



Pride Center Updates:

- We are thrilled to welcome Azisa Todd (they/she) to the Pride Center family as the new Training and Events Coordinator. Please feel free to read their bio here: <https://www.facebook.com/SanMateoCountyPrideCenter/posts/978573335959617>
- We are thrilled to announce our new Grant Writer will be starting soon!
- We are currently still hiring for a new Operations and Peer Support Group Coordinator. Our hope is to have a full team by the end of the year.
- The Pride Center will be a featured panelist for the next Race and COVID Town Hall on Friday, November 13, from 11 am – 1 pm.
- In an effort to gather more information on how COVID-19 has impacted the LGBTQ communities, we will be circulating a 5-minute digital survey. We need everyone's help both taking the survey as well as disseminating it! The deadline to complete it will be November 30. Once data is analyzed we will use it to advocate for more resources to support the community.

November programming-

- For a full list of peer support groups, please see [this link](#)
- Please see [this document](#) for Older Adult programming. For information about older adult programming, please contact Ellyn (she/her) at ebloomfield@peninsulafamilyservice.org
- Youth Programming-
 - Every Thursday: Youth Group for LGBTQ+ Community members 10-18
 - 4-5:30pm on Zoom
 - 1st and 3rd Wednesday- Grown Folks for community members 18-30
 - 6-7:30pm on Zoom
 - For information about joining either of these groups, please contact outletprogram@acs-teens.org & for information about the other amazing **weekly** programming at Outlet, please see [this link](#)
- **Transgender Day of Remembrance (TDoR)**- our first virtual event will take place on Friday, November 20th from 4-5:30pm on Zoom. We will host speakers, poets & a community open mic. Please register for this event using this link: <https://tinyurl.com/TDOR2020smc>. For up to date information about this event, please see this link: <http://tinyurl.com/SMC-TDOR20-INFO>
- **Friendsgiving**
 - Tuesday, November 24th from 6:30-8pm on Zoom

- A digital gathering space where we can express gratitude in community and share our art and performance with an open mic.
- More information to come! Please contact Dawn (she/her) at Dawn.Davidson@sanmateopride.org or Ellyn (she/her) at ebloomfield@peninsulafamilyservice.org for more information about this event.
- **Trans Talks-** November 19th from 6:30-7:30pm
 - A Free workshop series that focuses on the physical health of LGBTQ+ Community members. A safe educational space where community members are invited to ask questions about their health from professionals at Stanford's LGBTQ+ Health Program
 - November's topic is Trans* Inclusive Safer-Sex
 - To register for this event, please use [this link](#)
 - For PDF & JPG flyers, please see [this link](#)
 - Feel free to download and share these flyers!
 - If you have questions or need support, please contact neilwary@stanford.edu or vyuan@stanford.edu
- [CORA](#) & The San Mateo County Pride Center are co-hosting **QT Relationships**, a free 6-week workshop focusing on building skills for healthy relationships. LGBTQ+ centered, for folks 18+ For more information, please see this link: <https://www.facebook.com/events/1825718484246992>
 - **November's topic- Boundaries (11/17)**

Sign up for the newsletter!

<http://tinyurl.com/smcpc-newsletter>

Events Calendar:

<https://tinyurl.com/SMCPC-events>

Programming at the Pride Center:

[Programming](#)

Questions? Need Support?

Contact Marilyn (she/her) at Marilyn.Fernando@sanmateopride.org

To: San Mateo County LGBTQ Commission

From: Tanya Beat, Commission Director

Date: November 10, 2020

Subject: Director's Report

Transgender Day of Remembrance – Virtual Event

- Friday, November 20th, 4:00-5:30pm
- Collaborating Partners include: Pride Initiative, Pride Center, ACS Outlet, CORA, Evergreen Giving Tree, Redwood City Public Library, Island United Church of Foster City
- Website: <https://lgbtq.smcgov.org/events/transgender-day-remembrance-2020>
- Register to participate: <https://tinyurl.com/TDOR2020smc>
- Agenda Outline:
 - Welcome (by emcee Dana Johnson)
 - Reading of Names
 - Poetry Readings
 - Speakers (2 adult and 2 youth – in process of confirming)
 - Open Mic and Closing
 - A separate zoom link available for counseling support post event.

December 1 LGBTQ Commission meeting

- Tuesday after the Thanksgiving weekend
- Last Meeting of 2020
- Attendance Check

Prepared Work Plans

- Goals and Objectives and General Timelines
- To be Posted on Website
- Due at the January 5 LGBTQ Commission Meeting
- Potential Presentations that may be helpful to the entire Commission

[Is this a new policy or is it easier to amend the transgender policy???

The County of San Mateo is a place celebrating a wide diversity of citizens and residents who utilize county services across the county. We seek to make that experience as efficient and welcoming as possible. We recognize AB1732¹ and our Transgender Policy² as progress toward that goal, and as foundational guidance for the following policy.

It shall be the policy of San Mateo County to provide single user any-gender restrooms for public use in every building used for public services. It shall also be the policy to assure employee access to any-gender restrooms in every building. Ideally these restrooms will be adjacent to any single-gender multi-user restrooms. Therefore:

- Every San Mateo County Government new build shall provide a publicly accessible, single-user, disabled accessible, any-gender restrooms adjacent to all single-gender multi-user restrooms provided in the building.
- Every new addition to existing buildings shall include the provision of a single-user, disabled accessible, any-gender restroom for public use, if not already provided on the same floor.
- In every existing county owned building shall change signage to reflect any gender use of all single user restrooms, and shall, if no publicly accessible single stall restroom exists, convert one publicly accessible multi-user, disabled accessible restroom to any gender use.
- In new leases of buildings to be used by the county: A provision in the lease must allow conversion of single user restrooms for any gender use. In addition, the county shall not sign new leases with public access unless there is public access to any gender restrooms, and if no public access is expected, a specific employee any gender restroom.
- In existing leased buildings permission to convert restrooms single-user restrooms, in accordance with law, shall be obtained and single user restrooms signs shall be changed to any-gender. If permission cannot be obtained, temporary signage shall be affixed over any permanent signs that comply. If no any-gender restroom exists that lease shall not be renewed without provision of such access.

These restrooms shall be marked by ADA approved signage which includes symbols, words and brail. This may or may not include disabled access as appropriate.³ Signs with one male and one female figure are not gender inclusive and shall be avoided.

When an any gender restroom is not directly adjacent single-gender multi-user restrooms, a sign shall direct those seeking an any gender-restroom to the appropriate location.

¹ <https://cdn.shopify.com/s/files/1/3102/0474/files/AB1732-bill-text.pdf>

² <https://hr.smcgov.org/transgender-policy>

³ For example: <https://www.adasigndepot.com/collections/california-all-gender-restroom-signs-ab1732> and <https://www.stopsignsandmore.com/c-196.aspx?searchEngineName=ada-gender-neutral-restroom-signs>

It shall be the responsibility of????? To assure implementation....?????

Definitions:

Single-user restrooms are designed to be used by one person at a time – these restrooms may include a urinal in addition to one toilet.

A single-gender multi-user restroom has facilities to accommodate more than one person at a time all of the same gender, with toilets, and for men’s restrooms, urinals.

An any-gender restroom (single-user or multi-user) is identified with a sign on the door that allows any gender to use said restroom.

An any-gender multi-user restroom has facilities to accommodate multiple people of any gender, and, for the purposes of this policy, shall consist of lockable stalls, each with a toilet or urinal.