



# COUNTY OF SAN MATEO

## LGBTQ COMMISSION

### San Mateo County Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Commission

#### Meeting Minutes

**Tuesday, February 6, 2018**  
**San Mateo County Pride Center**  
**1021 S. El Camino Real San Mateo, CA 94402 (11<sup>th</sup> Ave & El Camino)**  
**6:30 PM – 8:30 PM**

**1. Call to Order**

The meeting was called to order by Gabe Garcia at 6:39 pm.

**2. Roll Call**

Commissioners present: Gabe Garcia, Kris Perez, Andres Camarillo, Craig Wiesner, Stan Kiino  
Staff present: Tanya Beat

**3. Appreciations**

- Tanya appreciates everyone for attending this meeting. Appreciate Gabe, Jenny and Craig for helping with applicant screening.

**4. Public Comment**

- Ivon Hernandez, new grant writer for the Pride Center

**5. Approval & Adoption of Agenda**

A motion to approve and adopt the February agenda made by Craig Wiesner and seconded by Andres Camarillo. Motion passed unanimously.

**6. Approval of Meeting Minutes**

A motion to approve the December meeting minutes was made by Kris Perez seconded by Stan Kiino. Motion passed unanimously.

**7. Report from Co-Chairs**

- Update on the survey data. Three grad students are now on the project. He requests to do a presentation on the survey data at the March meeting.
- Youth survey example: 43 of 66 youth don't know where to go for LGBTQ-friendly healthcare.

- Francine Serafin: they do focus groups and they want to use our questions. They will fund this project.

## **8. Update from Pride Initiative**

- Dana Johnson, new co-chair of the Pride Initiative; been a member for 11 years
- Pride Event – June 16; 11am – 5pm; theme: Celebrate. Resist. Unite.
- Pride Planning meeting: meet immediately after the Pride Initiative, 4:30pm, Pride Center
- SOGI implementation in BHRS: moving forward and on track

## **Update from the Pride Center**

- Dr. Jei Africa is leaving and accepted Director position of BHRS for Marin County
- March 2 goodbye celebration for Jei with the County
- Lisa is planning meetings with the County to envision future of the Pride Center.
- Craig shared San Mateo Daily Journal article “More teens identifying as transgender”
- Craig suggests to send SMDaily Journal a press release of our information or an op-ed piece as a follow up to that article and to reflect more info about SM County.
- Calendar of February events; new North County youth group; Transition Clinic; Intergenerational Dinner collaboration? Center always need help with outreach on events. Request to put this on our next agenda to sponsor quarterly.
- Craig: which are you reaching well and what area are you not? Hard to get to North County, Coastside and South County.

## **9. Report from LGBTQ Commission Director**

- County is doing a lot for community with Commission, Pride Center, Pride Initiative though “LGBTQ” is not a wide-spread conversation. Not sure why? Article/research (Accelerating Acceptance Rpt) – drop of acceptance for LGBTQ nationally. Perhaps we can talk about this at the Retreat. Connect with visibility, outreach, marketing of county resources.
- Looking forward to presenting survey info to groups and cities across the county.
- Calendar of LGBTQ Commission Meetings: take off July 10 meeting for summer break; Craig motions and Andres seconds. Motion carries.
- LGBTQ Commission Retreat date & location – March 9, Dept of Housing in Belmont; 9am-1pm with breakfast & lunch; Pat Brown facilitating
- Request for sponsorship contacts for 2018 Pride Event: June 16; Tanya is on the Fundraising Committee; want to help them with new contacts to approach for sponsorship. Share your contacts with Tanya to talk about Pride and LGBTQ issues.
  - Pride at Work – within labor; Stan would like see the sponsor package
  - Tanya will share sponsor letter/ask with Commission
  - Stan brings up a great point: when you recognize a person/group/company, they are more likely to sponsor
  - Commission should discuss what a recognition would look like.
  - Medical Foundations would be open to funding these kinds of events.
- May 22 Appreciation Event for all Commissions and Board. 5-7pm at County Center.

## **10. Transgender Agenda for San Mateo County (20 min for discussion)**

- Discussion of Commissioner's revisions of Draft Policy for Transition
  - i. Model Workplace Employment Policy from Transgender Law Center (please use as a reference)
  - ii. Include definitions in the policy or as an appendix
  - iii. Take the word "preferred" out of #1 in checklist
  - iv. Does the word "struggle" connotation negativity? Ask for a more neutral word (processing, adjusting).
- Discussion of the "Transgender in the Workplace, A Guide for Municipalities"
  - i. Read and assess whether we want to adopt this guide or adapt it for SMC
  - ii. It would be ideal to know who in the County (as employees) are part of the LGBTQ Community. We could ask the County for permission to provide a survey (optional) to learn who is LGBTQ?
  - iii. Next Steps: Tanya will provide Transition Policy to EEO and ask for them to move forward with making it County-wide policy.
  - iv. Commission can look at recommending training, outreach, awareness
  - v. Stan motions to send this on to County HR and ask them to move forward with finalizing policy; Kris seconds; motion carries

## **11. Opportunities for Collaboration/Resource Sharing/LGBTQ Events**

- Stanford Univ wants to move forward with SOGI
  - Propose using pronouns in our meetings
- Donna Vaillancourt is retiring at the end of June; she will return on a PT basis to focus on coaching.
- Women's Leadership Conference, March 24

## **12. Adjournment**

The meeting was adjourned.