

NHLA's Priorities for LGBTQ Rights are included within each section of the 2020-2024 Public Policy Agenda

LGBTQ RIGHTS AND WELL-BEING

The Hispanic (Latinx/Latine) community in the United States includes at least 1.4 million lesbian, gay, bisexual, transgender, and queer (LGBTQ) adults and several hundred thousand children and youth. LGBTQ rights vary greatly depending on the location of the workplace or residence, with some states, territories, and cities offering comprehensive protections against discrimination in employment, housing, public accommodations, education, family relations, and credit, while others offer almost no protection at all. Federal courts recognize the rights to same-sex marriage and employment protections but the federal government lags in other key areas, with transgender Americans, particularly those serving in our Armed Forces, and new transgender Hispanic immigrants. NHLA is committed to eliminating the systemic barriers placed on the LBGTQ community.

PRINCIPAL POLICY RECOMMENDATIONS

ECONOMIC SECURITY AND EMPOWERMENT

- Increase the availability of microfinance for small business development, which is particularly critical for Hispanic, immigrant, and LGBTQ entrepreneurs.
- Expand and enforce anti-discrimination legislation, including anti-LGBTQ discrimination in housing, the workplace, credit, education, public accommodations, public spaces and services, federally funded programs, and jury service.

EDUCATION

- Prohibit harassment, discrimination, and bullying, particularly against LGBTQ students.
- Enforce Title IX protections for all persons regardless of sexual orientation or gender identity, to ensure that all students are free from discrimination.
- Provide appropriate school-based mental and emotional health support for students, and staff that is culturally and linguistically competent, including LGBTQ competence.
- Combat the school-to-prison pipeline for LGBTQ youth.

IMMIGRATION

- Reverse efforts to end the use of deferred action to provide relief to immigrants, including DACA holders, undocumented immigrants with family ties in the United States, and other immigrants without children.
- Increase protections for LGBTQ immigrants in detention, including emphasizing safer alternatives to detention and preventing physical and sexual violence. If a transgender person must be detained, ensure they are housed consistent with their gender identity.

GOVERNMENT ACCOUNTABILITY

- Support policies that are inclusive of transgender military personnel.
- Support documenting hate crimes against LGBTQ people nationally and per state.
- Encourage financial support for victimized LGBTQ people and organizations supporting LGBTQ people.

CIVIL RIGHTS

- Promote the ability to update identification documents based on gender identity rather than medical treatment.
- Support the collection of data on sexual orientation and gender identity in the American Community Survey and other surveys, and include a non-binary option under gender.
- Encourage the nomination of executive and judiciary branch nominees with a record of advancing equality and opportunity for LGBTQ people.
- Encourage law enforcement to adopt best practices for policing LGBTQ communities and condition federal grants to law enforcement agencies on adopting LGBTQ-inclusive anti-profiling and anti-bias policies.
- Create model Justice Department policies for law enforcement on key topics including police sexual misconduct, interactions with LGBTQ people, and eliminating the confiscation and use of condoms as evidence.
- End “stop-and-frisk” policies, which disproportionately impact Latinos, other people of color, immigrants, and LGBTQ people.
- Support legislation that moves away from criminalization of sex work.
- Prohibit the replacement of in-person visits with any tech-based alternative, and the denial of visitation rights for any non-disciplinary reason, including LGBTQ status.
- Ban LGBTQ discrimination in federally-funded re-entry programs.
- Support community re-entry programs that help LGBTQ individuals reintegrate.
- Discourage arrests or detainments for youth truancy or homelessness.
- Ensure that juvenile justice programs address the particular issues faced by LGBTQ Latinx youth, who are disproportionately homeless and resort to survival crimes.

ENVIRONMENT AND ENERGY

- Expand research on the historic contributions and places related to Latina and LGBTQ Hispanic individuals to ensure their inclusion in existing parks or new designations.
- Expand research identifying preventative measures that address the effects that climate change will have on vulnerable populations, including the LGBTQ community.

HEALTH

- Support policies that provide LGBTQ Latine coverage and access to gender-affirming care that is culturally competent, including ensuring that health plans do not have arbitrary transgender-specific exclusions.
- End the U.S. HIV/AIDS epidemic by 2030.

