



LA COUNTY LGBTQ+ COMMISSION

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Recommendations for Responding to the Transgender, Gender Expansive, and Intersex (TGI) State of Emergency: The TGI Plan

Approved on 07/10/26

Goal:

To provide Los Angeles County Departments, Commissions, and the Board of Supervisors, with simple steps to proactively care for Transgender, Gender-Expansive, and Intersex (TGI) people we work with and support through our programs and services in LA County.

Background:

The Los Angeles County LGBTQ+ Commission is tasked with providing advice and recommendations on topics related to the health, wellbeing and safety of the entire LGBTQ+ community. TGI people are at the center of attacks against the LGBTQ+ community—between January and May of 2026, 778 anti-Transgender bills across 43 states were introduced across the country¹.

Delivering high-quality public services is essential to effective governance. When all residents are safe and respected, barriers to care are reduced, trust in public institutions grows, and employees are better equipped to provide equitable, person-centered services. This document provides County leaders serving employees and constituents, with strategies to redirect towards facts, data and access for TGI people within Los Angeles County.

Strategy:

The LGBTQ+ Commission invites you to individually and collectively use these strategies to create learning opportunities, address TGI needs, and contribute to equal access to critical services within LA County. The three key components to this strategy can be modified based on your role and position.

1. Counter inaccurate narratives about TGI people.

Redirect inaccurate narratives, within your literature, language and perspective, towards helpful facts that contribute to equal access to critical services by:

Elevating helpful narratives about TGI people

- TGI people are everyday people in all cultures and professions across the world—your colleagues, neighbors, family members, community and constituents.

¹ Trans Legislation Tracker. (n.d.). 2025 anti-trans bills tracker. <https://translegislation.com/>

- The TGI experience is natural and historical—longer than the idea that only two genders exist.

Recognizing connections with TGI community and what we have in common

Partners and allies:

- In one lifetime, we all live different lives, are different people, and transition.
- The existence of TGI people helps us all understand life beyond gender determinations.

Within LGBTQ+ communities:

- The inaccurate narratives of TGI people are the same inaccurate narratives about gay and lesbian people—a danger to children, the questioning of existence and care received, elevation of conversion therapy—so much is the same. Counter the pattern of these inaccurate narratives through these shared connections.

2. Intersect ongoing and emerging work with TGI lives.

TGI people exist in LA County and interact with your team or department. Looking at the work you, your team, and your department are responsible for, with an eye towards TGI consideration, is a simple way to integrate the needs of TGI people.

The goal is to provide access to critical care and services to everyone. Two easy and helpful questions regarding TGI consideration include:

1. If you were part of the TGI community, interacting with your team or accessing your services, would there be something missing?
2. Can something be added to support TGI presence and needs?

3. Propose or advance programming, policies, and/or budget priorities in support of TGI lives.

The most impactful response to the TGI State of Emergency is when programming, policies, and budget priorities are in direct support of TGI lives. To produce the most impact in this time of TGI crisis, think through the following questions, given your role and position in LA County:

Assessment of existing services, policies and training:

- What programming exists for LGBTQ+ people, and does it include TGI specific information?
- Is there programming we can offer that would be supportive for TGI people?
- Do our workplace policies ensure TGI people have equal access to services, programs and public spaces?

- Are our managers and supervisors aware of how to support TGI employees in Los Angeles County Policy?

Engagement and advocacy approach:

- How can we engage in the budget process for our department, advocating for funds in support of TGI initiatives?
- Can this programming be included in future work plan and budget decisions?

The LGBTQ+ Commission is here to collaborate with you and your department on this work. Please contact Sunitha Menon, Executive Director at smenon@bos.lacounty.gov to learn more. We look forward to building a stronger Los Angeles County, inclusive of the diverse constituents we all here to serve.