

From Data to Action: Executive Brief

LGBTQ+ Community Survey.



Assessment at a Glance

Timeline

- Survey: April 27 – June 1, 2026
- Four Community Conversations: June 2026

Participation

- 708 survey respondents
- Nearly 400 open-ended responses

Together, participants helped establish Richmond's first baseline for understanding LGBTQ+ residents' experiences of safety, belonging, and support.

What We Learned

1. Safety extends beyond public safety.

Residents consistently connected safety to housing, healthcare, employment, transportation, mental health, and economic stability.

2. Residents want trusted public systems.

Interactions with City employees, police, EMS, healthcare providers, schools, and shelters significantly influence feelings of safety and belonging.

3. Visibility matters.

Residents value year-round demonstrations of support, communication, and representation, not only Pride Month activities.

4. Community connection is essential.

Participants emphasized the importance of LGBTQ+ organizations, gathering spaces, and opportunities to build relationships.

5. Equity requires intentional investment.

Black and Brown LGBTQ+ residents described additional barriers related to representation, funding, housing, and culturally affirming spaces.

Richmond's Roadmap to Belonging for LGBTQ+ Residents

Foundation

Increase access to affirming housing, healthcare, and supportive services.

Safe Systems

Improve trust through inclusive public services and training.

Community Infrastructure

Support organizations, gathering spaces, and community partnerships.

These priorities are interconnected and are not intended to represent a ranked order. Rather, they reflect the foundational elements the community identified as essential to creating a Richmond where LGBTQ+ residents can safely thrive and belong.

Visible Support

Expand year-round visibility, communication, and engagement.

Equity

Prioritize Those Facing the Greatest Barriers

Destination

A Richmond where LGBTQ+ residents don't just feel welcomed—they can thrive.

"I need somewhere safe & affordable to live."

"I need competent and reliable healthcare."

"I want to know the City has my back."

"I need people to treat me with dignity."

"I want spaces where I belong."



What Happens Next?

August

- Leadership briefings
 - Department conversations
- Identify implementation opportunities

September

- Public release of the full report
 - Report posted online
- Community presentation during Richmond PrideFest community engagement

Leadership Considerations

As departments review these findings, consider:

1. How do these findings intersect with your department's work?
2. Where are opportunities to strengthen LGBTQ+ inclusion in existing programs and services?
3. What partnerships could help advance these priorities?
4. How should progress be measured over time?

Our Commitment

This assessment establishes Richmond's first baseline for LGBTQ+ inclusion. The Office of Equity & Inclusion will continue working with departments, community partners, and residents to translate these findings into measurable actions that strengthen safety, belonging, and trust throughout our city.

