



COUNTY OF SAN MATEO LGBTQ COMMISSION

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Commission

Tuesday, April 2, 2019

San Mateo County Pride Center

1021 S. El Camino Real San Mateo, CA 94402 (11th Ave & El Camino)

6:30 PM – 8:30 PM

MEETING MINUTES

| | | |
|--|-------------------|--|
| 1. Call to Order | <i>Action</i> | Kris Perez |
| 2. Roll Call: | | <p>Present: Craig Wiesner, Kris Perez, Rebecca Carabez Terri Echelbarger, Stan Kiino, Grant Whitman, Gabe Garcia, Jeannine Menger, Tanya Beat</p> <p>Absent: Jenny Walter, Lynn Schuette</p> |
| 3. Communications from Commissioners | | <ul style="list-style-type: none"> • The Pride Center received their extension funding from MHSA, 2 years of 1.5 million • Craig, Jeannine, Kris, Rev Terri attended the Sacramento mtg • March 14 Rev Terri presented to faith leaders group. Study: young people who attend church decrease thoughts of suicide. |
| 4. Public Comment | | <ul style="list-style-type: none"> • Randy Torrijos from Sup Pine office: San Mateo Leadership Program taking applications. • Mike Ayres from South San Francisco is interested in Commission vacancy |
| 5. Adoption/Approval of Agenda | <i>Action</i> | Jeannine Menger motions. Terri Echelbarger seconds the motion. Passed unanimously |
| 6. Approval of March Minutes | <i>Action</i> | Jeannine Menger motions. Grant Whitman seconds the motion. Passed unanimously |
| 7. REPORTS: <ul style="list-style-type: none"> • Pride Initiative • Pride Center • Commission Co-Chairs • Commission Director | <i>Report Out</i> | <ul style="list-style-type: none"> • <u>Pride Initiative:</u> new mtg hours 4:30-6:00pm; final sponsor packets for Pride. June 15, 11am-5pm at Central Park. Agree to secure a resource table for Commission (\$125). • <u>LGBTQ Training/Workshop</u> for Probation on April 23, 1:30-3:00pm. Presenters to share about Commission? Jeannine Menger & Rebecca Carabez. 20-30 min. • <u>Pride Center:</u> MHSA funding extension was approved! Queer Prom April 27 free for youth |

| | | |
|--|--------------------------------|--|
| | | <ul style="list-style-type: none"> • <u>Commission Co-Chairs</u>: nothing to report • <u>Commission Director</u>: share your outreach records of who you have presented to or shared wellness survey results with Tanya |
| 8. LGBTQ Commission Vacancies | <i>Update</i> | <ul style="list-style-type: none"> • 2 vacancies (terms starting July 1; 3 year terms) • Stan Kiino is moving, resigning end of June; would like to still voluntarily help with labor connections. Term ends 6/30/20. • We may have a total of 4 vacancies moving forward. • Will be meeting with Lynn Schuette about her status. • What is the time commitment? 1 mtg/month minimum and in between meetings is about 8 hours/month. • Applicants are appointed by BOS to fill remaining terms or to start a regular full term. They don't pick their terms. • Only requirement is to be a SMC resident. They discourage people serving on more than 1 Commission. • Our bylaws are for only 11 members. We can assess the pool of candidates on whether to create a waitlist. |
| 9. East Palo Alto Community Conversation <ul style="list-style-type: none"> • May 7 Commission Mtg • Agenda & Logistics • Policy recommendations | <i>Update & Discussion</i> | <ul style="list-style-type: none"> • Special Meeting notice on our website for April 4 • May 7 Commission Meeting will be the hour after the HMB community conversation: 7:15-8:15pm • Suggest a Debrief of the EPA community conversation. Could be ad-hoc depending on # of commissioners who can attend (less than quorum). Prefer to have everyone attend. • Week of April 15 (send out Doodle), 1 hour, PCRC too. • See attached re-prioritizing of proposed policy recommendations for EPA community conversation |
| 11. Adjournment | | |

Public records that relate to any item on the open session agenda for a regular LGBTQ Commission meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members, or a majority of the members of the Commission. Those public records are available for public inspection at the Human Resources office located at 455 County Center, 5th Floor, Redwood City, CA 94063. The documents are also available to be sent electronically by e-mailing tbeat@smcgov.org

In compliance with California Government Code and the Americans with Disabilities Act (ADA), auxiliary aids and services for this meeting will be provided upon request when given three days' notice. Please call (650) 363-4467 (voice) or e-mail tbeat@smcgov.org.

Topic 1 Visibility (Craig Wiesner)

1. **Support youth leadership efforts** to address anti-LGBT bullying and harassment on all school campuses, such as participation in Gender & Sexuality Alliances and in events such as National Day of Silence and **increase LGBTQ youth representation** on local commissions and advisory boards.
2. **Promote civic leadership efforts** to increase LGBTQ visibility and inclusion across all settings by sharing ways and contacts to organizations on a County dashboard.
3. **Bring more LGBTQ services via the San Mateo County Pride Center to East Palo Alto**, and foster Pride events throughout the County, including East Palo Alto.
4. **Raise awareness in schools of the FAIR Education Act** and establish a mechanism to report on compliance with the Act.

Topic 2 Data Collection (Jeannine Menger)

1. **All county-funded projects must use an equity lens and must be inclusive of SOGI data.** Recommend the county use its existing Get Healthy San Mateo County and all other equity lens projects to affirmatively collect SOGI data for youth and adults across all settings, including local school districts, government, law enforcement, medical providers, chambers of commerce, and key large employers to routinely collect and track SOGI data. Recommend that this data be shared as part of equity dashboards.
2. **Regularly collect SOGI data as part of routine service interactions, such as intake and evaluation of healthcare services, provided to children and youth.**
3. **Collect SOGI data in planned, periodic surveys** that the County frequently conducts as part of its reporting to the public and external agencies (such as surveys, focus groups and other methods for many purposes, including quality improvement and evaluation, reach of and satisfaction with services, health and wellness data gathering etc).
4. **Review school climate surveys** to include questions relating to school safety, discrimination, and harassment of LGBTQ students.

Topic 3 Services (Jenny Walter)

1. **Implement LGBTQ-inclusive services** across all settings prioritizing alcohol/drug treatment, child welfare, juvenile probation, law enforcement practices, medical facilities, mental health treatment, and schools.
2. **Public wellness campaign aimed at health providers focusing on the needs of LGBTQ children and youth.**

3. **Promote LGBTQ-friendly services, including faith-based (Welcoming Churches and Synagogues)** across the County by including a rainbow or other insignia next to the organization in the County's online and hardcopy directory.
4. **Provide LGBTQ training and on-going technical assistance** provided or endorsed by the Pride Center or Outlet by partnering across all settings and particularly at healthcare facilities that serve children and youth.

Topics 4 School Safety (Grant Whitman)

1. **Adopt a comprehensive anti-bullying policy** in schools that enumerates categories such as race, gender, ethnicity, religion, sexual orientation and gender expression/identity and **require staff trainings** to enable school staff to identify and address anti-LGBT name-calling, bullying and harassment effectively and in a timely manner.
2. **All schools should have private, gender-neutral bathrooms** for any students to use, in the same way that homes have bathrooms for guests to use and many restaurants have bathrooms that are not labeled for the sexes.
3. Post a safe space sign (in English, Spanish, Chinese, and Tagalog) that includes **contact information for the Pride Center** in the front office and every counseling office.

Topics 5 Inclusive Schools (Kris Perez)

1. **Institute age-appropriate, LGBTQ-inclusive curricula** to help students understand and respect difference within the school community and society as a whole. Embed within social-emotional learning curriculum strategies that build students understanding of themselves in their various complex identities and gives teachers and students tools to combat stereotypes, bias and discrimination. Also, **review sex education and health/wellness curricula** to address safe dating and sex for **youth of all sexual orientations**
2. **All school personnel, including receptionists, guidance counselors, mental health clinicians, teachers, coaches, sex education/health and wellness faculty, and nurses have LGBTQ training** provided by or endorsed by the Pride Center or Outlet. **Give students access to** mental health clinicians staffed and/or trained by Outlet and the Pride Center at school.
3. **Review school dress codes and implementation** to address restrictions on gender expression.
4. **Review school forms** to ask students and parents/guardians for their preferred name and gender and implement a policy to use preferred name and gender.