



COUNTY OF SAN MATEO

LGBTQ COMMISSION

General Notes from Commission Retreat
8:30am – 1:30pm, October 5, 2019
College of San Mateo, Building 5, rm 339

Commissioners Present: Krystle Cansino, Rebecca Carabez, Steve Disselhorst, Terri Echelbarger, Gabe Garcia, Giuliana Garcia, Dana Johnson, Carmen O’Shea, Kristina Perez Gromm, Grant Whitman, Craig Wiesner

Others: Debbie Schechter (PCRC), Supervisor Dave Pine, Linda Wolin, Tanya Beat

- Call to Order
- Public Comment: none
- Approval & Adoption of Agenda: motioned by Rebecca Carabez; seconded by Dana Johnson. Unanimous approval.
- Retreat Goals:
 - Assess progress on 2018-2019 work plan (goal 1) and reflect on accomplishments from this past year.
 - Develop goals for a workplan for 2019-2021
 - Develop a draft timeline for work goals
 - Work to establish collaboration and teamwork
- Introductions and Group Agreements
 - Share the air; step up, step back
 - Listen for understanding
 - Lift as you climb
 - Be present & engaged
 - Let the facilitator guide the process
 - Technology on silent

PARKING LOT: List accomplishments on website
How do we get SOGI data from the groups that collect it?
- Icebreaker and Work Styles
 - What motivates you to serve on this Commission to do this work?
 - What is one thing you want to learn from serving on the Commission?
 - Working Styles Wheel: refer to flipchart wheel (bring to commission meetings)
- Remarks from Supervisor Pine
- Review of FY18/19 Workplan and Accomplishments
- Priorities for FY19-21
 - Results of pre-retreat survey

- Group discussion of priorities
- Small group discussions of each priority: actions, responsible party, timeline, results

In small groups, create the following:

1. **Goal Statement**
2. **Specific Objectives / Tasks**
3. **Timeframe**
4. **Who will do the action items?**
5. **How will those action items get done?**

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
- 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!
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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

- Lunch and Small Group Report Out

- Next Steps
 - Discuss Sub-Committees at the next meeting; start with these 3 Goal Groups – adhoc groups for now (temporary)
 - Timeline work
 - Compile Notes
 - Next meeting: discuss next steps, who else can help? Understand diff types of committees, prioritize activities based on impact/effort
 - Sub groups will meet/work at the next meeting (revise, review, finalize)
 - Impact/Effort matrix tool for groups to use at next meeting

- Closing Activity
- Retreat Evaluation and Adjourn