

## SEATTLE LGBTQ COMMISSION WORK PLAN 2026-2027

*Co-Chairs:* Kody Allen (he/him), Chris Curia (he/they), Jessa Davis (she/her)

*Committees:* Racial Justice & Intersectionality (RJI), Community Outreach & Social Media (COSM), and Commission Operations (Comm. Opps.)

---

The Seattle LGBTQ Commission (hereafter referred to as the 'Commission') exists to address and present concerns of 2SLGBTQIA+ Seattleites to the Mayor, City Council, and across City Departments.

---

In 2026-2027, the Commission's work will prioritize three key areas, or pillars of focus: **Intersectional Advocacy**, **Community Empowerment**, and **Commission Sustainability**. The committees that comprise the Commission play key roles in shaping our work within these pillars of focus to serve the needs of 2SLGBTQIA+ constituents.

---

### Intersectional Advocacy

We define this pillar by our use of the public square as a primary venue to champion the civil rights of 2SLGBTQIA+ community members and promote change-making efforts, informed by the compounded experiences of oppression that these constituents face throughout their lives. Such efforts include:

- Influencing the creation of institutional structures that support community needs, particularly at intersections where they may be scarce.
- Cultivating, maintaining, and leveraging partnerships and relationships between lawmakers, City departments, and community leaders.

***In-Development:*** *Modernizing the SMC Work Group, Office of Trans & Queer Affairs, Community Navigator Program, Public Accommodation for LGBTQ+ Spaces*

### Community Empowerment

We envision our work within this pillar informed by our unique position to steward collaborative spaces and relationships with lawmakers, City departments, community leaders, and constituents. Such efforts include:

- Centering community voices through timely, intentional event-planning.
- Prioritizing joy and resilience through strategic efforts to build queer power.

***In-Development:*** *Community Advocacy Meetings, Pride Flag Raising & Proclamations, Pride Month Marching & Tabling, Community Forums & Storytelling Events*

### Commission Sustainability

We hold this pillar in mind as we envision long-term growth, alignment in values, and maximum community impact. Such efforts include:

- Strengthening the capacity, diversity, and support of Commissioners.
- Streamlining governance, operations, and infrastructure.

## Intersectional Advocacy

- Advocating for institutional structures to support communal needs.
  - Champion the establishment of an Office or Department for 2SLGBTQIA+ community members.
    - Form an ad-hoc exploratory committee to conduct research and generate a proposal to charter an Office or Department.
    - Issue a policy proposal for a Community Navigator Program at the May 2026 Community Advocacy Meeting.
  - Develop robust Community Rapid Response priorities on federal actions, and collaboration on housing, employment, and other emergent needs.
    - Submit a letter to City leaders requesting the declaration of an emergency to provide funding to community organizations serving internally displaced persons and others facing loss of critical services. Letter to be sent in April 2026.
  - Amplify Welcoming City initiatives.
    - Collaborate with SOCR to conduct research and propose policies or proclamations on 2SLGBTQIA+ public spaces.
    - Write a letter of support for a City-appointed ad-hoc committee or work group to review and modernize SMC to use inclusive language.
- Cultivating, maintaining, and leveraging strategic partnerships and relationships with City Departments and leaders.
  - Connect community needs to public resources and City decision-makers.
    - Hold quarterly Community Advocacy Meetings.
  - Establish shared goals and strategic partnerships with City entities based on the 2026-2027 Work Plan.
    - Cultivate relationships with at least 2 City departments.
    - Meet quarterly with at least 1 City Councilmember.
  - Increase Commission presence at Council meetings.
    - Create a schedule of meetings and proposed attendees starting in July 2026.

## Community Empowerment

- Serving as a point of connection between City entities and the community.
  - Participate in networking opportunities with City entities.
    - Generate business cards, flyers, and other promotional materials for easy referrals in public spaces and across organizations.
  - Operationalize Community Advocacy Meetings as a forum for public concerns to generate effective community action.
  - Mobilize and strengthen partnerships with community organizations and mutual aid networks.
    - Advocate for safe shelters, particularly for QTBIPOC community members.
    - Partner with the Coalition Ending Gender-Based Violence to develop the King County Trans Resource & Referral Guide in alignment with existing RJI initiatives.
- Centering community voices through timely, intentional, and targeted events.
  - Partner with other city commissions to host community forums and storytelling events.
    - Host at least two forums on timely community topics.
    - Host 1-2 “storytimes” centering community voices.
  - Increase Commission visibility in the community by attending and supporting outside events.
    - Attend one monthly event in official Commission capacity.
  - Address emerging needs and concerns by collaborating with partnering organizations and media.
    - Publish at least three op-eds or guest appearances in local LGBTQ+ media outlets (television, podcast, streaming).

## Commission Sustainability

- Increasing, diversifying, and retaining membership
  - Advocate for an increased Commission budget.
    - Submit a request to the City Council to increase the Commission's budget from \$2000 by August 1, 2026.
  - Develop a plan for Commissioner stipends or a policy for cost reimbursement.
    - Update bylaws and an increased budget proposal to City Council will provide Co-Chairs with the authority and funds to pursue this strategy.
  - Establish in-house Membership policies that facilitate smoother onboarding and mentorship procedures.
    - Draft proposals by September 1st, 2026.
- Establishing clear, consistent practices and processes.
  - Create a Commission Handbook to outline processes and policies, opportunities for participation and leadership, ensure knowledge transfer over time, etc., by October 2027.
  - Improve and standardize collaboration tools, document storage, and access permissions.
    - Ensure OPMA compliance for shared documents and access controls.
    - Develop an effective task management system.
      - Optimize Google Drive and Gmail use by January 2027.
  - Revise bylaws to address relevant Commission needs.
  - Support ongoing Commissioner growth and knowledge transfer through more consistent support.
    - Conduct annual 1-1s with Chairs.
    - Develop a meeting request form for more consistent contact with Chairs.
    - Establish clear mentorship practices.