

# SEATTLE LGBTQ COMMISSION WORK PLAN 2024-2025

**Co-Chairs:** Ashley Ford, Brett Pepowski, and Christina Pizaña

The Seattle LGBTQ Commission's (SLGBTQC) purpose is to effectively address and present concerns of lesbian, gay, bisexual, queer, and transgender citizens of Seattle to the Mayor, City Council, and all City Departments.

In 2024-2025 the SLGBTQC will focus on the following three areas of work:

- 1. Socio-economic Empowerment:** Build social and economic capacity for LGBTQ people to disrupt historical cycles of poverty and marginalization.
  - Elevating LGBTQ people, businesses, and organizations to support LGBTQ career development and job creation
  - Increasing funding for LGBTQ people, businesses, and organizations
- 2. Health Equity:** Reduce barriers to equitable care for LGBTQ-specific health and wellness
  - Supporting people, organizations, and businesses that address LGBTQ-specific health and wellness needs
  - Increasing visibility of LGBTQ-specific health and wellness needs within the intersections of homelessness and poverty
- 3. Commission Sustainability:** Maximize long-term efficiency, effectiveness, and stability of Seattle LGBTQ Commission
  - Increasing, diversifying, and retaining membership
  - Developing a mentorship program to support new commissioners
  - Establishing clear, consistent practices and processes
  - Curating a space that centers queer joy and love

*The Seattle LGBTQ Commission is dedicated to leading with an approach that centers racial justice and intersectionality.*

## **Active Committees:**

Commission Leadership, Commission Operations Committee, Social Media & Community Outreach Committee, Racial Justice and Intersectionality Committee, Community Health Advisory Committee

## **Committees to be created:**

Job Development Advisory Committee, Small Business Advisory Committee,

## **Socio-economic Empowerment**

### ***Elevating LGBTQ people, businesses, and organizations to support LGBTQ career development and job creation***

- I. Help UTOPIA keep sex worker/loitering laws repealed
  - A. By meeting with City Councilmembers and work with other organizations to keep the public knowledgeable via earned and social media
  - B. By keeping this as a top priority for the Commission's agenda on a rolling basis
- II. Launch an advisory committee with at least three community organizations to provide input on commission advocacy
  - A. Conduct at least five advocacy activities in conjunction with advisory committee members by December 31st, 2025.
- III. Create an online Seattle LGBTQ Resource Guide to help guide the community towards resources in King, Snohomish, and Pierce Counties.

### ***Increasing funding for LGBTQ people, businesses, and organizations***

- I. Increase the TEEP (Trans Economic Empowerment Funding) budget by at least 50% over the next budget cycle, specifically toward supporting trans people of color.
  - A. By engaging with and learning about the budget process at the City level.
  - B. By meeting with OED in 2024 to ensure the budget request moves forward and advocate for a budget proviso with strong follow-up.
- II. Launch a new small business advisory committee with at least three community organizations by January 2025.
  - A. Conduct at least five advocacy activities through small business advisory committees by December 31st, 2025.
- III. Partner with GSBA to provide quarterly reports and publication of LGBTQ small-businesses to spotlight on a regular basis
- IV. Offer RFPs for training programs specific to LGBTQ businesses to help them continue to learn the ecosystem of our city's economy

## **Commission Sustainability**

### ***Increasing, diversifying, and retaining membership***

- I. Grow our social media following on Facebook from 3.5k to 4.5k, on Instagram from 2.8k to 3.3k, and on X from 1.7k to 2.7k by December 31st, 2025.
- II. Fully staff the Commission by December 31st, 2025
- III. Provide the ability for the Commission to offer a stipend or honorarium along with childcare to incentivize community leaders to join and stay on the Commission
- IV. Increase and maintain diversity of commission
  - A. By implementing 3-5 social media campaigns targeted towards specific intersectional identities (young, elders, femme, trans, etc.)
  - B. By creating a diversity matrix to identify gaps and areas for growth within current commissioners
  - C. By creating and maintaining paper application forms in local community hubs such as Pride Place and Lavender Rights Project.

### ***Establishing clear, consistent practices and processes***

- I. Create and administer new mentorship program for new commissioners by June 2025
- II. Create a written, concrete manual and political engagement tips
- III. Establish and maintain a central repository for governing documents, letters, etc.



Advise

Advocate

Amplify

## **Health Equity**

### ***Supporting people, organizations, and businesses that address LGBTQ-specific health and wellness needs***

- I. Launch a new community health advisory committee with at least three community organizations by June 2024.
  - A. Conduct at least fifteen advocacy activities through community health advisory committees by December 31st, 2025.
- II. Generate a list of LGBTQIA+ mental healthcare providers offering in-person and virtual services in Seattle

### ***Increasing visibility of LGBTQ-specific health and wellness needs within the intersections of homelessness and poverty***

- I. Create info one sheet about LGBTQ shelter/housing availability to share with King County Regional Homelessness Authority (KCHRA) & public entities.
- II. Increase # of safe shelter beds available to the LGBTQ/QTBIPOC population.
  - A. By advocating with KCRHA and other organizations to have requirements in the RFP bidding process for funding
  - B. By creating space for our unhoused neighbors to tell their stories and experiences to make better systems of support and wraparound service