* Meeting called to order by Co-Chair Maroon at 12:03pm
* Co-Chair asked for a roll call
	+ Present:
		- Commissioner Tobi Hill-Meyer
		- Commissioner Amasai Jeke
		- Commissioner M. Kelly-Barroga
		- Commissioner Matt Landers
		- Commissioner Everett Maroon
		- Commissioner Leiyomi Preciado
		- Commissioner Roo Ramos
		- Commissioner Mark Rosén
		- Commissioner Omni Romero
		- Commissioner Jade Thornwood
		- Commissioner Jason Victor Serinus
	+ Excused
		- Commissioner Ebo Barton
		- Commissioner Alvaro Figueroa
		- Commissioner Darlin Blanco Lozano
	+ Legislative Advisor: Sen. Claire Wilson
	+ Unexcused
		- Commissioner Abigayle Coleman
	+ Staff
		- Lisa Keating, Exec Dir
		- Sawyer Tuttle, Executive Assistant & Communications Coordinator
		- Sam Fennell, Operations & Policy Manager
* Welcome, land acknowledgement, housekeeping
* Approval of Agenda and Minutes
	+ **MOTION: adopt the minutes by Rosén, seconded by KB; approved unanimously.**
* Grounding
* Reports:
	+ Staff
		- *See End of Year report*
		- Hope for a meeting between various state-level LGBTQ commissions
		- Working with Congressman Smith regarding trans youth in military families
		- Budget expectations: expect programmatic cut in next fiscal biennium (to $30,000/yr) but not to operating or youth council - maybe be adjusted under new administration.
	+ Executive Committee - presented by Landers - planned public meetings, welcomed new executive committee members
	+ Communications & Outreach - presented by Fennell - working on video legislative guide
	+ Legislative - presented by Hill-Meyer and Fennell - compiled list of bills and prioritization based on Commissioner input
	+ Intergenerational - presented by Maroon, Serinus - working on storytelling (Story Corps model and guidance)
		- Commissioner Romero - works with other archives and story banks
	+ Workgroup Updates
		- Council on Health Disparities - Hill-Meyer - December meeting was canceled; legislative proposal to rewrite the authorizing statute this year including an official voting seat for a LGBTQ Commissioner
		- America250 - website launched (shared by Figueroa)
	+ Individual Commissioner Updates:
		- KB - Pierce County HIV testing infrastructure update
		- Romero - launching Pride Foundation rapid response funding for community organizations; regional convenings of nonprofits; trans BIPOC fellowship; survey around displacement
		- Preciado - working on disinformation around PrEP / HIV, and fighting against stigmatization of those on PrEP
		- Hill-Meyer - City of Olympia trans sanctuary resolution
		- Jeke - UTOPIA report on climate and justice intersections in WA
		- Hill-Meyer - HUGS food bank is starting back up in Olympia
	+ Survey - discussion of respondents so far / a few more opportunities to give feedback to survey group
* Presentation: Results WA (John Cooper, Rachel Murata) - Improving Statewide Performance Management
	+ Note that new Administration may have different priorities
	+ Goal to track performance across all state government - 39 datasets across 5 priority areas
	+ State Lean efforts, continuous improvement, strategic planning, performance management
	+ September 2024 Commission/YAC participation in Public Performance Review
	+ Want: good information, get it to those who need it, ensure that it is used
	+ RPM system - Results through Performance Management - connecting performance measures with agency budgets
	+ Performance measure library for state agencies
	+ Results-Based Accountability Framework
	+ Office of Equity has the authority to update data collection guidelines for some areas - does not usually have to be statutory
	+ Their team can help the Commission develop our next strategic plan - they have a professional strategic planner who can help agencies
		- Start with mission, vision, values - then different ways to set goals, etc.
* Discussion: Themes for future public meeting
	+ Information on HIV care, prevention; look at policy ideas from within community
	+ **MOTION - create ad hoc strat plan committee** (Landers, second Maroon) **passed unanimously**
		- Members: Maroon, Romero, Preciado
		- (ask those not present if want to participate)
	+ Public engagement / public comment themes / accessibility balanced with safety
		- Agility in coming year - ability to take up fast-evolving issues
		- How participants are doing with their basic needs / understand how responses are impacted by access to basic needs
		- Do more with evening activities after meetings to be among community
		- Electronic / written submission of public comment
	+ Discussion about town halls - more accessible, more two-way conversations, great ability to get into topics
		- Think ahead about dates and planning and organization
	+ Language justice
	+ Data Justice
	+ Collaboration across the Rainbow (queer and trans communities being pitted against each other during this time)
	+ Backlash faced by community nonprofits
	+ Value in recording of some presentation for on-demand viewing (like Attorney General) - consider how/when able to share that information
	+ Talk as a group before presenters
* Recess at 3:50pm
* Reconvene at 9:02
* Presentation: Attorney General Nick Brown
	+ LGBTQ Commission is a client of the Attorney General’s Office; have our own Assistant Attorney General to turn to.
	+ Today is Day 4 on the job!
	+ Attorney General’s Office: 830 lawyers, 900 other staff, 13 offices across WA
	+ WA has some of the best legal defenses in the country - far better suited due to 2006 WA Law Against Discrimination
	+ Hate Crimes Hotline currently being piloted
	+ AG Brown was the Chair of the Civil Rights cmte for all US district attorneys in previous job - understands the pre-cursors to hate crimes, though caution that heavily reliant on local jurisdictions
	+ My Health, My Data enforcement - more protections than HIPAA
	+ Shield Law enforcement
	+ WA-led coalition of states on amicus brief against US Dept of Veterans Affairs refusal to cover gender affirming care
	+ 2023 - 19 states arguing against Idaho statute preventing trans students from using facilities matching their identity
	+ 2017 - sued vegetable packers in Pasco alleging managers were harassing trans employees and refusing to provide them full benefits
	+ Feels WA is the most prepared states to respond to new Trump adminsitration (immigration, abortion access / health care issues)
	+ Bad policy can be legal - can’t respond to everything - also don’t put all their energy just on Trump - need to keep in mind lcoal actions, local misconduct too
	+ “Standing” - in any case, there has to be demonstration that you were harmed. Cannot just sue things you don’t like - need to be impacted. True for individuals, states, organizations.
	+ It is easier to protect WA law when they are the first people to respond - let the AGO respond on their behalf. Same approach for individuals - reach out to the Civil Rights Division access line immediately. Very important to keep the AGO aware of issues.
	+ Sheild Law - protections are stronger for people treated in Washington, than for Washingtonians treated out of state. Meant to protect health care providers in-state. (AG Brown will clarify)
		- Telehealth - still an undefined issue. (AG Brown will clarify)
	+ Minnesota - did a study for people migrating in-state to flee hostile states. Can WA do something similar? Commissioner Romero has some information.
	+ Just finalized hires for leadership team; policy team is large
	+ What can Commissioners do to raise community concerns with AGO?
	+ Environmental Enforcement Division - will face significant challenges with the new administration. Environmental cases were the number one type of case filed against the Trump administration last time, though didn’t get as much attention. Won all but one. Expect them to be better prepared this time.
	+ Exec Committee will discuss a community town hall with AGO staff
* Discussion: Legislation Priorities
	+ Just because a bad bill exists, does not mean that it will be heard!
	+ Sen. Wilson bills - have hearings this coming Tuesday Jan 21, 8:00am - Sen Early Learning K-12
		- SB 5181 - Parental Rights Initiative (I-2081) response - fulfilling promise to address community concerns. 90% of what was in that initiative was already state or federal law. Voted out of committee on Jan 23. Scheduled for early action on floor on Feb 5 - the first bill passed by Senate, signed by Gov. (companion: HB 1296)
		- SB 5180 - Gender inclusive schools - securing rights of students to have safe school environment.
		- SB 5179 - holding school districts accountable - complaint process to address non-compliance with state education laws
		- SB 5177 - scholar-led bill on inclusive social-emotional learning and emotional development
	+ The Commission, as an office under Gov - cannot host a lobby day, but there are community organizations planning options.
	+ Maintain, sustain, and protect - legislative mantra while dealing with the budget shortfall – not austerity budget
	+ All the community commissions are tracking bills together to find overlap / intersectionality. Sam would like to know Commissioner areas of interest for engagement during session. Sam can add commissions to a hearing calendar if they would like.
	+ OSPI report from Oct/Nov on implementation of I-2081 - highlights the confusion
	+ Commissioner role in legislation - see legislative guide from staff
		- Can always give testimony in individual capacity
* Updates from YAC Member Ling Lomanog - concerns from GSA
	+ Concerns about political climate, gender affirming care, access to gender neutral bathrooms, being able to use name/pronouns students choose in schools
	+ Queer education - learning about identity, pronouns, safe sex in school
	+ Trans rights / safety
	+ Day of Silence - there are still issues going on. Create more awareness that queer rights are still under debate.
	+ Some students in military families under TRICARE. Worries about impacts of federal policies.
* Public Comment
	+ (written comment from Spokane)
	+ Ash Debuse - uncertainty around gender X marker recognition and safety due to visible appearance. Wants to let youth know that they are not alone. Cultural and legislative attacks take a heavy toll. WSU Vancouver students fear loss of healthcare. Significant housing concerns.
	+ Jeannette Schaadhardt - Vancouver WA - Supporting Trans Futures of SW WA. Community and support group. Concerns around access to HRT, ability/safety to travel outside of WA.
	+ Eve Palay - Churches can be strong allies. Rainbow Crew NW on Kitsap works closely with churches. Organizing talking circle with community leaders and clergy at Bainbridge Island Museum of Art.
	+ Lisa Ornstein - co-founder of Olympia Indivisible - tracking LGBTQ-related bills. Want to follow lead of organizations from within community.
* Next Meeting - Friday March 14, location TBD in SW WA. Staff will have details shortly.

Motion to adjourn at 11:51am, by Hill-Meyer, seconded KB, passed unanimously