



WASHINGTON STATE
LGBTQ
COMMISSION

Staff Report

March 14, 2025

Overview

Events and Community Partnerships:

- Commission partnered with RAIN to host a 2SLGBTQIA+ employee listening session. The listening session was on 2/6, and we had 300+ participants.
- Sam has joined 2 work groups:
 - Department of Financial Institutions (DFI) around serving 2SLGBTQIA+ Customers.
 - The Small Business Liaison Team (SBLT).

Upcoming Events:

- Commission is partnering with Queer Power Alliance and Spokane Pride to host a listening session for non-profits.
 - April 10th from 3pm – 6pm.
- Co-planning a Women’s history month event with the Women’s commission that has a panelist from CHA, CAAA, CAPAA, and the Office of Equity is moderating the event.
 - Wednesday, March 26th from 6:00pm – 7:30pm.

Tracking and countering hate:

- Created an online form for the community to anonymously inform the Commission about what they are experiencing.
 - About 180 constituents have reached out to the office since.
- Commission partnered with RAIN to host a 2SLGBTQIA+ employee listening session. The listening session was on 2/6, and we had 300+ participants.

Communications Update:

Since our last public meeting, the Commission has expanded its online presence by launching a Bluesky account, which has already seen significant growth. Below is an overview of our engagement across various communication platforms:

- Newsletter: Subscriber growth from 2,266 in January to 2,689 in March, with four newsletters sent, including a special edition.
- Facebook: 143 new followers (total: 2,570), 1.4K page visits, 23,300+ content views (+67%), and 1,000+ interactions (+113.6%).
- Instagram: 427 new followers (total: 1,847), 750 profile visits, 46,000+ content views (+263%), and 1,800+ interactions (+197.5%).
- Threads: 268 followers, 1,402 content views, and 131 interactions since December 10th.
- Bluesky: Launched January 29th, now at 1,252 followers.

Priority 1: Intersectional connections4
Priority 2: Stewardship..... 7
Priority 3: LGBTQ Elders 8
Priority 4: Support Basic Needs..... 10
Priority 5: Track & Counter Hate 11
Acronyms..... 15

The Washington State LGBTQ Commission remains committed to advancing the goals outlined in our strategic plan, focusing on equity, community engagement, policy advocacy, and youth leadership. Over the few months, our work has focused on expanding access to resources, strengthening partnerships, following legislation, and monitoring and responding to state and federal policies.

This staff report aligns with [our strategic plan](#), outlining the progress made toward key priorities. Staff will provide updates on the Commission activities that align with each strategic plan priority and facilitate a discussion on additional actions we can take to further advance each priority.

Please note that this document is **long**, as for each sub-priority it lists:

- How we have met that priority in the past two months
- Upcoming work already in progress that addresses that priority
- Ways Commissioners can engage with priority
- What Commissioners have done in the past two months to achieve priorities
 - o There will be a chance to share your additions to this point during the meeting
- What more can we do to achieve this goal
 - o This will also be a discussion as we go through this report during the public meeting

Please Note: Using the arrows to the left-hand side of the headers of this document will make it easier to navigate and collapse/expand different sections.

Priority 1: Intersectional connections

1A: Be better known by and connected to LGBTQ Communities in WA.

Commission work since January 17th, 2025:

- **Meeting with Washington State Hospital Association and UW Medicine:** Commissioner Blanco Lozano connected staff with WSHA and other hospital associates to discuss access to gender affirming care and other concerns.
- **Spoke at American Association of University Women Lobbying Day:** Sam attended the lobby day for AAUW to share the Commission's legislative priorities for the year to their members.
- **RAIN:** In January Director Keating became the sponsor of Rainbow Alliance and Inclusion Network (RAIN). RAIN is the 2SLGBTQIA+ business resource group for Washington state employees.
- Lisa spoke at the Trans Rally on February 17th on the Capitol steps.
- Lisa and Sawyer met with the Superintendent in Lyden School District and one of their school board members to discuss the inclusion of trans youth in athletics and activities.
- Lisa spoke with a gender and sexuality class at UW Tacoma about the Commission's work and heard about their class projects.

- Sawyer took part in a panel with other community commission staff for legislative interns.
- On 3/10/2025 staff attended Latino Legislative Day, hosted by Latino Civic Alliance
- Lisa met with the Executive Director of TeenTix to discuss their programs and potential collaboration.

- **Communications Update:** Since our last public meeting, the Commission has launched a Bluesky account. We have seen a lot of growth on this platform already. Here is a breakdown of our Commission engagement across our various communication forms, including our monthly newsletter.
 - **Newsletter:** When we sent the January 2025 Newsletter out on January 8th we had 2,266 subscribers. We have sent out 3 more newsletters since then, including a special edition newsletter. For our March Newsletter, sent on March 5th, we had 2,689 subscribers.
 - **Facebook:** As of March 10th, 2025, we have gained 143 Facebook followers (for a total of 2,570) and have had 1.4K page visits since the last public meeting. Our content was viewed 23,300+ times, a 67% increase vs Nov-Jan. We have had 1,000+ content interactions (likes or reactions, saves, comments, shares and replies), a 113.6% increase vs Nov-Jan.
 - **Instagram:** As of March 10th, 2025, we have gained 427 Instagram followers (for a total of 1,847) and have had 750 profile visits since the last public meeting. Our content was viewed 46,000+ times, a 263% increase vs Nov-Jan. We have had 1,800+ content interactions (likes or reactions, saves, comments, shares and replies), a 197.5% increase vs Nov-Jan.
 - **Threads:** As of March 10th, 2025, we have 268 Threads followers. We have had 1,402 content views and 131 content interactions (likes or reactions, saves, comments, shares and replies) since December 10th (analytics only available in 30 or 90 days).
 - **Bluesky:** Since being created on January 29th, we have gained 1,252 followers as of March 10th. No further analytics available.

Upcoming Commission work that aligns with this priority:

- **Commission staff will meet with the LGBTQI+ Cancer Network** to discuss queer youth and tobacco/vaping concerns.
- Tabling Pride events.

Ways that Commissioners can engage with this priority:

- Representing the Commission at community events.
 - Pride is a great opportunity for this!
- Suggest experts and organizations to present at public meetings, committees, or events.
- Introduce yourself and the Commission to organizations and individuals in your area.
- Host listening sessions and/or town halls with community members and organizations in your area.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

-

What more can we do to achieve this priority:

-

1B Increase education of Commissioners about WA LGBTQ communities.

Commission work since January 17th, 2025:

- Connecting with local communities during public meetings.
- Providing information and updates on the work between the commission and state agencies in the ways agencies intersect with and/or serve LGBTQIA2S+ populations.
- Friday Reports.

Ways that Commissioners can engage with this priority:

- Suggest experts and organizations to present at public meetings, committees, or events
- Share information about what is happening in your community for staff to include in Friday Reports
 - News about the 2SLGBTQIA+ community in your area – including but not limited to local government and school board actions, hate crimes or discrimination taking place
 - Examples of positive 2SLGBTQIA+ actions like pride or other events and more
- Attend panels and listening sessions that the Commission hosts

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

- Commissioner Hill-Meyer provided support at the 2SLGBTQIA+ listening session for state employees.
- Co-chair Serinus and Vice Chair Jeke provided support at the K-12 education listening session.

What more can we do to achieve this priority:

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1C: Work with other community commissions.

Commission work since January 17th, 2025:

- Weekly legislative meetings with the Women’s commission (WSWC), Commission on Hispanic Affairs (CHA), Commission on African American Affairs (CAAA), Commission on Asian Pacific American Affairs (CAPAA), and the Office of Equity.

- Monthly collaboration meetings led by the Office of Equity.
 - CHA, CAAA, CAPAA, GOIA, Governor’s Council on Disabilities and Employment, DVA.

Upcoming Commission work that aligns with this priority:

- Co-planning a Women’s history month event with the Women’s commission that has a panelist from CHA, CAAA, CAPAA, and the Office of Equity is moderating the event.
 - Wednesday, March 26th from 6:00pm – 7:30pm.

Ways that Commissioners can engage with this priority:

- Work with staff to schedule meetings with other state’s LGBTQ Commissions.
- Attend other WA community commissions/agencies public events.
 - WA Women’s Commission, Commission on African American Affairs, Commission on Asian Pacific American Affairs, Commission on Hispanic Affairs, Gov’s Committee on Disability and Employment, Gov’s Office of Indian Affairs, WA Dept on Veterans Affairs, Office of Equity.
- Invite other Commission’s commissioners to public events and committee meetings.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

-

What more can we do to achieve this priority:

Priority 2: Stewardship

- The priority of stewardship is a value reflected in each pillar. This priority was, in part, institute to help guide the work of commissioners. The role of staff is to collaborate with and support commissioners to succeed in their individual roles and for the commission as a whole.

2A: Increase Accountability

Ways that Commissioners can engage with this priority:

- Arriving prepared to all meetings ready to discuss action items, coming with ideas for the meeting.
- Checking Commission email **at least** once a week.
- Thoroughly reading Friday Reports and responding to action items in a timely manner.
- Doing work outside of Commission meetings and reporting to staff about your work.
 - Attending Commission committees/workgroups.
 - Speaking engagements.
 - 1:1 meeting with community leaders and members.

- Organizing roundtables, listening sessions, town halls etc.

2B: Live our Mission

Mission: The Washington State LGBTQ Commission works to improve the state’s interface with the lesbian, gay, bisexual, transgender, queer, two-spirit, and intersex community, identify the needs of its members, and ensuring that there is an effective means of advocating for LGBTQ equity in all aspects of state government.

Vision: As public servants committed to advancing equity and fostering liberation for all 2SLGBTQIA+ people, we embrace humility, compassion, diversity, collaboration, respect, and joy in our work. We pledge to honor public involvement, community accessibility, and to listen and proactively center the needs of the most marginalized members of our community.

Ways that Commissioners can engage with this priority:

- Ensure Commission committees, workgroups, and task forces all have clear objectives that align with our mission.
- Notify staff when you hear community concerns about state processes or actions so that we can work to make sure that constituent is supported with the resources they need to effectively advocate in state government.
- Do proactive work around making WA more inclusive for 2SLGBTQIA+ people: research state agencies and processes that could be improved for our community.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

2C: Set Values

Ways that Commissioners can engage with this priority:

- Share your values in committee meetings and in your 1:1s with Director Keating, so that these perspectives inform the Commission’s greater vision as a whole.
- Constantly drive your conversations in your commissioner role around values.
- Consider starting committee meetings or other meetings as a commissioner with a grounding in values.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

Priority 3: LGBTQ Elders

3A: Increase action on elder issues

Commission work since January 17th, 2025:

- Lisa has done outreach to several groups serving LGBTQIA+ seniors.
- Staff did outreach to Cascade AIDS Project (CAP) to engage on HIV support, testing and wrap-around services and invited CAP to present at the next public meeting.

- Staff are working with the Governor’s policy team monitoring potential impacts to Medicare/Medicaid.

Upcoming Commission work that aligns with this priority:

- We are hoping to gain more insight into the nonprofits and allied organizations and groups serving this population through the upcoming listening session on April 10th.

Ways that Commissioners can engage with this priority:

- Make specific efforts to reach out to 2SLGBTQIA+ elder populations.
- Meet with experts or those with experience with the elderly or issues around aging.
- Participate in or help plan Commission events that focus on 2SLGBTQIA+ elders and their needs.
 - This includes engaging with the Intersectionality Committee.
- Track policy around elder issues.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

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What more can we do to achieve this priority:

- Staff acknowledge this is an area of growth to achieve all goals in the strategic plan.

3B: Commission diversity and recruitment

Commission work since January 17th, 2025:

- Staff would like clarification on this priority area to inform and drive work in these areas.

Upcoming Commission work that aligns with this priority:

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Ways that Commissioners can engage with this priority:

- Share commission application information directly with organizations that work with 2SLGBTQIA+ elders.
- Invite 2SLGBTQIA+ elders to attend public meetings, committee meetings, and other commission events.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

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What more can we do to achieve this priority:

- The intent of this section is to collaborate with staff and commissioners on ideas to achieve this goal.

Priority 4: Support Basic Needs

4A: Educate Commission and commissioners on community needs

Commission work since January 17th, 2025:

- Lisa attended the 2SLGBTQIA+ Committee launch event with WA Administrative Office of the Courts.
- The State-wide LGBTQ Survey closed January 31st. Roughly 6,800 2SLGBTQIA+ Washingtonians participated in the survey.
- Director Keating and Sam along with DOL staff met with a large group of 2SLGBTQIA+ non-profits to help answer questions about identity records.
 - Staff continue to meet with DOL regarding identity records.
- Commission staff have been working with DOH on birth certificate changes.

Upcoming Commission work that aligns with this priority:

- Results for the LGBTQ Survey will be presented at next public meeting on May 16th.

Ways that Commissioners can engage with this priority:

- Learn about efforts to support basic needs in Washington.
- Invite experts on different basic needs to come talk with Commissioners at meetings or committees.
- Holding listening sessions with community members focused on basic needs.
- Sharing what you have heard from the community on their access to basic needs with Commission staff, legislative advisors and policy advisors.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

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What more can we do to achieve this priority:

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4B: Serve on agency work groups related to basic needs.

Commission work since January 17th, 2025:

- Staff attend recurring meetings with the Department of Financial Institutions (DFI) around serving 2SLGBTQIA+ Customers.
 - The goal of these meetings is to narrow the wealth gap.
 - Creating a tool/pathway for serving 2SLGBTQIA+ members.
- Sam has joined the Small Business Liaison Team (SBLT).

- SBLT is a collaborative partnership comprising representatives from 27 state agencies in Washington State. Its primary mission is to listen to businesses and drive actions that simplify the state's business process.

Upcoming Commission work that aligns with this priority:

- Commissioner Hill-Meyer serves on the Council on Health Disparities.
- Commissioner Barton serves on the Poverty Reduction Workgroup.
- Commissioner Figueroa serves on the America 250 Committee.

Ways that Commissioners can engage with this priority:

- Represent the LGBTQ Commission on various state or outside workgroups that focus on basic needs or involve related policies.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

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What more can we do to achieve this priority:

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Priority 5: Track & Counter Hate

5A: Track

Commission work since January 17th, 2025:

- Created an online form for the community to anonymously inform the commission about what they are experiencing.
- Commission partnered with RAIN to host a 2SLGBTQIA+ employee listening session. The listening session was on 2/6, and we had 300+ participants.

Upcoming Commission work that aligns with this priority:

- Commission is partnering with Queer Power Alliance and Spokane pride to host a listening session for non-profits.
 - April 10th from 3pm – 6pm.
- Sam and Lisa met with the Washington Education Association to discuss collaboration on an education listening session.
 - This is currently in the planning stages for a May listening session for Educators.

Ways that Commissioners can engage with this priority:

- Check your Commissioner Bill Tracker frequently to see updates on where bills are in the process.
- Share hostile news reports and attacks against the 2SLGBTQIA+ with staff.

- Serve as a public resource of information on what the Legislature has historically done, what they are looking to do with potential legislation in the future, and how it could impact 2SLGBTQIA+ community.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

- Co-chair Serinus has continuously kept Commission staff updated on ongoing school board conversations regarding trans women in sports.
- Commissioner Hill-Meyer informed staff of Thurston County school board bans.

What more can we do to achieve this priority:

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5B: Counter

Commission work since January 17th, 2025:

- Commission staff have consistently met with our Assistant Attorney General to keep them informed of the impacts the 2SLGBTQIA+ community is experiencing.
 - Discussed Executive orders on Gender Identity, Access to gender affirming care for youth.
- Commission released a statement on 2/21/2025 in response to recent Executive orders from the federal government.
- Commission staff submitted language for the Trans Day of Visibility Proclamation.
- Lisa attended the oral arguments for the AG's case on Gender Affirming Care on 2/14.
- Director Keating and Sawyer had a productive and collaborative conversation with the Lynden Public School Superintendent and one board member on their proposed amendment to WIAA participation rules.
- Commission staff and staff from the Governor's policy team met with Congresswoman Marilyn Strickland's staff to discuss the impact of federal actions on 2SLGBTQIA+ Washingtonians.
 - We will continue working with them to inform their office what we are hearing from community.
- Director Keating met with the president of Shoreline Community College to discuss an anti-LGBTQ incident.

Upcoming Commission work that aligns with this priority:

- Commission staff are partnering with RAIN to plan the annual pride flag raising.
 - Scheduled for June 4th at 12pm.

Ways that Commissioners can engage with this priority:

- Meet with legislative advisors, other policy makers to educate them on the issues impacting our community.

- Share Commission and other state statements around protecting 2SLGBTQIA+ rights in state government.
- Connect targets of hate with staff and with resources to help.
- Publish an op-ed in local media around countering 2SLGBTQIA+ hate.
- Suggest resources and more to add to our website.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

What have Commissioners done in the past two months to achieve these priorities:

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What more can we do to achieve this priority:

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5C: Advocate

Commission work since January 17th, 2025:

- Director Keating testified (OTHER) on benefits of gender inclusive school policies and shared education on outcomes for LGBTQ youth with inclusive education policies for HB 1296.
- LGBTQ Commission provided written testimony (OTHER) for HB 1971.
- Director Keating has regular meetings with our legislative advisors to stay up to date on legislation.
- Commission staff attended weekly group meetings with Representative Mena to discuss legislation.
- Sam and Lisa have bi-weekly meetings with our policy advisor for the governor's office.
 - During these meetings we discuss legislation, what constituents are telling us, and any other information the governor's team needs to be aware of.

What have Commissioners done in the past two months to achieve these priorities:

- Co-Chair Maroon provided testimony in support of HB 1971.
- Secretary Landers and Commissioner Thornwood created informational videos for social media about HB 1971 and EHB 1052.

What more can we do to achieve this priority:

- Testify as other and share information on how bills would affect the 2SLGBTQIA+ community.
- When allowed, explicitly support legislation that improves access, safety, or justice specifically for 2SLGBTQIA+ Washingtonians.
- In meetings as a commissioner, seek to improve status quo and advance progress for our community using an antiracist, pro-equity and intersectional framework.

To think about: **What are some ways that would help you as a commissioner feel more involved in this priority?**

Acronyms

- CHA - Commission on Hispanic Affairs
- CAPAA – Commission on Asian Pacific American Affairs
- CAAA – Commission on African American Affairs
- WSWC – Washington State Women’s Commission
- DOL – Department of Licensing
- DOH – Department of Health
- CAP – Cascade Aids Project
- WEA - Washington Education Association
- GOIA – Governor's office of Indian Affairs
- DVA – Department of Veterans Affairs