

LGBTQIA+ Workgroup

*FINAL REPORT AND
RECOMMENDATIONS
OCTOBER 2025*

Sandra Eubanks, Director
Health, Human Services and Public
Safety Committee



Introduction by the Co-Chairs



As a person who loves, lives, and thrives as part of the LGBTQIA+ Prince George's County community, this Workgroup has been luminous in acknowledging the importance of advocacy, representation, inclusivity, resource development, education, and awareness. A huge thanks is owed to the courage of Prince George's County Government leadership to not only explore but also take action. Thank you - let's get to work!

- **Courtney Mariette, Deputy Director, Office of Community Relations**



As a proud member of the LGBTQIA+ Committee, it has been my passion to ensure my community is not left out. I wanted this work group to help come up with solutions that will bring more resources, awareness, and understanding to the needs of the LGBTQIA+ community and actually make things happen. I look forward to the great things that will come from this!

- **Krystal Oriadha, Vice Chair,
Prince George's County Council**

Background Information & Legislation

- ▶ The LGBTQIA+ Workgroup was established under CR-077-2023 to examine the needs, challenges, and barriers experienced by LGBTQIA+ residents in Prince George's County. The resolution acknowledged that despite progress at various levels of government, disparities persist in healthcare access, housing stability, public safety, economic opportunity, and mental health support for LGBTQIA+ individuals.
- ▶ The Workgroup was tasked with identifying areas where the County can strengthen services, promote inclusivity, and adopt policies that affirm and protect all residents, regardless of sexual orientation, gender identity, or gender expression.
- ▶ The Workgroup held monthly virtual meetings from June 2024 through June 2025. Each meeting included robust discussions and strategy planning. The Workgroup received in-depth presentations from:
 - ▶ Health Department
 - ▶ Department of Family Services
 - ▶ Nonprofit organizations and LGBTQIA+ advocates

Membership

Krystal Oriadha

- Council Member, District 7, Council Vice-Chair, Co-Chair

Courtney Mariette

- Deputy Director, Office of Community Relations, Co-Chair

Euniesha Davis

- Director, Office of Community Relations

Elana Belon-Butler

- Director, Department of Family Services

Lauren N. Wethers-Coggins

- AFFIRM Program Coordinator

Diane Young

- Director, Family Health Services Division, County Health Department

Jose Villegas

- Deputy Director, Office of Human Rights

Khouri Lassiter

- Advocates for Youth

Jason Jude

- Chief of Teams, Us Helping Us

Jermaine Wyatt

- Director of Community Health & Health Equity, Us Helping Us

Final Recommendations

- ▶ Forty (40) Final Recommendations, divided into four (4) broad categories:
 - ▶ 10 – **Mental Health, Support Networks, and Ally Outreach**
 - ▶ 09 – **Public Education, Public Safety, and Cross-Agency Coordination**
 - ▶ 09 – **Support for LGBTQIA+ Individuals Affected by Domestic Violence**
 - ▶ 12 – **Support for Transgender, Non-Binary, and Gender-Diverse Residents**

Final Recommendations - Mental Health, Support Networks, and Ally Outreach

- I. Creation of an Emergency Shelter Program
- II. Establish Mobile Health Clinics
- III. Establishment of Peer Support Groups
- IV. Legal Aid Clinics
- V. Job Training Programs
- VI. LGBTQIA+ Youth Housing Vouchers
- VII. Cultural Competency Training for Service Providers
- VIII. Community Mentorship Programs
- IX. Inclusive Sex Education Campaigns
- X. LGBTQIA+ Safe Spaces and Community Centers

Final Recommendations - Public Education, Public Safety, and Cross-Agency Coordination

- I. Integrating an Inclusive LGBTQIA+ Curriculum into the Public School System K-12
- II. Anti-Bullying & Safe Schools Policies
- III. Comprehensive Teacher Training on LGBTQIA+ Issues
- IV. LGBTQIA+ Mental Health Support in Schools
- V. LGBTQIA+ Sensitivity Training for Law Enforcement
- VI. Improving Hate Crime Reporting and Response System
- VII. Creation of Long-term, Interagency LGBTQIA+ Workgroup
- VIII. LGBTQIA+ Inclusive Housing and Homelessness Programs
- IX. Healthcare Access and Non-Discrimination Protections

Final Recommendations - Support for LGBTQIA+ Individuals Affected by Domestic Violence

- I. Mandate LGBTQIA+ Cultural Competency Training for First Responders, Within Domestic Violence Response Protocols**
- II. Launch a Public Education Campaign to Promote Healthy Relationships with the LGBTQIA+ Community**
- III. Inclusivity of Domestic Violence Hotline Services**
- IV. Free Legal Clinics Specifically for LGBTQIA+ Individuals, Focused on Domestic Violence, Potentially Expanding to Housing and Employment Discrimination**
- V. Expand LGBTQIA+ Domestic Violence Services Through Mobile Outreach and Strategic Event Partnerships**
- VI. Expand Trauma-Informed Mental Health Services Specifically Tailored to LGBTQIA+ Survivors of Domestic Violence**
- VII. Emergency Phones and Transit Access for LGBTQIA+ Survivors**
- VIII. LGBTQIA+ Domestic Violence Youth Prevention Workshops**
- IX. LGBTQIA+ Domestic Violence Guide**

Final Recommendations - Support for Transgender, Non-Binary, and Gender-Diverse Residents

- I. Gender Affirming Care Support Fund
- II. Inclusive Health Coverage for County Employees
- III. Care Navigation & Peer Support Programs
- IV. Targeted Grants & Expedited Permitting for Clinics
- V. Tele-Mental Health Expansion
- VI. Privacy and SHIELD Ordinance
- VII. Comprehensive Cultural Competency Training
- VIII. Mobile Gender-Affirming Health Unit
- IX. Public Equity Dashboard and Data Review Board
- X. Youth Family Support Initiative
- XI. Peer-Led Mental Health Support Groups
- XII. Affirming Administrative Practices

CONCLUSION

- ▶ The LGBTQIA+ Workgroup has thoughtfully examined the critical issues impacting LGBTQIA+ residents in Prince George's County from the perspective of four key focus areas: Mental Health Support and Ally Outreach, Support for Individuals affected by Gun Violence, Support for Transgender, Non-Binary, and Gender-Diverse Residents, and Public Education, Public Safety, and Cross-Agency Coordination.
- ▶ The recommendations presented reflect a collaborative effort based on lived experiences, professional insight, and a commitment to advancing equity and inclusion. Implementing these recommendations will require continued partnership across government agencies, community organizations, and residents to ensure that all LGBTQIA+ individuals are safe, supported, and empowered to thrive.
- ▶ This work represents a meaningful step toward lasting change and a shared responsibility to build a more inclusive and just future for all.

Acknowledgements

- ▶ **Sandra Eubanks**, Committee Director, Health, Human Services & Public Safety Committee
- ▶ **Tiffany Hannon**, Chief of Staff, Office of Vice-Chair Krystal Oriadha, Prince George's County Council
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- ▶ **Nakia McBride**, Administrative Aide, Prince George's County Council
- ▶ **Rita D. Lassiter**, Communications Specialist, Prince George's County Council
- ▶ **Leroy Maddox**, Legislative Attorney, Prince George's County Council
- ▶ **David Noto**, Legislative Budget & Policy Analyst
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Questions / Comments