

LGBTQ Strategic Planning Meeting  
October 4, 2018

The aspirations of the group were: Increase access to healthcare; Celebrating Diversity/Safe Spaces; education and training; resources – community connection; outreach / visibility; safety;

Solutions included: LGBTQ Advisory Board; Events all year long (not just during Pride); LGBTQ Connection invited to train everyone: County employees, teachers, BOS, industry, hospitality, hospitals, senior services; establish a liaison; funds dedications to mental health preventative care; develop policies where underrepresented communities have a seat at the table; Page on the County website featuring LGBTQ businesses, events, services; Funding for appropriate community organizations and groups to do quality outreach; Mandatory training (LEO, all first responders, schools, justice); and, LGBTQ liaison within social structures, advocate.

Aspiration: Increase Access to Healthcare			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
Forms don't have appropriate options	Forms - bad	Individuals don't obtain services	
Lack of training for professionals providing services	Trans individual needing ob/gyn services but identifies as male	Insurance ID doesn't reflect who person is	
Insurance limits choice of provider		Difficult to find appropriate providers	
Existing programs don't have commitments or funds to cover all needs	High school wellness programs slow to implement and not sustainable	General lack of empathy	
Lack of services for mental health and board and care needs for services	No beds available	Hard to find providers/don't have timely access to services	
Lack of sex ed/sexual health information	Doesn't exist	Must leave community and families	
		Healthcare decision making challenges	
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
Make forms gender neutral/LGBTQ inclusive; "opt out" instead of "other"	Other government agencies	Better decisions by youth	
SB48 Fair Education Act – School mandate integrate with County programs	CBO's	Healthier citizens	
Provide additional program funding	Private contractors	Respectful community	
Communicate/educate staff to create inclusive community	Schools	Long-term cost savings (health, jail)	
	LGBTQ community	Maintaining strong families=strong community	
	All families		

Red indicates top vote getter(s).

Aspiration: Celebrating Diversity/Safe Spaces			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
Value placed on tourism/destination; Lack of community "home"	Decrease in Pride events/parade	LGBTQ people feel hidden in plain sight	
Lack of centralized/visible event listing – no information	People are isolated/can't find on another	MH/SUD due to isolation	
Lack of elected/decision makers advocating for LGBTQ community	No LGBTQ advertising, marketing, media	Need to leave to find more community	
Discomfort	Events target visitors rather than residents	Isolation in workplace – reservations about coming out	
Small LGBTQ community	People are leaving	Unable to find authentic self	
Lack of integration into processes, events, civic life			
Lack of courage			
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
LGBTQ Advisory Board	BOS – advisory board	Happier/healthier community	Safety - visibility
Events all year long (not just during Pride)	Funders	More inclusive	
Page on County Website	Chamber of Commerce	People stay and build life here	
Actively recruit LGBTQ workforce	Us	Increase diverse tourism	
Advertising targeting LGBTQ	Park & Rec	Boost economy – diverse population leads to diverse economy	
Normalize, discuss, name it	Library	Revitalize town	
Safe spaces – dedicated Pride festivities, flag at community offices	Starbucks	Encouraging youth to stay and be happy here	
Elected officials from LGBTQ community	County HR		
Frequent gatherings for various groups, explicitly welcome	Schools/Youth		
Concert with LGBTQ performers	LGBTQ Connection		
Park & Rec events for different interest groups	Visit NV		
Organize allies	Vintners Association		
Promote inclusion/human interaction	Senior Center		

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Aspiration: Education & Training			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
No training or education available in many agencies	Colleagues, family, and friends have no basic knowledge	Inability to engage in dialog; isolation, lack of understanding; lack of communication	
Limited or no training for employees on how to be more inclusive electronically, etc.	Do not feel safe or comfortable in many settings	Feeling invisible, not acknowledged	
County and district education systems are not acknowledging or educating teams on the Fair Education Act	Forms/Systems with only two options		
	No evidence in District		
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
LGBT invited to train everyone: County employees, teachers, BOS, industry, hospitality, hospitals, senior services	County BOS	Increase awareness	Resistance
Look at existing models to contract or support	Law Enforcement	Safe space	Funding
Find ways to work to ensure databases, forms, etc. include options outside the binary	Employers, supervisors, leaders	Level the playing field	Current administration
Advocates/liaison materials	Lawyers/Judges	A more welcoming, inclusive community	Stereotypes
LGBTQ contributions are included in NVUSD NCOE curriculum	LGBTQ people	Everyone is represented	Conservative organizations (including religious)
	Seniors	Cultural competency regarding LGBTQ community	
	Veterans		
	Chamber of Commerce		
	Hospitality industry partnership		
	All County employees		
	Parents/caregivers		

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Aspiration: Resources – community connection			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
Lack of cultural awareness	No liaison/ombudsman present	Lack of feeling safe	
Lack of acknowledgment, especially of LGBTQ seniors	No present gender neutral bathrooms	Alienated	
Lack of gender neutral bathrooms in schools	Members of LGBTQ feel lack of acceptance – higher rates of suicide and drug use	Lack of trust of heterosexuals	
Lack of integration	Lack of funding for preventative care mental health	Pushed into more closets	
Channel for stakeholder input and transparency	Lack of education in school around sensitivity	Higher rates of suicide	
Lack of ombudsman – community liaison	Suicide rates	Disparity	
Lack of funding and marketing for LGBTQ community	55% of this community is Latino; they don't feel involved	Lack of seeking healthcare	
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
Establish a liaison	City/County organizations	Camelot for everyone	Small % of people are resistant to change
Funds dedications to mental health preventative care	Local businesses	Safer, stronger community	Lack of funding
Develop policies where underrepresented communities have a seat at the table	People	Growth increases health and wellbeing for everyone	
Specify designated funding	LGBTQ activists	Supports our circle of friends and family	
Professional development training ongoing	Schools	Role model City/County	
Outreach center – dedicated funding	Teachers	Sense of belonging	
Increased access up valley	BOS	Decrease in suicide	
Create awareness in senior center for LGBTQ community	School Board	Demonstrate our value in the community	
Mandate LGBTQ outreach	Faith based CBO non-profits		
More County government presence at LGBTQ events			
Supportive services and education for families			

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Aspiration: Outreach/Visibility			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
Lack of feeling visible; isolated in the community	Pervasive anecdotal evidence "I'm part of the only lesbian couple in town."	Leave Napa to be LGBTQ	
Event that honors LGBTQ in a saturated environment	Only one organization "out front" for LGBTQ community	Lower quality of life	
Local government, city, county, civic hesitancy to acknowledge	Hate/bias crimes (also in schools)	Increased risk of substance abuse, riskier sexual behavior	
	Events happen but not everyone knows about them	Increased mental health issues	
	Only have "Pride month" events	Feel forgotten	
	Difficulty getting LGBTQ flags on public offices, no Pride parade	Not safe or open in Napa	
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
Page on the County website featuring LGBTQ businesses, events, services	Police, public safety, Sheriff, economic development stakeholders, Visit Napa Valley, LGBTQ community leaders and allies	Acknowledgement	If this is the only thing done, it is a band aid and token gesture
Funding for appropriate community organizations and groups to do quality outreach	Chamber of Commerce, LGBTQ Community/allies, funders, public safety	Accessible to those with internet	May get buried
Overarching message & campaign targeting LGBTQ across age/diversity spectrum	BOS, City Councils, Mayor, leadership, etc.	Start to a safer atmosphere	May trigger anti-LGBTQ folks
Create a taskforce or coalition to adapt events like S.F. Pride			
Invite them to our parties & events			
Be included on surveys and other outreach representation on these bodies/groups			

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Aspiration: Safety			
Specific Challenge or Problem	Evidence this Challenge or Problem Exists	Impact of the Challenge or Problem on You?	
Lack of awareness by first responders/legal community; lack of grievance process	Male dominated fields = blindness, "man box," lack of training to first responders	Fear to access services, promotes vulnerability, increased anxiety, under reporting, damage to health	
Lack of accountability for wrongs in regards to all service providers	Client anecdotes of system failure	Victimization without recourse; failure of Napa to glory in diversity/stability	
Bullying (not just youth)	Personal experience, anecdotal		
Solution			
Actions to Solve	Who Needs to Be Involved	Pros	Cons
Mandatory training (LEO, all first responders, schools, justice)	Chief of Police, justice leaders	Safety	Push back
LGBTQ liaison within social structures, advocate	School District/NVC	Decreased anxiety to access resources	Constant consensus building
Targeted hiring	BOS/City	Attractive destination for all	Upsetting status quo
Safe space training in schools, gsa/gender based violence, sexuality	HR/Personnel	Increase in overall health	
Embedded within the structures	Congressional Rep Residents/victims	Increased accountability	

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