



***Annual Work Plan 2020-21***

Visibility Group: Krystle Cansino, Giuliana Garcia, Steve Disselhorst, Bismay Mishra, and Chris Sturken

**Goal I: Increase visibility for LGBTQ in the community as well as LGBTQ Commission**

<b>Objective A: June PRIDE Progress flag awareness and raising across the county.</b>				
<b>Action Steps</b>	<b>Responsibilities</b>	<b>Timeline</b>	<b>Indicators of Progress</b>	<b>Status</b>
Identify cities, businesses, and municipal buildings we plan to invite to join the Visibility campaign.	<b>Visibility Group</b>	<b>March 2, 2021</b>		<b>In Progress</b>
Update materials to include Progress Flag, Develop a Press Kit for Commission and members of the public to utilize.	<b>Visibility Group</b>	<b>End of March</b>		<b>In Progress</b>
Each Commissioner chooses 2 cities to take lead on.	<b>All Commissioners</b>	<b>March 2, 2021</b>		<b>In Progress</b>
Identify contact information for each invitation: city clerk, Library Director, Fire Chief, etc..	<b>All Commissioners</b>	<b>End of March</b>		<b>Not Started</b>
Send out all invites, proclamation templates, and Progress Flag educational resources and follow up as needed	<b>All Commissioners</b>	<b>April 2021</b>		<b>Not Started</b>
Possibly present at a city council meeting in order to educate city council on the importance of using the Progress Flag. And recruit community members as needed to support Visibility campaign	<b>All Commissioners</b>	<b>April-May 2021</b>		<b>Not Started</b>

Attend City Council meetings where they plan to approve the proclamation and possibly make public comments highlighting the importance of raising the Progress Flag during Pride Month	<b>All Commissioners</b>	<b>May-June 2021</b>		<b>Not Started</b>
Attend Flag Raising in person or virtually	<b>All Commissioners</b>	<b>May-June 2021</b>		<b>Not Started</b>
Debrief and feedback report	<b>All Commissioners</b>	<b>June 2021</b>		<b>Not Started</b>

<b>Objective B: Community Involvement and Engagement Initiative - Events</b>				
<b>Action Steps</b>	<b>Responsibilities</b>	<b>Timeline</b>	<b>Indicators of Progress</b>	<b>Status</b>
Support/Promote/Attend Black History Month events with community partners: African-American Community Initiative & SMC Pride Center	<b>Visibility Group</b>	<b>February</b>	Promote/Attend	<b>In progress</b>
Health and Resources Fair	<b>All Commissioners</b>	<b>June 2021</b>		<b>Not started</b>
Support/Promote Transgender Day of Remembrance	<b>All Commissioners</b>	<b>November 2021</b>		<b>Not Started</b>