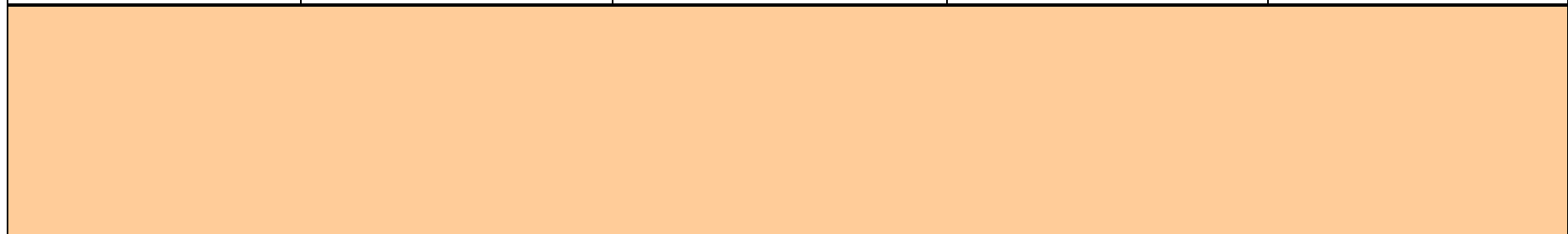


Seattle LGBT Commission 2015 Work Plan

Internal Affairs Committee

<u>Work Plan Item:</u> Training	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Create an internal development program to guide and empower commissioner collaboration and efficacy.	<ul style="list-style-type: none"> Assess needs of the Commission 	<ul style="list-style-type: none"> Identify and contract with a trainer Schedule first training Host internal Commission mixer 	<ul style="list-style-type: none"> Schedule 2nd Training Analyze post training feedback Report feedback to Commission Host 1st mixer 	<ul style="list-style-type: none"> Schedule 3rd training Analyze post training feedback Report feedback to Commission Host 2nd mixer
<u>Work Plan Item:</u> Bylaw Compliance and Feasibility Review	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Ensure the written rules which govern the Commission support the structure of the board and the work of the organization.	<ul style="list-style-type: none"> Review for possible revision Discuss findings and rationale in committee 	<ul style="list-style-type: none"> Review for possible revision Discuss findings and rationale in committee 	<ul style="list-style-type: none"> Review for possible revision Compile final recommendations and present to Full Commission 	<ul style="list-style-type: none"> Review for possible revision Adopt and begin implementation of accepted recommendations
<u>Work Plan Item:</u> Communications Plan	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Create a standardized way to communicate information externally and internally	<ul style="list-style-type: none"> Assess and analyze external communication 	<ul style="list-style-type: none"> Assess and analyze external communication Assess and analyze internal communication 	<ul style="list-style-type: none"> Report and summarize findings Draft Commission communication plan Recommend draft Commission communication plan 	<ul style="list-style-type: none"> Finalize Commission communication plan Begin implementation



LGBT Youth-in-Schools Subcommittee

<u>Work Plan Item: Data Collection Opportunities</u>	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Assure that city-supported data collection mechanisms are inclusive in their language and capture the range of identities experienced by youth	<ul style="list-style-type: none"> Assess current state of data collection at schools 	<ul style="list-style-type: none"> Meet with key stakeholders to discuss importance of and garner support for inclusive data questions Review current policies regarding data collection 	<ul style="list-style-type: none"> Work with City Council members to gain support of City-funded data efforts 	<ul style="list-style-type: none"> Make data collection recommendations to City Council and City-funded school-based entities
Work Plan Item: Policies and Procedures	Work First Quarter	Work Second Quarter	Work Third Quarter	Work Fourth Quarter
Research and make policy recommendations on the safety and well-being of LGBT youth in schools	<ul style="list-style-type: none"> Assess current policies 	<ul style="list-style-type: none"> Research model policies in other School Districts/Cities Support efforts to collect relevant youth data via Snapshot 	<ul style="list-style-type: none"> Craft policy language with support from SOCR staff 	<ul style="list-style-type: none"> Make policy recommendations to City Council, the Mayor's Office, and SPS School Board
Work Plan Item: LGBT Professional Development/Training	Work First Quarter	Work Second Quarter	Work Third Quarter	Work Fourth Quarter
Recommend quality professional development (PD) opportunities for schools and youth-serving agencies receiving City of Seattle funding	<ul style="list-style-type: none"> Assess current professional development offerings Assess needs in schools Identify LGBT youth-serving agencies funded by City of Seattle 	<ul style="list-style-type: none"> Review PD policies within Seattle Schools Convene meeting or conference call of individuals and organizations who provide LGBT-specific training 	<ul style="list-style-type: none"> Work with City Council and SPS school board to make recommendations for PD/trainings 	<ul style="list-style-type: none"> Present findings, outcomes and recommendations to City Council and SPS School Board

People of Color Stakeholder Committee

Work Plan Item: <u>Establish first cohort of LGBTIQ POC Responders</u>	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
<p>Develop a list of first-responders who have a stake in the LGBTQ community of color and can be called upon when violence emerges.</p>	<p><u>January</u></p> <ul style="list-style-type: none"> - Identify Stakeholders to invite to be representatives on the LGBTIQ POC Responders Subcommittee - Determine objectives for coordinated responses to LGBTIQ POC oppression-based violence - Draft, develop and distribute official letter to community organizations to sign on as stakeholders with 1-2 representatives that will participate - Develop e-application form to RSVP <p><u>February/March</u></p> <ul style="list-style-type: none"> - Send formal asks to identified stakeholders and poll various dates for availability and high number of attendance. - Invite them to meeting in March orientation & gathering event - Confirm participants - Book the venue, identify speakers, and complete rendering for media campaign - Solidify Office of Civil Rights involvement, including the Race and Social Justice Initiative along with possible grant and financial support 	<p><u>April</u></p> <ul style="list-style-type: none"> - Begin advertising for event - Invite in stakeholders to see each other and build response community - Continue advertising - Submit first-responders list to Commission. <p><u>May</u></p> <ul style="list-style-type: none"> - Workshop & Strategy Session - Round 1 for QTPOC Leadership Development, collect evaluations 	<p><u>June</u></p> <ul style="list-style-type: none"> - Workshop & Strategy Session - Round 2 for QTPOC Leadership Development, collect evaluations <p><u>July</u></p> <ul style="list-style-type: none"> - Workshop & Strategy Session - Round 3 for QTPOC Leadership Development, collect evaluations <p><u>August</u></p> <ul style="list-style-type: none"> - Compile evaluations, develop report for Committee, Commission, and City Council 	<p><u>October</u></p> <ul style="list-style-type: none"> - Submit findings to City Council through Commission - Distribute findings to community, government officials, other commissions, etc. - Consider Community Event to report findings <p><u>November</u></p> <ul style="list-style-type: none"> - Evaluate and create work plan for 2016 - Create new list and invites for 2016 cohort, who will meet quarterly and/or respond to oppression-based violence in communities

Community Empowerment & Safety Committee

<u>Work Plan Item:</u> Data Collection from the City of Seattle	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Determine what data we need from the city around police and public safety issues for research	<ul style="list-style-type: none"> Meet with Lauren and request a set of data we feel like we need 	<ul style="list-style-type: none"> Analyze Data and assess the need for more info or on how to use the data in the meeting with the police chief 	<ul style="list-style-type: none"> Use the data to add to a 'white paper' that we want to deliver to the Mayor's office 	<ul style="list-style-type: none"> Make recommendations based on the data to Police Department, City Council or others as necessary

<u>Work Plan Item:</u> Meet with Police Chief & make recommendations	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Understand the issues within the Police department that we want to address and meet with the Police Chief and/or Police Liaisons	<ul style="list-style-type: none"> Set up questions that we want to address 	<ul style="list-style-type: none"> Meet with the Police Chief to ask our questions 	<ul style="list-style-type: none"> Craft language around our requests & recommendations (i.e. LGBTQ liaison or taskforce within the police department) 	<ul style="list-style-type: none"> Make policy recommendations to Police Chief, City Council, the Mayor's Office

<u>Work Plan Item:</u> Research work in other cities	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Partner with Police dept. on LGBTQ hate crime initiative and help educate our community	<ul style="list-style-type: none"> Learn about the initiative 	<ul style="list-style-type: none"> Determine some tactics and strategies to educate the public particularly using PRIDE as a vehicle Serve as Liaison's to the police dept. 	<ul style="list-style-type: none"> Continue to educate and serve as liaisons to police dept. Monitor the initiative and see how its working 	<ul style="list-style-type: none"> Make recommendations for improvements to Police Chief, City Council, the Mayor's Office

City Initiatives Taskforce:
Inclusive & Equitable City Planning & Neighborhood Services & City Resources

<u>Work Plan Item</u>	<u>Work First Quarter</u>	<u>Work Second Quarter</u>	<u>Work Third Quarter</u>	<u>Work Fourth Quarter</u>
Continue to advocate for social equity, with a focus on sexual orientation, gender identity and gender expression, in Seattle's City Initiatives, City Planning, and City Departments	<ul style="list-style-type: none"> Review and respond as needed Develop policy recommendations as needed 	<ul style="list-style-type: none"> ongoing 	<ul style="list-style-type: none"> ongoing 	<ul style="list-style-type: none"> ongoing
Research and make policy recommendations on the <i>Parks Investment Initiatives</i>	<ul style="list-style-type: none"> Review Parks Investment Research other City/State/Federal Parks for best practices, strategies, and models of inclusion of LGBTQ youth and/or adults Committee drafts recommendations 	<ul style="list-style-type: none"> Present to full LGBT commission for comments and changes Make any requested changes and present for vote by LGBT commission Present recommendations to Mayor, City Council, Department Head of Parks & Recreations, and Board of Park Commissioners 		<ul style="list-style-type: none"> Follow up with Mayor, City Council, Department Head of Parks & Recreations, and Board of Park Commissioners on plan of implementation
Research and make policy recommendations on <i>Seattle's Comprehensive Plan</i>	<ul style="list-style-type: none"> Sign onto 5 Commission letter supporting Social Equity in <i>Seattle's Comprehensive Plan</i> Review <i>Seattle's Comprehensive Plan</i> 	<ul style="list-style-type: none"> Research other City/State/Federal Comprehensive Plans for best practices, strategies, and models of inclusion of LGBTQ Committee drafts recommendations Present to full LGBT commission for comments and changes 	<ul style="list-style-type: none"> Make any requested changes and present for vote by LGBT commission Present recommendations to Mayor, City Council, and Department Head 	<ul style="list-style-type: none"> Follow up with Mayor & City Council
Research and make policy recommendation on <i>Seattle's 2016/2017 Budget</i>		<ul style="list-style-type: none"> Review Budget Drafts Review needs/issues facing LGBTQ youth, adults, and families & current resource levels Review success of past budget requests Research other City/State/Federal budgets for best practices, strategies, and models of inclusion 	<ul style="list-style-type: none"> Committee drafts recommendations Present to full LGBT commission for comments and changes Make any requested changes and present for vote by LGBT commission Present recommendations to Mayor, City Council, and Department Head 	<ul style="list-style-type: none"> Follow up with Mayor & City Council
Research and make policy recommendations on the	<ul style="list-style-type: none"> Review and respond as needed 	<ul style="list-style-type: none"> ongoing 	<ul style="list-style-type: none"> ongoing 	<ul style="list-style-type: none"> ongoing

Transportation/Transit Initiatives	<ul style="list-style-type: none"> • Develop policy recommendations as needed 			
Research and make policy recommendations on timely City Initiatives on a as needed basis	<ul style="list-style-type: none"> • Review and respond as needed • Develop policy recommendations as needed 	<ul style="list-style-type: none"> • ongoing 	<ul style="list-style-type: none"> • ongoing 	<ul style="list-style-type: none"> • ongoing