



WASHINGTON STATE
LGBTQ
COMMISSION

Staff Report

August 23rd, 2024

Commission Meeting
Everett, Snohomish County

The Washington State LGBTQ Commission envisions a state where every lesbian, gay, bisexual, transgender, queer, two-spirit, and intersex Washingtonian of any age feels safe, supported, and empowered.

Staff Report

August 23rd, 2024

Below is a summary of the activities of the Commission staff from mid-May 2024 through mid-August 2024, including legislative advocacy and community outreach.

1. STAFF ACTIVITIES & SUMMARY

Staff:

Staff have been busy with Pride festivities, pride flag raising, updating website materials, onboarding the youth council, new commissioner appointments and planning for the start of the Executive Director. Staff planned a three-day youth summit at Seattle University for the start of the LGBTQ Youth Advisory Council. The summit occurred 8/6/2024 – 8/8/2024. In July five new commissioners were appointed, and we are stilling waiting on one appointment. We are also excited to welcome our new Executive Director, Lisa Keating.

Staff have been working with other agencies to build collaboration and cross agency relationships. Commission staff have also been working on strategizing best communications practices both with Commissioners, and with the public. Our weekly newsletter subscriber count has increased to 1,800+ people and we have reached nearly 1,000 Instagram followers. More information regarding Commission programs like the Youth Advisory Council, Comprehensive LGBTQ+ Survey and Summer Internship Program is available in the Programs section of this report.

Alongside maintaining day to day operations of the office, staff have been working to grow relationships with community groups through continued outreach and meetings. Sam has been working with other commissions and state agencies to promote the statewide survey efforts. The Governor, Women’s commission, Commission on Hispanic affairs and the office of equity have all provided videos in support of the survey.

While the Commission is still in a time of transition, staff have remained committed to continuing outreach and advancing the Commission’s mission and vision.

Outreach:

Community and official events attended, meetings, and relationship building with grassroots groups:

- Several Commissioners spoke at pride events on behalf of the Commission or tabled at pride events for the LGBTQ survey! Thank you for all your help with engagement this pride.
- Commission Staff continue to attend meetings for the new Cal Anderson Memorial being built on the capitol campus.
- Commission Staff attended the launch of Activate 3.8, the Washington State Women's Commission's new campaign for pay equity.

2. ADVOCACY AND LEGISLATION

Government Agencies

The Commission has the mandate to engage government agencies and offer support and feedback on issues related to LGBTQ inclusion. Currently, staff have met or being involved in work with the following agencies to discuss matters related to LGBTQ inclusion:

- **Office of the Governor:** We continue to work closely with the Governor's office on multiple endeavors, including the hiring of the next executive director of the Commission as well as coordinating the pride flag raising event.
- **Attorney General's Office:** Sam and Sheri have met with the AG's office to discuss details of the youth advisory council, onboarding commissioners and onboarding new commissioners.
- **Office of Financial Management:** Staff continue meeting with staff of OFM for different things such as:
 - o **Budget Office:** Staff attend monthly budget meetings, see budget report.
 - o **IT:** Sam has been worked with IT to secure laptops that youth will be able to use when working on Commission work. All council members received a laptop and commission email. Sawyer has met with IT to better understand Commissioner Office passwords to help make this process as smooth as possible.

- **Office of Equity:** Sheri, Sam, and Sawyer attend the regular meetings between the Office of Equity and the different commissions, committees, and agencies that serve minoritized communities. These meetings help in coordinating a unified voice to advocate for justice and equity in our state. We have been working with these groups to ensure diversity of applicants for our youth advisory council.
- **Department of Commerce:** Sam has been actively participating in meetings with the Office of Homeless Youth to gain a deeper understanding of their Youth for Youth (Y4Y) board. As part of this engagement, Sam has had the opportunity to meet with the youth board to explore potential collaboration strategies between the LGBTQ Youth Advisory Council and the Youth Advisory Council (YAC). These discussions aim to foster a stronger partnership and create initiatives that address the needs and challenges faced by both communities.
- **Governor’s Office of Indian Affairs:** Sam has been working with the office of Indian Affairs to outreach to tribal communities in Survey efforts.
- **Poverty Reduction Workgroup:** The official representative from our agency is Commissioner Ebo Barton, and staff receive regular updates from the staff of this workgroup on the status of the implementation of the policies.
- **Health and Human Services Sex and Gender Coalition:** This group is currently not meeting regularly as the staff implements some of the guidelines already approved. However, they send regular updates to the members of the coalition. The group will convene again in 2024.
- **Rainbow Alliance and Inclusion Network (RAIN):** RAIN worked in partnership with the LGBTQ Commission to host a social event after the Pride flag raising. Sam also attended a RAIN meeting and presented on working in intersectional spaces.
- **Coalition of State LGBTQ Commissions:** There has been one meeting with the Coalition of State LGBTQ Commissions during the summer. (Maryland, Michigan, Pennsylvania, and Massachusetts) We continue to meet with them, and we are currently planning a meeting where commissioners can join and meet the other members.

Other – Programs Update

a) **LGBTQ Comprehensive Survey:**

The LGBTQ Survey team continues to meet regularly with Commission staff. They successfully launched the survey on June 1st and have been actively engaged in outreach and communication efforts. This includes partnering with Seattle sports teams, Pride events, and other local community organizations to spread the word about the survey and increase participation. Sam has been working with the Governor, Women's Commission, Commission on Hispanic Affairs and the office of equity to receive videos in support of the survey. Commissioner Serinus has been instrumental in tabling for the Survey at two pride events in June. Commissioner Serinus was at Port Townsend Pride with Sheri Sawyer and Bainbridge Pride with the survey team. Sam has distributed posters, cards and stickers to the Women's Commission for them to promote during their Activate 3.8 Campaign. Sam has also been distributing posters, cards, and half sheets of information to local businesses in Olympia and surrounding areas. The survey team will provide an in-depth update at the August public meeting.

b) LGBTQ Youth Advisory Council:

Following an extensive outreach campaign from March to May 2024, our team reviewed over 100 applications from young people aged 13 to 24. These applicants, who represent a majority of Washington State's counties, applied for positions on the council. The Commission staff extended interview invitations to 25 candidates, with 20 accepting the opportunity. Ultimately, 12 candidates were appointed to the council. In parallel, staff have been diligently developing onboarding and training materials for these young council members.

Once all youth were appointed to the council, they all received laptops, emails, headsets, and keyboards. A youth summit was planned from August 6th – August 8th at Seattle University. At the inaugural dinner held on the evening of August 6th, we were honored to welcome 10 youth council members. We had support from many members of the commission and colleagues, including Commissioner Landers, Commissioner Serinus, Commissioner Figueroa, Sheri Sawyer, Lisa Keating, Leah White from the Women's Commission, Andrew Chin from the Office of Equity, Amber Hoefer from the Commission on Hispanic Affairs, and Joshua Hastings representing Yakima Pride. Their participation highlighted the importance of this occasion as we came together to celebrate and support the future leaders of our community.

c) LGBTQ Business Certification:

d) LGBTQ Inclusive Curriculum Implementation:

We have been in meetings with OSPI reviewing the **Learning Standards:** “Include a **screening for biased content in each development or revision of a state learning standard** and ensure that the concepts of diversity, equity, and inclusion, as those terms are defined in RCW 28A.415.443, are incorporated into each new or revised state learning standard. In meeting the requirements of this subsection... the superintendent of public instruction shall consult with the applicable commissions established in Title 43 RCW and other persons and organizations with relevant expertise.” OSPI is creating an **Equity and Bias Screening Tool for Learning Standards**. This is the tool that will be used in the revision/development of Washington State Learning Standards. The attached PDF document titled *Standards Screening Tool* includes definitions and explanations of learning standards and the learning standard review process. On page 3 and 4, the document shows the draft Learning Standards Review Criteria. **Instructional Materials:** “...in collaboration with the statewide association of educational service districts, the legislative youth advisory council established under RCW 43.15.095, and the Washington state school directors' association...**create an open collection of educational resources for inclusive curricula**. The office of the superintendent of public instruction must consult with the Washington state office of equity established in RCW 43.06D.020 and any other relevant state agencies when creating the open collection of educational resources. The open collection of educational resources must include resources that include the histories, contributions, and perspectives of historically marginalized and underrepresented groups.”

e) Summer Fellowship Internship Program:

The Commission has a summer intern from May 28th to July 30th. Tova began on May 28th and worked on resources for our website and supporting our social media and newsletter. Tova provided instrumental support in social media and updating all of our resources.

3. BUDGET REPORT

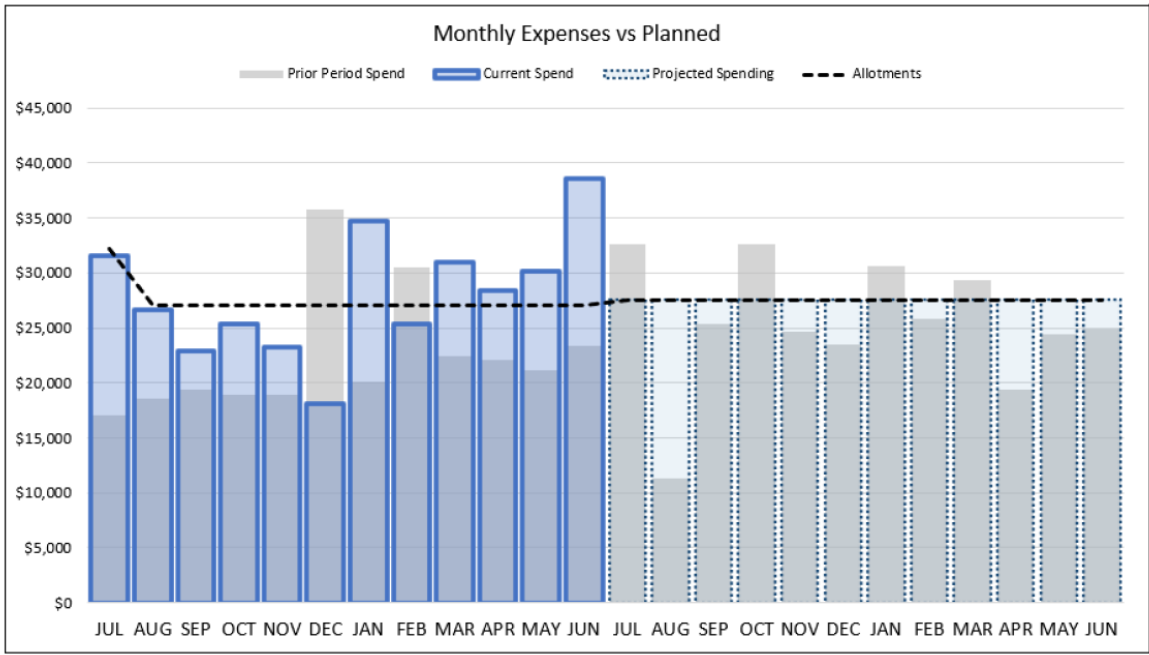
LGBTQ (031) - Salaries and Expenses

Fund 001 General Fund: 011/012

Expenses	FM01 to FM09 JUL thru MAR	FM10 APR	FM11 MAY	FM12 JUN	YTD Total	YTD Allotments	Variance	Notes
A / Salaries and Wages	159,204	19,338	21,838	19,338	219,718	195,418	(24,300)	Interim director > allotments
B / Employee Benefits	44,016	5,680	6,115	5,685	61,496	60,580	(916)	
C / Professional Service Contracts	-	-	-	-	-	4,500	4,500	
EA / Supplies and Materials	1,209	434	170	44	1,857	2,600	743	
EB / Communications/Telecommunications	965	85	43	42	1,135	1,500	365	
EC / Utilities	1,113	-	231	129	1,473	3,500	2,027	
ED / Rentals and Leases - Land & Buildings	9,783	1,057	1,057	1,057	12,954	9,800	(3,154)	
EF / Printing and Reproduction	118	542	9	5	674	100	(574)	
EG / Employee Prof Dev & Training	990	100	-	-	1,090	1,000	(90)	
EH / Rental & Leases - Furn & Equipment	789	48	48	48	933	2,200	1,267	
EK / Facilities and Services	306	46	46	136	534	-	(534)	
EM / Attorney General Services	1,348	155	290	3,435	5,228	2,400	(2,828)	
ER / Other Contractual Services	327	-	95	835	1,257	5,902	4,645	
EY / Software Licenses and Maintenance	63	363	-	-	426	6,600	6,174	
EZ / Other Goods and Services	4,750	-	-	5,280	7,130	13,000	5,870	Less items

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4. COMMISSION EVENTS CALENDAR

- *Public meetings:*
 - o Friday, October 18th, 9:00 am – 5:00 pm
- *Commission Events*