*. 2022 Oct;46(4):946-973. doi: 10.1111/disa.12509

<sup>2</sup> USGCRP, 2018: Impacts, Risks, and Adaptation in the United States: Fourth National Climate Assessment, Volume II [Reidmiller, D.R., C.W. Avery, D.R. Easterling, K.E. Kunkel, K.L.M. Lewis, T.K. Maycock, and B.C. Stewart (eds.)]. U.S. Global Change Research Program, Washington, DC, USA, 1515 pp. doi: 10.7930/NCA4.2018.

- Ensure that cultural competency trainings lead to visible actions such as pronouns at meetings and email signatures, comprehensive/non-discriminatory benefits, deliberately and thoughtfully integrating and considering LGBTQIA+ peoples, perspectives, circumstances into all aspects of your work, and hiring more LGBTQIA+ individuals.



### **Climate Adaptation and Disaster Plans**

- Incorporate LGBTQIA+ communities and outline their specific needs into existing and planned climate and disaster plans and assessments such as but not limiting to adaptation plans, emergency preparedness manuals, disaster relief plans, and climate vulnerability assessments.
- LGBTQIA+ communities should be heavily involved in identifying what their needs are and if language is included appropriately into existing and planned climate and disaster plans.
- Work with LGBTQIA+ communities, researchers, and practitioners to create a LGBTQIA+ Climate Impacts Assessment



### **Funding and Aid**

- Recovery fund for all underserved and over-burdened populations including LGBTQIA+ individuals, organizations, and centers to proactively enhance resilience before disasters and to reactively provide relief. Can include items to stock LGBTQIA+ community centers in preparation of a climate-related disaster or create a resilience hub.
- Break down silos between climate and health and other sectors to leverage funding from the public health and other sectors to enhance well-being of LGBTQIA+ communities during climate-related disasters
- Incorporate gender inclusive language within funding opportunities



### **Physical Spaces**

- Including and acknowledging the needs of LGBTQIA+ communities into resilience hubs, disaster response and relief organizations, and temporary emergency shelters. This includes stocking resources that address needs within the community. Safer spaces can be identified through pride flags and staff wearing affirming stickers and pins.
- Creating affinity spaces for LGBTQIA+ youth to build relationships and community and for LGBTQIA+ folks in general at conferences, workshops, and trainings. Build spaciousness for long term community-building and opportunities for cross-solidarities between different affinity spaces.
- Organize a national and/or subnational network of LGBTQIA+ friendly emergency response services.
- Provide adaptation support and implementation to protect community centers and cultural sites of importance to LGBTQIA+ communities.

- Have a federal office for SOGI competence and a network of liaison offices nationally as part of coordinated climate programming. Create such offices/functional areas within existing Equal Rights Offices and their regional counterparts (HQ + regional offices) of federal agencies.



### **Health**

- There is a need for health care professionals to provide comprehensive and robust climate-sensitive health care including mental and community health resources for all sexual orientation and gender identities especially care that is informed by intersecting identities. Being conscious of historic healthcare disparities and how that may impact care is critical.



### **Educational and Communications Resources**

- Incorporate LGBTQIA+ communities, history, challenges, and opportunities in environmental and climate curriculum and teaching.
- Curate resource guides for LGBTQIA+ communities to refer to before, during, and after climate-related disasters. Send these out through various climate and disaster related and LGBTQIA+ related newsletters and venues.
- Gather oral histories and stories of climate vulnerability and resilience from LGBTQIA+ communities with an emphasis on those with intersecting marginalized identities.



### **Policies and Advocacy**

- Explicitly provide protections based on sexual orientation, gender identity, gender expression, and sex characteristics in existing national, state, and local anti-discrimination and disaster policies.
- Anti-LGBTQIA+ legislation, particularly targeting LGBTQIA+ youth and transgender individuals, can place those communities in a disadvantaged position and increase hostility for those communities during and after climate-related disasters. Advocating for accepting and affirming policies as well as advocating for healthcare and housing for all can address historical and systemic oppressive structures.
- Include chosen family as a legitimate family structure in climate adaptation and disaster programs, policies, and institutions.



### **Inclusion**

- Involve LGBTQIA+ leaders and community-based organizations in planning, community and regional adaptation projects, decision-making, management of land post-managed retreat/relocation, and climate action.
- Expand representation of LGBTQIA+ individuals in climate adaptation and disaster professions through, for example, graduate school or professional fellowships, designated positions at organizations on LGBTQIA+ issues/climate adaptation, advisory councils, and mentorship programs for students of all ages.



### **Outreach and Engagement**

- Engage and partner with LGBTQIA+ communities and organizations (even if they do not focus on resilience) when doing stakeholder engagement or climate adaptation projects with an emphasis on intersectionality.
- Hold events in affirming and accessible spaces, ask about pronouns on registration forms and nametags, provide clear signage about gender-neutral bathrooms, etc.
- Partner with LGBTQIA+ and allied community and health organizations to send out communications focused on preparedness or education and outreach efforts.



### **Research and Data**

- There is a lack of sexual orientation and gender identity data necessary to conduct comprehensive quantitative and qualitative research on a variety of climate impacts on LGBTQIA+ communities such as climate migration/displacement, what climate hazards disproportionately impacts LGBTQIA+ individuals, LGBTQIA+ adaptation strategies, what resilience means to them, and housing and safety during climate-related disaster.
- Collect sexual orientation and gender identity demographic data and disseminate a needs and vulnerability survey or leverage existing surveys to focus on LGBTQIA+ communities, especially for tribal populations, at different scales (e.g., local, national) consistent with equitable and fair privacy practices.
- Incorporating existing sexual orientation and gender identity data in research programs and decision-making processes on funding in underserved communities, climate tools, and create a center database with LGBTQIA+ data.



### **Barriers**

- Community acceptance, political will, and buy-in from stakeholders are a significant barrier to inclusion of LGBTQIA+ considerations in climate adaptation work. This may be due to a lack of education, resources, or understanding that is necessary to do so.
- There is a lack of accessible sexual orientation and gender identity data and programs to inform climate adaptation solutions. On the other side, LGBTQIA+ individuals may not want to disclose personal information due to a lack of trust.

# Appendix A: NAF LGBTQ+ Climate Adaptation Input

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## Educational and Communication Resources

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- Curating resource guides for LGBTQ+ communities to utilize
- Building curriculum that discusses history, challenges, and opportunities around LGBTQ+ solutions and movement.
- Creating space in climate justice education that explicitly names LGBTQ+ communities as being multiply-marginalized to deepen thinking. Seek to include high school and college-level education.
- Successfully convince the Association of Advanced Sustainability in Higher Education (AASHE) to add LGBTQ+ data, considerations, initiatives, resiliency, standard info to their assessments or “how sustainable a school is” and to assess equity considerations.
- Include links and provide clear access to resources and groups advancing this work on website and in newsletters.
- Add these groups to your social media schedules; circulate their social media on yours
- Research and be aware of conditions oppression and the situation for LGBTQ+ community members. Incorporate this into our approach to teaching.
- Create safe spaces for teaching centers to encourage full participation
- Collect oral histories and stories

- Gather oral histories of LGBTQ+ people living in areas vulnerable to climate change (e.g., Fire Island, Provincetown, San Francisco).
- Present stories/storytelling to increase understanding of LGBTQ+ issues and impacts

## Policies and Advocacy

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- Passing of legislation that mandates at the national level anti-discrimination policies with stiff penalties for failure to comply or perform
- Pushing policies that are supportive of chosen family
- Pushing healthcare for all and housing for all bills/legislation
- Working towards the creation of asylum cities so the work can be easier/facilitated more smoothly.
- Organize the climate adaptation community to fight against anti-trans legislation
- Rewriting policies w/ more gender-neutral language
- Legally require safe disaster shelters within communities and change the laws that dictate who can see patients by including chosen family as those who can visit.
- Design and pass federal or state policy to increase protections before, during, and after a disaster
- Advocating for and implementing policy or legislative amendments (e.g., Stafford Act) for considerations for disaster relief aid equity and justice
- Advocate for state-level antidiscrimination protections for state-funded disaster recovery programs. Lobbying at the state level.
- Shifting policy. Elections advocacy to make sure good policy is possible and long lived - more LGBTQ people in office!
- Draft an LGBTQ+ human rights doctrine/bill that frames climate crisis as the background/foreground
- Empowered, diverse, and engaged communities are heard and needs are incorporated into policies at all levels.
- Consider the systemic variables that lead to the increased vulnerability/exposure of LGBTQ+ communities and work to develop policies that dismantle those forces.
- How do we also build safety nets for youth with unsupportive families?



- Required documentation of how anti-oppression policies are supporting LGBTQ+ communities
- Relationship between these impacts on youth specifically and relationship with climate advocacy

### **Climate Adaptation and Disaster Plans and Reports**

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- Work with LGBTQ+ communities to write their needs into adaptation plans
- Climate plans include an action revise local code to address local LGBTQ+ bias in local disaster response services and government agencies
- Create a LGBTQ+ Climate impacts Assessment
- Incorporate LGBTQ guidance into practitioners' guide for climate resilience planning and implementation.
- Add onto Emergency Preparedness manuals language specifically for LGBTQ+ (shelter info).
- Include specific guidelines for allowing people to choose bathrooms/accommodations freely in disaster relief plans and include gender neutral spaces
- Consistently evaluate LGBTQ+ vulnerability in the climate vulnerability assessments we prepare. For consideration - are there safety/security concerns in collecting this information.
- Full acceptance and celebration of all identities and considerations of differential vulnerability and needs reflected in policy, plans, and implementation

### **Funding and Aid**

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- Create a recovery fund for queer attendees/grant system and or stipend. Fund can also proactively grant money to LGBTQ+ individuals and organizations to enhance resilience before disasters
- All currently underserved and over-burdened populations - including LGBTQ+ communities receive equal and/or preferential funding opportunities for disaster relief preparedness (to right historical inequities in funding and increase health/resilience)
- Dedicate support (\$, education, technical assistance) for existing LGBTQ+ community organizations and centers to work on climate adaptation in their communities
- Thinking about public health framing and climate and health as a dimension of LGBTQ+ thriving and well-being. By doing so can bring together financial resources and training to work against heteronormative and homophobic policies

- Identify centers and advocate for their inclusion for funding; seek funding from ally organizations
- Building capacity and funding hosted organizations to lead the staffing and organization at these spaces
- Find funding for seed grants for this research - collaborate with community organizations to increase grants/funds and have a wider reach
- LGBTQ+ community centers could begin to stock items that might be inaccessible during disasters and needed by members of community. Some communities have a “Binder swap” program or similar
- LGBTQ+ targeted climate resilience grant - local LGBTQ organization and climate resilience non-profit/consultant for climate resilience effort
- Release major funding to create LGBTQ+ resilience hubs
- Increase funding to HIV research to reduce need for necessary meds and allow more people to live HIV free
- Funding to CBOs focused on LGBTQ+
- When writing + designing funding opportunities, use gender inclusive language (and request applications use the same).
- Encourage comments on grants that is more inclusive
- Seek out funding opportunities or staff to conduct a literature review on related groups. Fully address intersectionality, engage frontline communities

### Cultural Competency

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- Question what process, pieces, or assumptions are rooted in patriarchy, cis heteronormativity, etc.
- Basic training for coworkers on sexual orientation and gender identity that is by queer folks, paid, and includes trans-inclusive and liberation concepts.
- Acknowledging intersectionality within the queer community and impacts to those communities
- Re-incorporating Indigenous gender “theory” (reality) into cultural heritage and understandings of land and care
- Gender and sexuality training for managers, adaptation professionals, etc.

- Putting those trainings into practice by putting lessons learned into tangible action (avoiding checking the “diversity box” and creating long-term/sustainable education)
- Having a series of trainings and share/develop how to guides to then integrate learnings into work (e.g., case study from somewhere else with tips for how to this)
- Education and/or training within department on general LGBTQ identity as well as indigenous and two spirit LGBTQ+ education and climate impacts
- Could this be a role for community diversity manager or office to provide a competency training for community staff and volunteers?
- Cultural competency trainings/workshops/discussion spaces for onboarding staff, volunteers, board members, youth, and other participants/constituents - running these by queer folks and mitigating how they may increase vulnerability
- Changing culture at the workplace - pronouns at meetings and email signatures, incorporating LGBTQ+ vulnerabilities into environmental justice trainings, comprehensive/non-discriminatory benefits, etc.
- Paternity/non-gender-based leave policies.
- Always be mindful of the human no matter orientation, gender, religious beliefs, ethnicity, or any other ism, especially for climate stuff, where we don’t do this enough
- Educate coworkers about the intersection between LGBTQ+ and climate change
- Model norms of inclusivity (like pronouns) at public/external events
- Just generally be mindful that LGBTQ+ communities exist and intentionally use more inclusive wording
- Try to find and attend listening sessions to learn through firsthand experiences
- Discuss the impacts on LGBTQ+ communities that might not be obvious or apparent
- Use inclusive and accepting language across work
- Provide resources with further information to colleagues/collaborators
- Deliberately + thoughtfully integrate and consider LGBTQ+ peoples, perspectives, circumstances into all aspects of my work
- Look for instances where LGBTQ+ issues may not be obvious
- Challenge assumptions to ensure thinking about concerns and challenges that may not be on the surface

- Org-wide conversations about intersections between queerness/adaptation
- Hire more queer people (please!!) and building working relationships between sustainability programs and LGBTQ+ centers at universities to enhance workforce development.
- Train federal recruiters with anti-bias trainings and processes to reduce bias in hiring process
- Engaging in anti-oppression workshops with a specific focus on LGBTQ+ communities
- Denormalization of gender assumptions
- Clear anti-discrimination guidelines and trainings to all in disaster response
- Inclusive language in reporting
- Using inclusive language in programs, tools, and data.
- Providing training on inclusive language for adaptation organizations including visuals in adaptation communication materials representing diverse genders and family types
- Provide slides on the basics - not everyone is well-versed on definition, etc.
- Listening.
- Read up on this topic.
- Check assumptions at outset of any effort (or any time).
- Have and cultivate non-judgmental empathy
- Educate staff of resilience centers
- Build more cultural competency within our organizations on LGBTQ+ issues and increase representation of LGBTQ+ identities in staff
- Include SOGI focus on EJ work; justice 40; advisory committees; assessment reports.
- Provide quick mantras/guidance of assumptions to check to teammates early and often throughout projects
- Include early and not as a last-minute add-on. Communicate it's a space where LGBTQ+ people are welcome. Establish ground rules for respect and listening.
- Leading by caring
- Meet the community where they are

- Talk about the inequitable impacts of climate change on LGBTQIA+ communities.
- Uplifting and circulating literature, research, projects from LGBTQ+ folks such as compiling a communal resource library for archive and distribution
- Identify colleagues outside of your team/division/section to collaborate and integrate SOGI, sharing and advocating a common message throughout the work. Share information constantly identifying challenges and opportunities for discussion. Planned check-ins to ensure it is prioritized and valued.
- Designate one person per team/group to represent SOGI consistently throughout a portfolio of work and identify metrics to determine the impact of this work. If working with communities, have that person build relationships with LGBTQ+ community organizers
- Providing tangible examples or lessons learnt to provide context
- Trainings led by frontline communities
- Support LGBTQ+ staff so the burden is not just on them
- Redefine “family” units for disaster resources
- Observe cultural events and history months (e.g., Pride Month) with times set aside for employees to connect with each other.
- Be mindful of multiple gender identities in all communications and outreach materials
- Add gender pronouns to email signatures and encourage as a standard practice.

## Inclusion

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- Bring LGBTQ+ leaders into planning communities as one would with other community leaders.
- Bring LGBTQ+ representation to the table
- Having an adaptation workforce especially federal agencies that are representative and include LGBTQ+ peoples so that decisions can be considerate of all people
- Incorporating and including the LGBTQIA+ community in discussions surrounding equity and disaster
- Ask yourself “is there anybody not in the room” (metaphorically), particularly LGBTQ+
- Involve CBOs in discussions on community adaptation projects

- Take care to look for or acknowledge LGBTQ+ communities in impacts to climate change. Ask questions to uncover communities that may be impacted or overlooked and seek to engage. Including and having LGBTQ+ communities be part of decision-making process might help with engagement and inclusion
- Create more cohesion between queer CBOs and climate CBOs
- Representation of many LGBTQ+ identities in our staff and all staff feeling safe to share
- Directly involve LGBTQ+ community members in drafting this language. Base these drafts in lived experiences
- Greatly expand the LGBTQ+ representation in the climate adaptation field, e.g., through graduate school or professional fellowships, designated positions at organizations on LGBTQ+ issues/climate adaptation. This can be achieved through national LGBTQ climate adaptation organization.
- Begin to intentionally inclusive of those communities regardless of whether you are working directly with them, because you may already be without knowing it!
- It would be great to include LGBTQ+ organizations in our regional adaptation planning processes, which we currently don't have. Reach out to collaborate with groups in the region to start building those relationships
- Including LGBTQ+ people and communities among vulnerable or marginalized communities in adaptation planning.
- Include LGBTQ+ communities when discussing disproportionate impacts of climate change (during workshops and trainings remind people, give examples, etc.). When at workshops, provide additional information about LGBTQ+ efforts (do not assume everybody is on the same page).
- Show up as a queer person in government attend EJ meetings, be visible, make other LGBTQ+ people welcome, correct official language when needed, etc.
- Organize and gather within your own organization to create an employee resource group (ERG)
- Management of land post-managed retreat/relocation is queer centered/powered in a way that creates value from the land. Polycules/multi-generational driven (given queer families are marginalized from any type of land coop management structures)
- Network of local/regional groups to advocate for inclusive adaptation plans that specifically address vulnerabilities and issues affecting LGBTQ+ communities. Network guides and advises on priorities for adaptation organizations and supports a career pipeline into adaptation careers for LGBTQ+ individuals

- Involve LGBTQ+ student groups as key stakeholders in college climate action planning processes. Also involve LGBTQ+ youth - could create mentorship program for students of all ages to grow into and be a part of climate action planning
- Resilient work centering queer mutual aid models (as opposed to traditional town hall style engagement)

## Outreach and Engagement

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- Outreach to more LGBTQ+ community groups to gain their perspective in convenings
- Engage with LGBTQ+ community organizations when doing stakeholder engagement.
- Engage with social organizations even if their mission is not focused on resilience
- Engage with local LGBTQ+ leaders in the community to explicitly reach that community group
- Partner with LGBTQ+ centers to encourage participation and to share their stories.
- Ensure LGBTQ representation in our community outreach and education meetings through outreach to existing LGBTQ+ organizations. Try to ask someone in an LGBTQ+ organization who already does outreach, so they're prepared for any contentious/uncomfortable conversations. Let the data lead so naysayers don't have as much basis to discount the importance of representation.
- Reach out to LGBTQI+ organizations to potentially include in our outreach programming. Use inclusive language and pronouns in materials. These activities could be built into the mandate of organizations or requirements of funded projects.
- Connect with the local health department's LGBTQ+ office/program for best practices, connections to LGBTQ+ community groups, etc.
- Participate with local program leads to develop relationships within the community
- Find out what LGBTQ+ organizations are in my area and ask what people's experience with severe weather has been.
- Have discussions within LGBTQ+ communities about past impacts and about preparedness.
- Have discussions with emergency response agencies about how their policies could be more equitable.
- Identify groups/individuals working at the intersection of climate adaptation and LGBTQ+ communities and learn about their work.

- Engage local LGBT resource centers and community spaces in adaptation planning and emergency management meetings. How to identify LGBT resources in rural areas of where they might be limited?
- Partner with local health center for access to hormones/prescriptions
- Intersectional engagement with marginalized communities that have capacity and are leading voices in adaptation planning including queer and trans and non-binary people.
- Approach LGBTQ+ community centers and inquire if they would be interested in evolving into a broader resilience hub.
- Dedicated outreach effort by “out” and gregarious members of the LGBTQ+ community.
- Identify opportunities and benefits of SOGI inclusions. Make workshops and training internationally inclusive to LGBTQ+ community members (e.g., ask about pronouns on registration forms and nametags, provide clear signage about gender-neutral bathrooms, etc.). Hold events in affirming spaces and dedicate a significant percentage of time to discuss marginalized risks and address them (e.g., > 50%).
- Dedicate a workshop to LGBTQ+ attendees and have activities that ask people to reflect on and suggest ways to address overburdens of LGBTQ+, BIPOC, disabled, etc. (i.e., stickers that note a risk and a sticky note to briefly describe)
- In engagement and communications: 1) name the challenges 2) normalize talking about it, 3) Explore specific challenges to LGBTQ+ community with stakeholders (elevate to National Assessments, committees, reports) 4) specific outreach to LGBTQ+ organizations to talk about climate change and engage in adaptation planning

## Research + Data

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- Conducting/expanding research on climate migration/displacement and the ways this might impact LGBTQIA+ individuals and communities, displaced refugees detained/incarcerated and placed in facilities that don't reflect their gender identity; or denied asylum and “returned” to hostile communities. - thinking about dissemination of this research.
- Need more data on LGBTQ+ communities
- Intersect Census data/other available data on queer populations with climate hazard data to find and highlight disproportionately at-risk communities
- Have all the LGBTQIA+ data to be able to create appropriate outreach materials
- Organize a team to survey the city’s population, then look for trends in income, location of residence, and exposure to environmental stressors that could inform a project that increases climate and social equity. Could leverage existing survey efforts to have this question included



- Creating of surveys with queer communities documenting needs and wants
- Survey Tribal communities - How is climate change impacting two spirit and LGBTQ+ folks at a national level?
- Collecting self-reported SOGI info from grantees and review panelists to assess diversity. Could start off with three communities your grantees are directly working with to assess diversity impact.
- Collect demographic data for community groups and/or have specific LGBTQ+ working groups and workshops
- Create (literal) space in risk/vulnerability assessments to identify differential impacts to LGBTQ+ communities
- Hire/stipend/contract LGBTQ+ experts with lived experience to survey community on impacts and write those sections of risk/vulnerability assessment
- Add those considerations into collected demographics when surveying a community
- Survey the local LGBTQ+ community to ask what resilience means to them
- Identify local vulnerabilities and consider intersectionality
- Encourage researchers to include LGBTQ+ populations in climate vulnerability analyses for specific climate hazards and across varied geographies.
- Increase support for social science research. Novel funding sources for research/potential to pull from programs that fund both climate and LGBTQ+ issues. Provide information and data to LGBTQ+ individuals about risks they face.
- Commission a study in federal agencies on methods to integrate SOGI considerations throughout research programs and decision-making processes on funding in underserved communities
- Ask for demographic data about LGBTQ+ people during applicant intake and ask specific questions about any needed accommodations/support (don't assume)
- Having an abundance of literature on the impacts of climate change on specific queer communities that can inform adaptation strategies. (Queer communities are not monolithic thus we should identify the unique challenges/climate impacts each community faces)
- Some potential solutions to incorporate would be increase knowledge and capacity on sexual orientation and gender identity to be considered in future work or approach.
- Asking the gender orientation and gender identity of the communities we serve (in demographic surveys)

- Work with trusted community organizations to make sure data is collected and stored safely, i.e., anonymous if desired. Could then work to reuse official tracking methods that can often get the “okay” for an individual event but changing the city’s standard is harder.
- Collect data on gender and sexuality when doing engagement work
- Provide research to support policy shifts/solutions regionally.
- Include data layers with community information in climate tools (may not be so easy if those datasets aren’t available, but otherwise could be easy to showcase demographics of impacted communities and be more specifically included in mitigation and policy).
- Consider accessibility issues and accommodations when forming these data layers/choosing climate tools to work with.
- Behavioral science to inform continued engagement HIV Campaign which will reduce climate change/medical intersection but will not address the discriminatory actions of homophobes
- As mentioned in the discussion, there is a need to establish a center database of LGBTQ+ demographics - this would be an essential step to enable more accurate analysis of LGBTQ+ climate vulnerability. It would be interesting to facilitate a community-based/participatory method for collecting the demographic data.
- Understand and identify research partners to strengthen localized knowledge of housing and safety element updates and demographic relationship with LGBTQIA+. Create a national database that is funded long-term to keep current.

## Barriers

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- Community acceptance/political will.
- Be cognizant that LGBTQ+ communities may seem “invisible”.
- Non-existence of local programs
- Lack of capacity/resources to build relationships
- Concerns about privacy and security of data and oral histories.
- Respecting privacy, building trust to be able to collect data comprehensively
- Resources and trust
- Insufficient information about impacted individuals (or groups) - engagement with community groups to obtain more/better information

- Participation/buy-in barrier at federal, tribal, and individual levels
- Understand that some people may resist getting assistance because they are used to being private and would be concerned with disclosing their personal situation and/or living situation.
- There's not much documented info on this and buy-in is tricky
- May not be involved with LGBTQ+ communities and unsure of how to be more inclusive
- Resources and trust
- Data accessibility
- other professionals who read the call for proposals might feel like including such language is unnecessary or implied (regarding funding proposals)

## Spaces

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- Acknowledgement and inclusion of LGBTQ+ community members into the design and implementation of Resilience Hubs, making them safe spaces for everyone in the community and partnering with organizations that support that mission as well. Create and enforce “codes of conduct” within existing resilience hubs structures.
- Consideration of emergency supplies when planning out a Resilience Hub in my community, that considers LGBTQ+ needs (e.g., medications, etc.)
- Specific safe spaces, providing supplies to LGBTQ+ allied non-religious organizations to target needs. Include volunteering training on how to enforce.
- Re-building out our affinity groups (e.g., summer programming for youth)
- Thinking about building spaciousness for long term community-building and opportunities for cross-solidarities between different affinity spaces.
- Having conference gatherings like NAF in cities with active allyship practices
- Holding a “dream space” for organization participants to imagine the values and components of what a safe space for queer-identifying folks could/should look like especially in the context of climate futures. Could be a living document and act a way to share information and ideas and experiences across organizations/institutions
- Thinking about how convening spaces like NAF can deepen the field by creating affinity spaces here -> or ongoing affinity spaces

- Creating intentional space to network and build relationships at National Adaptation Forum and state level adaptation work
- National network of LGBTQ+ friendly emergency response services.
- Building out intentional networking spaces to talk through and share resources
- Affinity groups for LGBTQ+ youth to process and connect with one another
- ID safe shelters for LGBTQ+ communities (ex: pride flag on safe shelters)
- Create/build out resource distribution centers, disaster mitigation from ground up
- Provide an affinity space breakout at workshops and trainings.
- Queer-specific resilience hubs that provides services specific to queer communities before, during, and after extreme events. Create incentives for funding of hubs or require that they do so.
- Build community spaces in rural conservative areas to promote safe environments for climate impact discussions, policy changes, and building relationships for disaster recovery and resilience.
- Be conscious of making spaces like resilience centers
- Increase and safeguard public transportation. Communities should look at the role of public transportation in resilience, is it adequately connecting communities in need to employment, resources, safe spaces?
- Provide adaptation support and implementation to protect the community centers and cultural sites of importance to LGBTQ+ communities
- LGBTQ+ Centers could start process of becoming full-service disaster shelters by integrating solar and battery storage. Depending on funding sources this could potentially be easy (if centers already have the infrastructure). So, I'll add to be creative in searching for funding sources to make it happen.
- Create and post safe space signage for nature preserves and add in programming in partnership with an LGBTQ+ community organization

### *Spaces - Federal*

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- Form a federal working group with volunteers from all federal agencies.
- FEMA should require LGBTQ safe/affirming (non-religious) shelter spaces for federal disaster recovery assistance to jurisdictions

- Have a federal office for SOGI competence and a network of liaison offices nationally as part of coordinated climate programming. Create such offices/functional areas within existing Equal Rights Offices and their regional counterparts (HQ + regional offices) of federal agencies.
- Increase organizational capacity and NGO at federal and local levels
- Curious about relationship repair for communities with historically severed/violent/strained relationships with government and federal agencies...also curious about decision making traditions from LGBTQ+ communities

## Health

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- Expand mental and community health resources for LGBTQ+ adults - not just for kids/teens, but ensuring that support continues after you turn 18
- Ensure comprehensive care and support for all identities and all ages and backgrounds
- Think about historical healthcare disparities and how this dynamic intersects with climate