



WASHINGTON STATE  
**LGBTQ**  
COMMISSION

## **Staff Report**

March 27-28, 2026

# Overview

## Events and Community Partnerships:

- Director Keating visited with staff and community members at the Tacoma Rainbow Center on January 22, 2026.
- Sam met with the Evergreen State College on January 23, 2026.
- Director Keating attending the Immigration Subcabinet meeting on January 26, 2026.
- Staff and Nathan Bays, Deputy Director for federal policy for Gov. Ferguson, met with Congresswoman Strickland staff on January 29, 2026.
- Director Keating met with Pat McGregor from the WSP Office of Culture & Engagement to discuss collaborating with commissioners for cadet training later in the year on January 30, 2026.
- Director Keating attending a briefing with Representative Macri and Speaker Jinkins on gender affirming care access on February 2, 2026.
- Director Keating met with staff from the Secretary of State's Office on opportunities to collaborate on their civic engagement programs on February 4, 2026.
- Staff supported the Intergenerational Committee community conversation on February 4, 2026.
- Director Keating attending a meeting with policy advisor, Caitlyn Safford, and Pierce County Executive staff regarding gender affirming care access on February 5, 2026.
- Director Keating participated in the WA State Women's Commission Girls on the Hill Day with dozens of Girl Scout troupes in earning badges on February 11, 2026. This was in partnership with the Office of Equity and the Commission on Asian Pacific American Affairs.
- Director Keating attended and was a keynote for the Lincoln LGBTQ+ Center conference at Gonzaga University February 12-14, 2026.
- Director Keating and Co-Chair Preciado attended and helped welcome participants at the Trans Advocacy Day event hosted by Gender Justice League on February 16, 2026.
- Director Keating participated in a legislative caucus briefing on issues related to trans youth with GSBA, Lavender Rights Project, and Gender Justice League on February 18, 2026.
- Sam and Director Keating hosted five YAC members for a day in Olympia that included a tour of the Secretary of State's Office and Q&A with staff, meetings with Senators Marko Liias and Claire Wilson, a senate proclamation honoring youth leaders, and a visit to the Temple of Justice on February 20, 2026.

- Director Keating attending the Seattle's Black LGBTQ+ Seniors Speak panel event hosted by GenPride on February 25, 2026.
- Director Keating attending the Nowruz, the Persian New Year event hosted by Representative Farivar on March 3, 2026.
- Director Keating met with the Executive Director of Traction, Michael Woodward on March 4, 2026. In a follow up item, she connected Michael with the Lt. Governor's team to share the housing program work Traction is leading.
- Director Keating met with staff at the Sean Humphrey's House, Bellingham Queer Collective, and the LGBTQ+ Center at Western WA University on March 6, 2026. And had the opportunity to meet and spend time with one of the new YAC members recently appointed to the council.
- Director Keating attended the bill signing for HB 1604 on March 11, 2026.
- Director Keating attended the Washington State Student Housing Summit on March 25, 2026.
- Sam helped plan and organize a TDOV panel event for RAIN that took place on March 19, 2026.

#### **Upcoming Events:**

- OFM Reflection Discussion Series – The WA State LGBTQ Commission has been invited to participate in a two-part series for OFM. Staff will work with commissioners to identify panelists for the first discussion focused on intersections within the 2SLGBTQIA+ community on April 22, 2026. The second session will be an opportunity to share some of the work staff is contributing to with policy advisors and state agencies.

#### **Tracking and countering hate:**

- Directing resources and support to community members.
- Strengthening agency partnerships and collaborating to educate and advocate on the needs of the 2SLGBTQIA+ population.
- Working with the Executive Committee and individual commissioners to address and assess incident responses and needs.

**Communications Update:** Numbers since last public meeting

- Newsletter: 3,634 Subscribers (up from 3,469 in 2025 end of year report, increase of 4.76%)
- Facebook: 2,860 followers (up from 2,803 in 2025 end of year report, increase of 2.03%), 22.4K content views, 712 content interactions
- Instagram: 2,812 followers (up from 2,640 in 2025 end of year report, increase of 6.5%), 30.2K content views, 1.3K content interactions
- Threads: 384 followers (same follower count as 2025 end of year report), 528 content views, 40 content interactions
- Bluesky: 1,934 followers (up from 1,883 in 2025 end of year report, increase of 2.7%), no other analytics available.
- LinkedIn: 191 followers (up from 132 in 2025 end of year report, increase of 44.7%), 3,508 content impressions, 157 reactions

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.

The 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 16, 2026:***

- **Communications Update:** Numbers since last public meeting
  - Newsletter: 3,634 Subscribers (up from 3,469 in 2025 end of year report, increase of 4.76%)
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#### **Youth Advisory Council:**

- Council members regularly contribute to the monthly newsletter and social media content.
- Sam has been working diligently with YAC on developing the application process for current and upcoming council vacancies, an exit interview process for exiting YAC members, and doing outreach for YAC applications.
- YAC Summit will be scheduled for end of July beginning of August.
- We have onboarded three new YAC members and applications are currently open for 4 spots.
- The youth council will be onboarding a total of 6 new council members this summer.
- The youth advisory council on Feb. 20<sup>th</sup> had a legislative day. They met with Senator Wilson and Senator Liias.

#### ***Upcoming Commission work that aligns with this priority:***

- OFM Reflection Discussion Series – The WA State LGBTQ Commission has been invited to participate in a two-part series for OFM. Staff will work with commissioners to identify panelists for the first discussion focused on intersections

within the 2SLGBTQIA+ community. The second session will be an opportunity to share some of the work staff is contributing to with policy advisors and state agencies.

***Ways that Commissioners can engage with this priority:***

- Representing the Commission at community events.
- 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:***

- The Legislative Committee met throughout the legislative session working with staff on tracking priority legislation, testimonies, and communication updates on social media platforms.
- The Intergenerational Committee began a connection session series. On February 4<sup>th</sup>, the committee hosted a community session focused on trans rural experiences. On March 4<sup>th</sup> the second meeting was held focused on trans experiences.
- Communications and Community Outreach Committee has been working on language and gathering input from commissioners on what kind of communication they need. A survey from the Committee was sent to Commissioners to fill out regarding where needs are with communications. The survey informed a working session, where Commissioners outside of the committee gathered with committee members to discuss and collaborate on materials. The committee will be creating guides and documents to support in Commissioner communication.

***What more can we do to achieve this priority:***

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

## **1B Increase education of Commissioners about WA LGBTQ communities.**

### ***Commission work since January 16, 2026:***

#### ***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 Lozano attended a panel event hosted by the Seattle Housing Authority.
- Commissioner Preciado attended a City of Seattle event for the Department of Neighborhoods.

#### ***What more can we do to achieve this priority:***

- Staff continue to seek and/or create opportunities for the commission and commissioners to engage with community stakeholders and state agencies.

## **1C: Work with other community commissions.**

### ***Commission work since January 16, 2026:***

- Monthly collaboration meetings led by the Office of Equity.
  - CHA, CAAA, CAPAA, GOIA, Governor’s Council on Disabilities and Employment, DVA.
- Director Keating attended the DOH Health Disparities Council meeting on February 23, 2026.
- Director Keating collaborated on a letter of support to the legislature, led by CAPAA, in support of immigration legislation.

- Director Keating regularly participates in the Immigration Subcabinet work and facilitates the LGBTQ+ Subcommittee which met on January 20<sup>th</sup> and February 10<sup>th</sup> that include a report out to the Immigration Subcabinet and newsletter.
- At the invitation of the Women’s Commission, Director Keating played the role of a legislator for dozens of Girl Scout troupes earning badges for the Girls on the Hill event.

***Upcoming Commission work that aligns with this priority:***

***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:***

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***What more can we do to achieve this priority:***

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

## **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 meetings 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 16, 2026:***

- Staff supported and helped facilitate the community conversation series hosted by the Intergenerational Committee focused on trans rural elders on February 4, 2026.
- Director Keating attended the Seattle's Black LGBTQ+ Seniors Speak panel event hosted by GenPride on February 25, 2026. She is also working with GenPride staff to tour their facility and learn more about their programming and work.
- Director Keating visited the Sean Humphrey's House meeting with staff and residents on March 6, 2026.

#### ***Upcoming Commission work that aligns with this priority:***

- Director Keating is following up with policy advisors and Representative Lekanoff (40<sup>th</sup> LD) and staff on information shared from the Sean Humphrey's House staff regarding grant processes and qualifications for adult family homes and HIV home care.

#### ***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:***

- Co-Chair Lazano has led the planning and coordination of a housing panel event on March 25, 2026.

#### ***What more can we do to achieve this priority:***

- Staff continue to work to connect and engage with the aging population and providers or organizations serving this population.

### **3B: Commission diversity and recruitment**

#### ***Commission work since January 16, 2026:***

#### ***Upcoming Commission work that aligns with this priority:***

- Staff have submitted recommendations for current and upcoming commissioner vacancies prioritizing representation from the aging 2SLGBTQIA+ population.

#### ***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 16, 2026:***

#### ***Upcoming Commission work that aligns with this priority:***

- Director Keating has worked closely with Caitlyn Safford, Governor's healthcare policy advisor, engaging with direct service providers, organizations, legislators, and agency leaders to address the need for continuum of care for gender affirming care for minors. This work also includes addressing concerns over incidents of some pharmacists refusing to fill HRT prescriptions.
- Director Keating has met with the Executive Director of Traction, Michael Woodward, to learn about their housing programs and support for families and individuals relocating to WA. (An annual report can be viewed through this [link](#).) Director Keating shared this report and the work happening at Traction with the Lt. Governor's staff then followed up by connecting Michael with staff to share more about the work, barriers, and needs around housing.

- Sam and Director Keating hosted five YAC members for a day in Olympia that included a tour of the Secretary of State’s Office and Q&A with staff, meetings with Senators Marko Liias and Claire Wilson, a senate proclamation honoring youth leaders, and a visit to the Temple of Justice on February 20, 2026.
- Director Keating tabled at the Oasis Healthy Youth Bizarre on February 28, 2026. She spoke with dozens of youths, family members, and other community providers and organizations serving 2SLGBTQIA+ youth to help increase awareness about the commission and work towards increased partnerships with community organizations.

***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:***

- Co-Chair Lozano, Secretary Valerdi, and Commissioner Romero have attended and participated in the Immigration Subcabinet LGBTQ+ Subcommittee.

***What more can we do to achieve this priority:***

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

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

***Commission work since January 16, 2026:***

***Upcoming Commission work that aligns with this priority:***

- Through the LGBTQ+ Subcommittee, participating commissioners helped provide feedback to the Immigration Subcabinet on three requests.
  - ***Which state agency would you prefer to receive these reports, synthesize this information, and communicate out the information it receives?***

- ***Is semi-annual, annual, or another reporting frequency the most appropriate?***
- ***Are there additions or deletions that you would like to see to this proposal?***
- The commission, through the leadership of Co-Chair Lozano, hosted a community panel event on housing in the Seattle and King County area in partnership with Estelita’s Library on March 25, 2026.

***Commissioner Committee Vacancies -***

- Poverty Reduction Workgroup
- 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:***

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

## **Priority 5: Track & Counter Hate**

### **5A: Track**

***Commission work since January 16, 2026:***

***Upcoming Commission work that aligns with this priority:***

- Director Keating met and/or communicated with OSPI, policy advisors, the Puyallup School District superintendent and community partners in response to a trans student athlete being targeted for their participation in an athletic activity.

***Ways that Commissioners can engage with this priority:***

- 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:*

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*What more can we do to achieve this priority:*

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

## **5B: Counter**

*Commission work since January 16, 2026:*

- Commission staff have consistently met with policy advisors and relevant state agency leaders to keep them informed of the impacts the 2SLGBTQIA+ community is experiencing.
- Staff continuously work with state agencies to improve service, access, and resources to the 2SLGBTQIA+ and address barriers and gaps.

*Upcoming Commission work that aligns with this priority:*

- Working with the federal policy team to prepare for potential impacts to WA laws from upcoming SCOTUS rulings.
- Ongoing work through the Immigration Subcabinet.
- The Friday Report is a tool to keep commissioners, legislative advisors, and policy advisors informed on current events, action items, news, and other relevant information.

*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:***

- Commissioners connecting staff to issues, incidents, or areas of concern to help identify potential steps, needs, and resources.

## **5C: Advocate**

***Commission work since January 16, 2026:***

### **Education -**

- Staff regularly meet with stakeholders to increase awareness about the commission and its work. As well as expanding and strengthening community relationships.
- Staff continue to promote the Rainbow Resource Hub, community feedback, and survey report to help inform agency partners, the Governor's Office, and community stakeholders.

***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:***

- 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
- AWSP – Association of Washington School Principles
- WEA - Washington Education Association
- GOIA – Governor's office of Indian Affairs
- DVA – Department of Veterans Affairs
- WSP – Washington State Patrol
- OMWBE – Office of Minority Women Business Enterprises
- DFI – Department of Financial Institutions
- DCYF – Department of Children, Youth & Families