



WASHINGTON STATE
LGBTQ
COMMISSION

Staff Report

May 17, 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
May 17th, 2024

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

1. STAFF ACTIVITIES & SUMMARY

Staff:

Staff have been busy over the last two months interviewing for multiple different positions within the Commission: a new Executive Director, Commissioner appointments for the summer, and the first round of youth advisory councilmembers. The Executive Director hiring process is well underway and an update will be provided at the May 17th public meeting. Staff and other Commissioners who volunteered their time have interviewed 19 potential candidates for new Commissioner positions. Staff have provided these recommendations to the Office of Boards and Commissions, who have the final say in appointments. We hope these Commissioners can be appointed by the first day of July. Staff have evaluated 80+ youth advisory applications and will begin interviews the week of May 28th. Staff have started to build onboarding materials for all these groups and are requesting help with this at the May 17th public meeting.

Alongside maintaining day to day operations of the office, staff have been working to grow relationships with community groups through partnering at tabling events such as the Oasis Health and Gender Bazaar, or through Youth Advisory Council application parties at the Seattle LGBTQ Center and Yakima Pride (on May 18). To conduct outreach for the Youth Advisory Council, Commission staff reached out to 180+ middle and high school GSAs (gender/sexuality alliances) across the state of Washington. We are looking forward to building our relationship with these GSAs going forward! More information on meetings with community organizations and government agencies is in the outreach and advocacy portion of this report. 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 1,100+ 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.

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. Staff are excited to meet the new Executive Director and work with them to continue achieving the Commission's goals!

Outreach:

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

- **Massachusetts Commission on LGBTQ Youth:** Sawyer and Sam met with several members of the MCLGBTQY staff and made very valuable connections. This Commission has been established since the 1990s and has done lots of work engaging school districts around MA and providing comprehensive recommendations to executive branch agencies on LGBTQ youth issues.
- **LGBTQ Health Week Webinar: Engaging State and County Health Departments in LGBTQ Initiatives:** Sawyer and Sam attended a webinar hosted by the National Coalition for LGBTQ Health that featured panelists from Washington D.C. and Maryland discussing their initiatives for HIV prevention and other LGBTQ care within their respective health departments.
- **Coalition of BIPOC trans-led organizations:** Sheri, Sam, and Sawyer met with a coalition of leaders from BIPOC trans-led organizations seeking a capacity building budget request in the Governor's budget. Commission staff will coordinate a meeting with these groups again when a new director has been appointed to continue this work.
- **Advancing Transgender Justice: Illuminating Trans Lives Behind and Beyond Bars:** Sam and Sawyer attended this virtual webinar hosted by Black and Pink and the Vera Institute which went over key findings from their new study.

- **MultiCare’s Institute for Research & Innovation:** Commission staff met with MultiCare’s team of BIPOC and queer researchers to help get word out about their study for bisexual women of color.
- **Yakima Pride:** Sam and Sawyer met with Yakima Pride’s leadership team to discuss outreach in Yakima County and planning a youth advisory council application party with them.
- **Seattle’s LGBTQ Center:** Sam and Sawyer visited the Center to see the space as well as connect with youth and parents for the youth advisory council.

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.
- **Governor’s Policy Office:** Through Sheri’s other role as Deputy Director of Policy & Outreach for the Governor, she has kept staff connected and up-to-date on work occurring to implement bills and other policy issues.
- **Attorney General’s Office:** Sam and Sheri have met with the AG’s office to discuss details of the youth advisory council.
- **Results WA:** Sam and Sawyer met with Results WA to discuss the RPM measuring system. Commission staff also attend monthly Results WA meetings where Governor Inslee and others provide statewide updates on performance in various areas.
- **Washington Department of Fish and Wildlife:** The LGBTQ Commission co-hosted a listening session over Zoom with WDFW that had 5 participants. This assisted in their work to make their lands more accessible and equitable for 2SLGBTQIA+ people.

- **Office of Financial Management:** Staff continue meeting with staff of OFM for different things such as:
 - **Budget Office:** Staff attend monthly budget meetings, see budget report.
 - **IT:** Sam has been working with IT to secure laptops that youth will be able to use when working on Commission work. 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 Health:** Sam and Sawyer met with DOH staff to discuss the 988 program and ways we can collaborate going forward to get information on 988 out to the community.
- **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):** Staff have been regularly meeting with RAIN leadership to plan the pride flag raising ceremony this summer. Commission staff also attend general RAIN meetings, and had the chance to attend the RAIN Transgender Day of Visibility Panel.
- **University of Puget Sound:** We have been working with the University to coordinate our summer internship program, more information can be found under program updates.
- **United States Department of Justice Community Relations Services:** USDOJ CRS reached out to meet with Commission staff to share information about their services and plan a time to come speak with Commissioners.

- **Coalition of State LGBTQ Commissions:** Commission Staff are now participating in monthly meetings with the other state LGBTQ Commissions (Maryland, Michigan, Pennsylvania, and Massachusetts) to share our knowledge and our successes and challenges.

Other – Programs Update

- LGBTQ Comprehensive Survey:** The LGBTQ Survey team continues to meet with Commission staff regularly. The team is well underway developing a communications strategy, including collaborating with local sports teams and other prominent Washingtonians and organizations to create promotional videos. Governor Inslee will also be making a video in support of the survey. The survey is set to launch June 1st. Please be on the lookout in your Commissioner inboxes for promotional materials to share with your communities! The survey team will be providing an update at the May public meeting.
- LGBTQ Youth Advisory Council:** Staff have reached out to 180+ GSA organizations and many LGBTQ+ youth organizations across the state to share information about the youth advisory council. This has helped us increase our number of applications to 80+ as of May 15th. The staff's initial goal was 50 applicants, and we have raised that goal to 100. We are very close to hitting that target and hope the final push over the weekend will help close the gap! The application deadline was extended to Sunday May 19th at 11:59pm as Yakima Pride was kind enough to collaborate with us in an effort to reach more central WA youth this weekend at an application party at Yakima Pride on May 18th from 1:00-4:00pm. Once all applications have been received and evaluated, Commission staff will interview 20-30 candidates for the 12 spaces on the council. In the meantime, staff have been working to build onboarding and training materials for these youth, which we are requesting input on at the May public meeting.
- LGBTQ Business Certification:** The Commission will work with OMWBE as they implement this program and help get word out to the community. Updates will be provided as they become available.
- LGBTQ Inclusive Curriculum Implementation:** The Commission will work with OSPI as they develop this curriculum implementation. Updates will be provided as they become available.

e) **Summer Fellowship Internship Program:** In mid-March the Commission staff interviewed 4 candidates for the internship and selected one for the summer. Their name is Tova, and they will be starting with the Commission on **May 28th**. Look out in your inboxes for an introduction to Tova soon!

3. BUDGET REPORT (AS OF MAY 2024)

LGBTQ (031) - Salaries and Expenses

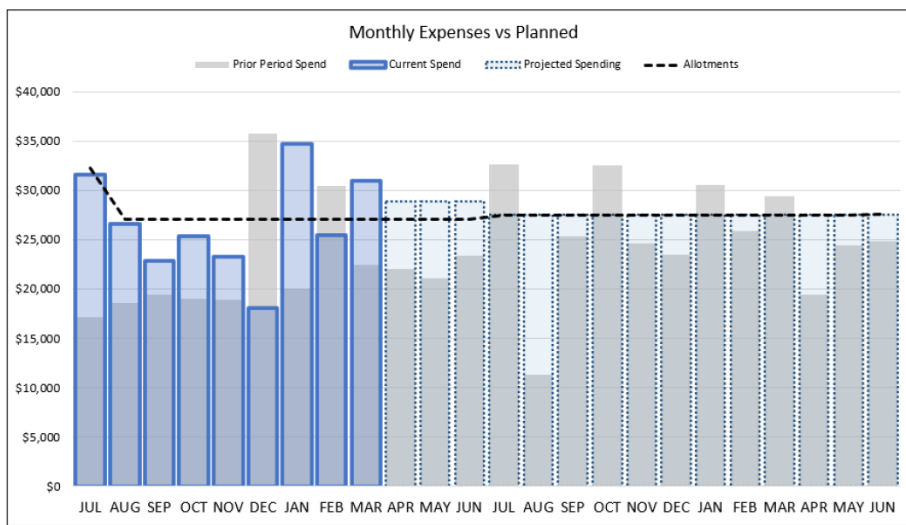
Fund 001 General Fund: 011/012

Expenses	FM01 to FM06 JUL thru DEC	FM07 JAN	FM08 FEB	FM09 MAR	YTD Total	YTD Allotments	Variance	Total Annual Allotments	Total Annual Projections	Projected Variance	Notes
A / Salaries and Wages	94,601	25,727	19,338	19,338	159,204	147,568	(11,836)	195,418	217,212	(21,794)	Interim director - allotments
B / Employee Benefits	28,476	4,735	5,125	5,680	44,016	45,745	1,729	60,580	61,056	(476)	
C / Professional Service Contracts	-	-	-	-	-	3,375	3,375	4,500	-	4,500	
EA / Supplies and Materials	895	190	110	14	1,209	1,953	744	2,600	1,856	744	
EB / Communications/Telecommunications	605	173	55	132	965	1,125	160	1,500	1,340	160	
EC / Utilities	641	159	196	117	1,113	2,628	1,515	3,500	1,985	1,515	
ED / Rentals and Leases - Land & Buildings	6,522	1,087	-	2,174	9,783	7,353	(2,430)	9,600	13,040	(3,240)	Two months of rent
EF / Printing and Reproduction	39	5	6	68	118	72	(46)	100	146	(46)	
EG / Employee Prof Dev & Training	990	-	-	-	990	747	(243)	1,000	1,243	(243)	
EH / Rental & Leases - Furn & Equipment	645	48	48	48	789	1,647	858	2,200	1,342	858	
EK / Facilities and Services	168	46	47	45	306	-	(306)	-	306	(306)	
EM / Attorney General Services	825	-	445	78	1,348	1,800	452	2,400	1,948	452	
ER / Other Contractual Services	280	-	-	47	327	4,428	4,101	5,902	327	5,575	
EY / Software Licenses and Maintenance	-	63	-	-	63	4,950	4,887	6,600	63	6,537	
EZ / Other Goods and Services	1,750	-	-	-	1,750	9,747	7,937	13,000	1,750	11,250	
G / Travel	9,615	1,597	35	2,632	13,979	15,210	1,331	20,300	18,969	1,331	Commissioner Meeting
J / Capital Outlays	33	33	-	-	66	-	(66)	-	66	(66)	
N / Grants	1,350	800	-	600	2,750	-	(2,750)	-	2,750	(2,750)	
TOTAL EXPENSES	147,635	34,663	25,405	30,973	238,676	248,348	9,672	329,400	325,399	4,001	

Full Time Equivalents	FM01 to FM06 JUL thru DEC	FM07 JAN	FM08 FEB	FM09 MAR	YTD Total	YTD Allotments	Variance	Total Annual Allotments	Total Annual Projections	Projected Variance	Notes
Full Time Equivalents (FTE)	1.83	3.00	2.00	2.00	2.00	2.00		2.00	2.00		

LGBTQ (031) - Salaries and Expenses

Fund 001 General Fund: 011/012



4. COMMISSION EVENTS CALENDAR

- *Public meetings:*
 - Friday, July 19th, 12:00 noon – 5:00 pm and Saturday, July 20th, 9:00 am – 12:00 noon
 - Friday, October 18th, 9:00 am – 5:00 pm
- *Commission Events*
 - Saturday, May 18th, 1:00-4:00 pm: Youth Advisory Council Application Party in collaboration with Yakima Pride
 - Thursday, June 13th, 12:00 pm: Intersectional Progress Pride Flag Raising with Governor Inslee followed by reception