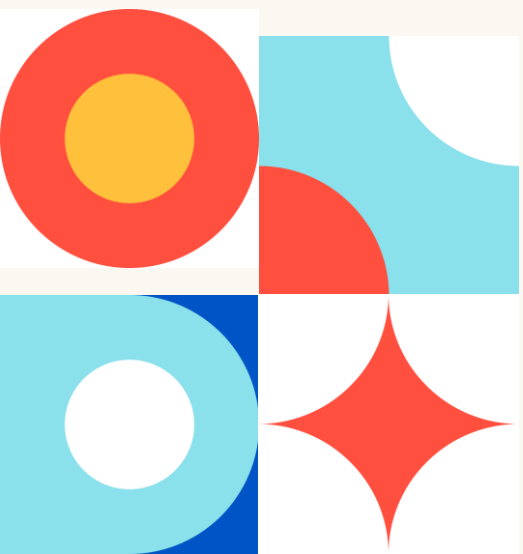


Board Referral No. 2022.24

RESPONSE



Referral Summary & Background

- Referral No. 2022.24 was submitted by Supervisor Lopez on November 3, 2022
- The Referral seeks to create a commission that monitors and makes recommendations around policies that impact LGBTQ communities, in order to provide leadership and support for the well-being and longevity of LGBTQ communities in Monterey County through coordinated, integrated approaches



Executive Summary & Research Methodology

Methodology:

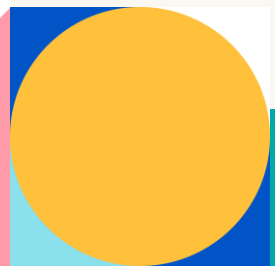
Participatory Action Research methods

February -

- CRO hosted 4 stand-alone community workshops in-person and via Zoom

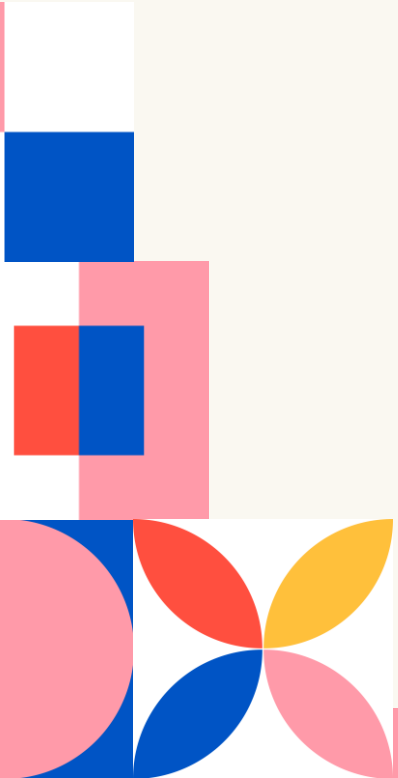
March -

- CRO explored the existing models at related government agencies to inform recommendations
- CRO held a follow-up meeting on the findings of the research found in workshops



OVERVIEW & OBSERVATIONS

An overview of the recurring themes that emerged throughout the sessions were:



MODEL ANALYSIS

01 SAN FRANCISCO LGBTQ+ COMMITTEE



02 SANTA CLARA OFFICE OF LGBTQ+ AFFAIRS

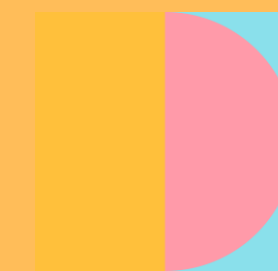
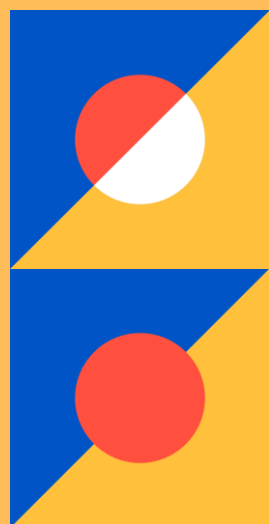


03 SAN MATEO LGBTQ+ COMMISSION



RECOMMENDATION

Collaborative



ESTIMATED PROJECT EFFORT

THE CIVIL RIGHTS OFFICE CURRENTLY

2

COMMISSIONS

1

COMMITTEE

27

HOURS PER MONTH ON AVERAGE
DEDICATED TO ONE COMMISSION



COST

Position Title	Position Type	Estimated Position Cost
Equal Opportunity Analyst	Full-time (100% FTE)	\$141,612
Equal Opportunity Analyst	Part-time (50% FTE) with benefits	\$74,306
Equal Opportunity Analyst	Part-time (50% FTE) no benefits	\$52,238
Equal Opportunity Specialist (Confidential)	Full-time (100% FTE)	\$112,017
Equal Opportunity Specialist (Confidential)	Part-time (50% FTE) with benefits	\$56,009
Equal Opportunity Specialist (Confidential)	Part-time (50% FTE) no benefits	\$37,339

Referral No. 2022.24

Civil Rights Office

THANK YOU

civilrights@co.monterey.ca.us

831-755-5117

