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

MEETING AGENDA
Tuesday, March 5, 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

1. Call to Order

2. Roll Call

3. Communications from Commissioners

4. Public Comment is an opportunity for members of the public to address the Commission on any topic that is not on the agenda. If your subject is not on the agenda, the Chair will recognize you at this time. Speakers are customarily limited to two minutes.

5. Approval & Adoption of Agenda

6. Approval of February 5, 2019 Regular Meeting Minutes

7. REPORTS (5 minutes each) see material packet
   o Pride Initiative & Pride Center: no action items
   o Report from Co-Chairs: Co-Chairs & vacancies
   o Report from Commission Director: community conversation update

8. Get Healthy San Mateo County presentation - Belen Seara
   • Overview of GHSMC and effective policy recommendations - https://www.gethealthysmc.org/

9. Policy Recommendations (sharing out & discussion) - Jenny Walter
   • Safety: Jenny, Grant
   • Welcome & Included: Stan, Kris, Terri
   • Health: Jenny, Rebecca
   • Access to Resources & Services: Rebecca
   • Visibility: Grant
10. **AB 493: Safe and Supportive Schools Act of 2019**  - Kris Perez (action item)

11. **Adjournment**

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

**Tuesday, February 5, 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**

<table>
<thead>
<tr>
<th></th>
<th>Call to Order</th>
<th>Action</th>
<th>Craig Wiesner</th>
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</table>
| 2. | Roll Call:    | Present: Craig Wiesner, Kris Perez, Terri Echelbarger, Stan Kiino, Jenny Walter, Rebecca Carabez, Grant Whitman, Tanya Beat  
|   |               | Absent: Lynn Schuette, Gabe Garcia, Jose Betancourt, Jeannine Menger |
| 3. | Communications from Commissioners | • CWA organizing rally at SFO, Feb 16, 11am-12:30pm |
| 4. | Public Comment | • Scott Gilman, new Director of BHRS in attendance  
|   |               | • Jose Velasquez, SMC Health, HIV Prevention, free & confidential testing  
|   |               | • Roberto Gonzalez, SMC Health, PREP Services |
| 5. | Adoption/Approval of Agenda | Action | Terri Echelbarger motions. Jenny Walter seconds the motion. Passed unanimously |
| 6. | Approval of January Minutes | Action | Grant Whitman motions. Stan Kiino seconds the motion. Passed unanimously |
| 7. | REPORTS:  
|   | • Pride Initiative  
|   | • Pride Center  
|   | • Commission Co-Chairs  
|   | • Commission Director | Report Out | Pride Initiative: Meetings now 4:30-6:00pm  
|   |               | • Pride Center: MHSA meeting March 28  
|   |               | • Co-Chairs: BOS Presentation went very well!  
<p>|   |               | • Commission Director: SOGI training Feb 12; Supervisor Pine has offered to sponsor training; Transgender Policy on BOS Feb 12, share out around the County; Share out the Wellness Survey results around the County. |</p>
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<tr>
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<tbody>
<tr>
<td>- Get Healthy SMC, Youth Provider recs</td>
<td>- Focus Spring 2019 on Youth (before end of school year)</td>
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<tr>
<td>- Focus: North &amp; South County, Coastside, possible San Mateo</td>
<td>- Focus Fall 2019 on Adult</td>
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<tr>
<td>- Logistics &amp; PCRC</td>
<td>- 2-hour meetings after school with food: PCRC present; Commission present; small table group discussions; share out; next steps.</td>
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<td>- Small tables of 5-6 people</td>
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<td>- Create a way for people to share feedback who can’t attend the meetings.</td>
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<td><strong>9. Policy Recommendations Brainstorming</strong></td>
<td><strong>Update &amp; Discussion</strong></td>
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<tr>
<td>- 5 Themes</td>
<td>- An opportunity to work on policy creation that each Commission is passionate about.</td>
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<td></td>
<td>- <strong>Safety:</strong> Jenny Walter, Grant Whitman</td>
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<td></td>
<td>- <strong>Welcome &amp; Included:</strong> Stan Kiino, Terri Echelbarger, Kris Perez</td>
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<td>- <strong>Health:</strong> Rebecca Carabez, Jenny Walter</td>
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<td></td>
<td>- <strong>Access to Resources/Services:</strong> Rebecca Carabez</td>
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<td>- <strong>Visibility:</strong> Grant Whitman</td>
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<tr>
<td>Craig is providing information on policy and example format to put policy in.</td>
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<td>Rebecca will provide a template for policy recs.</td>
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<tr>
<td>11. Adjournment</td>
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To: Members of the San Mateo County LGBTQ Commission

From: Tanya Beat, LGBTQ Commission Director

Date: March 5, 2019

Subject: Director’s Report

Updates:

- Transgender Policy in San Mateo County approved
  - Sending to all 2019 City Officials in San Mateo County

- Thank you to Jenny Walter who was able to get an article in the Half Moon Bay Review posted: https://www.hmbreview.com/news/lgbtq-commission-releases-wellness-survey/article_1e6a408e-3aec-11e9-8704-8b6735d27bfd.html

- Outreach list being provided for you all again. Simply keep a record of who you have sent the Wellness Survey information to and/or cc Tanya Beat on your emails.

Community Conversation Update:

- South County: April 4 at College Track in East Palo Alto from 4:00-6:00pm.
- North County: Week of April 15-19 at Jefferson High School in Daly City.
- Coastsie: TBD
- San Mateo County Pride Center or another location close to SMCPC
## San Mateo County LGBT Commission Policy Recommendation worksheet

### Areas for policy recommendations
Safety, Health/Mental Health, Inclusion/Welcome, Access to Resources & Services, Visibility

<table>
<thead>
<tr>
<th>Problem/Issue: Category [indicate Issue here]</th>
<th>Data/Comments</th>
<th>Short Term Recommendation to address the issue</th>
<th>Setting</th>
<th>Who responsible</th>
<th>How recommendation to be implemented</th>
<th>Fiscal Impact</th>
<th>Long Term Recommendation to address the issue</th>
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<tbody>
<tr>
<td><strong>Example: Medical and Mental Health Care</strong></td>
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<td>Adult Survey</td>
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<td>Not enough LGBT health provides for the community needs</td>
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<td>Problems with access to medical care</td>
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<td>Not enough health professionals adequately trained to care for LGBT people</td>
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<td></td>
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<tr>
<td>62%</td>
<td></td>
<td>County-wide effort for SOGI training</td>
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<td>Not enough support groups for LGBT people</td>
<td>53%</td>
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<td>Issue</td>
<td>Percentage</td>
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<tr>
<td>Not enough substance abuse treatment for LGBT people</td>
<td>38%</td>
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<tr>
<td>Mental health care provider with expertise to care for LGBT people</td>
<td>43%</td>
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<tr>
<td>Providers are not adequately trained in LGBT, especially transgender care</td>
<td>68%</td>
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<tr>
<td>Youth Survey</td>
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<tr>
<td>Did not know where to go to get LGBTQI friendly healthcare.</td>
<td>65%</td>
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</tbody>
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San Mateo County LGBT Commission Policy Recommendation worksheet

Areas for policy recommendations
Safety, Health/Mental Health, Inclusion/Welcome, Access to Resources & Services, Visibility

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<tr>
<td>Inclusion/Welcome</td>
<td>Comments about support not being very visible, employees not seeing LGBTQ inclusion, feeling alone.</td>
<td>Celebrate and Feature all the ways SM County government already promotes LGBTQ inclusion through the commission’s web site, Facebook, etc... (all policies that are already in place)</td>
<td></td>
<td>Commission Members and County Staff</td>
<td>Research all current policies</td>
<td></td>
<td>Identify any departments / agencies that do not have LGBTQ supportive policies and recommend change</td>
</tr>
<tr>
<td>Inclusion/Welcome</td>
<td>Comments about support not being very visible, employees not seeing LGBTQ inclusion, feeling alone.</td>
<td>Have an LGBTQ county employee featured each month on web site, talking about what they do and ways in which they feel welcome / valued</td>
<td></td>
<td>Commission members, staff, HR</td>
<td>Message to all county employees inviting LGBTQ folks to allow us to tell their stories</td>
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</tr>
<tr>
<td>Inclusion/Welcome</td>
<td>Same as above</td>
<td>Research whether</td>
<td></td>
<td>Commission</td>
<td>Ask the question</td>
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<td>If non-discrimination is</td>
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<td></td>
<td>county currently requires LGBTQ non-discrimination in contracts and grants</td>
<td>and county manager</td>
<td></td>
<td>not currently required, work with BOS to create that policy.</td>
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March 5, 2019

To: Commissioners, San Mateo County LGBTQ Commission

From: Kris Perez, Co-Chair

Subject: Support for California AB 493
Mandating Teacher Training & LGBTQ Pupil Resources

Recommendation:
Read and discuss the legislation proposed by AB 493, and vote to support such legislation as it proceeds through the 2019-2020 session of the California Legislature. If agreed, the LGBTQ Commission will also request that the Board of Supervisors also support this bill later in the legislative session.

Discussion:
The bill, AB 493, would require district and charter schools to train certified staff who teach grades 7-12 on the resources and supports for lesbian, gay, bisexual, transgender, queer and questioning students. Those resources could include counseling, safe spaces and anti-bullying policies. This legislation is in line with the values and mission of the LGBTQ Commission and addresses findings we have seen in our own survey and national surveys.

Background:
A similar bill (AB 2153) was passed last year but vetoed by Governor Brown. His veto message said in part, “If local schools find that more training or resources on this topic is needed, they have the flexibility to use their resources as they see best.”

The author of the bill, Assembly Member Todd Gloria, has information about AB 493 on his web page: https://a78.asmdc.org/press-releases/gloria-thurmond-equality-california-look-make-california-schools-more-supportive

Attachment:
Assembly Bill 493 Text (link: http://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201920200AB493)
AB-493 Teachers: in-service training: lesbian, gay, bisexual, transgender, queer, and questioning pupil resources. (2019-2020)

CALIFORNIA LEGISLATURE—2019-2020 REGULAR SESSION

ASSEMBLY BILL

No. 493

Introduced by Assembly Member Gloria
(Coauthors: Assembly Members Cervantes, Eggman, and Low)
(Coauthors: Senators Galgiani and Wiener)

February 12, 2019

An act to add Article 2.7 (commencing with Section 218) to Chapter 2 of Part 1 of Division 1 of Title 1 of the Education Code, relating to teachers.

LEGISLATIVE COUNSEL'S DIGEST

AB 493, as introduced, Gloria. Teachers: in-service training: lesbian, gay, bisexual, transgender, queer, and questioning pupil resources.

(1) Existing law establishes the system of public elementary and secondary schools in this state and provides for the establishment of local educational agencies to operate these schools and provide instruction to pupils. Existing law states the policy of the State of California to afford all persons in public schools, regardless of their disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or any other specified characteristic, equal rights and opportunities in the educational institutions of the state.

This bill, contingent upon an appropriation made for these purposes, would require each school operated by a school district or county office of education and each charter school to annually provide in-service training to teachers of pupils in grades 7 to 12, inclusive, and to all other certificated employees at that school, on schoolsite and community resources for the support of lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) pupils as well as strategies to increase support for LGBTQ pupils and thereby improve overall school climate, as specified. To the extent the bill, upon implementation, would impose additional duties on public schools and local educational agencies, the bill would impose a state-mandated local program.

(2) The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to the statutory provisions noted above.

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: yes
THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. The Legislature finds and declares all of the following:

(a) All pupils deserve and need safe and supportive school environments in which to learn.

(b) Despite much progress, California lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) pupils often face verbal, physical, and online harassment, which has significant effects on their academic achievement.

(c) In the Gay Lesbian and Straight Education Network’s (GLSEN) 2015 National School Climate Survey, over 70 percent of LGBTQ pupils nationwide reported being called names or threatened based on their sexual orientation, nearly 30 percent reported physical harassment or assault based on their gender expression, and over 48 percent reported cyberbullying.

(d) These problems have direct effects on how pupils perform in school. GLSEN survey data shows that the average grade point average for LGBTQ pupils who experience higher levels of harassment is significantly lower than for LGBTQ pupils who experience lower levels of harassment, and that over 30 percent of LGBTQ pupils report missing school because they felt unsafe, with 10 percent missing four or more full days in the month immediately preceding the survey.

(e) In spite of these problems, research has shown that over half of LGBTQ pupils who are harassed or assaulted in school do not report these incidents to school staff, primarily because they doubt any effective intervention will occur.

(f) Creating supportive learning environments for LGBTQ pupils improves their performance in school. Pupils in schools with peer support clubs report lower levels of victimization, are more likely to report that school personnel intervened when they witnessed harassment, and are less likely to miss school because of safety concerns.

SEC. 2. Article 2.7 (commencing with Section 218) is added to Chapter 2 of Part 1 of Division 1 of Title 1 of the Education Code, to read:

Article 2.7. In-Service Training: Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Pupil Resources

218. (a) Each school operated by a school district or county office of education and each charter school shall annually, as part of a regularly scheduled staff meeting, provide in-service training to teachers of pupils in grades 7 to 12, inclusive, and to all other certificated employees at that school, on schoolsite and community resources for the support of lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) pupils, as well as strategies to increase support for LGBTQ pupils and thereby improve overall school climate.

(b) As used in this section, schoolsite resources for the support of LGBTQ pupils include, but are not limited to, all of the following:

(1) Peer support or affinity clubs and organizations.

(2) Safe spaces for LGBTQ pupils.

(3) Antiharassment policies and related complaint procedures.

(4) Counseling services.

(5) School staff who have received antibias or other training aimed at supporting LGBTQ youth.

(6) Health and other curriculum materials that are inclusive of, and relevant to, LGBTQ youth.

(c) As used in this section, community resources for the support of LGBTQ pupils include, but are not limited to, both of the following:

(1) Community-based organizations that provide support to LGBTQ youth.

(2) Physical and mental health providers with experience in treating and supporting LGBTQ youth.

(d) This section shall be implemented only upon an appropriation in the annual Budget Act or other statute for these purposes.

SEC. 3. If the Commission on State Mandates determines that this act contains costs mandated by the state, reimbursement to local agencies and school districts for those costs shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code.
Draft Policies
Jenny Walter
March 5, 2019

Categories: Data Collection, Education and Access to Health Services, Visibility of LGBTQ Residents, Access to Services and Spaces in San Mateo County

I. Data Collection

Issue: We do not have a consistent and regular means to collect and analyze data on the needs of lesbian, gay, bisexual, transgender, and queer (LGBTQ) people and addressing known disparities for this population.

Rationale: There are studies that show integrating sexual orientation and gender identity data collection into all settings is both acceptable to our community and feasible using existing SOGI question designs as long as there is training on how to ask.

Policy Recommendation Adopted by BOS: Recommend county department personnel and county contractors receive training on how to ask sexual orientation and gender identity (SOGI) questions and routinely ask these questions in the settings listed below. Recommend the county make appropriate changes to databases necessary to collect and analyze this data. Recommend all county departments use the data to inform practices and the provision of services in the county.

Proposed New Recommendation: Recommend BOS create a County dashboard of SOGI data by partnering with local school districts, government, law enforcement, medical providers, chambers of commerce, and key large employers to routinely collect and track SOGI data.

II. Education and Access to Health Services

Issue: Many LGBTQ people face discrimination simply for being who they are. This discrimination takes its toll on LGBTQ communities, causing many LGBTQ people to struggle with depression, anxiety, low self-esteem, substance abuse and suicidal thoughts. We currently do not have comprehensive, county-wide training available across health settings to collect SOGI data and address the health needs of LGBTQ people.

Rationale: SOGI data and training will help health service providers understand LGBTQ residents and provide services in a nondiscriminatory and respectful manner. Given the social stigma that leads members of the LGBTQ population to not disclose their minority status to health care providers, doctors and others are often unaware of their LGBT patients’ specific needs. This ignorance results in conditions going undiagnosed as well as healthcare professionals being unable to educate their patients about risky behaviors or other physical or mental health concerns. Furthermore, many LGBTQ people face outright hostility from their health care providers. One of the few existing studies of the transgender community shows that up to 39 percent of all transgender people face some type of harassment or discrimination when seeking routine health care.⁠¹ Similarly, a general lack of data on LGBTQ people makes it

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difficult for doctors and other health care providers to learn about the LGBT’Q population’s needs. From the San Mateo County survey, we learned:

- Most youth described being sad, hopeless, or anxious (75%), feeling very much stressed (60%) to the point of missing school, assignments, or afterschool activities, and considered harming themselves last year (77%).
- 1 out of 4 youth drank alcohol at least 1 day in the previous month
- Less than 1 out of 3 adults feel safe in senior housing, long-term care, transitioning medical care, the military, and jail.
- 2 out of 3 adults feel not enough health professionals are adequately trained to care for people who are LGBTQ.
- 1 out of 3 feel medical personnel will treat them differently because they are LGBTQ.
- 54% of adults and 52% of youth felt they had needed professional mental health care in the previous year.

Proposed Policies:
1. Collect SOGI data and implement LGBTQ cultural humility training as part of intake and evaluation of services
2. Public wellness campaign aimed at health providers focusing on the needs of LGBTQ youth, transgender, and older adults

III. Visibility of LGBTQ Residents

Issue: LGBTQ Children, Youth, and Adults do not see themselves in the County.

Rationale: To help LGBTQ residents and employees see themselves and feel included in the broader community because our survey revealed:

- 41% of adults do not feel most people in San Mateo County are accepting of LGBTQ people;
- 91% of youth do not hear positive messages about being LGBTQ from leaders in their communities; and

Proposed Policies:
1. Promote civic leadership efforts to increase LGBTQ visibility and inclusion across all settings by sharing ways and contacts to organizations on a County dashboard.
2. Support student leadership efforts to address anti-LGBT bullying and harassment on campus, such as the formation of a Gay-Straight Alliance or participation in events such as the National Day of Silence and Ally Week.
3. Fully fund the Pride Center and foster Pride events throughout the County.

We can be creative in how we promote visibility. Below are just a few examples shared by survey respondents:

- Symbolic and artistic ideas: Fly the pride flag, public art, murals, and posters;
- Portray more LGBTQ people/families in county advertising and public relations;
- Recognition: Honor LGBTQ leaders, invite them to be present on educational panels and other civic events;
• Verbal support- talk about us, be vocal, raise awareness; and
• Engagement- be present at LGBTQ events to listen and support.

IV. Access to Culturally Competent LGBTQ-Friendly Schools, Public Spaces, Services including Faith-Based, and Places of Employment

Issue: LGBTQ Children, Youth, and Adults do not always experience their County as providing LGBTQ-friendly schools, public spaces, places of employment, and services.

Rationale:
Harm may be caused through well-meaning albeit detrimental actions, due to lack of education, lack of adequate supervision, heterosexist ideology, firmly held religious beliefs, or a combination of any of the above. Many administrators fail to recognize the specific needs of LGBTQ clients, believing that these needs can be met by existing agency services—services that focus on and have been developed for heterosexual and nontransgender clients. LGBTQ individuals come from all cultural, ethnic and racial backgrounds. They participate in multiple religions, occupations and political parties. They come in all ages and can come out at any age. They are as diverse as the heterosexual population, and their identity expression, appearance, behavior and manner of dress are as diverse as well. Creating safe and welcoming spaces and services requires taking affirmative steps in all walks of our lives.

In the San Mateo County LGBTQ survey, what we learned is that adults (X%) and youth did 69% of youth do not know where to get LGBTQ-friendly services. At school, most youth (80%) heard negative messages about being LGBTQ.

Proposed Policies:

Schools
1. **Review school dress codes and implementation** to address restrictions on gender expression.
2. **Review school forms** to ask students for their preferred name and gender.
3. **Adopt a comprehensive anti-bullying policy** in schools that enumerates categories such as race, gender, ethnicity, religion, sexual orientation and gender expression/identity.
4. **Require staff trainings** to enable school staff to identify and address anti-LGBT name-calling, bullying and harassment effectively and in a timely manner.
5. **Institute age-appropriate, inclusive curricula** to help students understand and respect difference within the school community and society as a whole.
6. **Review school climate surveys** to include questions relating to school safety, discrimination, and harassment of LGBTQ students.
7. **Review sex education curricula** to address safe dating and sex for youth of all sexual orientations.

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2 Crisp, 2006; R.-J. Green, 2000, 2004; Guthrie, 2006; Hnter & Hickerson, 2003; Morrow, 2000; Twist, et al., 2006; Van Den Bergh & Crisp, 2004; Van Voorhis & Wagner, 2002
8. **Provide mental health counseling** with Pride Center technical assistance to address access in nonstigmatizing way and culturally relevant to LGBTQ students.

**Public Spaces**
9. **Check for gender neutral bathrooms and distribute LGBTQ signage** by using existing inspections of public spaces and schools.
10. **Post LGBTQ-friendly signage and flags at all public spaces** (e.g., county offices, schools, libraries, medical and mental health facilities, etc.) and partner with local government and the private sector to post such signage.

**Employment**
11. **Mandate government employee diversity trainings that are LGBTQ-inclusive and have an LGBTQ component** (LGBTQ component).
12. **Promote diversity trainings that have a specific LGBTQ cultural humility component** through county-employer partnerships (prioritize large employers).

**All Services**
13. **Provide this training and on-going technical assistance** by partnering across all settings.
14. **Implement LGBTQ-inclusive services** across all settings prioritizing aging services, alcohol/drug treatment, jails, law enforcement practices, medical facilities, mental health treatment, probation, and schools. (prioritization based on survey results)
15. **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.

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4 Settings include schools, hospitals, law enforcement, medical and mental health providers,