



## Board Report

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**File #: 23-303, Version: 1**

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Receive a Presentation and Report on Board Referral No. 2022.24 for the creation of an LGBTQ+ Commission.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a Presentation and Report on Board Referral No. 2022.24 for the creation of an LGBTQ+ Commission;
- b. Consider a response to Board Referral No. 2022.24 requesting the Civil Rights Office to provide a recommendation to the Board regarding the creation of a LGBTQ+ governing body; and
- c. Provide direction to the Civil Rights Office, as appropriate.

### SUMMARY:

The Civil Rights Office was issued a referral that 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 the County of Monterey, through coordinated, integrated approaches.

To better understand the needs of our community, the Civil Rights Office held several community engagement and listening sessions - in-person and via Zoom - in February 2023. The community engagement sessions utilized Participatory Action Research methods to gather feedback and recommendations.

The Civil Rights Office also worked with our colleagues of several counties throughout California that have a body that specifically works with LGBTQ+ communities. The goal of this research was to understand the challenges faced by the LGBTQ+ community, the opportunities to better serve the LGBTQ+ community, and the challenges, if any, faced by local governments in understanding and serving the community.

Based on community input, research, and analysis, the Civil Rights Office considered three options that could be responsive to the needs of the LGBTQ+ community: (1) a public commission subject to the Brown Act, (2) a collaborative composed of several community stakeholders, and (3) an office or staff dedicated to LGBTQ+ issues exclusively.

### DISCUSSION:

The Civil Rights Office, based on the community listening and engagement sessions, research, and analysis, concluded that a collaborative ("Collaborative") is the best option to be responsive to the needs of the LGBTQ+ community at this time.

In the version envisioned by the community, the "Collaborative" would include representation from local community organizations that are already advancing LGBTQ+ initiatives. Some of these organizations could include Salinas Valley Pride, Monterey Peninsula Pride, and Monterey County Behavioral Health, the Civil Rights Office, and other nonprofits and public agencies that work towards advancing LGBTQ+ issues.

Whatever form it took, research showed that offices that dedicate resources towards working with the LGBTQ+ community had at least one staff person dedicated to their LGBTQ+ body. Currently, the Civil Rights Office has five staff members: the Civil Rights Officer, three analysts, and one administrative secretary. The Civil Rights Office already manages two public commissions - the Commission on Disabilities and the Equal Opportunity and Civil Rights Advisory Commission, and one committee - the Equal Opportunity Committee. As a result, the Civil Rights Office's resources would be severely stretched without added support, potentially compromising its other functions. To most effectively dedicate the time needed to the creation of this body, the Civil Rights Office recommends at least one half-time employee (.5 fulltime employee, or FTE) to oversee the start of this body. Once set up, this employee would also help the Civil Rights Office with its other public bodies and committee, increasing engagement and collaboration between the different bodies.

OTHER AGENCY INVOLVEMENT:

LGBTQ+ Professionals Employee Resource Group, Salinas Valley Pride, Monterey Peninsula Pride, Monterey County Libraries, Monterey County Behavioral Health, the Cities of Marina and Monterey, and the Equal Opportunity and Civil Rights Advisory Commission. County Counsel has reviewed the attachments.

FINANCING:

To achieve this goal, the Civil Rights Office will need additional support to set up and coordinate the collaborative. Currently, the Civil Rights Office expends the following resources in managing one of its two public commissions and committee: the Civil Rights Office currently spends on average 27 total hours per month dedicated to one commission. Those 27 hours include time spent by the Civil Rights Officer, an Analyst, and an Administrative Secretary - Confidential to prepare the agenda, interact with the commissioners, schedule the meetings and presenters, compliance with the Brown Act, and attend the meeting. In the chartering of the body, the Civil Rights Office expects a heavy lift requiring at least a half-time employee working 20 hours per week; i.e., .5 Full-Time Employee (FTE). We reviewed possible options that would achieve that goal at the least amount of cost.

The recommended financial support needed for the creation of a new governing body specific to LGBTQ+ issues is one additional staff to support the work needed, and options for cost are as follows:

| Position Title                              | Position Type                     | Estimated Position Cost |
|---|-----------------------------------|-------------------------|
| Equal Opportunity Analyst                   | Full-time (100% FTE)              | \$148,612               |
| 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 | \$56,006                |
| Equal Opportunity Specialist (Confidential) | Part-time (50% FTE) no benefits   | \$37,339                |

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors' Strategic Initiatives

- Economic Development
- X Administration
- X Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Naudia Velarde, Associate Equal Opportunity Analyst, x6615

Approved by: Juan P. Rodriguez, Civil Rights Officer, x6614

Attachments:

Attachment A - Board Referral No. 2022.24 re LGBTQ+ Commission

Attachment B - LGBTQ+ Report Study by the Civil Rights Office

(Attachments on file with the Clerk of the Board)