

LGBTQIA+ Advisory Committee

Agenda

Monday, October 21, 2024

6:00 p.m., Conference Room 311, Bozman Government Center

Meeting Notes

In attendance:

- Committee Members: Samantha Perez, Laura Tinter, Sam Jane, Laman Ben-Trahoiret, James Fisher, Kaitlyn Goyal, Sam Barnes, Freddie Lutz, Liz Erion, Thomas Villa
- County Staff: Mark Schwartz, Elizabeth Matlock, Kim Baldini, Jennifer Weber, Candice Lopez, Lizzi Alarcon, Diane Kresh, Matt Rihl, Destiny Esper, Emma Martin, Denise McDonald, Katie Pegoraro
- Community Members: Kellen Macbeth, Lyra McMillan, Ethan Goodman, Charles McCullough, Kevin Saucedo-Broach

I. Welcome and Introductions

County Manager Mark Schwartz made welcoming remarks, touching on the events leading up to the creation of the committee, why he determined the committee would be beneficial, and what he hopes the committee will do.

All in attendance introduced themselves, stating names and a brief background.

II. Overview of Committee Purpose and Charter

Elizabeth Matlock read and paraphrased the charter.

III. Approve Charter

Freddie Lutz moved to approve the charter. Samantha Perez seconded.

IV. Elect Chair and Vice Chair

Samantha Perez self-nominated for the position of Chair. Laura Tinter seconded. There was unanimous approval.

Liz Erion self-nominated for the position of Vice Chair. Sam Barnes seconded. There was unanimous approval.

V. Public Comment

Two community members had signed up for public comment.

- a. Kellen Macbeth expressed gratitude and excitement at the creation of the committee. He expressed the desire that the committee would help create a county-wide plan to celebrate World Pride and that the committee would create a place for staff to work with committee members to implement recommendations from the letter submitted to the County by Equality Arlington in March. He viewed the committee as a force multiplier, creating a nexus for LGBTQIA+ knowledge*

and information, giving people a place to learn about resources, to have a voice, and to create solutions.

- b. *Charles McCullough expressed excitement about the start of the committee. He noted that the County may not have major, visible issues, but there is suffering in silence, and the committee members' roles will involve bringing that suffering to light so that the County may act upon it.*

VI. Discussion: What do you think is most important for us to focus on?

Various members spoke to the important issues they would like to work on.

Sam Barnes referenced a desire to build connections with DPR and APS to work on youth issues, expressing excitement about changes already implemented (such as a lack of required gym uniform), but noting a need for increased health resources. Liz Erion seconded the need for youth health resources, particularly for trans youth.

Freddie Lutz hoped that the group could promote visibility, particularly when creating a welcoming and celebratory atmosphere during World Pride.

Liz Erion wanted to work towards Arlington being declared a sanctuary county for families whose home counties have created legislation that negatively targets trans individuals.

James Fischer wanted to draw attention to issues relating to the LGBTQIA+ community over the course of their entire lives (youth, early adult, midlife, older adult).

Samantha Perez appreciated the group's function of bringing people together to talk, giving space for people to express concerns and for people who want to hear those concerns and take action.

Laman Ben-Trahoret seconded the desire to create a collaborative space, particularly in the rapidly growing and changing atmosphere of Northern Virginia.

Thomas Villa wanted to address the challenge of knowing what exists in our region – finding resources, addressing language barriers, and breaking jurisdictional siloes – with a specific focus on mental health resources.

Community member Kevin Saucedo-Broach seconded Thomas's comments, expressing a desire for resources to be accessible in different languages, through the schools, and for older populations.

Staff member Matt Rihl (APD) spoke from a law enforcement perspective, noting that it would be helpful to have an easily shareable pamphlet or card of resources.

Liz Erion wanted to create a physical space for LGBTQIA+ resources, particularly for youth who may lack support in their homes.

VII. County Services and Programs Overview

Staff from the Department of Human Services, the Department of Parks and Recreation, Libraries, and the Arlington Police Department spoke to their department's activities pertaining to LGBTQ+ issues.

- a. DHS – Candice Lopez, Lizzi Alarcon

Presentation attached.

DHS staff presented on the various efforts of each division of DHS to support the LGBTQIA+ community, including outreach efforts, staff trainings, public health outreach and treatment, collaborations with other departments and entities, and administrative accessibility (such as on forms).

- b. DPR – Kimberly Baldini, Jennifer Weber

Presentation attached.

DPR staff presented on the efforts of DPR, beginning with their inclusion statement – “Everyone, Everywhere, Every Day! Access for All.” Staff highlighted their efforts to create more inclusive and accessible spaces and programs, included tailored programs and events for the LGBTQIA+ community (Stonewall National Monument program and Pride events, for example), all gender restrooms, accessible registration forms, staff training, and an updated bullying policy.

- c. Libraries – Diane Kresh

Diane Kresh described that, out of 3,500 programs offered at the libraries throughout the year, a good portion are specifically for the LGBTQIA+ community, including Pride events, queer trivia, special guest speakers, and movie screenings. Arlington Public Library is a sanctuary library for banned books, and libraries are safe spaces where there is an emphasis on welcoming everyone and all definitions of love and family.

- d. Arlington Police Department – Matt Rihl

Matt Rihl described the function of the LGBTQ+ Team in APD, offering in-house training to officers that is taught at the regional academy for state credit. The Team also supports workshops focused on topics impacting the LGBTQIA+ community, such as safe dating and LGBTQ+ elder abuse. They work cross-jurisdictionally on LGBTQIA+ issues and participate in Pride with the Police in June.

VIII. Meeting Wrap-Up/Next Steps

Chair Samantha Perez thanked everyone for attending and for their ideas on areas of focus expressed during the discussion portion of the meeting.

Laura Tinter moved to adjourn the meeting. Sam Jane seconded.

DHS Presentation

LGBTQIA+ Advisory Committee Meeting

October 21, 2024

Lizzi Alarcon
Communication and Engagement Specialist
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Candice Lopez
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Human Services

Meeting the Needs of the LGBTQIA+ Community

- **Supporting Employees: Employee Resources Group**
 - DHS has two chairs on OUTstanding the County Employee Resource Group.
 - Currently in development: virtual training on respecting pronouns in the workplace.
 - Advocacy and success in adding all-gender restrooms in Bozman.
 - Hosts a yearly Pride Proclamation event for ACG employees and the public.
- **Director's Office: DHS Communications**
 - Ensures DHS communications materials and language are inclusive of the community and accessible.
 - Communications and Engagement Specialist joined in May 2023. They have since streamlined outreach efforts across the Divisions and continue to create channels to enable outreach teams to share a more comprehensive and cohesive understanding of DHS when out in the public.
 - Bolstered search engine optimization and metadata for DHS pages.
- **Child and Family Services (CFSD)**
 - Offers services for all youth recognizing unique cultural needs that they may have.
 - Foster Care Services is actively recruiting LGBTQIA+ guardians.
 - Pride 2024 was among the community events where Foster Care Services tabled. PRIDE training provided to all foster parents.
 - Potential guardians must go through 9-week training to ensure they can offer a household that is safe, secure, and welcoming towards all youth.



- **Behavioral Health Division (BHD)**
- Arlington Addiction Recovery Initiative (AARI)
 - Section of website dedicated to resources for the LGBTQIA Community.
 - Hosts free HIV testing days throughout the year. Most recent one was on Oct. 15, 2024
- The Young Adult team will be starting a new LGBTQIA+ support group in November for young adult clients.
- Same Day Access (SDA)
 - SDA/Intake paperwork allows for 7 different responses to the question of "What is your gender identity?"
 - Among the 7 possible responses are "prefer not to answer" and "Additional Gender Category/Other."
 - SDA/Intake maintains a robust resource list of non-DHS agencies and services that support the LGBTQIA+ community and individuals are referred to resources as needed.
 - Staff are knowledgeable to have discussions of gender identity, sexual orientation, health concerns, that might be impacting individuals' well-being and might be a focus of treatment/support needs.
- From 2020-2022 the CSB (BHD/CFSD) applied for and secured mini grants from VDH to train DHS staff on supporting the LGBTQIA+ community. With the funds they:
 - Had three trainings for staff.
 - Conducted specific LGBTQIA outreach
 - Secured Materials: BHD meeting rooms and buildings have Safe Space Posters.



• Public Health Division (PHD)

- Recently received 25K funds to enhance and update materials related to testing.
- Has programs that serve a predominantly LGBTQIA+ population, though it's important to note they serve everyone and want to be careful about creating stigma.
- [Mpox](#) and the Virginia Medication Assistance Program ([VA MAP](#) – formerly AIDS Drug Assistance Program).
 - For communicable disease like Mpox, outreach is typically based on contact tracing, e.g. interviews with person who are exposed and/or infected that subsequently allow public health to identify and notify sexual partners who may have been exposed. The goal is to stop by spread of disease by vaccinating as many people as possible with referrals to primary care for treatment.
- PHD partners with NOVA Salud on community outreach to clients. NOVA Salud has a mobile outreach van and conducts outreach at various Arlington locations including National Capital Treatment and Recovery (substance abuse treatment), Path Forward (homeless services center), Arlington Public Schools Face-to-Face program, Community Services Board, Nauck Community Center, Arlington Food Assistance Center, Arlington County Detention Facility, Arlington Mill Community Center, George Mason University, and New Hope Housing (Residential Program Center year-round shelter for individuals).
- PHD partners with the Inova Juniper Program - referral source for PHD clients who require medical care for HIV/AIDS.
- PHD welcomes the opportunity to partner with community organizations that can refer clients for screening and treatment to reduce the spread of communicable infections.
- Additional background information can be found on the [Arlington County STI webpage](#) and under [DHS Performance Measurement Plans](#).

Arlington County Sexually Transmitted Infection (STI) Clinic

2100 Washington Blvd, 2nd Floor, Arlington VA 22204

No one is turned away

You can live anywhere and come to our clinic.

Costs are based on your income and insurance.

No health insurance? No problem. Low-income patients without health insurance get free screening and treatment for syphilis, chlamydia, gonorrhea, and HIV.



Call for an appointment
(703) 228-1200

- Typically available within 2 business days.
- Same day appointments may be available.
- Referrals made to regional clinics as needed (See Regional Clinics, to the right)

Day	AM	PM
Monday		3:00 - 5:20
Tuesday	8:00 - 10:20	
Wednesday	8:00 - 10:20	2:30 - 4:00
Thursday		3:00 - 5:20

Testing & Treatment

Bacterial Vaginosis
Chlamydia
Genital Herpes
Genital Warts
Gonorrhea
Hepatitis B
Hepatitis C
HIV
Pelvic Inflammatory Disease
Public Lice
Syphilis
Trichomoniasis
Yeast Infection

Vaccines

Hepatitis B
Human Papillomavirus (HPV)
Mpox (Monkeypox)



We offer testing, prevention advice, referrals, and treatment.

Visit arlingtonva.us/sti for details.

We partner with NovaSalud, Inc.; Inova Juniper; Doorways; and Whitman-Walker to provide services and outreach. We welcome new partners.

- **Directors Office: Project PEACE (PP)**

From 2019-2022 PP convened a workgroup to identify and address LGBTQIA+ community needs related to intimate partner and sexual violence. The workgroup included reps from AGLA, PFLAG, PEACE, OUTStanding, Police, and Libraries.

- Updated the County Webpage: [LGBTQIA+ Resources](#) (currently managed by DHS Communications team in conjunction with OUTStanding)
- Offered a train the trainer's program to build internal capacity to offer SafeZone trainings in Arlington.
 - Offers the SafeZone training bi-annually and is available to provide training to groups (community/county) when requested.
 - Has hosted several virtual trainings on gender and sexuality spectrums→ still promoted via YouTube.
- Identified and updated an assessment from [Demonstrate Access](#) to be used with PEACE partners to assess how accessible they are to the LGBTQIA+ community.
 - Offers the Demonstrate Access to any PEACE partner agencies (to date has completed three full assessments).
- Created/maintains a webpage on LGBTQIA+ healthy relationships and ensure resources include inclusive images and content.
- Supports and participates in the planning of county Pride events in June.



How to Respond: Supporting the LGBTQIA+ Community



Hidden and Social Biases and How They Affect the LGBTQIA+...



AMPLIFY: Gender and Sexuality Spectrums

- **Aging and Disability Services (ADSD)**

- As part of their 2023-2028 Goals and Objectives, ADSD plans to establish a "Out and About Task Force" that advocates and defines policies for the development of LGBTQ older adult programs.
- The ADSD Welcome Form has inclusive language, and staff are trained as Options Counselors to ask and assess in the most inclusive language possible.
- Staff and community trainings offered in partnership with [SAGE](#) to learn best practices and prevent biases while creating inclusive environments and services. ADSD has been SAGE Care credentialed since 2022 and remains recognized as an agency that respects all clients, including individuals who identify as LGBT.
- Arlington was recognized as a Benefit Enrollment Center through the National Council on Aging and outlined, LGBTQIA+ older adults may lack access to resources and support. In response, is planning targeted outreach and closer partnerships with community organizations like Equality Virginia and the Arlington Gay and Lesbian Alliance.
- The Arlington Commission on Aging (COA) is in full support of the future development of the Clarendon Presbyterian site to house older LGBTQ+ adults.
- ADSD staff is working closely with Department of Parks and Recreation staff to expand the Social 60+ Café (Congregate Nutrition program) at the future Clarendon Presbyterian housing community for older LGBTQ+ adults.
- The Developmental Services Program Managers have identified as one of several FY2025 training topics a focus on sexuality for individuals with developmental disabilities. Specifically, to ensure services meet individuals where they are without assumptions about their sexuality. They are planning for staff training in the winter.



**Has Advisory Board Members who identify as part of the LGBTQIA+ community.*

- **Economic Independence Division (EID): The Continuum of Care (CoC)**

- Provides annual training on equal access to ensure local nonprofits are adhering to equal access, fair housing laws. Equal Access laws are documented in the CoC Policies.
- Hosting a SafeZone Training in November for all CoC partners (in partnership with Project PEACE!).
- In [strategic plan](#), the CoC centers racial equity and seeks to address all forms of oppression and intersectionality—Sexual orientation and gender identity is highlighted the objectives and goals.
- Continuum of Care hosted specific homeless [youth outreach events for the Point In Time Count](#) to ensure accurate representation and reflection of those impacted. Include sexual orientation in PIT. Intentionally included LGBTQIA services.

Within our CoC Centralized Access System it is our policy, in accordance with HUD, to adhere to Advertising and Affirmatively marketing to people least likely to apply for County offered programs and services. Arlington County ensures that our Centralized Access System is well advertised and affirmatively markets housing and supportive services to eligible persons regardless of race, color, national origin, religion, sex, actual and perceived sexual orientation/gender identity/gender expression, age, familial status, handicap.

- Arlington County affirmatively markets housing and supportive services to those who are least likely to apply in the absence of special outreach.
- In addition, the County places advertisements for services in media outlets that target racial/ethnic minority communities at least semi-annually and whenever new projects open; conducts multi-lingual outreach for services at organizations serving high concentrations of racial/ethnic minorities, LGBTQ people, and/or people with disabilities, including mobility, vision, and hearing impairments.

Each shelter program has a mandate to:

- Advertise and Affirmatively market to people least likely to apply/enter shelter
- Ensure Compliance with Federal and County Non-Discrimination Requirements
- Ensure compliance with fair housing and fair and equal access
- Produce a Client Bill of Rights to each applicant and participant, which outlines fair housing rights and remedies.

The continuation and enhancement of services for the LGBTQIA+ Community in Arlington

- Continue and expand existing efforts where they are needed and successful.
 - Evaluate programs by adding diversity metrics in Performance Management Plans to ensure we are reaching the intended communities.
- Continue to identify gaps and barriers in services and convene workgroups to address.
- Ensure the website is up to date and easy to navigate to connect the community to services.
- Continue to strengthen outreach efforts in LGBTQIA+ events and relationships with event organizers.
 - Ensure outreach materials are representative of the community through imagery, language, etc.
- Intentionally recruit and hire staff who represent the community.
- Exploring the Project PEACE assessment for DHS.



Department of Parks & Recreation

LGBTQ+ ADVISORY COMMITTEE

Kimberly Baldini, CPRE

(Pronouns: she/her/hers)

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Parks & Recreation

Department of Parks & Recreation

**EVERYONE, EVERYWHERE, EVERY DAY!
ACCESS FOR ALL.**



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Parks & Recreation

OVERVIEW: LGBTQ+ PROGRAMS & INITIATIVES

- DPR Initiatives
- Partnerships & Trainings
- Youth Services
- 55+ Programs

DPR INITIATIVES

- Form Updates
- DPR Registration System
- All gender restrooms
- DPR Pride events

PARTNERSHIPS & TRAININGS

- SAGE
- He She Ze and We
- Equality NoVa
- SMYAL
- Safe Space NOVA



YOUTH SERVICES

PROGRAMS:

- Storytimes
- Drop-In center activities

INITIATIVES

- Code of conduct- addressing bullying behaviors
- Offering year-round pride activities
- Staff Training



55+ PROGRAMS



ARLINGTON
VIRGINIA
DEPARTMENT OF PARKS
AND RECREATION

PROGRAMS:

- Stonewall National Monument
- Drag Queen BINGO
- Meetup at the Arlington Pride Festival
- Screening of documentary "[Every Body](#)"



INITIATIVES

- Benchmarking
- Offering year-round Pride events



Thank you!

