

## **2019 Retreat Work Plans**

### **Visibility, Data and Safety**

**Visibility Group:** Krystle Cansino, Giuliana Garcia, Kris Gromm, Carmen O'Shea

**GOAL:** *Create and drive a systematic visibility & advocacy strategy that aims to connect the Commission with key communities and stakeholders.*

#### **Action 1: Create core content and finalize formation of norms**

- visibility toolkit with core messaging, elevator pitch, key accomplishments, etc.
- templates for recurring activities (e.g. legislation, school meetings, etc.)
- safe school starter kit
- stakeholder presentation
- LGBTQ youth-focused health & wellness education session
- SOGIE train the trainer module

#### **Action 2: Develop connections with crucial stakeholders (tops down approach)**

- identify stakeholder groups and call a stakeholder information session
- presentations at various existing channels (e.g. council of cities)
- leverage wider network of advocates/volunteers, including those who were interested in joining the Commission

#### **Action 3: Build and execute a plan to reach youth as a specific target audience**

- divide the Commission by geographical area to ensure maximum reach
- attempt to have a consistent approach by channel and determine approach for each, and what content to use for each
- approach city councils and school districts to exchange information and offer a presentation
- work through PTAs to reach parents
- connect with GSA advisers and school psychologists/counselors
- leverage youth-focused support groups (e.g. Outlet)
- collaborate with health/wellness partners

#### **Action 4: Develop a plan to reach marginalized communities**

- prioritize communities (e.g. seniors, communities of color, LGBTQ youth in the foster system or juvenile justice system, immigrants, vulnerable county regions, etc.)
- identify community leaders to understand unique needs and to build relationships
- conduct information-gathering in culturally appropriate, respectful ways
- build initial plan to address needs

#### **Action 5: Strengthen and support ties within LGBTQ communities**

- local, state, and even national levels
- work through PRIDE centers
- partner with other LGBTQ commissions
- don't reinvent the wheel and learn from them where we can!

**Data Group:** Rebecca Carabez, Grant Whitman, Gabe Garcia, Craig Wiesner

Goal (What)

Objectives:

- A. Fully analyze current survey data
- B. Disseminate data to Board of Supervisors and other county and state stakeholders
- C. Plan for new data gathering

Tasks/Activities (how)

1. Develop partnerships with other county and education agencies
2. Complete community conversations (seniors & trans)
3. Create toolkit for disseminating data
4. Create an LGBTQ ambassador program

Who is involved

1. Public Health Department
2. Local, County and State Education agencies
3. Private Schools

Timing (when) – we prioritized

1. Establish working relationships with Public health epidemiologists and Superintendent of Education
2. Finish youth analysis and develop policy recommendations

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**Policy & Funding Group:** Terri Echelbarger, Steve Disselhorst, Dana Johnson

*GOAL: Develop policy recommendations to ensure that San Mateo County is welcoming and safe environment for LGBTQ+ community to thrive. (Objectives revised from previous Work Plan to 2019- 2020 Work Plan)*

Objective A: Compile findings from community conversations and engage in process to identify potential policy recommendations.

Objective B: Draft policy recommendation(s) to be discussed with Board of Supervisors

Objective C: As policy recommendations are being developed, identify indicators of change associated with policy implementations (how you would measure changes when the policy is implemented).

Objective D: Prioritize Rollout of recommendations

*In no specific order, the following are post-it notes grouped under Policy & Funding.*

- Secure long-term funding & viability for Pride Center. 1. Priority 2. Best way to support
  - Coastside, North County, South County

- Research SMC Halls of Fame (2022)
  - Explore feasibility of our own
  - Purpose, history, candidates
  - “Building for the next generation”
  - Share County Best Practices with cities
  - Prioritize enforcement, implementation of legal policy
  - Explore finding policy for Sup...
  - Line item in Budget on general fund for Commission and Pride Center
  - Create an LGBTQ Office that have employees working (recommendation)
  - Share with HR & Public Health: Complete GAP analysis of LGBTQ+ inclusive policies vs best practices
    - How: meet with HR
  - Propose systemic LGBTQ policies to BOS to enact as county policy for community and employees
  - Identify “low-hanging” fruit and submit those recommendations to BOS
  - Present policy recommendations to BOS in our 3 areas of special interest
  - Identify private sources and ideas to compliment public sources for LGBTQ Pride
  - Identify funding sources