

# Los Angeles County LGBTQ+ Commission Annual Report

June 2024 – June 2025



EXECUTIVE OFFICE



BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES



LA COUNTY  
**LGBTQ+**  
COMMISSION

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**We are very grateful** for the varied experience, skill, and expertise of the below listed commissioners. There were 14 of the 15 members seated as of June 2025. It should be noted, the Assessors recommendation for appointee, was approved by the Board of Supervisors in July 2025. We have listed the commissioners in alphabetical order by last name, after the executive team and includes seated commissioners as of June 30, 2025:

COMMISSIONER/PRONOUNS	ROLE	APPOINTED BY
<b>Héctor Trinidad Plascencia</b> They/Them, We/Us	<i>Chair</i>	Supervisor Solis
<b>Sydney Rogers, MSW</b> She/Her/Hers	<i>Vice Chair</i>	Supervisor Horvath
<b>Terra Russell-Slavin</b> She/Her/Hers, They/Them	<i>Second Vice Chair</i>	Recommended by the Sheriff, appointed by the Board of Supervisors
<b>Dr. Jerry P. Abraham, MD, MPH, CMQ</b> Any/All	<i>Commissioner</i>	Supervisor Mitchell
<b>Nic Arnzen</b> He/Him/His	<i>Commissioner</i>	Supervisor Barger
<b>Steven Fisher</b> He/Him/His	<i>Commissioner</i>	Supervisor Solis
<b>Talha Khan-Valbuena</b> He/Him/His	<i>Commissioner</i>	Recommended by the District Attorney, appointed by the Board of Supervisors
<b>Jer-Adrianne Lelliott</b> She/Her/Hers	<i>At-Large Commissioner</i>	Recommended by the Commission, appointed by the Board of Supervisors
<b>Tonya Martin</b> She/Her/Hers	<i>Commissioner</i>	Supervisor Hahn
<b>Eddie Martinez</b> He/Him/His	<i>Commissioner</i>	Supervisor Hahn
<b>Eric Nakano</b> He/Him/His	<i>Commissioner</i>	Supervisor Barger
<b>Alejandro Soria, LMFT</b> He/Him/His	<i>Commissioner</i>	Supervisor Horvath
<b>Luis Vasquez</b> He/Him/His	<i>Commissioner</i>	Supervisor Mitchell
<b>Yolanda Whittington, LCSW</b> She/Her/Hers	<i>At-Large Commissioner</i>	Recommended by the Commission, appointed by the Board of Supervisors

As of June 30, 2025, the staff for the Commission include:

- **Sunitha Menon, LMSW**, She/Her/Hers, They/Them, *Executive Director*
- **Annie Patpatian**, She/Her/Hers, *Management Analyst*



## Imaginations from the Chair

Trans and Queer people hold the capacity to transform this world. When we are given the opportunity to do so. It is within our very nature, as a people, to exist beyond who we are told we are supposed to be and what we are told we are supposed to do. LGBTQ+ people are living within a pivoting point in our country, and within a purposeful position in Los Angeles County.

As the inaugural LGBTQ+ Commission of Los Angeles County, we were provided with the privilege to establish infrastructure and direction towards our collective path—a future within LA County that models the impact, importance and innovation of Trans and Queer excellence.

Our place within Los Angeles County is timely. As the nation quickly and quietly responds to the command for erasure and exclusion of Trans and Queer people, our Board of Supervisors reject the call and advances Supervisor Soli's motion to create the LGBTQ+ Commission.

Within our first year as the LGBTQ+ Commission, we established priority issues, identified priority communities, and created strong relationships to set the standard for collective vision making. A practice that honors the existing labor and expertise of community leadership, county departments and the inventiveness of our exceptional LGBTQ+ commissioners.

As a unified commission, we are very active. We've carried out 10 ad hoc subcommittees and established a sturdy foundation for the guidance of the Community Engagement Standing Subcommittee. All subcommittees are deliberately created to respond to community needs, collaborate for systemic effectiveness and to celebrate the expansiveness of our people.

What is clear moving forward, under deliberate eradication, is we need each other, and action is required. Allyship is an action word, practiced in solidarity. Gracias to all community groups, organizations, departments, commissions and individual people that willingly and openly partner with the LGBTQ+ Commission. We look forward to continuing to create a different world together - starting in our home of Los Angeles County, for the nation to follow.



Héctor Trinidad Plascencia,  
*Chair, LGBTQ+ Commission of Los Angeles County*



## Acronyms and Terms/Definitions

The following acronyms and definitions are commonly used throughout this report. They are presented in alphabetical order for ease of reference. Unless otherwise noted as Los Angeles County–specific, all definitions are adapted from the Human Rights Campaign Glossary of Terms, GLAAD Media Reference Guide, or Stonewall Glossary of Terms.

### **ARDI**

Anti-Racism, Diversity, & Inclusion. A Board-directed priority within Los Angeles County's Strategic Plan.

### **Asexual**

Someone who does not experience sexual attraction or an intrinsic desire to have sexual relationships (Asexual Visibility & Education Network, 2021).

### **BIPOC**

Acronym for Black, Indigenous, and People of Color

### **Bisexual**

A sexual orientation used to describe people who have the potential to experience attraction to more than one gender (American Psychological Association, 2017).

### **CESS**

Community Engagement Standing Subcommittee (of the LGBTQ+ Commission).

### **Gay**

An adjective used to describe people who have physical, romantic, and/or emotional attraction to people of the same gender. Historically, the word gay has most often been used to refer to men who are attracted to men. However, it is now common for the word to be used outside of that specific context (The Trevor Project, 2021).

### **Gender**

The spectrum of masculinity, femininity, gender expansive, and nonbinary status that includes expression, identity, behavior, and sociocultural constructions. "In a human context, the distinction between gender and sex reflects the usage of these terms" (American Psychological Association, n.d., Gender Definition 1).

### **Gender-Diverse/Gender Expansive/ Gender Nonconforming (GNC)**

Phrases that describe groups of people who are not cisgender but do not always self-describe as trans. Gender-diverse may be more appropriate when referring to a group that includes trans and cis people (a gender-diverse applicant pool). Gender expansive is more appropriate when referring to non-cisgender people. Either is more specific than gender nonconforming, which describes gender presentation rather than gender identity and can apply to both cisgender and transgender people (Trans Journalists Association, 2023).

### **Intersex**

Someone born with reproductive anatomy, chromosomes, or hormone levels that don't fit into strict binary understandings of male and female sex. Intersex people can be any gender and may or may not consider themselves trans. Further, not all people with intersex traits publicly identify as intersex (Trans Journalists Association, 2023).

### **Lesbian**

The word lesbian can be used as a noun or an adjective, and it refers to women who have physical, romantic, and/or emotional attraction to other women. Some lesbian women may prefer to identify as gay or as gay women (The Trevor Project, 2021).

### **LGBTQ+**

Acronym for Lesbian, Gay, Bisexual, Transgender, Queer/ Questioning, with "+" signifying inclusion of additional sexual orientations and gender identities beyond those listed.

### **LGBTQIA+**

Expanded acronym that stands for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, and others. The "+" represents additional identities such as Pansexual and Two-Spirit.

### **Queer**

An umbrella term describing sexual orientations and gender identities that go beyond heterosexual/straight and cisgender. Any LGBTQIA+ person may identify as queer. The term "queer" was historically a slur used against the LGBTQIA+ community (UCSF, 2024).

### **Sexuality/Sexual Orientation**

An enduring emotional, romantic, sexual or affectional attraction or non-attraction to other people. Sexual orientation can be fluid. A person may use multiple labels to represent their sexual orientation (UCSF, 2024).

### **TGI**

Acronym for Trans, Gender Expansive, and Intersex identities.

### **TGEI2S+**

Acronym for Trans, Gender Expansive, Intersex, and Two-Spirit. The "+" signifies inclusion of other related identities.

### **TGI WEI**

Transgender, Gender Expansive, and Intersex Wellness and Equity Initiative (Los Angeles County program).

### **Trans**

A term used for someone whose gender is not — or not exclusively— the one they were assigned at birth. It is widely understood to be short for transgender, though some may also use it in place of transsexual (Trans Journalists Association, 2023).



## Executive Summary

The LGBTQ+ Commission (the Commission) held its inaugural meeting on June 11, 2024. This first annual report highlights the Commission's accomplishments and challenges from that meeting through June 30, 2025, and outlines its priorities for the year ahead.

### Key Accomplishments

During its first year, the Commission built a strong foundation and advanced meaningful initiatives across Los Angeles County. Highlights include:

- Adoption of the Commission's first Strategic Plan, articulating its vision, mission, core values, priority areas, and priority populations.
- Creation of the Commission's logo and website, launched in October 2025.
- Appointment of two at-large commissioners in March 2025.
- Convening of 12 full Commission meetings and 76 subcommittee meetings across 10 established subcommittees.
- Engagement with over 55 LGBTQ+ community-based organizations, fostering long-term partnerships for collaboration and advocacy.
- Providing advice and recommendations in more than 100 meetings with County departments on LGBTQ+ issues.
- Co-leading the May 2025 Wildfire Town Hall in Altadena, supporting LGBTQ+ residents affected by the January wildfires.
- Organized the 2025 Progress Pride Flag raising at the Kenneth Hahn Hall of Administration.
- Participating in 35+ Pride events across the County, from Santa Clarita to Long Beach and Glendora to the San Gabriel Valley.
- Advising Executive Office Human Resources on inclusivity initiatives, including the optional use of pronouns in welcome emails for new staff.
- Delivering LGBTQ+ inclusiveness training for LA County Internal Services Department managers and employees.
- Provided guidance to the Department of Public Health, Department of Mental Health, Fire Department, ARDI, on specific actions related to Board's motions and community concerns.

These achievements reflect the dedication, time, and commitment of Commissioners and staff, supported by strong partnerships with Supervisorial offices.





## Executive Summary (continued)

### Challenges

The Commission also encountered significant challenges during its first year:

- **Capacity and transitions:** Changes in commissioner membership, combined with limited staff capacity, impacted timelines.
- **Federal policy impacts:** Escalating anti-LGBTQ+ and anti-TGI sentiment at the federal level placed unprecedented personal and professional stress on Commissioners and their organizations.
- **Wildfire disruption:** Two Commissioners lost their homes in the January 2025 wildfires, prompting the Commission to pause work temporarily to prioritize recovery and support.
- **Immigration enforcement:** Increased raids and anti-immigrant sentiment created fear and discouraged public participation in meetings. The Commission emphasized virtual participation options and direct outreach to ensure community voices continue to be heard.

Despite these challenges, Commissioners demonstrated resilience and a steadfast commitment to advancing the Commission's mission.



### Looking Ahead

As the Commission moves into its second year, it will continue to align its work with the capacity of its commissioners and staff while advancing its five priority areas:

- **County workforce**
- **Youth**
- **Health and mental health**
- **Safety**
- **Housing and homelessness**

The Commission will also remain focused on priority populations, including TGEI2S+ people, queer women and lesbians, system-impacted individuals, and people with diverse abilities.

In the coming year, the Commission anticipates increased attention on issues stemming from federal policy changes, including:

- **Protecting access to gender-affirming care for transgender and queer youth.**
- **Supporting LGBTQ+ residents with varied immigration status.**
- **Addressing safety concerns of the TGI community, with particular attention to Black and Brown TGI individuals in interactions with law enforcement.**

The Commission is grateful to the Board of Supervisors for its establishment and continued support. Guided by the Strategic Plan, the Commission looks forward to providing actionable advice and recommendations to improve the lives and wellbeing of LGBTQ+ people throughout Los Angeles County.





# MISSION STATEMENT

## Mission, Vision, and Core Tenets

In July 2024 the Commission approved an ad hoc subcommittee to develop the Commission's first Strategic Plan (Appendix 1), including the vision, mission, and core tenets, which was presented and approved by the Commission in December 2024.

**Mission:** The Los Angeles County LGBTQ+ Commission advocates for systemic change through community engagement, advisement and recommendations of county policies, budgets, programs and legislation affecting the well-being of TGEI2S+ and LGBQA+ communities.

**Vision:** The Los Angeles County LGBTQ+ Commission is a social justice and equity oriented advising body that engages all aspects of the County to achieve full-lived equality for LGBTQ+ individuals and communities.

**Core Tenets:** The tenets of the Los Angeles County LGBTQ+ Commission include:

- **Systemic Justice:** The right to an equitable system that meets the tailored needs of the evolving TGEI2S+ (gender) and LGBQA+ (sexuality) communities
- **Autonomy:** The right to bodily-autonomy, self-determination and self-expression with dignity
- **Safety:** The right to live openly and publicly exist free from violence and discrimination
- **Evolution:** The right to thrive as TGEI2S+ (gender) and LGBQA+ (sexuality) individuals and communities within Los Angeles County

**Standards:** With every strategic planning effort, the LGBTQ+ Commission will:

- Review current and relevant reports, policies and budgets within the county system, departments, and community-based organizations
- Prioritize the most in need, impacted by county systems and underserved populations
- Create opportunity to hear from directly impacted communities



## Alignment with the County's Mission and Strategic Priorities

The Commission's Strategic Plan was developed in consultation with the Chief Executive Office's Policy Implementation and Alignment Branch to ensure alignment with the County's Mission, Vision, and Strategic Plan. The Ad Hoc Strategic Plan Subcommittee carefully reviewed the County's three "North Stars" and identified how the Commission's work contributes to each:

- **Making investments that transform lives:** By advancing policies and recommendations that address the unique needs of LGBTQ+ communities, the Commission works to improve quality of life and expand opportunities for meaningful engagement and equity.
- **Fostering vibrant and resilient communities:** Through partnerships with community-based organizations and County departments, the Commission builds long-term collaborations that strengthen inclusion, safety, and resilience for LGBTQ+ residents.
- **Realizing tomorrow's government today:** The Commission serves as a resource to the Board of Supervisors and County departments, ensuring policies, programs, and services are informed by the lived experiences of LGBTQ+ people and rooted in equity, transparency, and accountability.

The Commission's core mandate is to provide advice and recommendations to the Board of Supervisors and County departments on matters affecting LGBTQ+ people. This work not only uplifts and educates County leadership but also empowers communities to better understand and respond to LGBTQ+ experiences.

Importantly, the Commission's work is situated within the **Anti-Racism, Diversity, Equity, and Inclusion (ARDI) framework**, a Board-directed priority within the County's Strategic Plan. By centering ARDI, the Commission advances a Countywide commitment to equity and ensures LGBTQ+ perspectives are fully integrated into County decision-making.





## Roles and Responsibilities of the Commission

The ordinance establishing the Commission details out the duties and responsibilities of the Commission. For ease of reference, the Commissions' core responsibilities can be summarized as follows:

- **Advise:** Serve in an advisory capacity to the Board of Supervisors, County Departments, and other County Commissions on matters affecting the LGBTQ+ communities.
- **Recommend:** Review existing policies and practices and propose recommendations to the Board and County Departments on new policies, budgets, budgetary processes, programs and trainings that impact LGBTQ+ residents, County employees, and contractors.
- **Report:** Provide an Annual Report to the Board detailing the Commission's activities, accomplishments, and recommendations from the preceding year.
- **Engage:** Consistently engage with LGBTQ+ communities and stakeholders throughout the Los Angeles County to gather input, identify emerging needs, and ensure that advice and recommendations to the Board and County departments are informed by community perspectives.

## Commissioner Responsibilities

The responsibilities of Commissioners are outlined in the establishing Ordinance and in the Commission's bylaws. At a high level, Commissioners are expected to:

- **Residency - Reside within Los Angeles County.**
- **Community Leadership and Knowledge – Demonstrate effective leadership within LGBTQ+ communities or possess expertise on the challenges LGBTQ+ people face in Los Angeles County.**
- **Attendance and Participation – Attend Commission meeting regularly and notify Executive Director and/or Chair if unable to attend.**
- **Terms of Service – Serve at the pleasure of Board of Supervisors. To ensure staggered turnover, Commissioners were randomly assigned to Group A or Group B during the June 2024 Commission meeting:**
  - ▶ **Group A:** Initial one-year term, followed by two two-year terms.
  - ▶ **Group B:** Two consecutive two-year terms.

In addition, the Commission and its members are tasked with identifying and advancing substantive policy and programmatic work, while the Executive Director manages the administrative functions necessary to support that work.

As stipulated in the bylaws, the Commission is governed by the Ralph M. Brown Act (the Brown Act) and adheres to the parliamentary rules of procedures as identified in Robert's Rules of Order. The Executive Director and Chair ensure compliance to these requirements for both Commission meetings



# HISTORICAL BACKGROUND

## Formation of the Commission

On **June 6, 2023**, the Los Angeles County Board of Supervisors established the County's first LGBTQ+ Commission through a motion introduced by Supervisors Hilda L. Solis and Janice Hahn.

The Commission was created to:

- Review existing County policies affecting LGBTQ+ communities.
- Provide advice and recommendations to the Board of Supervisors on future proposals from County departments and other commissions.
- Ensure that County programs and services promote inclusivity, equity, and fairness while avoiding unintended harm to the communities they aim to serve.

The formation of the Commission marked a historic step in strengthening the County's commitment to advancing equity and ensuring LGBTQ+ voices are represented in policymaking and service delivery.

## About the Commissioners

The Commission is composed of 15 Commissioners of diverse expertise, lived experiences, and professional backgrounds who guide the Commission's priorities and work, as outlined in its Ordinance.

As of June 2025, the Commission included 14 LGBTQ+ Commissioners, representing a wide range of identities, communities, and areas of expertise. Each Commissioner brings a unique perspective to the Commission's work, collectively ensuring that its advice and recommendations reflect the breadth and diversity of Los Angeles County's LGBTQ+ population.

To learn more about the Commissioners, including their full biography, please visit the About Us section of the Commission's website.

## Purpose of the Commission

The purpose of the LGBTQ+ Commission is to advise the Board of Supervisors and County of Los Angeles Departments and Commissions on all matters affecting the well-being LGBTQ+ communities.



*Pictured to the left are Executive Director, Sunitha Menon and the first elected executive team: Sydney Rogers, Vice Chair, Héctor Trinidad Plascencia, Chair, and Terra Russell-Slavin, Second Vice Chair.*

*For more information, please visit us at: <https://lgbtq.lacounty.gov/about-us/>*



## DIVERSITY, EQUITY, AND INCLUSION

The LGBTQ+ Commission has prioritized diversity, equity, and inclusion (DEI) as foundational elements of its work. From its first year of operation, the Commission has sought to ensure that all LGBTQ+ people in Los Angeles County are equitably represented, supported, and celebrated. The following highlights demonstrate the Commission's commitment to DEI across its policies, projects, and community partnerships.

### Commissioner Conduct Expectations for Equity

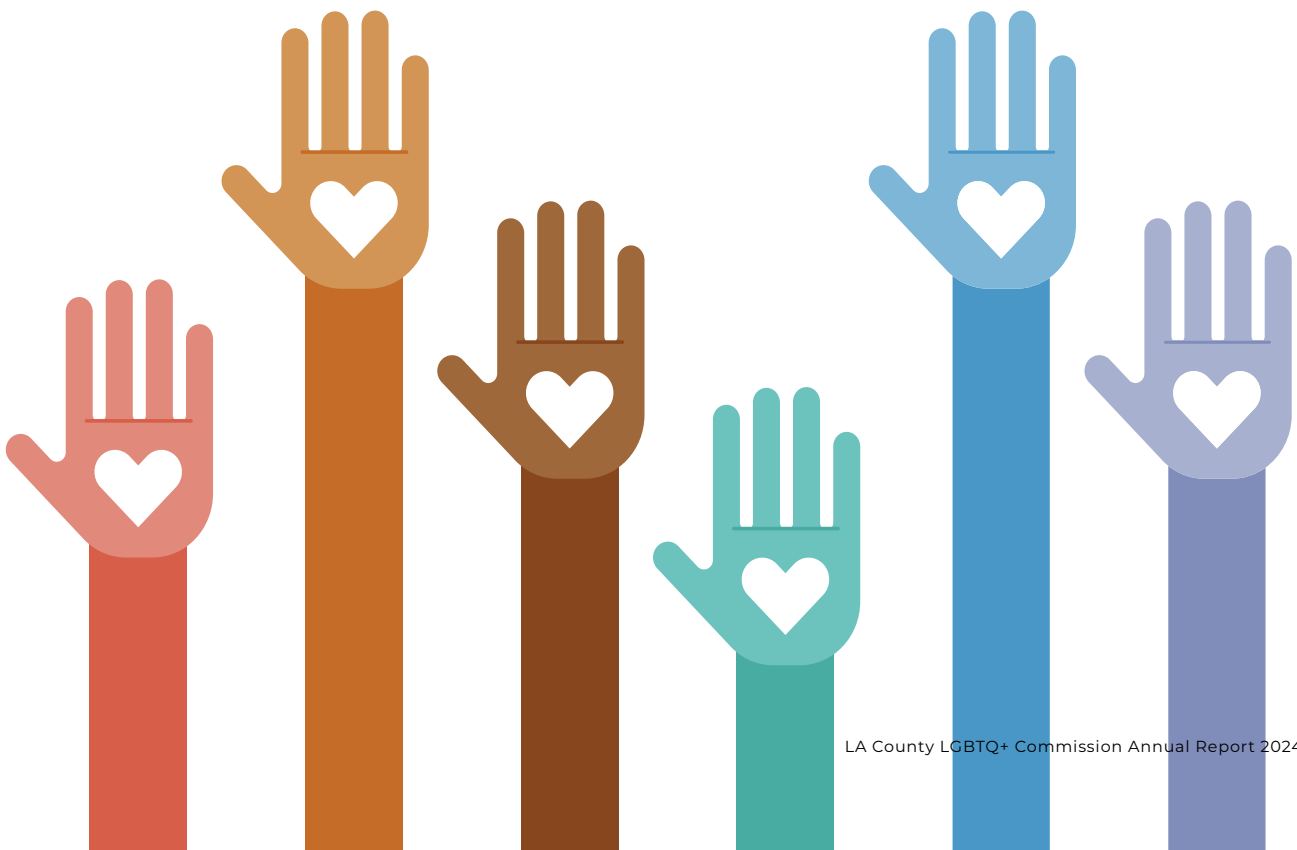
To foster a respectful and inclusive environment among Commissioners with diverse backgrounds and perspectives, the Executive Director developed a Commissioner Conduct Expectations document in October 2024. This framework guides Commissioners in navigating difficult conversations, encourages respectful disagreement, and ensures equity of voice across all members. The document is used during onboarding and reinforced in Commission operations to promote fairness and inclusion.

### Embedding DEI through the Strategic Plan

The Strategic Planning Subcommittee intentionally incorporated DEI principles into the Commission's Strategic Framing document (Appendix 1). The plan emphasizes full lived equality, with core tenets of systemic justice, autonomy, safety, and the evolution of the LGBTQ+ community. This framework ensures that all initiatives prioritize the diverse needs of LGBTQ+ residents throughout the County.

### Black Diaspora and Labor Acknowledgement

In March 2024, the Vice Chair introduced a Black Diaspora and Labor Acknowledgement (Appendix 2), which was unanimously adopted by the Commission. Read at the start of each Commission meeting, the Acknowledgement recognizes the contributions of enslaved Africans, acknowledges the ongoing impacts of settler colonialism, and brings attention to systemic racism that disproportionately affects Black communities. This practice reaffirms the Commission's commitment to equity and historical awareness.



## Intentional Relationship Building with Community Based Organizations

The Commission made a concerted effort to engage smaller LGBTQ+ and TGI organizations, recognizing that these groups often lack the resources of larger organizations but represent vital community voices. By meeting directly with these organizations and encouraging public comment at Commission meetings, the Commission ensured a wider diversity of perspectives informed its work. Commissioners also leveraged their networks to invite feedback and amplify underrepresented voices.

## Inclusive At-Large Commissioner Identification Process

Pursuant to its Ordinance, the Commission is tasked with recommending two at-large Commissioners for approval by the Board of Supervisors. An ad hoc subcommittee designed an inclusive and accessible application and interview process to ensure all qualified

individuals had equitable opportunities to apply. The two Commissioners ultimately selected and approved brought additional diversity of thought, identity, and experience, strengthening the Commission's ability to represent the breadth of the LGBTQ+ community.

## June 2025 Progress Pride Flag Raising

In June 2025, the Commission led the planning and execution of the Progress Pride Flag raising ceremony at the Kenneth Hahn Hall of Administration. The event served as a visible and powerful statement of inclusion and solidarity across the LGBTQ+ spectrum. Designed to be fully accessible, the ceremony included ASL interpretation provided by a member of the LA County Sheriff's Department and emphasized representation across diverse gender identities and sexual orientations. Feedback from community members affirmed the event's importance as both a celebration and a commitment to creating safe spaces for LGBTQ+ residents in Los Angeles County.

Whittier LGBTQ+ Center Opening



## Public Engagement and Professional Conduct Initiatives

The LGBTQ+ Commission is committed to fostering an environment where Commissioners, stakeholders, and members of the public can openly share ideas, opinions, and beliefs. This commitment is reflected in the following practices:

### Ensuring DEI during Commission Meetings

- **Inclusive and Respectful Forum**

Commission meetings are designed to be transparent and welcoming spaces where all participants—including Commissioners, community members, and organizations—can express their perspectives freely and respectfully.

- **Meaningful Public Participation**

Regular meetings consistently draw engagement from local LGBTQ+ organizations, nonprofits, and individual residents. Public comment periods provide a structured opportunity for community members to contribute input that informs the Commission's work.

- **Language Access**

Spanish interpretation is available upon request, ensuring equitable participation for Spanish-speaking community members.

- **Brown Act Compliance**

All meetings comply with the Ralph M. Brown Act, guaranteeing advance public notice, accessible agendas (published at least 72 hours in advance), and meaningful opportunities for public input. Meetings are held at the Kenneth Hahn Hall of Administration, ensuring accessibility and visibility.

### Practices Promoting Respect and Inclusion

- **Pronoun Introductions**

At the inaugural meeting, the Executive Director invited Commissioners to introduce themselves with their names and pronouns. This practice, continued by the Chair in subsequent meetings, promotes safety, dignity, and respect by preventing misgendering and affirming everyone's identity.

- **Commitment to Equity**

These practices reflect the Commission's broader commitment to equity, diversity, and inclusion by ensuring that all voices are welcomed, valued, and heard.



## Commitment to Zero Tolerance for Discrimination.

The Commission's bylaws, drafted by County Counsel and approved in July 2024, include a Code of Conduct requiring respectful interactions among Commissioners, staff, and the public. The bylaws explicitly clarify that no individual has the right to engage in derogatory, demeaning, or discriminatory statements.

In the event of racial, ethnic, or gender-based discrimination, the Chair or Executive Director is responsible for addressing the matter immediately. To date, no such incidents have occurred.

Looking ahead, the Commission has expressed interest in formally incorporating a zero-tolerance statement into its bylaws to further reinforce its commitment to equity, respect, and inclusion.



## Commitment to Handling Diverse Matters and Encouraging DEI

The LGBTQ+ Commission has consistently demonstrated its commitment to diversity, equity, and inclusion (DEI) by ensuring that all constituents feel welcomed, respected, and represented in its work. This commitment is evident in the following practices:

### ■ Inclusive Meeting Practices

Each Commission meeting begins with Commissioners introducing themselves by name and pronouns, establishing a culture of respect and preventing misgendering. Meetings also include the Native American Land Acknowledgement followed by the Black Diaspora and Labor Acknowledgement, underscoring the Commission's recognition of historical and systemic inequities and setting an inclusive tone for all discussions.

### ■ Language Access and Translation Services

To ensure equitable participation, the Commission provides language interpretation services upon request. In the past year, translation services were made available at all meetings where needed, enabling community members with limited English proficiency to engage fully in Commission discussions.

These practices reinforce the Commission's commitment to addressing diverse matters with sensitivity and to fostering an environment where all voices—across identities, languages, and lived experiences—are valued and included in shaping County policies and priorities.



*Pictured to the left is the 2025 Progress Pride Flag Raising Ceremony at the Hall of Administration*



# ANNUAL WORK PLAN

Building on the foundation established in the first year, the Commission has set forth goals and objectives that continue to advance the County's mission, vision, and strategic priorities. All work undertaken in the past year has most closely aligned with the County's Anti-Racism, Diversity, Equity, and Inclusion (ARDI) priority, while remaining firmly rooted in the County's broader mission, vision, and values.

## County Workforce

In the coming year, the Commission will provide recommendations to the Department of Human Resources (DHR) regarding the optional three trainings available to all County employees: Transgender Awareness Training, LGBT 101, and Understanding the LGBTQ+ Client, Coworker, Friend, Relative. The ad hoc subcommittee will review each training and assess for content, delivery, and applicability. Findings and recommendations will be presented to the full Commission at the August 2025 Commission meeting. Upon approval, the recommendations will be transmitted to DHR.

This initiative aligns with the County's mission to provide superior internal services and directly advances the ARDI strategic priority. By offering informed feedback, the Commission seeks to help DHR strengthen educational opportunities for non-LGBTQ+ employees. The intended outcome is to broaden perspectives, foster inclusivity, and enable County employees to better support their LGBTQ+ colleagues and constituents. This goal reflects the County's vision of empowering people through knowledge and information.

The Commission established an ad hoc subcommittee to develop an LGBTQ+ 101 resource document for County departments. This document will provide practical guidance on how to better support LGBTQ+ employees and constituents. The subcommittee is currently determining the types of information to include and anticipates finalizing the document by September 2025. Once completed, the resource is expected to strengthen cultural competency across departments and enhance inclusive interactions with LGBTQ+ communities. This

initiative directly supports the ARDI Board-directed priority of empowering people through information and knowledge.

## LGBTQ+ Youth

In the coming year the Commission will continue partnering with the Department of Public Health, Department of Children and Family Services, the Commission on Children and Families, and the Youth Commission, on projects and motions that impact LGBTQ+ youth. A key priority is developing cross-collaboration between the Commission on Children and Families, the Office of Child Protection (OCP), and the Youth Commission to provide the Board of Supervisors with recommendations on how to better support system-involved LGBTQ+ youth.

This collaboration reflects the County's mission of interdepartmental and cross-sector partnership that improves the lives of LGBTQ+ people across LA County. It most directly advances the Board-directed priority of child protection.

The Commission will continue to collaborate with OCP on the Advancing CalAIM Benefits for Transitional Age Youth motion. Commissioners have met with OCP to better understand expected outcomes and have provided preliminary advice and recommendations to support successful implementation.

## Safety

In the coming year, the Commission will continue building strong relationships with the Sheriff's Department, the District Attorney, and other County Departments responsible for protecting and supporting the LGBTQ+ community -- particularly Black and Brown TGI people. To date, the Commission has met with the District Attorney and members of the Sheriff's Department to begin establishing partnerships and to identify the types of advice and recommendations the Commission can provide.

During the annual retreat the Commission discussed organizing a listening session or town hall to foster trust

## Safety (continued)

and dialogue between the Sheriff's Department and the LGBTQ+ community. Over the next year, the Commission will explore options for such an event.

This initiative aligns with the County's mission of improving the quality of life for LGBTQ+ Angelenos and directly advances the ARDI Board-directed priority of equity, inclusion, and community safety.

## Health and Mental Health

In the coming year, the Commission is exploring the option of hosting a second town hall to understand the needs of LGBTQ+ people impacted by the January 2025 wildfires. The first town hall, held in Altadena in May 2025 in collaboration with the Williams Institute, highlighted the demand for additional forums. This work is intended to assess the health and mental health needs of those affected by the disaster and to generate advice and recommendations for the County departments responsible for their support.

The Commission also partnered with the Department of Public Health on multiple Board of Supervisors' motions supporting the health and mental health of LGBTQ+ communities. These include Transgender, Gender Expansive, and Intersex Wellness and Equity Initiative motion, the Care with Pride motion, the Advancing CalAIM benefits for Transitional Age Youth motion, and the Gender Based Violence Prevention motion. Commissioners with subject-matter expertise are identified to participate in group and individual calls related to each motion, ensuring the Commission's perspective and expertise are integrated.

In addition, departments leading LGBTQ+ related motions are also invited to present at Commission meetings, so the full Commission can provide advice and recommendations. This process will continue in the upcoming year, consistent with the expectations of Board of Supervisors.



## Additional Goals and Priorities

In the upcoming year the Commission will continue its partnership with the Library Department to host a Next Chapter Writers' Festival scheduled for October 2025. The festival intends to highlight and uplift writers who have historically been excluded or marginalized, featuring panel discussions, workshops, and other literary events for the broader LA County community. The Commission has and will continue to provide subject matter expertise on incorporating LGBTQ+ writers, connecting the Library Department to identified writers, and will support with the promotion of the event. This initiative will conclude following the October Festival. This work aligns with the County's mission of interdepartmental collaboration to improve the quality and life for all residents, as well as with the ARDI Board-directed priority.

The Commission will also continue its collaboration with the Department of Consumer and Business Affairs, Office of Immigrant Affairs (OIA). Specifically, the Commission is working to develop recommendations on how the County and the OIA can better support LGBTQ+ people with varied immigration status in light of the immigration raids occurring across LA County. To date, the Commission has met with the OIA and is developing recommendations focused on the unique needs of transgender and nonbinary individuals with diverse documentation statuses. These recommendations are expected to be provided to the OIA in July 2025, with ongoing collaboration thereafter.

This work supports the County's mission of improving the quality of life for all Angelenos and aligns with the Board directed priority of advancing the wellbeing of immigrants that live in Los Angeles County.



## PRIOR YEAR ACCOMPLISHMENTS

The Commission held its inaugural meeting on June 11, 2024, and between then and June 30, 2025, convened 12 meetings, at an average cost of \$4,190 per meeting. In its first year, the Commission advanced, both foundational and programmatic work, including -- but not limited to -- establishing its vision, mission, and core tenets, building collaborations with multiple County Departments, commissions, and community-based organizations; and providing advice, recommendations, and community engagement activities.

The following section outlines these efforts in greater detail and highlights the Commission's key accomplishments.

### Administrative Accomplishments

In the first year, the Commission achieved several important administrative milestones, particularly notable given the current staffing structure. Key accomplishments include:

#### *Meetings for Staff, Commissioner, and Community Engagement*

- **Brown Act Body Meetings:** Between June 2024 and June 2025, the Commission held 19 Brown Act meetings—12 Commission meetings and 7 Community Engagement Standing Subcommittee (CESS) meetings, the latter hosted at the San Gabriel Valley LGBTQ Center in El Monte. These meetings fulfilled a core function of the Commission as prescribed by the ordinance, providing structured opportunities to engage with the public.
- **Ad Hoc Subcommittee Meetings:** The Commission convened 76 Ad Hoc Subcommittee meetings, where most of the work was carried out leading to key decisions, advice, recommendations, and community engagement events.
- **Leadership Meetings:** The Executive Director met 22 times with the inaugural Chair, Vice-Chair, and Second Vice-Chair. These meetings helped establish effective working dynamics, enhance the strategic focus of Commission meetings, and identify and resolve challenges to improve the Commission's overall efficiency in fulfilling its Ordinance responsibilities.
- **County Department Meetings:** The Commission participated in 16 meetings with County departments leading Board of Supervisors' motions that specifically affect LGBTQ+ communities or name the Commission as a collaborator. Through these meetings, the Commission provided subject-matter expertise to inform departmental strategies and implementation.

#### *Identifying Commission Leadership*

In August 2024, the Commission elected its inaugural leadership team, consisting of a Chair, Vice-Chair, and Second Vice-Chair to guide its ongoing work. Each of these members brought valuable skills, subject matter expertise, and compassion, enabling them to support both the Commission and the community through a challenging first year. The leadership will serve through December 2025.



## Developing the Strategic Plan

As previously noted, the Commission established an ad hoc subcommittee dedicated to developing a strategic plan, including the Commission's Vision, Mission, and Core Tenets. Over a three-month period, the subcommittee reviewed the Board motion and ordinance to craft a plan that was both specific and adaptable to the shifting political landscape.

The subcommittee presented the final Strategic Plan, Vision, Mission, and Core Tenets (Appendix 1) to the Commission in December 2024 where they were approved by the majority vote. Having accomplished its charge, the subcommittee was dissolved at the February 2025 Commission meeting.

## Staff Hiring and Onboarding of Staff and Commissioners

Between July and September 2024, the Executive Director led the hiring process for the Commission's approved Management Analyst position. The analyst began in mid-October 2024.

In addition, the Executive Director designed and implemented an onboarding process for new commissioners to ensure they entered their first Commission meeting with a clear understanding of the Commission's history, accomplishments, and opportunities to contribute their skills and expertise. This onboarding process was updated and refined with each new commissioner joining between



November 2024 and June 2025 and will continue to be modified as new members are appointed.

The CESS identified the need to include community members as active participants on the subcommittee. In response, the Executive Director collaborated with the CESS Chair to create an abbreviated onboarding process tailored for community members. This included developing a Community Member Expectations document to ensure participants were well prepared to support the subcommittee's work.

## Website Development

To enhance visibility and accessibility, the Commission launched its [website](#) in October 2024. The site provides critical information about the Commission's work, available resources, and commissioner profiles, and is regularly updated by the Executive Director. In August 2024, the Commission approved its first official logo, which is now featured prominently on the website and on all materials created and distributed by the Commission.





## Relationship Building, Visibility, and Engagement

The long-term success of the Commission depends on building strong relationships with the Board of Supervisors, County departments and commissions, and LGBTQ+ organizations. The following accomplishments highlight how the Commission has worked to strengthen these connections and ensure that community feedback and engagement remain central to its work.



### Internal County Relationship Building and Visibility

- The Chair, Vice-Chair, and Second Vice-Chair presented the approved Strategic Plan, Vision, Mission, and Core Tenets to the five Supervisorial offices. The meetings were designed to confirm that the Commission's direction aligned with Board expectations. The Executive Director met regularly with each of the Supervisorial offices to provide updates, share progress, and offer advice and recommendations.
- The Executive Director introduced the Commission's role and responsibilities to more than 100 County employees. Over half of these initial meetings led to follow-up engagements that included commissioners, who provided subject-matter expertise and recommendations on a range of LGBTQ+ topics.
- The Executive Director met with 10 County commissions to learn about their structures, explore best practices, and identify opportunities for collaboration. The LGBTQ+ Commission now maintains regular communication with six of these commissions and is developing strategic partnerships with four on overlapping priorities.
- The Executive Director and staff organized the 2025 Progress Pride Flag Raising at the Hall of Administration on June 3, 2025. The event drew more than 50 County employees, including over 15 Department Directors, four Supervisors, the Assessor, the Deputy Fire Chief, and commissioners. Widely regarded as a success, the event received praise from County departments and employees for raising visibility and advancing inclusivity.

### External Community Based Organization Relationships Building and Visibility

- The Executive Director met with 53 LGBTQ+ organizations across the County to introduce the Commission's role and identify potential areas of collaboration. Follow-up conversations, many including commissioners, were held with approximately 35% of these organizations.

- The Executive Director and commissioners attended over 30 community events throughout the County, with the Executive Director serving as a keynote speaker, panelist, or featured participant at 25 of them.
- Between June 2024 and June 2025, the Executive Director and commissioners attended more than 35 Pride events across Los Angeles County—from Long Beach to Santa Clarita, Santa Monica to Altadena, and Downey to the San Fernando Valley. These events expanded visibility, built relationships with diverse communities, and encouraged public participation in Commission activities.



## Advise and Recommend

As outlined in its ordinance, the Commission is charged with providing advice and recommendations to the Board of Supervisors, County departments, and other commissions on ways to better support the well-being of LGBTQ+ people. Over the past year, the Commission has worked diligently to provide thoughtful, strategic input. Key examples include:

- **Department of Public Health (DPH):** Commissioners met with DPH to provide feedback on the Board of Supervisors' Gender-Based Violence Prevention motion. Although the Commission is not formally named in this motion, it incorporates issues affecting individuals impacted by violence stemming from homophobia and transphobia.
- **Fire Department – Diversity, Equity, and Inclusion Division:** Commissioners provided feedback on a proposed "Equity for All" campaign, offering best and promising practices to ensure the campaign reflects meaningful support for LGBTQ+ employees and the broader community.
- **Fire Department – Stonewall Alliance:** The Executive Director met with members of the Stonewall Alliance regarding concerns about the Progress Pride Flag raising in June 2025. These conversations led to a joint meeting with Supervisor Hahn, the Fire Chief, and Fire Department leadership to identify strategies to strengthen support for LGBTQ+ employees during Pride Month and beyond.
- **LA City Civil Rights Department:** Commissioners provided input on a County-inclusive resource document to ensure LGBTQ+ residents of both the County and City of Los Angeles have access to necessary services. The Executive Director continues to engage with departments and organizations outside the County—including the City of Los Angeles and City of Long Beach—to expand this network of support.
- **Letter to the Board of Supervisors – TGI WEI Motion:** In May 2025, the Commission submitted a letter (Appendix 3) to all five Supervisors underscoring the importance of the Transgender, Gender Expansive, and Intersex Wellness and Equity Initiative (TGI WEI) motion. The letter urged continued support for LGBTQ+ communities in light of escalating anti-LGBTQ+ legislation and rhetoric at the federal level, offering concrete recommendations for how the Board could best respond.

## Ad Hoc Subcommittee Work

*Ad Hoc Department of Human Resources (DHR)  
Training Subcommittee Review*

At the April 2025 Commission meeting, the Commission voted to establish an ad hoc subcommittee to review and provide recommendations to DHR on three voluntary LGBTQ+ trainings. As of June 2025, the subcommittee had completed its review and recommendations for the Transgender Awareness Training and is scheduled to complete reviews of the other two 60-minute trainings in July 2025.

The subcommittee is systematically reviewing each training video with the goal of providing practical recommendations on how they can be updated to reflect best and promising practices and to strengthen diversity, equity, and inclusion for all LGBTQ+ people living or working in Los Angeles County.

The Ad Hoc Subcommittee is expected to complete work by summer 2025 and will likely be dissolved in fall 2025.

## Engagement

The Commission's ordinance charges it with ensuring the voices of LGBTQ+ people across Los Angeles County are reflected in the advice and recommendations provided to the Board of Supervisors and County departments. To meet this responsibility, the Commission has pursued multiple avenues of community engagement. As detailed in the Relationship Building and Visibility section of this report, staff and commissioners prioritized identifying key stakeholders, fostering collaboration, gathering feedback, and ensuring that both County and external partners understand the role and responsibilities of the Commission. Additional engagement highlights are outlined below.



## Engagement through Subcommittee Work

### *Ad hoc October 2024 LGBTQ History Month*

Formed in July 2024, this ad hoc subcommittee collaborated with County Departments and community-based organizations to highlight and celebrate the LGBTQ+ history. Partners included CEO's office, LA County Registrar Recorder/County Clerk, Parks and Recreation, Library, Arts and Culture, One Institute, LA LGBT Center, 2-1-1 LA, LA County Office of Education, Unique Women's Coalition, GALAS, and the Long Beach LGBTQ Center.

The 2024 theme emphasized the historical connection between voting rights and LGBTQ+ advocacy in a nonpartisan manner. Materials encouraged voter registration and participation while highlighting the role of LGBTQ+ communities in shaping selections. Key products included:

- A short educational video in English and Spanish on the importance of voter registration and participation.
- A one-page FAQ on voting, posted on Commission's website (Appendix 4).
- A Progress Pride flag sticker with "I will vote!" printed in the 18 most spoken languages in the County (Appendix 5).

These materials were distributed across all 85 County libraries, at polling locations, in Supervisorial offices, and to over 15 LGBTQ+-serving organizations. Feedback from County departments, community partners, and Supervisorial offices was strongly positive. The subcommittee was discharged in November 2024 following successful completion of its goals.

### *Ad Hoc Subcommittee on At-Large Member Selection and Interviews*

Established in August 2024, this subcommittee developed a transparent outreach, application, review, and interview process to recommend two at-large commissioners for appointment by the Board of Supervisors. The process emphasized minimizing bias and ensuring diversity beyond the existing Commission membership.

Of 60 applicants, 59 met eligibility requirements and were reviewed in accordance with the adopted Procedural Guide. Four finalists were interviewed at the February 14, 2025, Commission meeting. After deliberation, the Commission recommended Jer-Adrienne Lelliott and Yolanda Whittington for appointment. The Board confirmed their appointments on March 4, 2025, and both joined the March meeting, and the subcommittee was discharged in April 2025.



### ***Ad Hoc Wildfire Townhall Subcommittee***

Formed in March 2025 in partnership with the Williams Institute, this subcommittee helped plan a May 7, 2025, town hall addressing the needs of LGBTQ+ individuals impacted by the January 2025 wildfires. The event drew more than 65 in-person attendees and 13 virtual participants. With support from the San Gabriel Valley LGBTQ+ Center, 40 air purifiers were distributed to participants.

The Williams Institute will release a report in fall 2025 summarizing findings from surveys and the town hall, with recommendations for improving disaster recovery services for LGBTQ+ communities. Given the expressed community interest, the subcommittee will continue through summer 2025 to consider hosting additional virtual town halls before recommending discharge.



### ***Community Engagement Standing Subcommittee (CESS)***

Established in October 2024, CESS is the Commission's only standing subcommittee, designed to ensure ongoing community engagement across all Commission work. Meetings are intentionally held at the San Gabriel Valley LGBTQ+ Center to provide space in an area with limited LGBTQ+ resources. Between November 2024 and June 2025, CESS accomplishments included:

- Developing and presenting the CESS Purpose and Objectives (Appendix 6), approved June 2025.
- Developing and presenting Commissioner Talking Points (Appendix 7), approved June 2025.
- Reviewing and providing feedback on the LA City Civil Rights Department's Resources Guide.
- Identifying and onboarding a community member to join CESS, expanding representation and participation.

As a standing body, CESS's work will continue, with additional initiatives in Section VII of this report.

### ***Information and Presentations at Commission Meetings***

The Commission also prioritized public education by inviting presentations at meetings to help commissioners and community members better understand County processes and LGBTQ+-related

initiatives. To support accessibility, the Chair regularly clarified procedures under Robert's Rules of Order and the Brown Act, which has received positive feedback from members of the public.







### ***Presentation Highlights:***

- June 2024: County Council provided an overview of the Board of Supervisors' motion and ordinance establishing the Commission.
- July 2024: The Williams Institute presented findings "The Lived Experiences of LGBTQ+ Adults in LA County and Transgender Gender Expansive, and Intersex" survey.
- November 2024: Williams Institute returned with district-specific data; ARDI presented on LGBTQ+ initiatives and collaboration opportunities.
- December 2024: The CEO's Office presented on the County Strategic Plan and on how commissions contribute to the County's budget process.
- February 2025: LA City Civil Rights Department presented on collaboration opportunities with the planned Building Trust Summit (later canceled); DPH presented on the TGI WEI Motion.
- March 2025: Williams Institute presented on wildfire recovery needs, leading to creation of the Wildfire Town Hall Subcommittee.
- April 2025: CEO Legislative Affairs and Intergovernmental Relations presented on how commissions provide legislative and budget recommendations; DHR presented on LGBTQ+ training, leading to creation of the DHR Training Review Subcommittee.



County of Los Angeles  
**Anti-Racism,  
Diversity,  
& Inclusion**



**Legislative  
Affairs &  
Intergovernmental  
Relations**



OFFICE OF THE  
**COUNTY  
COUNSEL**



COUNTY OF LOS ANGELES  
**Public Health**



School of Law  
**Williams Institute**

Los Angeles County  
DEPARTMENT OF



**Human Resources**

## ONGOING-LONG TERM PROJECTS

In the first year, the Commission prioritized establishing foundational elements necessary for long-term success and for fulfilling the responsibilities outlined in the ordinance. Building on this foundation, the Commission has identified several ongoing and long-term projects, detailed below.

### Supporting Motions that Include the LGBTQ+ Commission

Between June 2024 and June 2025, the Commission was named or identified as a collaborator in multiple Board of Supervisors' motions. For each motion, the Commission designated one to three commissioners with subject-matter expertise to serve as liaisons to the lead departments. Commissioners participate in meetings as requested, while the Executive Director proactively engages with department leads monthly to identify opportunities for input.

1. Care with Pride: Strengthening the Safety Net for LGBTQ+ Residents and System-Involved Youth, June 17, 2025 – Led by the Chief Probation Officer, Department of Children and Family Services, Department of Health Services, and Department of Mental Health.
2. Advancing CalAIM Benefits for Transition Age Youth, May 13, 2025. – Led by the Office of Child Protection, Department of Children and Family Services, and Probation Department.
3. Setting Youth Up for Success: Adulthood, Money Management, Personal Rights, and Education, August 6, 2024 – Led by the Department of Children and Family Services.
4. Trans, Gender Expansive and Intersex Wellness and Equity Initiative, November 26, 2024 – Led by the Department of Public Health.

### Supporting Transgender Military Veterans

In February 2025, the U.S. Department of Defense announced that service members who do not identify with their gender assigned at birth would be processed for separation. In response, the Commission began meeting with the Director of Military and Veterans Affairs Department in June 2025 to identify strategies for supporting transgender service members discharged under these policies. Two commissioners who are also military veterans are leading this work, with a focus on ensuring discharged veterans receive safety, security, and support.

### Supporting LGBTQ+ System Involved Youth

The Commission is engaged in ongoing conversations with the Office of Child Protection (OCP), the Commission on Children and Families, and the Youth Commission on how to more effectively support LGBTQ+ system-involved youth. Discussions focus on strengthening cross-departmental collaboration to ensure youth have access to critical supports, including health and mental health care, job readiness, financial assistance, and housing. OCP and the Youth Commission are expected to present at the July 2025 Commission meeting to outline potential areas for cross-departmental and cross-commission collaboration.





## Ad Hoc Next Chapter Writers' Festival Subcommittee

At its March 2025 meeting, the Commission approved the creation of an ad hoc subcommittee to support the LA County Library in planning the October 5, 2025, Next Chapter Writers' Festival, to be held at the West Hollywood Public Library. The festival will bring together historically marginalized writers for panel discussions, workshops, and community events, in partnership with other County and City departments and local community-based organizations.

The Commission's subcommittee is tasked with reviewing proposed content, advising on types of panels and workshops, and helping to identify LGBTQ+ writers to participate. This family-friendly event will include sessions on poetry, publishing, magazine and zine writing, and youth-focused programming. The subcommittee will continue through October 2025 and is expected to dissolve in November following the festival's conclusion.

## Ad Hoc Cultural Competency Document Subcommittee Review

Recognizing the need for a general LGBTQ+ cultural competency resource for County staff and partners, the Commission voted in May 2025 to create an ad hoc subcommittee to develop an LGBTQ+ 101 Cultural Competency Guide. This document will offer practical guidance for respectful and inclusive interactions with LGBTQ+ individuals. Once completed, the guide will be housed on the Commission's website as a public resource. The document is expected to be presented in summer 2025, with the subcommittee dissolving by early fall.

## Community Engagement Standing Subcommittee (CESS)

As described in Section VI, the CESS will continue its role as the Commission's only standing subcommittee, ensuring that LGBTQ+ voices are represented across all areas of the Commission's work. In the upcoming year, CESS plans to:

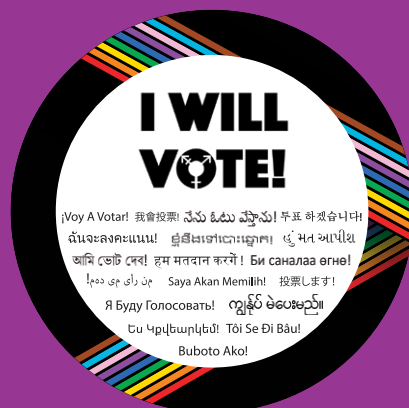
- Develop additional reference guides and talking points for commissioners.
- Explore collaboration opportunities with ARDI teams focused on LGBTQ+ and TGI engagement, including a potential fall 2025 town hall with TGI community members.
- Provide recommendations on expanding the "Resources" section of the Commission's website.

As a standing body, CESS will remain active and adapt its focus as new engagement needs arise.

## Appendix

The documents are listed in the order in which they appear in the report. For additional information or questions please email [info@lgbtqcommission.lacounty.gov](mailto:info@lgbtqcommission.lacounty.gov).

1. Strategic Framing: Mission, Vision, and Core Tenets
2. Black Diaspora Land and Labor Acknowledgement
3. TGI WEI motion Letter to the Board
4. Why LGBTQ+ People Should Vote
5. "I will vote" sticker
6. CESS Purpose and Objectives
7. Commissioner Talking Points document





## LA COUNTY LGBTQ+ COMMISSION

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**Email:**

[info@lgbtqcommission.lacounty.gov](mailto:info@lgbtqcommission.lacounty.gov)

**Website:**

[lgbtq.lacounty.gov](http://lgbtq.lacounty.gov)

# Strategic Framing and Strategy Ad Hoc Subcommittee

Approved by the LGBTQ+ Commission on 12.10.24

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## Strategic Framing

**Mission:** The Los Angeles County LGBTQ+ Commission advocates for systemic change through community engagement, advisement and recommendations of county policies, budgets, programs, and legislation affecting the well-being of evolving TGEI2S+ (*gender & sex*) and LGBQA+ (*sexuality*) communities.

**Vision:** The Los Angeles County LGBTQ+ Commission is a social justice and equity oriented advising body that engages all aspects of the County to achieve full-lived equality for LGBTQ+ individuals and communities.

**Tenets:** The tenets of the Los Angeles County LGBTQ+ Commission include:

- *Systemic Justice:* The right to an equitable system that meets the tailored needs of the evolving TGEI2S+ and LGBQA+ communities
- *Autonomy:* The right to bodily-autonomy, self-determinations, and self-expression with dignity
- *Safety:* The right to live openly and to publicly exist free from violence and discrimination
- *Evolution:* The right to thrive as TGEI2S+ and LGBQA+ individuals and communities within Los Angeles County

## Definitions and Terms:

- **Mission:** description of why we exist, our purpose
  - **Vision:** description of what we are working towards
  - **Tenets:** a position held as true by a group of people or movement
  - **TGEI2S+ (*gender + sex* = *who I/we am/are*):** Trans, Gender Expansive, Intersex, Two-Spirit
  - **LGBQA+ (*sexuality* = *who i/we like or love*):** Lesbian, Gay, Bisexual, Queer, Asexual
- 

### EXECUTIVE OFFICE



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COUNTY OF LOS ANGELES

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effective and caring service."*



## Strategic Plan

The Standard Practice: With every priority category, the LGBTQ+ Commission will develop and execute a strategic plan that includes recommendations to departments and the Board of Supervisors by following the standard practice for systemic change advocacy:

- *Set the Priority:* prioritize the most in need, impacted by county systems and underserved populations, with an intersectional lens
- *Gather Information:* review current and relevant reports, policies and budgets within the county system and departments, with a TGEI2S+ and LGBQA+ lens
- *Listen and Collaborate:* create opportunities to hear from and collaborate with directly impacted communities and allies, in coordination with the Community Engagement Standing Subcommittee
- *Include Difference:* recognize and support the autonomy and rights of people in no relationship and diverse relationship structures, regardless of immigration status
- *Tailor Accordingly:* allow for flexibility to adjust plans or strategies based on unforeseen events or circumstances

Priority Categories: Every priority category is to be activated by concurrent efforts led by commissioners, each with a plan that follows the standard practice for systemic change advocacy:

- County Workforce: to be activated by Vice-Chair Rogers and Chair Plascencia
- Safety: to be activated by Commissioner Khan-Valbuena and 2nd Vice Chair Russell-Slavin
- Housing: to be activated by Commissioner Fisher
- Healthcare: to be activated by Commissioner Abraham and Commissioner Soria
- Youth: to be led activated Commissioner Vasquez and Commissioner Martinez

Priority Populations: Every priority population is to be approached through an intersectional lens and recognized within each step of the standard practice for systemic change advocacy:

- TGEI2S+
- queer women and lesbians
- county systems impacted people
- people with different abilities

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# Acknowledgment of the Black Diaspora, Labor, and Inclusion Draft Statement

*Voted and Approved to be read in all Commission Meetings on March 14, 2025*

We begin by honoring the Black diaspora—the foundation of resilience, brilliance, and liberation movements. Black queer, trans, and nonbinary leaders have been at the forefront of every fight for justice, often without recognition.

Yet, we must also acknowledge an undeniable truth: the wealth of this nation—its industries, institutions, and economic power—was built on the unpaid labor and forced servitude of enslaved Africans. Black labor built this country, yet Black communities continue to face systemic oppression and exclusion. Some of us arrived here as settlers, some as migrants, and some were stolen and forced into servitude through the Trans-Atlantic Slave Trade. This history is not just the past—it shapes the injustices of today.

As an LGBTQ+ Commission, we do more than acknowledge these truths—we commit to action. We amplify Black voices, demand racial and economic justice, and ensure our work is intersectional, accountable, and transformative. Black liberation is queer liberation. Black trans lives matter. And our solidarity is unwavering—today, tomorrow, and always.

In this time of increasing attacks on our most vulnerable communities—Black, Indigenous, immigrant, undocumented, trans, gender-expansive, disabled, and those at the intersections—we reaffirm our commitment to justice, equity, and radical inclusion.

Diversity, Equity, and Inclusion (DEI) are not just ideals; they are necessary for survival and liberation. We uplift our trans, gender-expansive, and intersex (TGI) siblings and stand with immigrant communities, both documented and undocumented, in their fight for dignity and safety. We reject the forces that seek to divide us and instead choose solidarity as our strength.

Let this be our declaration: No one is disposable. Every voice matters. Every life is sacred. And together, we will not only resist oppression but build a future where all of us—without exception—can thrive.

Because, in the words of Fannie Lou Hamer, we are not free until all of us are free.

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## LA COUNTY LGBTQ+ COMMISSION

**Chair**

Héctor Trinidad Plascencia

**Vice Chair**

Sydney Rogers, MSW

**Second Vice Chair**

Terra Russell-Slavin

**Commissioners**

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Nic Arnzen

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Talha Khan-Valbuena

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Eddie Martinez

Alejandro Soria

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Yolanda Whittington

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**EXECUTIVE OFFICE**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

*"To enrich lives through effective  
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To: Supervisor Kathryn Barger, Chair  
Supervisor Hilda L. Solis, Chair Pro Tem  
Supervisor Holly J. Mitchell  
Supervisor Lindsey P. Horvath  
Supervisor Janice Hahn

From: The Los Angeles County LGBTQ+ Commission

Date: May 27, 2025

Dear Honorable Members of the Board of Supervisors,

In a time when transgender people are facing pervasive attacks, we call on your leadership as the governing body of the largest County in the nation to counter the harmful rhetoric and systemic erasure of Trans, Gender Expansive, and Intersex (TGI) lives. This requires sustained County-funded services, robust enforcement of non-discrimination protections, public education campaigns, and an unequivocal commitment to affirming and uplifting TGI people.

As a team led by Trans and Gender Expansive Commissioners, we recognize and commend the proactive steps the Board of Supervisors has taken to fund TGI service delivery through the Trans, Gender Expansive, and Intersex Wellness and Equity Initiative (TGI WEI) motion. On behalf of the LGBTQ+ Commission, we strongly support the TGI WEI motion and commend the Board for approving this historic \$7 million investment. We extend our gratitude to the motion's authors for their dedication to advancing policies that center the urgency of TGI care. Additionally, we appreciate Supervisor Solis for her friendly amendment, which made it possible for the LGBTQ+ Commission to serve as consultants to the Department of Public Health in executing this motion.

Despite this progress, our community continues to face relentless attacks. Increased fear, threats and violence drives TGI people further away from institutional participation, impacting their access to resources, safety and ultimately, their life expectancy. It is imperative that LA County take a proactive role to reject misinformation through County memorandums, educational campaigns and proactive initiatives, to ensure all institutions abide by California law and provide equitable access and protections for TGI residents.

HOA.105339132.1

We urge the Board of Supervisors to take a firm and public stance affirming the dignity, rights, and existence of TGI people. Beyond public declarations, we call for sustained investment in TGI programs and the expansion of County-wide education efforts that combat anti-TGI propaganda and affirm our community's place within LA County. This aligns with the County's existing commitments to inclusion, setting a national example of defining what is true institutional support.

The LGBTQ+ Commission stands ready to engage in this collaborative effort with the Board of Supervisors and other stakeholders—to educate the public and take a public stand in support of TGI lives. Together, we can work to implement policies, programs and education that uphold the mission and vision of LA County for all, regardless of gender, sex or sexuality. Your leadership and collaboration to create inclusive solutions is deeply valued.

With much respect,

Héctor Trinidad Plascencia  
Chair, LGBTQ+ Commission

Definitions and Terms:

- TGI (gender + sex = who I/we am/are): Trans, Gender Expansive, Intersex
- LGBQA+ (sexuality = who I/we like or love): Lesbian, Gay, Bisexual, Queer, Asexual

HOA.105339132.1



# Why should LGBTQ People Vote in California

## So many important public policies affecting LGBTQ people occur at the ballot box.

- **Get Out the Vote!** LGBTQ+ people and allies can make or break elections. Commit to vote – with your family and friends.
- **Vote Up and Down the Ballot!** It's not just about the presidential election – this November you can vote for folks at the local, state, and federal levels. This impacts school boards, city council members, and rights and policies from the local to federal level.

## How to talk to people about why voting matters

- **Talk about the specific ways this impacts you.** The best way to change minds is to change hearts and the best way to do that, is through personal connection. Talking about how this election can specifically impact you takes the conversation out of the abstract and makes it specifically about you and forces people to see how their votes could affect you.
- **Use language that emphasizes how we are all the same.** When you emphasize common values, hopes, dreams and beliefs, it reminds others that the LGBTQ+ community is a part of the everyday community.
- **We all deserve to have a say.** If people want to make a difference, voting is the easiest way to bring about change.

## Helping people register to vote – visit [www.lavote.gov](http://www.lavote.gov) for more information

You must be a citizen of the United States, at least 18 years or older on, or before Election Day (11/05/24), and not found mentally incompetent by a court of law.

You must register **BEFORE 10/16/24** to vote in this election

To register you need your CA driver's license or CA identification card number, last four digits of your social security number, and your date of birth.



DOCUMENT PRODUCED BY THE  
LOS ANGELES COUNTY LGBTQ+ COMMISSION.



# LA COUNTY LGBTQ+ COMMISSION

**Address:**

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**Email:**

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**Website:**

[lgbtq.lacounty.gov](http://lgbtq.lacounty.gov)

*Community Engagement Standing Subcommittee  
LGBTQ+ Commission of Los Angeles County  
Approved February 14, 2025*

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**Foundation and Direction**

Purpose: The Community Engagement Standing Subcommittee creates opportunities to hear from and collaborate with directly impacted communities and allies, to inform and strengthen the LGBTQ+ Commission's strategic plan

Objectives: The objectives of the Community Engagement Standing Subcommittee include:

- Identify and connect with existing LGBTQ+ community-based organizations and groups in Los Angeles County;
- Develop, carry out, and track community engagement with relevant stakeholders, including but not limited to community organizations, LGBTQ+ organizations, and individuals;
- Establish a process to receive and log community information and feedback; and
- Develop or acquire, and share out LGBTQ+ content, including but not limited to: educational materials, content for the LGBTQ+ Commission listserv, and information to be shared on social media platforms.

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## Final LGBTQ+ Commissioner Talking Points Guidelines

Approved on July 18, 2025

The Los Angeles County LGBTQ+ Commission advocates for systemic change through **advisement, engagement, and recommendations.**

### Core Principles:

- **Authenticity:** Share your lived experience while honoring the Commission's mission.
- **Inclusivity:** Center voices from marginalized LGBTQ+ groups (e.g., Trans, BIPOC, disabled, youth, elders, low-income).
- **Respect & Professionalism:** Foster understanding, even in tough conversations.
- **Community-Centered:** Prioritize community needs and feedback.
- **Accountability:** Be clear when speaking personally vs. on behalf of the Commission.
- **Avoid Tokenization:** Highlight resilience, leadership, and agency—not just trauma.

### Engaging the LGBTQ+ Community

- **Listen First:** Acknowledge frustrations and respond thoughtfully.
- **Be Transparent:** Clarify the Commission's scope and limitations: to advise, engage, and recommend
- **Use Clear Language:** Avoid jargon; make policies understandable.
- **Honor Emotional Truths:** Meet people with compassion, not defensiveness.

### Engaging Public Officials

- **Advocate Strategically:** Be firm but maintain relationships.
- **Use Stories:** Lived experiences often move hearts more than stats.
- **Clarify Your Role:** State whether you're speaking personally or officially.
- **Follow Up:** Hold officials accountable for commitments.

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## Speaking for Yourself vs. the Commission

- **Personal Voice:** Share your story, but don't speak for the Commission.
  - **Official Voice:** Stick to Commission priorities and inclusive messaging. Avoid personal opinions when representing Commission priorities.
  - **Storytelling:** Focus on lessons learned, not just struggles.
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## Social Media & Public Platforms

- **Be Mindful:** What you post publicly may be interpreted as the Commission's stance.
  - **Use Disclaimers:** Clarify when views are your own.
  - **Avoid Reactivity:** Pause before responding to criticism.
  - **Amplify Others:** Share community wins and resources.
  - **Protect Your Energy:** Disengage when necessary and prioritize your well-being.
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## Handling Difficult Interactions

- **Stay Calm:** Take a breath before responding.
- **Acknowledge Concerns:** Show understanding, even in disagreement.
- **Set Boundaries:** Don't tolerate harassment.
- **Redirect:** Offer constructive alternatives, resources, or ways to take action.
- **Seek Support:** Reach out to fellow commissioners when needed.

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