

# STRATEGIC PLAN FY2024 - 2025

Adopted by the Washington State LGBTQ Commission in plenary meeting  
Friday, March 17th, 2023 in Spokane County, WA



WASHINGTON STATE  
**LGBTQ**  
COMMISSION

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**Mission:** The Washington State LGBTQ Commission works to improve the state's interface with the lesbian, gay, bisexual, transgender, queer, two-spirit, and intersex community, identify the needs of its members, and ensuring that there is an effective means of advocating for LGBTQ equity in all aspects of state government.

**Vision:** The Washington State LGBTQ Commission envisions a state where every two-spirit, lesbian, gay, bisexual, transgender, queer, and intersex Washingtonian of any age feels safe, supported, and empowered.

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The Washington State LGBTQ Commission held a visioning session led by an outside consultant during a two-day public meeting period in January 2023. During this public meeting, Commissioners had the opportunity to brainstorm on ideas to identify strategic priorities for the agency. As a result of this work, an Ad-Hoc Strategic Planning Committee was established to continue the work and present the Commission with concrete ideas to adopt as priorities, strategies to achieve these, and the outcomes to be accomplished.

The Ad-Hoc Strategic Planning Committee was composed of:

- Commissioner Marsha Botzer (she/her)
- Commissioner Nick Franco (they/them)
- Commissioner Matthew Landers (he/him)

The members of the Ad-Hoc committee met several times to distill the thoughts and ideas from the visioning session. Their work was then reviewed by the Executive Committee and staff, who offered edits, feedback, and recommendations before the draft was presented to the Commission during its regular public meeting on Friday, March 17<sup>th</sup> in Spokane County. After an in-depth discussion and some recommendations to make this plan stronger, the full Commission adopted the Strategic Plan for Fiscal Years 2024-2025.

The Strategic Plan contains five priorities areas: *intersectional connections, stewardship, LGBTQ elders, support for basic needs, and track and counter hate*. The Executive Committee of the Commission, in collaboration with the staff, are in charge for creating the tools necessary to achieve the goals of the Strategic Plan.





## FY2024 & FY2025 STRATEGIC PLAN

### PRIORITY 1: INTERSECTIONAL CONNECTIONS

GOAL	STRATEGY	OUTCOMES
<b>1A</b> <b>Be better known by and connected to LGBTQ communities in Washington State</b>	<ul style="list-style-type: none"><li>• Represent Commission at community events</li><li>• For all Commission action items, consider how to bring in community experts (convene) and involve them in the work or demonstrate how the Commission has a role on a specific issue.</li></ul>	<ul style="list-style-type: none"><li>• Increase non-Commissioner participation in committees by 10%</li><li>• Increase non-Commissioner attendance at public meetings by 25%</li><li>• Increase newsletter subscriptions by 10%</li><li>• Each Commissioner will attend at least one (1) external event per year</li></ul>
<b>1B</b> <b>Increase education of Commissioners about Washington LGBTQ communities</b>	<ul style="list-style-type: none"><li>• Invite guest speakers from organizations, grassroots, or causes to present to Commission or committees, with a focus on a wide variety of experiences and identities.</li></ul>	<ul style="list-style-type: none"><li>• Each Commissioner will propose at least one (1) speaker to invite to Commission or committee meetings during the year</li></ul>
<b>1C</b> <b>Work with other community commissions</b>	<ul style="list-style-type: none"><li>• Proactively work with other state-level cultural commissions in Washington</li><li>• Meet with other LGBTQ commissions</li></ul>	<ul style="list-style-type: none"><li>• A small group of Commissioners will meet at least once per year with each of the other Washington cultural commissions</li><li>• A small group of Commissioners will meet at least once per year with one</li></ul>



other municipal- or state-level LGBTQ commission

**PRIORITY 2: STEWARDSHIP**

<b>GOAL</b>	<b>STRATEGY</b>	<b>OUTCOMES</b>
<p><b>2A</b> <b>Increase accountability</b></p>	<ul style="list-style-type: none"> <li>Commissioners arrive prepared, understand action items, and ready to discuss</li> <li>All Commissioners do work outside of Commission meetings (committees, speaking engagements, one-on-one meetings, organizing roundtables, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>All Commissioners will submit an annual impact summary of their activities/accomplishments</li> <li>Establish clear attendance policy, including excused and unexcused absences, as well as frequency of hybrid participation.</li> <li>Commissioner attendance at Commission meetings will increase to an average of 85% (not including excused)</li> </ul>
<p><b>2B</b> <b>Live our mission</b></p>	<ul style="list-style-type: none"> <li>All Commissioners feel a sense of purpose and have a clear path to action on the Commission</li> </ul>	<ul style="list-style-type: none"> <li>Establish committees, work groups, and/or task forces with clear objectives</li> <li>Every Commissioner will serve on at least one committee, work group, or task force during the year</li> </ul>
<p><b>2C</b> <b>Set values</b></p>	<ul style="list-style-type: none"> <li>Identify common values under which the Commission operates to fulfill mission and vision</li> </ul>	<ul style="list-style-type: none"> <li>Establish a task force to articulate commonly held values to guide Commissioners</li> </ul>



**PRIORITY 3: LGBTQ ELDERS**

<b>GOAL</b>	<b>STRATEGY</b>	<b>OUTCOMES</b>
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<p><b>3A</b> <b>Increase action on elder issues</b></p>	<ul style="list-style-type: none"> <li>• Make specific efforts to reach out to LGBTQ elders and those organizations or individuals that are experts or have experience with the elderly or issues around aging.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct at least 1 town hall or meeting focused on LGBTQ elders and their needs</li> <li>• Develop and track specific policy or legislation recommendations relating to LGBTQ elders</li> <li>• Hold at least one (1) event that fosters intergenerational sharing / understanding</li> </ul>
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<p><b>3B</b> <b>Commission diversity and recruitment</b></p>	<ul style="list-style-type: none"> <li>• Maintain and expand representation of elder voices on the Commission and its committees</li> </ul>	<ul style="list-style-type: none"> <li>• Share application information directly with organizations focused on LGBTQ elders</li> <li>• Have at least 1 application to serve the Commission from a person who has lived experience or expertise on senior issues</li> <li>• Have at least 1 new community member serve on a committee, work group, or task force who have lived experience or expertise on senior issues</li> </ul>
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**PRIORITY 4: SUPPORT BASIC NEEDS**

<b>GOAL</b>	<b>STRATEGY</b>	<b>OUTCOMES</b>
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**4A  
Educate Commissioners  
on community needs**

- Learn about and support efforts to address basic needs in Washington
- Hold at least 1 listening session with advocates focused on basic needs so that Commissioners can learn and take requests to state policymakers
- Conduct a statewide LGBTQ survey to identify needs as well as obtain a snapshot of the community
- Collaborate with local groups that assess or address basic needs

**4B  
Serve on agency work  
groups related to basic  
needs**

- Participate in arenas that focus on basic needs or involve related policies, such as agency work groups
- Create a list of agency workgroups and community-driven initiatives related to or that actively promote access to basic needs
- At least 1 Commissioner will attend a basic needs work group meeting, and report back to the Commission.

**PRIORITY 5: TRACK & COUNTER HATE**

**GOAL**

**STRATEGY**

**OUTCOMES**

**5A  
Track**

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|---|--|
| <ul style="list-style-type: none"> <li>• Be able to demonstrate the real threats against our community</li> <li>• Serve as a public resource</li> </ul> | <ul style="list-style-type: none"> <li>• Continue to track anti-LGBTQ legislation in Washington</li> <li>• Track hostile news reports and attacks against the LGBTQ community in Washington</li> </ul> |
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**5B  
Counter**

- Use the Commission’s special position within state government to educate policymakers
- Share the voices and needs of our community to all Washingtonians
- Connect targets of hate to meaningful resources
- Defends against legislative roll-backs of LGBTQ rights
- Hold meetings with legislators and agency leaders on how to counter misinformation with data and stories from the community
- Publish at least 2 op-eds in media around Washington State and archive on the website
- Create central list of resources, support, and trusted media, as well as remedies
- Successfully connect individuals or groups who have experienced anti-LGBTQ actions to Commission staff, resources, and/or support

**5C  
Advocate**

- Continually improve the status quo and advance progress for the LGBTQ community, using an antiracist, pro-equity, and intersectional framework
- Support at least 2 bills that improve access, safety, or justice specifically for LGBTQ people in Washington