



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Motion 15603

Proposed No. 2019-0479.2

Sponsors McDermott, Dembowski,
Upthegrove, Kohl-Welles, Zahilay and
Balducci

1 A MOTION approving an initial framework for the King
2 County gender identity and sexual orientation inclusion task
3 force.

4 WHEREAS, Motion 15162 requires that an initial framework and motion be
5 transmitted by within three months of the task force’s first meeting, and

6 WHEREAS, the initial framework includes an outreach plan, estimated budget,
7 and timeline for completing the work, and

8 WHEREAS, the council’s approval of the initial framework does not appropriate
9 the funds requested and will require separate action by the council;

10 NOW, THEREFORE, BE IT MOVED by the Council of King County:

11 The Gender Identity and Sexual Orientation Inclusion Task Force Initial

12 Framework, which is Attachment A to this motion and complies with Motion 15162, is
13 hereby approved.

14

Motion 15603 was introduced on 2/4/2020 and passed by the Metropolitan King County Council on 2/25/2020, by the following vote:

Yes: 9 - Mr. von Reichbauer, Ms. Lambert, Mr. Dunn, Mr. McDermott, Mr. Dembowski, Mr. Upthegrove, Ms. Kohl-Welles, Ms. Balducci and Mr. Zahilay



KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

Claudia Balducci, Chair

ATTEST:

Melani Pedroza, Clerk of the Council

Melani Pedroza, Clerk of the Council

Attachments: A. King County Gender Identity and Sexual Orientation Inclusion Task Force Initial Framework

King County Gender Identity and Sexual Orientation
Inclusion Task Force

Initial Framework

11/7/2019

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Indigenous Land Acknowledgement

We at King County acknowledge that we are on the unceded ancestral lands of the Duwamish people. A people past and present who have stewarded it throughout the generations, and we honor with gratitude the land itself and the Duwamish people.

What is a land acknowledgment?

A land acknowledgement recognizes and honors Indigenous people as traditional stewards of the land.

Why acknowledge indigenous land?

“It is important to note that this kind of acknowledgement is not a new practice developed by colonial institutions. Land acknowledgement is a traditional custom dating back centuries for many Native communities and nations. For non-Indigenous communities, land acknowledgement is a powerful way of showing respect and honoring the Indigenous Peoples of the land on which we work and live. Acknowledgement is a simple way of resisting the erasure of Indigenous histories and working towards honoring and inviting the truth.” www.duwamishtribe.org/

Executive Summary:

Established by King County Motion 15162, the King County Gender Identity and Sexual Orientation Inclusion Task Force (the “Task Force”) is charged with making recommendations to the County Executive on how King County government can be more accessible and inclusive of all genders and sexual orientations.

The Task Force’s goals, objectives, and deliverables outlined in Motion 15162 will help guide the Task Force’s work as it endeavors to assess county policies and processes to create recommendations for meaningful and lasting improvements in the service delivery and customer experience of impacted groups and individuals accessing county services and interfacing with county processes.

Per Motion 15162, the 21-member Task Force is made up of advocates, experts, and community leaders who are deeply engaged in the work of serving the LGBTQ+ communities of King County, as well as members from King County government. Membership includes representatives from the King County Council, the King County Executive’s office, the King County Department of Human Resources, the Ingersoll Gender Center, the Gender Justice League, the People of Color Against AIDS Network, Entre Hermanos, U.T.O.P.I.A., Seattle Counseling Service, Gay City, Greater Seattle Business Association, SURGE Reproductive Justice, the ACLU, Generations Aging with Pride, Seattle Indian Health Board, Chief Seattle Club, Legal Voice, and the Pride Foundation.

This work plan:

- ✓ Summarizes the Task Force’s goals and objectives
- ✓ Defines key deliverables and milestones
- ✓ Outlines the Task Force’s approach to the work
- ✓ Proposes a budget and timeline
- ✓ Maps external engagement and public outreach

Goals and Objectives

The **goals** of this task force, as outlined in Motion 15162 are:

1. Review and recommend revisions county administrative processes to allow for the spectrum of gender identity and consideration of sexual orientation.
2. Recommend revisions to county administrative processes to allow for more than two gender options.
3. Develop a recommended countywide gender identity and sexual orientation inclusion strategy and accompanying report with recommendations to implement the use of an additional gender designation or designations in all appropriate administrative processes in use by county departments.

Guiding principles outlined by members of the Task Force include:

1. A commitment to work equitably and develop recommendations from a standpoint that centers communities most impacted, including, but not limited to:
 - a. Gender expression, sexual characteristics, sexual orientation and expression, cultural identity, age, race, ability, and income level.
2. A desire to work intersectionally in an effort to develop recommendations that seek to reduce harm for those who interact with and utilize county systems and services.

The **objectives** of this task force, as outlined in Motion 15162 are to:

1. Review the Washington state Board of Health ruling regarding changing the sex designation on birth certificates allowing for a third option to indicate a gender that is not exclusively male or female, and to determine what changes the county may need to make in response to the new ruling;
2. Consult with county departments and community groups to assess the current state of questions regarding gender identity and sexual orientation in King County administrative processes, including, but not limited to, forms, questionnaires and interviews;
3. Identify administrative processes that are suitable to be modified for gender identity and sexual orientation inclusion while considering potential complications if a process gathers information used by other government agencies;
4. Develop a recommended statement of intent to address gender identity and sexual orientation inclusion in identified King County administrative processes;
5. Assess the experience of individuals accessing county services and providing requested gender identity and sexual orientation information, including, but not limited to, possible implications of requesting the disclosure of gender identity and sexual orientation information, and identify strengths and weaknesses in the current state of customer service; and

6. Make training recommendations for county employees to achieve excellent customer service which address concerns of task force members.

Key Deliverables and Milestones

Task Force Initial Framework

The initial framework includes a budget and timeline for the development of a recommended Gender Identity and Sexual Orientation Inclusion Strategy and accompanying report with recommendations. The initial framework was drafted by Executive Staff based on direction from Task Force members during the meetings listed below and was reviewed by Task Force members at least twice prior to transmittal. Staff from the Executive's office and the Department of Human Resources provided staff resources to support the Task Force members during the development of the initial framework.

To-date, the Task Force engaged in four meetings over a four-month period to develop this initial framework for completing the work outlined in the motion.

Meeting 1 – Thursday, June 27th, from 6:00-8:00pm

Meeting 2 – Tuesday, July 30th, from 9:00am-Noon

Meeting 3 – Tuesday, August 20th, from 9:00am-Noon

Meeting 4 – Friday, September 13th, from 1:00-4:00pm

Executive Office staff will transmit this Work Plan to the King County Council for consideration and adoption no later than November 8, 2019.

Recommended Gender Identity and Sexual Orientation Inclusion Strategy Report

The Task Force will meet over a 12-month period as outlined in motion 15162 to conduct a review of all King County services and programs. The output of this review will be a recommended gender identity and sexual orientation inclusion strategy to be implemented throughout King County government systems.

In order to complete this work, the Task Force will engage the public by utilizing a number of proactive outreach and engagement tactics, including but not limited to:

- hosting public focus groups
- utilizing public comment tools
- creating a website that includes meeting information and materials
- conducting formal and informal briefings with stakeholders

The Task Force will deliver its report to the King County Executive's office and County Council within one year of the approval of the initial framework. The Task Force may also provide interim updates to the council as the task force deems appropriate or as may be requested by the council.

Task Force Approach

The Task Force will work in phases to:

1. Learn about King County's various departments and lines of business
2. Define issues and areas of potential improvement,
3. Explore solutions, and
4. Develop recommendations

Phase I: Defining issues and areas of potential improvement:

The Task Force, in partnership with King County and with consultant support, will conduct a review of all King County departments with the following areas of focus:

- Business Systems (online forms, customer service, etc.)
- Policy
- Service Delivery
- Advocacy
- Training and Evaluation
- Data Collection

Departments of particular interest, due to the nature of their services, include:

- The Department of Community and Human Services
- The Department of Public Health
- The Department of Adult and Juvenile Detention
- The Department of Executive Services
- The Department of Elections
- The Department of Human Resources
- The King County Sheriff's Office
- The Department of Local Services
- The Department of Community and Human Services
- The Department of Public Health

The Task Force may request briefings from department staff or outside agencies who may be doing similar work, conduct focus groups with customers who have received county services, or consult outside experts in order to develop the recommended gender identity and sexual orientation inclusion strategy. The Task Force may also establish an advisory panel with members who have expertise on specific topics to be discussed.

Phase II: Explore Solutions:

The Task Force will also conduct a review of current policies, best practices, and similar efforts addressing gender identity and sexual orientation inclusion to provide a foundation for the Task Force to explore new solutions. The Task Force will receive policy information through written materials in advance of Task Force meetings, and presentations and discussion at Task Force meetings throughout the project.

Phase III: Recommendations:

The Task Force will conclude with recommendations to be assessed and implemented across King County government. As the Task Force begins to explore solutions, recommendations may emerge, and by late spring of 2020, the Task Force should be primarily focused on recommending policy changes and strategies for adoption. The Task Force’s work will culminate in draft and final reports, suitable for dissemination to the public and policymakers region-wide.

Budget and Timeline

Task Force Timeline and Phases: FY 2020

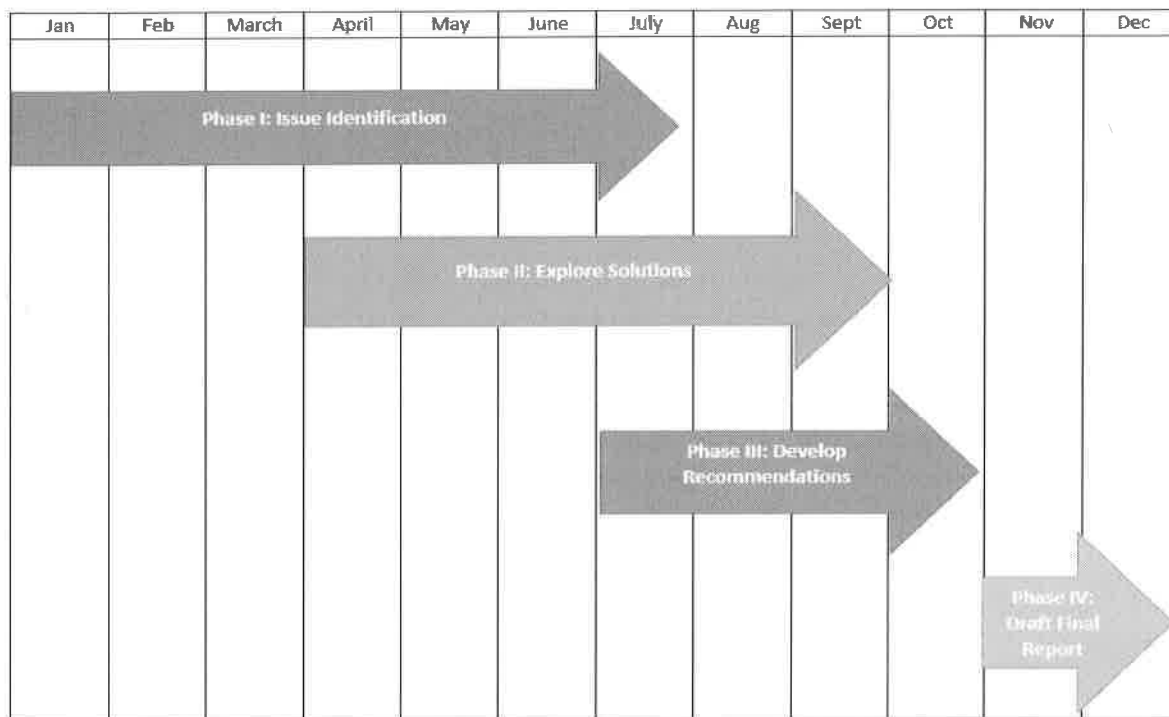


Figure 1 Working Project Schedule: FY 2020

As requested in Motion 15162, this initial framework includes a detailed budget request developed by staff in the Department of Human Resources and refined by and ultimately approved by Task Force members.

In order to effectively and productively complete its work, the Task Force is requesting a budget range of \$174,565 - \$240,752 to hire a consultant with demonstrated experience working with historically marginalized communities, specifically LGBTQ+ populations to support the work of the Task Force through the duration of its work and to also hire a term limited employee to staff the Task Force and manage the collection of information about administrative processes and forms that may need adjustments as per direction in Motion 15612. County staff will work with Task Force members to develop a scope of work, solicit a request for proposals, and conduct interviews with potential

candidates. The Executive Department will house the temporary PPM III TLT position so that they can work closely with Executive staff and staff from the Office of Equity and Social Justice.

Of particular note in the detailed budget breakdown below, an honorarium is included to compensate task force members for their service on and commitment to the work of the Task Force. A recent report by Funders for LGBTQ Issues¹ estimate that for every \$100 awarded by U.S foundations, 28 cents specifically support LGBTQ issues Furthermore, a similar report by Grantmakers United for Trans Communities² estimates that for every \$100 dollars awarded by U.S foundations, less than three cents benefits trans communities. The task force discussed the issue of honorarium in depth and estimated that 15 task force members spending three hours per month in meetings, and spending 2-5 hours preparing and consulting with community members ahead of meetings over a twelve month period is a collective 900-1,400 hours of service to the task force process. Task force members stated that by not compensating marginalized communities for their expertise and time as it relates to the Gender Identity and Sexual Orientation Inclusion Task Force process, there is a reinforcement of a power imbalance between the government and community organizers/organizations. By including honorarium as part of the overall budget request for this process, King County may have the opportunity to honor the work of community organizers that work to keep our communities safe by way of modest compensation.

Please see a more detailed budget breakdown below:

- I. PPM III 1-year TLT to staff the task force and manage collection of information about administrative processes and forms that may need to be adjusted based on Task Force recommendations:
 - i. Full-time PPM III salary range: \$86,345 - \$109,446 annually. With benefits: \$116,565- \$147,752
- II. Consultant to staff task force, support community engagement, write inclusion strategy plan, liaise with TLT and county staff on overall task force staffing and coordination of deliverables:
 - i. Range: \$40,000-\$75,000 based on staffing of other task forces with relatively straightforward deliverables (have not asked for proposals from any consultants)
- III. Honorarium for Task Force participants, based on need (aligned with ESJ recommendations):
 - i. \$100 per meeting per month
 1. 15 members * \$100 * 12 months: \$18,000

Total Budget Range: \$174,565 - \$240,752

Once the consultant has been selected and brought on board, the Task Force will reconvene to begin its work to develop a recommended gender identity and sexual orientation inclusion strategy and accompanying report with recommendations.

¹ Funders for LGBTQ Issues 2017 Tracking Report: LGBTQ Grantmaking by U.S. Foundations

² Funders for LGBTQ Issues Grantmakers United for Trans Communities Report: Foundation Funding for U.S. Trans Communities

Stakeholder Engagement and Public Participation

The Task Force will engage stakeholders and the public by utilizing the following engagement strategies:

1. Convene public focus groups and invite key stakeholders to participate
2. Create an online public comment tool or county inbox to receive public commentary
3. Create a county landing page where meeting materials and minutes will be posted
4. Invite county staff, clients, and experts to Task Force meetings, as appropriate

In their stakeholder engagement efforts, the Task Force will consult with and may request briefings including, but not limited to the following entities and organizations:

- The King County Immigrant and Refugee Commission
- The King County Women's Advisory Board
- Healthier Here
- The City of Seattle Community Policing Commission
- The City of Seattle LGBTQ Commission
- Disability Rights Washington
- The Seattle Transitional Grant Area HIV Planning Council
- WA State LGBTQ Commission
- WA State DSHS Aging and Disability Services Administration

References

Issues, F. f. (2019, March). *lgbtfunders.org*. Retrieved from https://lgbtfunders.org/wp-content/uploads/2018/02/2017TrackingReport_Infographic_Final.pdf

Issues, G. U. (2018, July). *lgbtfunders.org*. Retrieved from https://lgbtfunders.org/wp-content/uploads/2018/07/GUTC_Foundation_Funding_for_U.S._Trans_Communities.pdf