

Pride Center Updates:

Job opening- Lead Trainer and Events Coordinator

<https://tinyurl.com/SMCPC-trainingevents-job>

ART CONTEST!

Open to community members 10-25/ This is an opportunity to win a drawing prize. All participants are invited to share their work in an online gallery-

<https://www.facebook.com/SanMateoCountyPrideCenter/posts/926955101121441>

Instagram graphics about art contest with comprehensive information-

https://drive.google.com/drive/u/0/folders/1--JxL_2Rt_ow-JQqZnAwEliB0kB3nqnY

Filipino Mental Health Initiative

Mental Health Service Act Oversight Accountability Commission

- Funding Approval for Filipina/x/o Social Enterprise Community Center!
<https://www.facebook.com/FMHI.SanMateoCounty/posts/1451694868349719>

October-

The Pride Center is holding programming for Filipinx-American History Month, programming and promo material to be finalized and sent out next week. If you have questions or need support, please contact Lowellyn (she/they) at lowellyn.sunga@sanmateopride.org or Marilyn (she/her) at Marilyn.fernando@sanmateopride.org

The Pride Center has clinical and therapy openings available:

<https://www.facebook.com/SanMateoCountyPrideCenter/posts/915725538911064>

Sign up for the newsletter!

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

Events Calendar:

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

Keep a look out! New peer groups coming soon!

- Coming back for an encore: Questioning Peer Group (18+)
- NEW! Society of Janus Peer Group (18+)

Questions? Need Support?

Contact Marilyn (she/her) at Marilyn.Fernando@sanmateopride.org or Lowellyn (she/they) at lowellyn.sunga@sanmateopride.org



Annual Work Plan 2019-21
Three Priorities of Policy & Funding; Visibility; and Data

Policy & Funding Group: Terri Echelbarger, Steve Disselhorst, Dana Johnson

Goal I: Develop policy recommendations to ensure that San Mateo County is welcoming and safe environment for LGBTQ+ community to thrive.

Objective A: Compile findings from community conversations and engage in process to identify potential policy recommendations				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Evaluate youth Community Conversations for policy suggestions	Nov. 5th Work Groups	Feb. 2020	Suggested policies are completed for all 3 groups	Ongoing
2. Complete evaluation of Adult/ Youth Survey for Policy Suggestions.	Data Group	June 2020	Data Group presents policies	Ongoing
3. Complete Gap Analysis of LGBTQ+ Policies	Steve	March 2020	Gap Analysis is completed	Ongoing
4. Receive written policies and Policy Suggestions from Community and any other interested parties.	Commission Members	Ongoing	The list is growing	Ongoing
5. Compile list of Policy Suggestions in one document available to Commission.	Tanya (Doc)	Ongoing	Policy suggestion template is kept up to date.	Ongoing

	All: Generate recommends			
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Objective B: Create System to prioritize Policy Recommendations				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Using Impact to Effort Matrix prioritize policies to evaluate.	Policy Group	Monthly	Policies are being prioritized	Not yet Started
2. Using “Criteria for Selecting Commission Projects” (9/1/15), present reports to Commission regarding proposed and prioritized policies.	Policy group, to assigned commissioners.	Monthly	At least one policy presented monthly starting March 2020	Not yet started
3. Gain Green light from commission for policies to continue development.	LGBTQ Commission	Monthly	Policies are green lighted	Not yet Started

Objective C: Draft policy recommendation(s) to be discussed with the Board of Supervisors				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Develop presentation template for Board of Supervisors including indicators of change that would imply success.	Dana	April 2020	Template Developed	Not yet started
<p>2. Using Commission feedback, revise written policy proposals. Create presentations for the BOS.</p> <p>Policies Include:</p> <p><u>I. All Gender Restroom Policy:</u> It shall be the policy of San Mateo County that all government buildings, offices, departments, organizations, restaurants, and agencies with single stall restrooms be categorized as “<i>ALL Gender Restrooms</i>” using the correct signage; in concurrence with CA. state bill <i>AB 1732</i>.</p> <p><u>II. Visibility Policy:</u> It shall be the policy of San Mateo County to annually distribute ‘<i>BHRS/ Public Health Inclusive poster</i>’ to all government buildings, offices, departments and agencies that are fully or partially funded by county finances; with a letter from the Board of</p>				

Supervisors encouraging posting of the poster in a visible space, and resources for training and expanding welcome to the wide diversity of county residents.

III. **Educators Policy:** It shall be the policy of San Mateo County that all full time teachers/educators employed by San Mateo County office of education complete a minimum of two hours of training in gender, sex, and sexuality annually.

IV. Appoint an LGBTQ+ liaison or liaisons in the executive office and in relevant agencies:

It shall be the policy of San Mateo County to establish an appointed LGBTQ+ liaison position (or liaisons positions) and making sure that the individual (or individuals) who fill these leadership positions within the office of the executive, allows input and recommendations from LGBTQ+ residents to be shared directly with the executive team. Helping create policies that better support LGBTQ+ people; the LGBTQ executive leaders can also concurrently appoint a LGBTQ+ liaison or liaisons in the executive office, as well as in other agencies.

V. Contractors Requirements Policy:

It shall be the policy of San Mateo County that all contracting organizations policies Include LGBTQ+ inclusive nondiscrimination requirements in contracts and grants. The San Mateo County office of procurement will prohibit contractors and grantees from discriminating on the basis of sexual orientation and gender identity or expression.

The San Mateo County office of procurement **will** Include LGBTQ+ owned businesses alongside other minority-owned businesses in contracting opportunities. The San Mateo County office of procurement will take affirmative steps to provide opportunities to LGBTQ+ business owners. The San Mateo County office of procurement will track the number of contracts awarded to certified LGBT Business Enterprises, or LGBTBEs, which are businesses that are certified by the National Gay and Lesbian Chamber of Commerce to be majority-owned by LGBT people.

VI. Make government employee diversity trainings LGBTQ+ inclusive It shall be the policy of San Mateo County that all government employee’s diversity trainings are LGBTQ+ inclusive.

1. Using the Board of Supervisors feedback, revise or abandon policies.	Policy Group, to a commissioner	As needed	Progress	Not yet started
2. Public presentations of chosen policies as agenda ideas for BOS	Selected Spokesperson	As Needed	Presentations	Not yet started

Objective D: Evaluating Policies

Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
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1. Evaluate policies enacted by Board of Supervisors using established criteria.	Policy Group	Beginning one year following implementation of any policy	Evaluations are done within 18 months of any policy.	Not yet started
2. Receive evaluations of policies	Commission	As needed	Evaluations are shared	Not yet started
3. Forward successful policies to cities for consideration	Commission	As needed	Policies are shared	Not yet started
Objective E: Funding Objectives				
Action Steps	Responsible	Timeline	Indicator(s) of Progress	Status
1. Explore Feasibility of a San Mateo County LGBTQ+ Hall of Fame	Terri	June 2021	Presented to commission	Not yet started
2. Policy funding recommendations will be determined after gap analysis and finalized list of proposed policies	Policy Group	TBD	Presented to commission & board of supervisors	Not yet started
3. Explore funding options for intern or temporary or part time person to lead the administrative and detailed work necessary to complete the work plan.	Commission, Tanya, or BOS?	TBD	Presented to commission & board of supervisors	Not yet started

Visibility Group: Lelan Anders, Krystle Cansino, Giuliana Garcia, Carmen O’Shea

Goal I: Increase visibility for LGBTQ in the community as well as LGBTQ Commission

Objective A: June 1st PRIDE flag raised across the county.				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. We will use existing templates to create city requests and a proclamation for approval.	Visibility Group	June 1, 2020		Done
2. Identify City Council Meetings and see which commissioners can attend and input invitation to Flag Raising	All Commissioners	March		In Progress
3. Purchase Flags for cities who do not have them	Visibility Group	April		Not Started
4. Work with city councils to Schedule flag raising	Visibility Group	April		

Objective B: Social media consistency.				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. We will request 1 or 2 online actions of each Commissioner to ensure information is being shared on social media more regularly and consistently.	Visibility Group	Continuous		In Progress
2. Creation of an LGBTQ group within various Next Door community sites.	Visibility Group	Continuous		In Progress
3. Visibility team to generate a list of 3-4 possible platforms.	Visibility Group	Continuous		In Progress

Objective C: Audit of existing resources and stakeholders				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status

1. We will create a spreadsheet to capture all the existing reach-outs that Commissioners have already made and to capture existing content that may be used or repurposed.	Visibility Group	March		In Progress
2. Identify contact points at the following groups in each city of San Mateo County	Visibility Group	March		In Progress
3. Create presentations for specific stakeholder groups	Visibility Group	January- June		Not Started
Objective D: Build a pilot plan for one marginalized community				
Action Steps	Responsible	Timeline	Indicator(s) of Progress	Status
1. Visibility Team to request feedback from Commissioners on which community to target as the pilot (e.g. LGBTQ seniors, LGBTQ individuals in communities of color, LGBTQ youth in the foster system or juvenile justice system, LGBTQ immigrants, a specific vulnerable county location, etc.	Visibility Group	June 2020		Not Started
2. Select the pilot.	Commission	September 2020		Not Started
3. Visibility Team will conduct needs assessment for the community (interview, research, etc.) and will determine which partners and community leaders to collaborate with.	Visibility Group			Not Started
4. We will choose 1 key activity/event that would make a significant impact in raising the visibility of this community / supporting them.	Visibility Group			

Data Group: Rebecca Carabez, Grant Whitman, Gabe Garcia, Craig Wiesner

Goal III:

Objective A: Fully analyze current survey data				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Connect data from survey, comments on survey and community conversations to policy recommendations.	Data group divides up sections and each person takes responsibility for linking portions	March 2020	A rough document that provides the linkages	Ongoing
Objective B: Disseminate data to Board of Supervisors and other county and state stakeholders				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Identify/Hire/fund a writer to write a document based on the rough document connecting data to policy recommendations		April 2020	A person begins working on a document	Not started yet
2.				

Objective C: Plan for new data gathering				
Action Steps	Responsibilities	Timeline	Indicators of Progress	Status
1. Push for youth SOGI data to be collected by county agencies and schools, including private schools (get SOGI questions on every public school climate survey).	Data Committee reaches out to schools and agencies	Jan 2020 - May 2020	List of agencies / school systems with whether they collect SOGI data, what obstacles there are if they do not, and ideas for overcoming those obstacles	Not started yet
2. Identify other sources of data about LGBTQ life/wellness that already exist and find out how we can tap into that information for our work	Data Committee reaches out to agencies	Jan 2020 - June 2020	A document that lists all sources of data, how frequently data is updated, and ways we can review and utilize that data	Not started yet
3. Create and launch Wellness Survey II	Data Group & County Epidemiologists	June 2021	Meet with Epidemiologists Review other LGBTQ surveys	Not started yet

Work Plan 2020 Goal III Addendum

Objective C: Plan for new data gathering

4. Launch Adult conversations	Data Committee	March-September 2020	Identify venues and facilitators Create script for conversation Schedule 3 meetings for adult general population Schedule 1 meeting focused on gender non-binary community Summarize conversations and perform thematic and frequency analysis	Not started yet
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