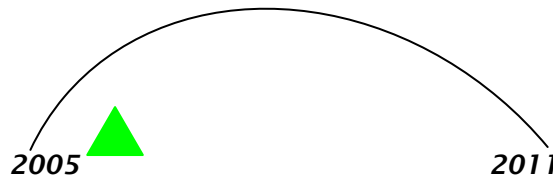


# **A Day of Dialogue, Direction, & Action**

## **For the Santa Cruz County LGBT Community**



***October 14, 2006***

Sponsors:

Diversity Partnership Advisory Committee of the  
Community Foundation of Santa Cruz County  
The California Endowment

*Alone we can do so little,  
Together we can do so much*

Helen Keller

*Creating a positive future begins in human conversation. The simplest and most powerful investment any member of a community may make in renewal is to begin talking with other people as though the answers matter to them.*  
**William Grieder, *Who Will Tell the People***

## ***Objectives***

**Generate a shared practical vision for our community.  
Identify and commit to key actions that will support the LGBT community guided by our vision.**

## ***Agenda***

**9:00 am Gathering and Getting Started**  
Registration and Refreshments  
Reviewing and Commenting on the Displays

**9:30 am Welcome and Getting Grounded in Current Reality**  
Overview of the Day  
Data and Introductions  
A Conversation: What the Data is Telling Us  
Comments from Assemblyman John Laird  
Introductions at the Tables

### **Creating a Shared Vision**

***12:45 pm Lunch – Birds of a Feather or Informal Conversations***

**Developing the Year 1 Agenda**  
Creating Proposals for Topics to Discuss  
Conversations that Matter on the Topics  
Presenting the Work of the Groups

**4:15 pm Reflection and Closing**

**4:30 – 5:30 pm Reception**

## **Contributors to the Day**

### **Community Foundation of Santa Cruz County**

Since 1982, the Foundation has worked to help donors invest wisely in causes they care about, to provide grants and resources to the community, and to offer leadership around key local issues. In 1996, the Foundation launched the Diversity Partnership to strengthen alliances, promote respect and enhance services for Santa Cruz County's LGBT community. In doing so, it became one of the first community foundations in the country to initiate a grantmaking program specifically for LGBT people. To date, the Foundation has awarded nearly half a million dollars in grants to LGBT programs in Santa Cruz County. The Community Foundation partially funded today's program.

### **Diversity Partnership Advisory Committee**

These community representatives advise the Community Foundation on issues related to the LGBT community's needs, program activities and grant allocations.

Liza Culick, Chair  
Ralph Alpert  
Raul Bonilla

Cynthia Druley  
Larry Friedman  
Mary Hammer

Adriana Lopez  
Stella Moreno  
Alisa Van Dissen

### **The Planning Team**

The Diversity Partnership convened a Planning Team to design and implement this event. The Planning Team consists of members of the Diversity Partnership Advisory Committee and members of the community. It has met over the last six months with the goal of bringing our community together to further or advance the work that has already been done and to create a vision and agenda for the future.

Cynthia Druley, Chair  
Ralph Alpert  
Bob Correa  
Larry Friedman

Mireya Gomez-Contreras  
Alan Hayes  
Adriana Lopez

Sharon Papo  
Stuart Rosenstein  
Jamie Franco-Zamudio, Intern

### **Community Foundation Staff**

Luis Chabolla  
Christina Cuevas

Robin Larsen  
Kim East

Zoe Rossing

### **Facilitators**

Marti Roach and Jane Stallman, two Bay Area facilitators with extensive experience in designing participatory planning processes, were hired to co-design and facilitate the *Day of Dialogue*. Marti and Jane each have independent consulting practices and are Senior Partners in the *Center for Strategic Facilitation*. Marti can be reached at 925.376.3853/martiroach@sbcglobal.net. Jane can be reached at 510.532.6595/jl Stallman@aol.com.

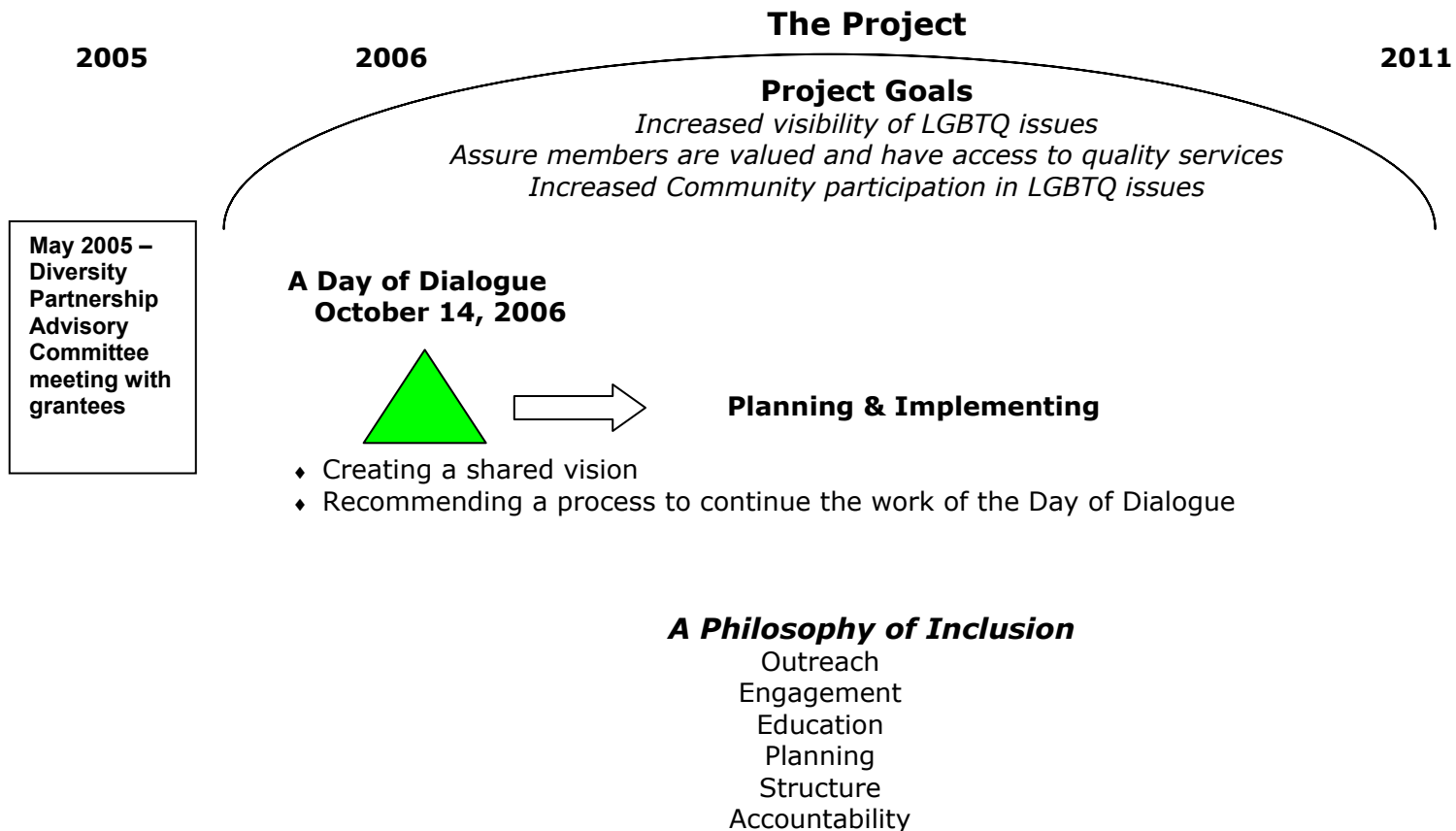
### **The California Endowment**

Funding for this event is provided by The California Endowment, a private, statewide health foundation created in 1996 to expand access to affordable, quality health care for underserved individuals and communities, and to promote fundamental improvements in the health status of all Californians.

## How We Got Here

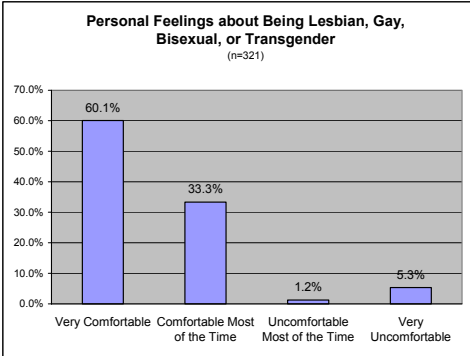
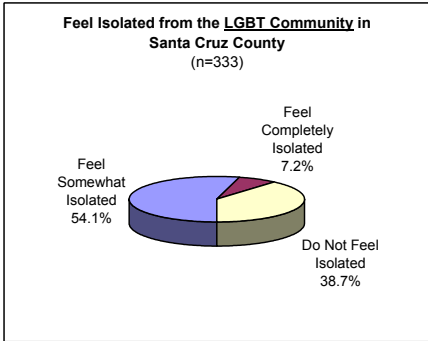
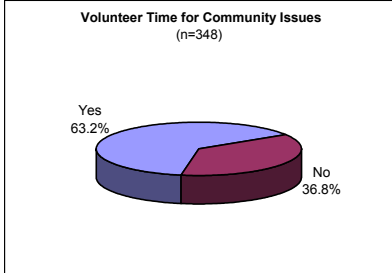
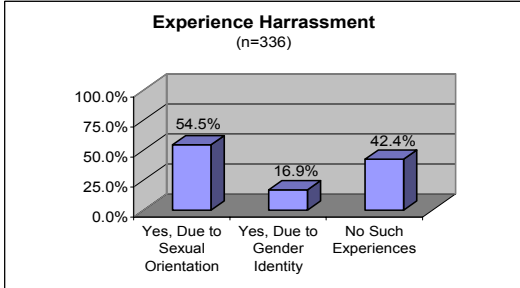
One of the key functions of the Diversity Partnership is providing financial support for LGBT services and organizations through its annual grantmaking program. In 2005, the available funding was small, so we invited prior grant recipients to advise us. Over 40 organizational representatives participated. We received not only advice about the best thing to do for 2006 grants, but participants also told us what the key needs and issues were for the LGBT community, and how the Diversity Partnership and the Community Foundation might help. The most compelling was the need to provide training and resources to help organizations network, collaborate, communicate, and learn from each other. This event is a direct result of that expressed need.

## A Day of Dialogue and How it Relates to the Overall Project

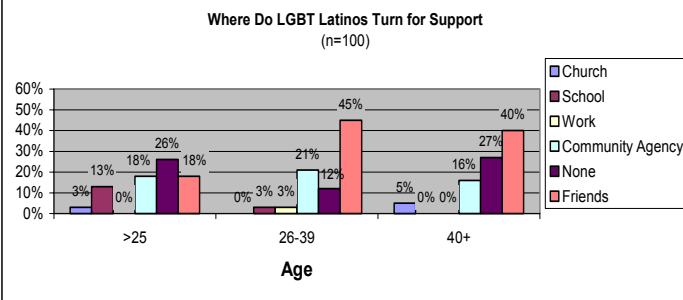


# Data Displays

Displays through the room presented data on the current reality facing the LGBTQ community in Santa Cruz County. Participants were invited to share a piece of data that spoke to them when they introduced themselves to the group.

Topic Area	Data	Comments Written
<p><b>Community As a Whole</b></p>	<p><b>We're OUT!</b> Sixty percent of survey respondents are "very comfortable" being LGBT—a higher percentage than the general LGBT population</p>  <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p> <p><b>We don't feel a sense of connection to the LGBT community.</b> Many participants feel isolated to some extent from the LGBT community in Santa Cruz County.</p>  <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p> <p><b>We are active in the community.</b> Almost two-thirds of survey participants volunteer time for community organizations or issues and a great majority contribute money regularly to a charitable cause</p>  <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p> <p><b>We experience harassment and discrimination.</b> Over half of participants report they have experienced discrimination, harassment or abuse related to sexual orientation.</p>  <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p>	

Topic Area	Data	Comments Written																								
<p><b>Youth</b></p>	<p>NEEDS identified by survey participants:</p> <ul style="list-style-type: none"> <li>▪ Assistance finding LGBTQ-friendly health care and mental health care providers</li> <li>▪ Protections from harassment and abuse</li> </ul> <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p>	<p>“People are very uncomfortable [that I am transgender]. The teachers don’t know how to approach it.” – Santa Cruz youth</p>																								
<p><b>Families</b></p>	<p>Over 62% would choose civil marriage if it was available</p> <div data-bbox="346 427 856 735"> <table border="1"> <caption>Participants Who Would Choose Civil Marriage If It Were an Option</caption> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>62.7%</td> </tr> <tr> <td>Undecided</td> <td>27.8%</td> </tr> <tr> <td>No</td> <td>9.5%</td> </tr> </tbody> </table> </div> <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p> <p>Approximately one-fourth have children and over one-fifth live with their children</p> <div data-bbox="1056 456 1654 829"> <table border="1"> <caption>Needs of LGBT parents (n=94)</caption> <thead> <tr> <th>Need</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Child Care</td> <td>67.5%</td> </tr> <tr> <td>Child Adjustment to Alternative Family</td> <td>49.4%</td> </tr> <tr> <td>Legal Advice</td> <td>40.2%</td> </tr> <tr> <td>Child Custody</td> <td>32.5%</td> </tr> <tr> <td>Adoption</td> <td>25.9%</td> </tr> <tr> <td>Donor Insemination/Getting Pregnant</td> <td>20.7%</td> </tr> <tr> <td>Other</td> <td>7.5%</td> </tr> </tbody> </table> </div> <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p>	Response	Percentage	Yes	62.7%	Undecided	27.8%	No	9.5%	Need	Percentage	Child Care	67.5%	Child Adjustment to Alternative Family	49.4%	Legal Advice	40.2%	Child Custody	32.5%	Adoption	25.9%	Donor Insemination/Getting Pregnant	20.7%	Other	7.5%	
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<p><b>Seniors</b></p>	<p>LGBT seniors have concerns about moving to senior residence facilities</p> <div data-bbox="346 954 978 1373"> <table border="1"> <caption>Concerns About Moving to Senior Residence Facility (n=109)</caption> <thead> <tr> <th>Concern</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Hostility of residents toward LGBT</td> <td>48%</td> </tr> <tr> <td>Hostility of service providers toward LGBT</td> <td>45%</td> </tr> <tr> <td>Being unable to share a room with partner</td> <td>37%</td> </tr> <tr> <td>Having to stay in the closet</td> <td>25%</td> </tr> <tr> <td>None</td> <td>21%</td> </tr> <tr> <td>Other Concerns</td> <td>8%</td> </tr> </tbody> </table> </div> <p>Diversity Center Needs Assessment of LGBT Seniors, Fall 2003 (113 respondents)</p> <p>“I am afraid of being old, lonely and helpless. As I get older having a strong social network will become more important.” – LGBT Senior</p>	Concern	Percentage	Hostility of residents toward LGBT	48%	Hostility of service providers toward LGBT	45%	Being unable to share a room with partner	37%	Having to stay in the closet	25%	None	21%	Other Concerns	8%											
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<b>Transgender</b>	<p>“A lot of us have developed self sufficiency to an art form. A lot of us don’t have relationships with family of origin. A lot of folks in the process (of transition) have emotional issues and have a hard time creating a family or having relationships with existing family.”</p> <p>NEEDS:</p> <ul style="list-style-type: none"> <li>▪ Increased awareness and protection from discrimination</li> <li>▪ Access to sensitive and appropriate care, including health care and transition care</li> </ul> <p>Source: Community Foundation Survey of the LGBT Community, March 2001 (361 respondents)</p>	<p>“When I went for a pap smear...they almost refused because I look like a boy. I had to educate them about being trans, and I didn’t want to. I just wanted to go in there and get what I need.”</p>	<p>Thanks to Dr. Hastings for the willingness to start a HORMONE Treatment at PPMM. It is this simple, all it takes is an open mind and a big heart to see the need of the community. Thx Jen.</p>																												
<b>Latinos</b>	<p>LGBT Latinos are more likely to turn to friends, as opposed to organizations and groups, for support</p>  <table border="1"> <caption>Where Do LGBT Latinos Turn for Support (n=100)</caption> <thead> <tr> <th>Age</th> <th>Church</th> <th>School</th> <th>Work</th> <th>Community Agency</th> <th>None</th> <th>Friends</th> </tr> </thead> <tbody> <tr> <td>&gt;25</td> <td>3%</td> <td>13%</td> <td>0%</td> <td>18%</td> <td>26%</td> <td>18%</td> </tr> <tr> <td>26-39</td> <td>0%</td> <td>3%</td> <td>3%</td> <td>21%</td> <td>12%</td> <td>45%</td> </tr> <tr> <td>40+</td> <td>5%</td> <td>0%</td> <td>0%</td> <td>16%</td> <td>27%</td> <td>40%</td> </tr> </tbody> </table> <p>Source: Triangle Speakers' Latino/a LGBT Needs Assessment, September 2002–June 2003 (100 respondents)</p>	Age	Church	School	Work	Community Agency	None	Friends	>25	3%	13%	0%	18%	26%	18%	26-39	0%	3%	3%	21%	12%	45%	40+	5%	0%	0%	16%	27%	40%	<p>“Occasionally when I look around and see that even though there are support groups it’s difficult for me to go to them...We need a Latino support group where there’s an understanding of language and culture.”</p> <p>– Latino survey participant</p>	
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<b>What Else Would We Like to Know?</b>	<ul style="list-style-type: none"> <li>- How many LGBTQ individuals and families reside in Santa Cruz County?</li> <li>- What is the demographic (age, socioeconomic status, ethnicity) makeup of the LGBT community in Santa Cruz?</li> <li>- Where do LGBTQ individuals and families live in the county?</li> </ul>	<ul style="list-style-type: none"> <li>- How do LGBT service providers coordinate services?</li> <li>- How much funding does our community receive?</li> <li>- If we are not involved politically or socially, why not?</li> <li>- If we are not giving money to local programs, why not?</li> <li>- How have our needs changed (since surveys in 2001/2002)?</li> </ul>																													

## The Visibility Wall

One of the day's displays was the Visibility Wall, which presented news headlines from the last 6 months. Participants were invited to reflect on how this media represented the LGBTQ community in Santa Cruz County, California and the world. Full articles were available for review.

	<b>May</b>	<b>June</b>	<b>July</b>	<b>August</b>	<b>September</b>	<b>October</b>
<b>Global</b>	Batwoman is back...as a lesbian	Is gay over?  President rips SJC (Supreme Judicial Court) on gay marriage	Gay pride celebration builds N.D. (North Dakota) community  Dobson: Media provides cover for assault on traditional marriage	S. Africa on road to allowing same-sex marriage  Ex-homosexuals [sic] protest APA's (American Psychological Assn.) position on homosexuality	Many men who have sex with men deny being gay	Exhibit argues that gay animals are part of nature  Conference on gays and cancer  Councillor [sic] quits party over gay comments  Commission looks at transgender issues on campus (Minnesota)  The open and closeted lives of a [sic] gay congressman
<b>State</b>	Governor will veto gay curriculum bill  Calif. Senate OKs gay curriculum bill	CA Gay Republicans and Schwarzenegger	California: Terror database tracks UC protests	Clash of convictions	Schwarzenegger vetoes gay-friendly  Gay curriculum under siege	Teen gets 10 years in detention for hate crime attacks
<b>Local</b>	Mark W. Stone: What the queer youth awards mean to our community  County's Queer Leadership Awards announced	Thousands turn out for Santa Cruz Gay Pride parade  Man assaulted in suspected hate crime on Pacific Avenue  Twice as nice: Russian adoption makes four...	Gay & Gray: Senior gays face many challenges...  A feeling of 'siege'  Chancellor's death gives a final lesson			Singer goes on despite protest: Demonstrators at Catalyst say reggae star is anti-gay

## The History Wall – 1950 – 2006

The event planning committee posted a few important dates on a History Wall and encouraged participants to add important dates, flyers, brochures, and photos. The following reflects the text posted to the wall. In addition to the text, over 20 photos were added to the History Wall.

	1950's	1960's	1970's	1980's	1990's	2000's
<b>Global</b>	-1958 The Homosexual Law Reform Society, U.K.	-1966 The National Planning Conference on Homophile Orgs., U.S.	-1973 American Psychological Assn. removes homosexuality from DSM-II	-1981 This Bridge Called My Back: Writings by Radical Women of Color published -1981 Norway is the 1 <sup>st</sup> country to enact laws against homosexual discrimination	-1991 Red ribbon first used as a symbol of the fight against AIDS/HIV -1998 Matthew Shepard slain -1997 U.K. extends immigration rights to same-sex couples	-2004 Massachusetts legalizes same-sex marriage -2005 The film TransAmerica was released
<b>State</b>	-1954 Mattachine Society, Los Angeles -1955 Daughters of Bilitis, San Francisco		-1978 Harvey Milk assassinated in San Francisco	-1982 Gay Games, San Francisco	-1990 California adopts domestic partner law	-2004 Same-sex couples wed in San Francisco -2002 Principals and Vice-Principals conference on AB537
<b>Local</b>		-1969 UCSC Commencement disrupted by anti-war demonstration -1969 Stonewall riots	-1970s Santa Cruz Women's Health Collective publishes Lesbian Health Matters -June 1975 1 <sup>st</sup> Pride celebration in Santa Cruz -1975 Santa Cruz 1 <sup>st</sup> county in CA to protect gay rights in employment -1976- Faggots and class struggle gathering- Wolf Creek -1976 or 1977 1 <sup>st</sup> Gay Pride Parade in Santa Cruz County -1978 Briggs Initiative -197? 1 <sup>st</sup> known death from AIDS in Santa Cruz	-1980 Closet Free Radio -1983 John Laird elected Mayor of Santa Cruz -1985 First "Gay Evening in May" -1985 BAYMEC (Bay Area Municipal Elections Committee) founded- Political Action Committee- San Mateo, Santa Clara, Santa Cruz & Monterey counties -1986 Lavender Reader founded -1988 The Last Laugh event at the Coconut Grove -1988 Mayor's Proclamation for Pride, signed by John Laird -1989 The Diversity Center granted non-profit status	-Sappho poster, UCSC org. -1991 Triangle Speakers formed -1991 1 <sup>st</sup> Gay, Lesbian, Bisexual Prom flyer -1991 "Let's Talk!" Conference & Workshop flyer -1992 2 <sup>nd</sup> Pride Prom flyer (note: English and Spanish) -1995 WHS GLBT group @ SPLG (GAP) -1998 National GLBT conference "Exposed" organized by UCSC students McGregor & Sanger -1999 Welcoming Diversity NCBI flyer	-2000 March Brochure posted "Fight the Knight" -2000 March on Washington (The Millennium March) -2000 article Pride & Prejudice (Santa Cruz Sentinel) -2001 GLBT Alliance formed -2001-2002 WHS GSA -2001 Triangle Speakers-sponsored Gill Foundation Fundraising training for LGBT organizations (25 participants from 9 organizations) -2001 Meeting the Needs of Youth: A workshop of service providers (150 participants) -2002 Pride Committee flyer

	1950's	1960's	1970's	1980's	1990's	2000's
<b>Local (cont.)</b>				-Freedom Democracy Caucus Journal (a newsletter from SCC Lesbian and Gay Political Alliance)	-1999 STRANGE Santa Cruz County Queer Youth & Allies formed Posted: Pride calendar -1999-2000 Horizontes established in Watsonville	-2003 1 <sup>st</sup> Latina President of Triangle Speakers (Josie Ramos) -2004 Queer Latina Network de UCSC forms (50 members strong) -2004 Community Celebration for Gay & Lesbian Newlyweds -2004 (May 2) Mayor's Proclamation declaring as Celebration of Marriage Equality Day -2004 Free Radio Santa Cruz raided by FCC -2005 PFLAG en Espanol in Watsonville -2005 (May) Diversity Partnership meeting with LGBT grantees to obtain input on current issues and needs -2005 (Feb) LyLyA is founded (Lesbianas y Latinas y Aliadas) -2005 Flyer for the 12 <sup>th</sup> Annual Women of Color Film & Video Festival -2005 PPMM Transgender Health Program -2006 SVHS AB537 addressed in city-wide meeting -2006 A Day of Dialogue-convening the LGBT community -Davis, Boxer, and Feinstein Agree: No on 22 -PPMM Transgender Health Program flyer -Queer Latina Network flyer

# The Santa Cruz County LGBTQ Community Vision - What We Will Have in Place in 2011

*What are our images, hopes, dreams, and aspirations for the future of the LGBTQ community in Santa Cruz County?*

A Community Commons	Financial Security and Sustainability	Enlightened Service Provisions & Safe Schools	An Integrated, Collaborative Network	Expanded Comprehensive Diversity Center	A Queer Leadership Council	A Safe Community for All	Full Latino and South County Inclusion	A Vibrant Social & Cultural Community
<ul style="list-style-type: none"> <li>◆ <i>Community Commons</i> with services, businesses &amp; arts culture</li> </ul>	<ul style="list-style-type: none"> <li>◆ Lots of Money \$\$\$\$\$\$\$</li> <li>◆ Greater funding – Elton John</li> <li>◆ More \$ for GLBT services</li> </ul>	<ul style="list-style-type: none"> <li>◆ Anti bias education (in all schools)</li> <li>◆ School safety – AB 537</li> <li>◆ Health care provider education</li> <li>◆ Education for all students and staff</li> <li>◆ Administration student collaboration</li> <li>◆ Mandatory trainings and support of queer youth</li> <li>◆ Anti-bias education</li> </ul>	<ul style="list-style-type: none"> <li>◆ Lavender business certification</li> <li>◆ Visibility for LGBTQ</li> <li>◆ Internal &amp; external collaboration</li> <li>◆ Constructive collaboration</li> <li>◆ Sharing resources, e.g. technology</li> <li>◆ Calendar/ Newspaper/ Communication</li> <li>◆ Consciousness raising dialogues</li> <li>◆ More collaboration &amp; education within LGBT community</li> <li>◆ Queer Space @ SC County Fair</li> <li>◆ Queer Habitat for Humanity</li> <li>◆ Training Institute to raise consciousness</li> <li>◆ Working in collaboration with non-queer groups</li> </ul>	<ul style="list-style-type: none"> <li>◆ Latina/bilingual resources in Watsonville/ County</li> <li>◆ LGBTQ Health Care</li> <li>◆ Comprehensive resources hubs north + south + mid</li> <li>◆ Santa Cruz Watsonville Center</li> <li>◆ Physical presence –social services, political cultural</li> <li>◆ Diversity Center – All inclusive services</li> <li>◆ Diversity Center as queer organization hub/umbrella</li> <li>◆ Organized resources through centralization</li> <li>◆ North/south connected Community Center</li> <li>◆ Queers on a bus</li> <li>◆ Increase focus on age, class, family, race, culture</li> </ul>	<ul style="list-style-type: none"> <li>◆ Center for action</li> <li>◆ Priority setting body</li> <li>◆ More action, less talk</li> <li>◆ Leadership represents full diversity</li> <li>◆ Coordination of organization, events, services, actions</li> <li>◆ Visibility in leadership</li> <li>◆ Annual LGBTQ strategic planning</li> <li>◆ Developed leadership</li> <li>◆ Leadership LGBTQ Training Institute</li> </ul>	<ul style="list-style-type: none"> <li>◆ More queer safe locations for youth</li> <li>◆ Family and street violence prevention</li> <li>◆ Transportation for queer youth</li> </ul>	<ul style="list-style-type: none"> <li>◆ Watsonville Queer Pride</li> <li>◆ Pride in Watsonville</li> </ul>	<ul style="list-style-type: none"> <li>◆ Adult LGBTQ Summer Camp</li> </ul>

## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Expanding the Diversity Center

**Group Number:** 1

### A Brief Description of the Topic

**Potential Discussion Points**

Advisory Board	Satellite physical facilities	Social events
Services and advocacy family/couples	Umbrella concept (i.e. Triangle Speakers)	Store for merchandising
People of color	Volunteer tracking system needed	Civil unions/domestic partnerships
Café for socializing	Adoption resources	People of faith

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues     Assure members are valued & have access to quality services     Increased Community participation in LGBTQ issues

### Key Points Discussed

### Comments from Others

- Need for printed media (newsletter, gazette, website)
- Diversity Center needs, Diversity staff as People of Color
- Advisory Board expands inclusion, number of ears for the Diversity Center
- Purchase of Building for \$200K down, \$10,000 per month (several organizations together)
- STRANGE may be available after their grant runs out
- Stand alone: childcare, offices, library, conference room, social worker, medical offices

### Recommendations or Conclusions

### Next Steps/Actions

Board of Directors has already discussed many recommendations in course of meeting. When people pay into the Diversity Partnership Fund, they do not realize that they are not paying into the Diversity Center.

- Provide staff to represent all people (e.g., Asian, Latino, bisexual)
- Triangle Speakers and Diversity Center start an open dialogue of collaboration
- New Facility- North and South County
- The new Diversity Center will provide social, educational, medical, etc.

### Participants in our Conversation

### Who Else Should Be Involved

Amy Wirth, Diversity Center ED; Jim Brown, Diversity Center Board President; Terry Cavanagh, Diversity Center Board Member (past President); Ralph Alpert, Diversity Partnership; Tam Welch, UCSC Lionel Cantu Program Coordinator; Anne-Marie, Community Member; UCSC student (?); Kristin Maya, Simcha Pre-school/Cabrillo Teacher Education Program; Kathy Manus, Diversity Center Board Member

\*Notes taken directly from forms and flip charts completed by participants. They have not been edited for accuracy, spelling, grammar, etc.

## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Anti-Bias Education

**Group Number:** 2

### A Brief Description of the Topic

The group met to discuss the possibility of utilizing OUTLET's existing training program UNIQUE to empower students to train their peers, teachers, and community members to effectively respond to discrimination, bullying, and homophobic remarks/attacks.

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues    Assure members are valued & have access to quality services    Increased Community participation in LGBTQ issues

### Key Points Discussed

Outlet, Triangle, Speakers, PFLAG, and Scotts Valley High School input: Discussed a need to train students, parents, and teachers to respond to discrimination and safety issues:

- Where can we implement a training in the coming year
- What else is needed in schools to promote safety in schools for LGBTQ youth and children of LGBTQ parents
- What is being offered to date and what needs to be offered in the future
- What resources and connections do we have

### Comments from Others

Marisol Castañeda (Triangle Speakers)-  
Access to Watsonville GSA

### Recommendations or Conclusions

- Train a team of students to do AB537 training.
- Develop a plan to make schools and communities safer for GLBTQ students and students of GLBTQ parents.
- OFFERS of services/support from team:
  - Jamie Franco-Zamudio- UCSC Dissertation: Survey of knowledge of AB537 and safety of schools
  - Jasmine Schlafke- STRANGE: transportation to and from trainings/ physical space to meet in north and south county
  - Eileen Ross- Training
  - Karin Babbit- Access to Scotts Valley High School
  - Ali Spickler- Access to Temple Beth El- ECE

### Next Steps/Actions

- 1 Year goals:
- OUTLET training at Watsonville High School
  - OUTLET/STRANGE support at Scotts Valley High School
  - ECE for teachers at the Diversity Training (sensitive for youth >8 yrs)
- 5-Year plan:
- Lobbying for or developing AB537 teacher training/accreditation
  - Developing an Emotional Safety plan for schools with concrete ways to ensure emotional safety for students (not just physical safety plans, e.g., fire drills)
  - Have OUTLET trainings in all schools targeting multiple groups-Parents, Teachers, Students, Community

### -Participants in our Conversation

Eileen Ross, OUTLET; Jamie Franco-Zamudio, UCSC/ Triangle Speakers; Barbara Bodine, PFLAG; Pamela Sexton PFLAG en Espanol; Karin Babbit, Scotts Valley GSA Advisor; Craig Warren, GSA student; Jasmine Schlafke, STRANGE; Ali Spickler, Temple Beth El Preschool

### Who Else Should Be Involved

Marisol Castañeda, Triangle Speakers; Caitlin Addison-Howard, STRANGE; Cabrillo College Early Childhood Education; Diversity Center's Queer Youth Task Force

\*Notes taken directly from forms and flip charts completed by participants. They have not been edited for accuracy, spelling, grammar, etc.

## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic: Communication & Coalition Building**

**Group Number: 3**

### A Brief Description of the Topic

Increase Community participation in LGBTQ Issues by increasing communications

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues    Assure members are valued & have access to quality services    Increased Community participation in LGBTQ issues

### Key Points Discussed

- Need for coordination of events
- Need to avoid duplication of efforts
- Need for enhanced communication amongst Queer Orgs. & between Queer orgs and larger community
- Need to communicate efficiently and rapidly with all Queer groups

### Comments from Others

### Recommendations or Conclusions

- Make assessment of the communication needs of Queer orgs. (possibly an intern project)
- Cross-Orgs & Agency Newsletter
- Event Planners Calendar
- List-serves
- Develop a list of orgs with natural alliances with Queer orgs.

### Next Steps/Actions

- Identify a UCSC student/faculty member to apply for UCSC Community Grant
- Find a qualified coordinator to lead the project
- Write up survey and recruit volunteers
- Needs assessment of the queer orgs.

### Participants in our Conversation

Alicia Kosmo  
Kaleo Kualuhiwa  
Hugo Lujan  
Kwai Lam

### Who Else Should Be Involved

UCSC Intern/student from Community Studies  
Department  
Lionel Cantu Center

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## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Leadership Council

**Group Number:** 4

### A Brief Description of the Topic

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues     Assure members are valued & have access to quality services     Increased Community participation in LGBTQ issues

### Key Points Discussed

- Council would provide leadership to realize our vision.
- Need level of power/authority to define priorities.
- Provides forum for high level collaboration.
- Bring visions back to each group/organization.

### Comments from Others

### Recommendations or Conclusions

Empower a small group to define parameters (interim)

- structure
- authority
- scope
- members

for permanent council

### Next Steps/Actions

- Today: volunteers
- First meeting
- Write proposal for consideration
- Who makes ultimate decision on approval?

### Participants in our Conversation

Ann Pomper, Bob Correa, Kate Kaufman, Stuart  
Rosenstein, Clare Sheils, & Cynthia Druley

### Who Else Should Be Involved

Volunteers to develop

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## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Building Creative Fundraising Networks

**Group Number:** 5

### A Brief Description of the Topic

Developing new ways to collaboratively fundraise within the LGBT community and network with regional businesses.

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues    Assure members are valued & have access to quality services    Increased Community participation in LGBTQ issues

### Key Points Discussed

- Creating network of GLBT and Ally employees who work at area businesses
- Gift matching systems
- Expand to/and target Bay Area businesses
- Online catalog/giving website/superstructure/marriage gift
- E-scrip
- Create Corporate Gay Day Fair
- Local businesses during Pride Week simultaneously give percentage of profits

### Comments from Others

### Recommendations or Conclusions

### Next Steps/Actions

- -Create list of potential corporate donors
- -Build network of employees in Santa Cruz and Bay Area counties
- -Feasibility study for online catalogue
- -Feasibility study for local business giving week

### Participants in our Conversation

### Who Else Should Be Involved

Caitlin Addison-Howard, STRANGE; Christine Hallet, UCSC;; Deb Abbot, Lionel Cantu Center; Jean Conger, WomenCARE; Jay Melena, Triangle Speakers

Community Foundation, forthcoming leadership council, ED's of local queer orgs.

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## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic: LGBT Competency Training Team**

**Group Number: 6**

### A Brief Description of the Topic

A fully funded training team with a paid coordinator and working budget (with a potential for fiscal sustainability over time) for medical and mental health providers.

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues     Assure members are valued & have access to quality services     Increased Community participation in LGBTQ issues

### Key Points Discussed

- Central base
- Charge for CEU's
- Professionally trained for specific needs of each agency
- Options for ongoing training programs

### Comments from Others

Assess what training currently exists

### Recommendations or Conclusions

\$\$\$ Needed for coordinator's salary and office space, but trainer's stipends could be paid by charging agencies for training

### Next Steps/Actions

- Get Funding
- Hire coordinator
- Find office space
- Create a list of providers who need/want the training services
- Assessment of needs
- Find out who is already training

### Participants in our Conversation

Akhila Kolesar  
Alejandra Santiago  
Diana Carpenter

### Who Else Should Be Involved

All mental and medical health agencies in Santa Cruz County  
Hospitals  
UCSC Student Health Center  
South County agencies

\*Notes taken directly from forms and flip charts completed by participants. They have not been edited for accuracy, spelling, grammar, etc.

## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Organizing in Watsonville

**Group Number:** 7

### A Brief Description of the Topic

Organizing in Watsonville: What steps are needed to organize a pride?

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues     Assure members are valued & have access to quality services     Increased Community participation in LGBTQ issues

### Key Points Discussed

2008?  
When? Where?  
Funding?  
Time?  
Celebration is the first- no parade

### Comments from Others

### Recommendations or Conclusions

- Establish a committee
- Attend Latino retreat
- Investigate questions

### Next Steps/Actions

### Participants in our Conversation

Maria Luisa Perez, Marco (Horizontes), Merrie Schaller, & Marisol Castañeda

### Who Else Should Be Involved

City of Watsonville, Triangle Speakers, Salud para la Gente, YWCA/LyLyA, Horizontes, UCSC, Franco's, Diversity Center, Latino retreat participants

\*Notes taken directly from forms and flip charts completed by participants. They have not been edited for accuracy, spelling, grammar, etc.

## Small Group Discussion Report\*

Unedited Notes

**Name of the Topic:** Latino LGBTQ Task Force

**Group Number:** 8

### A Brief Description of the Topic

**Project Goals Supported** (please check ones that apply):

Increased visibility of LGBTQ issues     Assure members are valued & have access to quality services     Increased Community participation in LGBTQ issues

### Key Points Discussed

### Comments from Others

What we would like to see happen within 1 or 2 years:

- Latino GLBTQ Task Force to oversee 5 year plan
- Retreat (strategic planning)
- Pride in Watsonville
- Secure funding sources
- Hiring coordinator to focus on LGBTQ programming for the Latino/Watsonville Community

### Recommendations or Conclusions

### Next Steps/Actions

Collaboration with existing GLBT groups/community leaders/members

LyLyA, Horizontes, Triangle Speakers, Queer Latina Network, The Diversity Center, Lionel Cantu GLBTIQ Resource Center at UCSC, STRANGE, GAP, GSA's, Oakes Queer group, SCAP, Inner Light Ministries, Closet Free Radio- Espanol Collaborative, PFLAG Watsonville, Move On Out Now mag., QTV, etc.

- Meet as a Task Force (Latino LGBTQ)
- Develop agenda/date/location, etc. for strategic planning retreat/collaboration
- E-mail distribution list to continue the conversation (yahoo group/myspace)

### Participants in our Conversation

### Who Else Should Be Involved

J P Garcia, Adriana Lopez, Monica Morales, Fernando Alcantar, & Jorge Bru

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## Comments on the Day – October 14, 2006

What I liked best about our work today is....	Where we made the most movement forward is ....	Where we, as a Community still have the most work to do .....	One thing I'm taking away from the Day of Dialogue is....	One way I want to contribute the next year's agenda is ....
<ul style="list-style-type: none"> <li>▪ The group interaction. Feeling welcome. Allowed to share thoughts and ideas.</li> <li>▪ One year planning process for reaching a specific goal.</li> <li>▪ Hearing different ideas and opinions hearing similarities on challenges and experiences</li> <li>▪ Well organized workshop</li> <li>▪ Meeting some people</li> <li>▪ Sharing everyone's views Interesting</li> <li>▪ The inter-org communication and the ideas that it created</li> <li>▪ meeting more community members</li> <li>▪ That we were together to talk dialogue</li> <li>▪ Seeing and meeting new leaders</li> <li>▪ Meeting folks</li> <li>▪ Meeting the community, participating, and meeting people.</li> <li>▪ Everyone coming together.</li> <li>▪ To know there are a lot community of LGBT</li> <li>▪ The structure of how we got to the place we did. Great.</li> <li>▪ 2nd half - felt like a slow start, but we got a great second half in.</li> <li>▪ The different organizations coming together. It is something that has to be done and the input from every org.... Our vision was extremely good.</li> <li>▪ The possibility of providing collaboration between Triangle and Diversity Center</li> </ul>	<ul style="list-style-type: none"> <li>▪ Creating groups to move forward with our ultimate vision</li> <li>▪ When will the rubber hit the road? I think we need to move from talk to action in sharing ideas and learning where others are coming from and what's important to them or planning and action NOW.</li> <li>▪ Hearing each other</li> <li>▪ Sharing ideas/thoughts from diverse</li> <li>▪ Coming together</li> <li>▪ Queer Latino(a) issues awareness</li> <li>▪ Scaling down ideas to be realistic</li> <li>▪ Latino issues</li> <li>▪ Networking and planning</li> <li>▪ Safe schools and training (mainly networking) Latino caucus</li> <li>▪ Planning, group goals</li> <li>▪ Sharing visions.</li> <li>▪ 1) Establishing some county wide perspective; 2) establishing some county wide written agendas. 3) Deepening the hours spent in some room planning and talking with others doing similar or connected or interconnected work.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Visibility, organization, community interaction/involvement</li> <li>▪ Making an effort to show up - as individuals, for queer and non-queer stuff. Not "spoon feeding" queer youth enough to expect them to work up to leadership positions rather than step into them. Finding ways to motivate and include new activists and younger folks who get involved in LGBTQ community and exp. politics (mentoring - which requires people willing to be mentored and who are open to learning more and have the time and energy and honoring and remembering out (LGBTQ) history and past and then working from that place - not reinventing the wheel</li> <li>▪ Increase services to Latinos</li> <li>▪ Developing a "we"</li> <li>▪ Communication and networking (the university - Santa Cruz) (students - Santa Cruz)</li> <li>▪ Continue collaboration and leadership building. Move more toward business models and not only grassroots work. Not to knock it, nut we need to build on it.</li> <li>▪ Collaboration</li> <li>▪ Increasing our capacity as individuals to work together on common goals</li> <li>▪ Broader POC community. Asian and Black specifically ---- (specifically the racism that happens in ignoring the issue. Educating the different parts of the community with what happened and not alienating the new energy.</li> </ul>	<ul style="list-style-type: none"> <li>▪ There is a lot of work to do but there are many people who are willing to do the work</li> <li>▪ All the people and their business cards</li> <li>▪ We still have a long way to go to connect fiefdoms of affinity groups and form a more inclusive community of attitude and perspective</li> <li>▪ A better sense of what the community is and needs as a whole. I was unaware of the existence of some of those organizations and now I have knowledge of the purpose and people running the orgs.</li> <li>▪ great contacts, ideas and inspiration</li> <li>▪ Many ideas and contacts</li> <li>▪ I liked Laird positive energy. There is so much work to do.</li> <li>▪ A connection, feeling like I did something ideas for the future and what it holds and how I can participate in that.</li> <li>▪ Hopeful</li> <li>▪ Key importance of this type of community wide annual or semi-annual retreat and workshop space to dialogue and create written plans.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Keep involved</li> <li>▪ Working on a specific, concrete issue - sensitize and educate to/about hate crimes</li> <li>▪ Actively participate in leadership council and some other meetings/committees.</li> <li>▪ Please take interpreting into consideration in the whole process</li> <li>▪ I can be available for helping with project/program review, consultation</li> <li>▪ I want more LGBT families resources. I'm will to be on the Diversity Center advisory board.</li> <li>▪ Being here, more ideas</li> <li>▪ Leadership Council</li> <li>▪ Continue with planning group and Leadership Council planning.</li> <li>▪ Good listening to the community - and with a good plan or written notes - tell three other leaders - who were not here today.</li> <li>▪ Volunteering and getting other people from the University involved.</li> </ul>

What I liked best about our work today is....	Where we made the most movement forward is ....	Where we, as a Community still have the most work to do .....	One thing I'm taking away from the Day of Dialogue is....	One way I want to contribute the next year's agenda is ....
<ul style="list-style-type: none"> <li>▪ Small group work with opportunity to present and get feedback from others.</li> <li>▪ Conversation tables</li> <li>▪ Networking, feeling a part of the community excitement</li> <li>▪ Hearing from so many diverse voices.</li> <li>▪ The coalescing of ideas into clear categories.</li> <li>▪ People interchange</li> <li>▪ The different discussions and help I did not know before.</li> <li>▪ Coming together of community</li> <li>▪ Ideas from others. People seemed sincere in their interest. Good turnout.</li> <li>▪ Visionary and ranking tools.</li> <li>▪ Great organization and facilitation.</li> <li>▪ Small group planning time. Networking with colleagues in LGBT organizations. Creating proposals.</li> <li>▪ The collaboration. The enthusiasm. The openness.</li> <li>▪ Meeting/connecting with others. Seeing a bigger picture.</li> <li>▪ People sharing ideas in supportive fashion.</li> <li>▪ Networking, Sharing visions</li> </ul>	<ul style="list-style-type: none"> <li>▪ Our vision. We defined our goals and partially figured a way to get there.</li> <li>▪ Introducing key members of LGBT community in one room.</li> <li>▪ Planning proposals (from small group discussions)</li> <li>▪ Much agreement on collaboration - finance, space, staff etc.</li> <li>▪ Latino issues and inclusion. Direct action and ideas</li> <li>▪ Visioning</li> <li>▪ Reaffirming consensus and priorities.</li> <li>▪ The awareness of the need for GBLT. The faces of participants we are all in need of each other.</li> <li>▪ Group buy-in for vision statement</li> <li>▪ Exchange of vision and needs.</li> <li>▪ Identifying common priorities areas.</li> <li>▪ In shared vision, with all parties heard in the process.</li> <li>▪ Creating proposals.</li> <li>▪ A sense of respect and trust. Identifying key goals.</li> <li>▪ Big picture goals.</li> <li>▪ Defining names for where we are going.</li> <li>▪ Collaboration, Community Building</li> </ul>	<p>▪ Action</p> <ul style="list-style-type: none"> <li>▪ Working together (beyond talk)</li> <li>▪ Watsonville</li> <li>▪ In understanding what we do have already.</li> <li>▪ With developing leadership that oversees the whole communities needs and has resources to offer the community.</li> <li>▪ Planning how to get the .....and bridging those communities.</li> <li>▪ Collaboration</li> <li>▪ Actualizing the proposals</li> <li>▪ Implementation of proposals</li> <li>▪ Latino inclusion bilingual services funding. Political structure and power (why was it not even raised by anyone?)</li> <li>▪ Coordination/oversight in moving forward. New mode of working: conflict-free</li> <li>▪ Collaboration and action and capacity building.</li> <li>▪ Engaging allies supporting-preventing burn out</li> <li>▪ Being out noticeable in the community as a whole.</li> <li>▪ Make it all happen</li> <li>▪ Working together (share resources). Follow through.</li> <li>▪ Moving everyone towards Action</li> <li>▪ How to fund the many worthwhile projects and events</li> <li>▪ Moving forward cohesively and networking with organizations outside of/allies to our LGBTQ community.</li> <li>▪ Doing the work. Building leadership. Funding stability and expertise.</li> <li>▪ Making collaboration happen effectively.</li> <li>▪ Finding people to do all the work.</li> <li>▪ Fundraising and Planning</li> </ul>	<ul style="list-style-type: none"> <li>▪ Many notes and an awareness of what other people are planning to do in the community</li> <li>▪ Excitement</li> <li>▪ Vision</li> <li>▪ We have a very good group of talented and committed people</li> <li>▪ Excitement to move our community forward.</li> <li>▪ New connections! A renewed sense of commitment and hope.</li> <li>▪ Need to expand Diversity Center's relevance.</li> <li>▪ Re-inspiration</li> <li>▪ All of it</li> <li>▪ A better view of our community.</li> <li>▪ There are others missing and seeking community.</li> <li>▪ Hope for the future.</li> <li>▪ Feeling optimistic and revitalized.</li> <li>▪ Contacts.</li> <li>▪ Re-acquainting with old friends.</li> <li>▪ New Latino GLBTIQ Task Force, reignited relationships, sense of community togetherness</li> </ul>	<ul style="list-style-type: none"> <li>▪ Be part of the planning committee.</li> <li>▪ By being present.</li> <li>▪ Continue on proposals for collaboration and also outreach to widen Santa Cruz County community.</li> <li>▪ Working with the D.C.</li> <li>▪ pre-conversation before</li> <li>▪ Being more participative in the community sharing this experience with different people.</li> <li>▪ TBD</li> <li>▪ I want to just "show up."</li> <li>▪ Working to expand visibility/services in Watsonville.</li> <li>▪ Invite more community members with untapped energy and potential</li> </ul>

## The Roster of Participants

Deb Abbot, *Lionel Cantú GLBTI Resource Center*  
Caitlin Addison-Howard, *STRANGE*  
Fernando Alcantar, *Horizontes*  
Ralph Alpert, *Diversity Partnership*  
Karin Babbitt, *Scotts Valley High School GSA*  
Ciel Benedetto, *EEO Affirmative Action Office, UCSC*  
Carmen Berteaux  
Barbara Bodine, *PFLAG*  
Jim Brown, *Diversity Center*  
Jorge Jesus Bru, *Santa Cruz AIDS Project*  
Marcos Cabezuela, *Horizontes/Triangle Speakers*  
Ken Call, *UCSC*  
Diana Carpenter, *Women's Crisis Support - Defensa de Mujeres*  
Marisol Castaneda, *Triangle Speakers*  
Terry Cavannah, *Diversity Center*  
Jean Conger, *WomenCARE*  
Mireya Contreras-Gomez, *YWCA of Watsonville*  
Bob Correa, *Diversity Center*  
Christina Cuevas, *Community Foundation*  
Liza Culick, *Diversity Partnership*  
Joanne De Los Reyes, *Defensa de Mujeres*  
Pat Dellin  
Dan Dickmeyer  
Cynthia Druley, *Diversity Partnership*  
Kim East, *Community Foundation*  
Jamie Franco-Zamudio, *UCSC*  
John Paul Garcia  
Carla Gonzalez, *Triangle Speakers*  
Christine Hallet  
Alan Hayes, *Queer Youth Task Force*  
Winona Heyer-Soma  
Ron Indra  
Kaleo Kaluhiwa, *Santa Cruz County Health HIV/AIDS Program*  
Kate Kaufman  
Akhila Kolesar, *Family Service Agency of Central Coast*  
Nicole Kucera, *Triangle Speakers*  
John Laird  
Kwai Lam, *Community Television/Radical Faeries*

Margaret Leonard  
Gail Levine  
Adriana Lopez, *Diversity Partnership*  
Lourdes Lopez, *YWCA of Watsonville*  
Hugo Lujan, *UCSC*  
Kathy Manus, *Diversity Center*  
Kristen Maya, *Temple Beth El Simcha Day School*  
Jay Melena, *Triangle Speakers*  
Monica Morales  
Stella Moreno, *Pajaro Valley Middle School*  
Maria Luisa Perez  
Andrew Perez, *Watsonville High School GSA*  
Margaret Pitpit  
Ann Pomper, *Hospice Caring Project*  
Cassandra Reyes, *Watsonville High School GSA*  
Marti Roach, *Facilitator*  
Celia Rowland, *District Attorney's Office, Triangle Speakers*  
Anne-Marie Rosché  
Stuart Rosenstein, *Santa Cruz County Queer Youth Task Force*  
Eileen Ross, *Outlet*  
Zoë Rossing, *Community Foundation*  
Alejandra Santiago, *Planned Parenthood Mar Monte*  
Merrie Schaller, *Pride Committee/GLBT Alliance*  
Jasmine Schlafke, *STRANGE*  
Claudio Schnier, *Radical Faeries*  
Pamela Sexton, *PFLAG*  
Clare Sheils  
Charlie Singer  
Glenn Soma, *PFLAG*  
Ali Spickler, *Temple Beth El Simcha Day School*  
Jane Stallman, *Facilitator*  
Natalie Steinburg, *Pride Committee/GLBT Alliance*  
Julia Stevens, *Santa Cruz Women's Health Center*  
Doug Urbanus, *Diversity Center*  
Craig Warren, *Scotts Valley High School GSA*  
Tam Welch, *Lionel Cantú GLBTI Resource Center*  
Amy Wirth, *Diversity Center*  
Susy Zepeda, *UCSC Queer Latina Network*