



County of Monterey

Item No.17

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: PAR 26-013

June 02, 2026

Introduced: 5/19/2026

Current Status: Agenda Ready

Version: 1

Matter Type: Preliminary Analysis
Report

Consider a preliminary analysis report in response to Board Referral No. 2026.09 seeking to designate Monterey County as a Sanctuary County for Transgender, Gender Queer, Non-Binary, Gender Fluid, and Intersex Individuals.

RECOMMENDATION:

It is recommended that the County of Monterey Board of Supervisors:

- a. Receive a preliminary analysis report in response to Board Referral No. 2026.09;
- b. Provide direction on a preferred referral processing option:
 - i. Proceed with completion of referral as outlined in preliminary report;
 - ii. Proceed with completion of referral based on modifications by Board;
 - iii. Return to Board with a more comprehensive analysis of referral and anticipated effort for completion; or
 - iv. Rescind referral.
- c. Provide further direction, as appropriate.

SUMMARY:

The Health Department and Civil Rights Office were assigned Board Referral No. 2026.09 on May 12, 2026, seeking the Board of Supervisors' consideration to adopt a resolution declaring the County of Monterey as a sanctuary county for transgender, gender queer, non-binary, gender fluid, and intersex individuals, affirming the right to live authentically and safely. Staff from the Health Department and Civil Rights Office had an initial discussion to review the referral and are coordinating discussions with the County's LGBTQ+ Employee Resource Group (ERG) to prepare a final draft of a resolution for presentation to the Board of Supervisors at an upcoming meeting in June 2026.

PRELIMINARY ANALYSIS:

Background:

Board Referral No. 2026.09 was assigned to the Health Department and Civil Rights Office on May 12, 2026, to explore designating Monterey County as a Sanctuary County for Transgender, Gender Queer, Non-Binary, Gender Fluid, and Intersex Individuals. Additionally, this referral seeks the Board of Supervisors' consideration to adopt a resolution declaring the County of Monterey as a sanctuary county for transgender, gender queer, non-binary, gender fluid, and intersex individuals, affirming the right to live authentically and safely.

Project Description:

Senate Bill 107, enacted in 2022, affirms California continues to lead the nation in protecting

LGBTQ+ rights by ensuring critical legal protections are in place for individuals seeking or providing gender-affirming health care, albeit not without its challenges as other states' policies are more restrictive and could infringe on individuals' rights. Counties like the County of Monterey, which pride themselves in embracing diversity and inclusivity, are affirming they provide safe, secure, and accessible essential services to all, especially those identifying as LGBTQ+.

The County of Monterey, through its Health Department's Clinic Services and Behavioral Health Bureaus, Natividad, and through its extensive Behavioral Health provider network, is taking steps necessary to ensure staff are trained to identify and address the specialized physical and mental health needs of LGBTQ+ patients, that spaces are welcoming and inclusive, and that appropriate referrals are made to best meet the varied needs of our patients and clients. Rainbow Connections, an Innovations project funded by the Mental Health Services Act (MHSA) that interconnects youth serving systems with community-based organizations to cultivate environments of support, inclusion, and belonging for LGBTQ+ youth that provide optimal conditions for them to grow, learn, and thrive. Although the MHSA innovation grant is approaching its fourth and final year of implementation, the systems changes, established infrastructure and interconnectedness that have been created between youth, providers, and organizations will be sustained beyond project completion

The County of Monterey, through its LGBTQ+ ERG, provides a safe space to speak about LGBTQ+ issues in the workplace, provides opportunities for advancement and development, and strives to build a culture that fosters awareness, respect, and inclusion in the workplace.

By adopting a Transgender Sanctuary Resolution, drafted with input from above mentioned County departments and ERG staff, the County reinforces its commitment to advance equity, inclusivity, justice, and protection of human rights, aligning local policy with State law, and ensuring the County remains a refuge of safety, dignity, and support for all member of our community, regardless of their gender identity or expression.

Estimated Project Cost:

We do not anticipate there being any cost associated for staff to meet, discuss, and draft resolution for the Board's consideration.

Staffing Level Estimate:

Staff from the Health Department, Civil Rights Office, and LGBTQ+ ERG will be able to absorb request to draft resolution within existing workload.

Departmental Challenges:

Due to the upcoming County holiday, the deadline for submitting board agenda items for June 2, 2026, was moved up, not allowing the departments sufficient time to meet, discuss, and draft a resolution for presentation to the Board of Supervisors.

Proposed Response Date:

Staff anticipate presenting final draft of a resolution to the Board for consideration at the June 16, 2026, meeting.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

This recommendation advances the Board of Supervisors' Well-Being and Quality of Life Strategic Goal and Key Objective: Provide service enhancements to support well-being and quality of life.

Mark a check to the related Board of Supervisors Strategic Plan Goals:

- Well-Being and Quality of Life
- Sustainable Infrastructure for the Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Dynamic Organization and Employer of Choice

Prepared and Approved by: Elsa Mendoza Jimenez, Director of Health Services, 755-4526

Approved by: Juan P. Rodriguez, Civil Rights Officer, 759-6614

Attachments:

Preliminary Analysis Report

Board Referral No. # 2026.09

Proposed Resolution