

Assumptions: "Community" refers to the greater LGBTQIA community in the City of Austin; "LGBT" "GLBT" "LGBTQ" all refer to the same general group of people

- Community Agreements
 - Agreements to ensure that everyone is treated with respect & is heard
 - Listen respectfully
 - Speak from your own experience using "I" statements
 - Challenge ideas; do not attack people
 - Do not assume someone's pronouns or identities
 - Share air time
 - Do not interrupt
 - Raise hand to speak
- People who should be included on the commission
 - Energized people, people who active, engaged, and participatory
 - People of color
 - People with lived experience
 - Homelessness, bullying, criminal history
 - Mix of subject experts
 - Parents of LGBTQ
 - Marginalized voices
 - Mental health experts
 - YOUTH
 - To serve on a commission, a person must be 18 y/o
 - A possible way to get younger people involved in the commission is to have committees with younger people
 - Lobbyists/influencers
 - Doctors, experts on priorities
 - Community engagers
 - Clergy
 - LGBTQ people
 - Elders
 - Business owners
 - HIV-affected
 - Substance-treatment community
 - Long-time Austin Resident (20+ years)
 - Long-term relationship/married LGBTQ people
 - LGBTQ Veteran
 - Makeup of commission can change as priorities changed
 - LGBTQ advocates
 - Transgender
 - LGBTQ parents
 - Education community
 - Non-binary
- People who MUST be on the commission
 - Transgender people

- People of color
- Working class
- Disabled
- Straight person
- Non-binary
- Geographic representation
- Span of ages, young & old people
- City government/management experience
- High profile representative
- Balanced & reflective of the LGBTQ community as a whole
- Brave, doers, stakeholders
- Immigrant
- Long-term Austinite (20+ years)
- How many people should be on the commission?
 - 11 is the approved amount
 - Consensus is 20 people, with a standard deviation of 3
 - The group liked an odd number of people in the commission for decision-making
 - Options for more community engagement
 - Create “Leadership Pipelines”
 - Workgroups
 - Committees
- The Commission is focusing on 5 areas on City Council’s action agenda
 - HEALTH
 - Visions & problem areas
 - EMS that understands LGBTQ community needs
 - Trained healthcare providers who are culturally competent with LGBTQ at ATCIC & psych emergency services
 - These people should be trained by competent providers
 - Resources to assist transgender people with getting gender reassignment surgery
 - For example, a list of local surgeons
 - AISD to include transgender surgery for its employees & families
 - Surgery is currently excluded
 - Comprehensive transgender healthcare clinic
 - Trans health sensitivity
 - Transgender healthcare
 - Healthcare access for homeless LGBTQ & youth
 - Single Payer healthcare at local level in Austin
 - Access to affordable & culturally appropriate healthcare
 - Trainings for healthcare providers to deliver adequate & sensitive care
 - LGBTQ Training for healthcare providers
 - Providers are uneducated about LGBT health (3 other people agree with this by adding check marks next to this subject

- Many providers assume their patients are straight
- Encourage more medical professionals to provide high-quality LGBT-specific care
- Educate health professionals on dealing with trans people
- Isolation is a health issue for LGBTQ elders
- Services specifically for elderly & disabled LGBTQ people
- Wide-spread information on affordable, comprehensive HIV/STI testing
 - Accessibility to that testing
 - Streamlining testing & results
- Support for sex workers' health needs
- Broader/more persuasive STI & HIV information
- Comprehensive sex education in AISD
- PrEP
- Mental health needs are not addressed
- Stigmas around mental health
- Mental healthcare availability
- More options & locations for HIV & mental health support groups
- Listings of doctors/providers that deliver trans-related healthcare
- Transgender Health Initiative developed at the city-level
 - For example, integrated into Central Health or CommUnity Care
- Healthcare clinic specialized for transgender care
- The LGBTQ community needs knowledge of competent mental & medical health professionals who treat/work with the transgender community
- Access for LGBTQ people to help understand loopholes in insurance/benefits for gender confirmation surgeries
- Lack of trans health services is a major issue in Austin
- Need for empathy & connection to help end addiction
- End meth
- The various volunteer organization devoted to LGBT health (ASA, Project Transitions, Prep Project, etc.) need to have services consolidated under city-funded umbrella
- Widely available resources for recommending LGBTQ-friendly doctors
- Network of LGBTQ-friendly mental health specialists
- Inclusive sex education
- Austin Prep Access clinic funding
- PrEP for anyone who needs it
- Universal HIV opt-out testing
- Reducing HIV stigma
- Reduction in HIV infection rate
- Sexual health awareness & education campaigns & program funding
- Unified HIV services

- Address the increasing STD rates (agreed with by two other check marks)
- Comprehensive/expanded HIV services throughout the community
- Sky-high STD infection rates among MSMs
- Transgender access to UIL sports
- Ryan White too little to too many organizations
- Survey study of current (LGBT) QOL so we can measure improvements
- Community Needs Assessment for LGBTQ community
- Racism's impact on sexual health/mental health
- Easier funding for nonprofits
- Reduce health disparities
- Health services beyond just HIV/STD testing
- Mobile clinics with a LGBT-focus
 - Mammograms, ObGyn, hormone access, counselors, check-ups, PCP
- Inclusive LGBT clinics
- "Twelfth Night" gender swap day
- More funding for the "Q" & expansion of their efforts/funding
- LGBTQ health and wellness center
 - Medical, mental health, substance abuse, HIV/PrEP, etc.)
- LGBTQ Commission representation to push these agendas
 - Healthcare providers
 - Social worker
 - Mental health professional
 - Health expert who has worked in multiple areas of concern
 - i.e. HIV/STD etc.
 - transgender people
 - LGBTQ therapist
 - Mental health resources
 - Doctors & nurses
 - HIV positive folks
 - Medical experts
 - Physician
 - UT med school
 - Youth/seniors
 - Data
 - Experience with issues around recovery of drug addiction
 - UT representation
 - Nurses
 - Healthcare workers
 - Healthcare administrators
 - Medical professionals
 - Doctor, therapist, people already actively providing LGBT care

- Health disparity work experience
 - HIV/STI program experience
 - People who understand how to get demographic information
 - Public health workers
 - Educator of local HIV/STD Clinic or ASO
 - Someone who is educated on PrEP
 - Central Health
 - Public health advocate for transgender health
 - Women's health advocate
 - Health & human services
 - Nonprofit
 - QPOC (Queer People of Color)
 - TPOC (Trans People of Color)
 - HIV nonprofits
 - Patient fety expertise
 - Someone who can represent broad interests
 - LGBT mental health providers
 - Gender confirmation surgeon
 - Insurance/benefits manager or director
 - Gender/sexual identity development psychotherapists
 - Mental health & substance abuse expertise
 - HIV nonprofits
 - HIV/STI medical doctor
 - People familiar with existing nonprofits that have health-related services
- MOBILITY
 - Visions/problem areas
 - Traffic
 - Pedestrian & cyclist safety improvements
 - Most LGBTQ resources are concentrated downtown without resources for people without cars or who do not live on bus lines
 - Better train access/more access to the city via train
 - Cycling safety
 - Expansion of metro rail
 - Scheduling of metro rides
 - Free shuttles to LGBTQ events & services
 - LGBTQ training for Cap Metro drivers
 - Mobile services to assist with:
 - HIV testing, etc.
 - Financial services
 - Help fill out forms for services
 - Internet help for applications
 - Trans health

- Better rail within City of Austin
- Special transportation for people with HIV or disabled
- An actual workable transit system
- Better system for movement of people
- Bilingual & sign services
- Distribution of services to remote sites with info
 - For more environmentally friendliness
- Satellite LGBT access points
- A more walkable city
- Bring back Uber/Lyft
- Improved public transportation routing & options to increase access
- Increased accessibility for disabled folks
 - Unsure what all this looks like but some attention would be nice
- Expertise representation on the commission
 - TNC representation
 - Community planner
 - Knowledge of aging issues for LGBT community
 - Environmental consultants/emissions experts
 - Sustainability expertise
 - GLBT rideshare driver
 - Futurist
 - QPOC/TPOC lived experiences
 - Community planner
 - Cap Metro LGBT leader
 - Urban planner/traffic engineer
 - Cap Metro
 - City planner
 - Urban planner/designer
 - Rideshare partner
 - People who live & work in places without transportation infrastructure
 - People that use public transportation
 - People who mainly bike or walk to get around
- SAFETY
 - Problems/vision
 - Bathroom Bill
 - LGBTQ+ youth do not feel safe with police officers, they are unsure how police will react to their identities
 - LGBT hate crimes
 - Too much reliance on police to address safety concerns & problems
 - Defense against school “outing” bill
 - Policing including body policing

- Many single stall bathrooms in Austin are still gendered. Owners do not care & 3-1-1 does not respond
- Violence against transgender persons
- Defend in court local LGBT protections
- SB6; school safety for LGBTQ students safety in 4th Street area
- Vigilance of hate crimes
- No enforcement on already existing gender neutral, single-stall bathroom law
- Hostility & violence towards LGBTQ & people by general population
- Body shaming
- Continued presence and awareness by APD to patrol areas traditionally populated by LGBTQ businesses
- Bullying in school
- Respect for the fact that different communities view law enforcement differently & not always positively
- Police violence
- LGBTQ-specific homeless resources
- LGBTQ attacks
- Trans youth
- Guns & stand your ground
- Hate crimes, especially post-Trump
- Visions/Dreams
 - Safe after-hours on 4th Street
 - LGBTQ homeless youth shelter
 - Stronger hate crimes reporting
 - City support in fighting state & federal hateful bills/laws
 - Fighting the bathroom bill
 - Queer assault/victim services
 - Police presence near 4th street
 - Police using proper pronouns/sensitivity training
 - Trans-specific protection bills
 - Anti-discrimination laws for trans bathroom use
 - All public safety officers (EMS, APD, Fire) understand the needs & vulnerabilities of the LGBTQ community
 - Hate crimes task force
 - A “safe-walk” like at UT for greater Austin
 - AISD protection & support for AISD students
 - Anti-bullying training in schools for teachers as well as students
 - Discrimination accountability of bathrooms - complaint driven
 - Multi stall all-gender bathrooms with protection for trans people
 - 3-1-1 enforcement
- Expertise & enforcement
 - PTA

- Community leaders
 - Homeless services
 - Transgender person
 - Experts that have lived experience in addressing the issues
 - Someone who has lobbied or has legislative experience
 - Lived experiences of the issues
 - City planning
 - Survivors
 - LGBT police administrator
 - Lobbyist
 - Trainers for both police & community
 - QPOC/TPOC lived experiences
 - Trauma-informed care expertise
 - LGBT police representative
 - QPOC/TPOC
 - Legal expertise
 - Someone with a criminal record
 - Sex worker
 - Counselor/therapist specializing in LGBTQ issues
 - Business owners
 - Lawyers
 - Grassroots organizers
 - Parents & teachers
 - Victim services workers
- CULTURAL LEARNING OPPORTUNITIES
 - Problems/Needs
 - Lack of knowledge of cultural differences WRT gender
 - Everything is too white
 - Lack of services for homeless displaced youth & young adults
 - Trans awareness & visibility
 - Bi/pansexual erasure
 - Visibility! Gay & trans visibility
 - Representative programming TPOC
 - Lack of venues outside of bars for the communities
 - Drag artists to creatively spread their wings outside of drag shows
 - General lack of knowledge on all things trans & gender
 - Are LGBTQ+ issues & information available via 3-1-1
 - Eliminate mis-gendering: transgender awareness training for employers & employees who serve the public
 - Aging LGBTQ community
 - Racism, ableism, HIV stigma & other prejudices with LGBTQ communities

- Community building within LGBT community & between LGBT & larger community
- Central online source for city LGBT resources
- Mandatory anti-bullying training in AISD
- Visions/Dreams
 - Required LGBTQ cultural appropriateness training for all city staff yearly
 - LGBTQ community center
 - Facilitation of LGBTQ org coordination with one another
 - More affordable local theater spaces for theater companies
 - Affordable artist studio space
 - Development of a drag theater & history museum working with Austin International Drag Foundation
 - More intergenerational connectivity
 - TX UIL
 - LGBTQ history archives
 - Continued support for PRIDE celebration & festivities
 - K-12 support for children that may identify within the LGBTQ+ spectrum
 - Recruiting out of state candidates for work/UT schools
 - TX is not perceived as LGBT-friendly
 - Connection needs to be created between urban LGBT community & adjacent rural LGBT communities
 - Trans 101 seminar sponsored by city for local schools & businesses
 - Formal mechanism to welcome & orient young/rural LGBT people who move to Austin
 - Many with little prior LGBT experience or contact
 - Archive listening training to increase perspectives & connection
 - Restorative justice circling
 - Comprehensive training programs for allies focusing on marginalized members
 - Sex education
- Expertise/Experience
 - Low income folks
 - Working class backgrounds
 - Women
 - Queer ministry/clergy
 - Religious leaders
 - Parents of lgbtq people
 - Allies
 - Not allies
 - Community leaders
 - Lgbtq representative community volunteers/employees
 - Youth and seniors
 - Land owners

- Small business owners
- Healthcare providers
- Chamber of commerce
- Sex workers
- Artists
 - Visual
 - Performance
- LGBTQ minority people
- People of color
- Educators & activists
- Trans people of color
 - Specifically trans women of color
- Marginalized people
- Diverse populations
 - Age
 - Gender
 - Orientation
 - Race
- People of color with lived experiences
- Non-binary people
- Transgender people
- School board members
- Corporate trainer/educator
- LGBT archivist
- TRUSTWORTHY GOVERNMENT
 - Problem/Needs
 - No political core in the LGBTQ community
 - Local citizens are unsure whether courts/judges are LGBTQ friendly
 - A streamlined & clear process for gender marker & name change in Travis County Courts
 - Worry about unsupportive atmosphere is new presidential administration trickling down
 - Police violence against people of color & sex workers, homeless, etc in the LGBTQ community
 - Bathroom bill
 - Treatment of trans population by law enforcement
 - A coordinated effort by Austin to work with other Texas cities to fight transphobia in Texas legislation
 - Coordination with local nonprofits
 - New admin support for conversion therapy
 - Improved awareness and connectivity to city resources such as this commission joint inclusion committee
 - Lack of equal treatment

- UIL does not allow trans kids to participate across TX
- Transparency
- LGBTQ community center
- Ensuring there is really representation of LGBTQ communities
- Equity office to take on LGBT needs & issues
- Vision/Dreams
 - LGBTQ community center with City of Austin support
 - Workplace/government education on LGBTQ issues
 - LGBTQ space in the new library
 - More grassroots/local
 - Organized advocacy efforts
 - Indivisible organizing so we always have presence
 - Fully inclusive gender identity policies & procedures across City of Austin government
 - A council that is eager & willing to make/take public stances on issues facing LGBTQ + communities
 - Gender friendly restrooms in public & municipal buildings
 - Local bathroom ordinance so people can just GO!
 - LGBTQ commission makes recommendations that are adopted & implemented
 - LGBTQ+ people power at City Hall
 - More LGBTQ representation in City of Austin government in general
 - School district that protects rights & safety of trans students
 - Intergovernmental connections with the state and an effective means to challenge state discriminatory laws
 - More LGBTQIA+ leaders/officials
- Expertise & Experience
 - Higher-up in AISD
 - Someone unafraid to ask difficult questions
 - equity officer
 - school board member
 - AISD representation
 - Obama's data initiative
 - Advocacy/lobbying experience
 - City of Austin's chief equity officer
 - Media savvy folks
 - Teachers & guidance counselors
 - Advocacy & campaign experience
 - QPOCs and TPOCs with lived experiences
 - Data analytics experts
 - Diversity trainer
 - Public policy

- Someone who has experience with coalition building in local governments
- Non-politicians
- Someone who is LGBTQ
- ECONOMIC OPPORTUNITY & AFFORDABILITY
 - Problems/Needs
 - Job access
 - Displacement of black communities
 - Lack of political center means a community center is a necessity
 - Educating local businesses on how to deal with trans people
 - Discrimination against treatment of gender confirmation procedures by health insurance companies
 - Lack of affordable housing for HIV + persons
 - Discrimination in the workplace
 - Homelessness, esp among LGBT young people
 - Housing discrimination
 - Atmosphere of discrimination & hatred in highest levels of government
 - Gentrification
 - Aging LGBTQ community facilities for care, affordable
 - Small neighborhood gay bars (traditional places for community) cannot startup due to high cost & regulatory barriers
 - Homelessness & lack of safe havens for abused or low-income refugees
 - Anti-LGBT state for businesses and getting worse
 - LGBTQ elders disproportionately disadvantaged
 - Vision/Dreams
 - Tenants rights focused on LGBTQ population
 - One group/organization that can refer LGBTQ+ people to all the resources
 - Nonprofit organizations have to offer
 - Requiring equal opportunity employment at any business or agency COA contracts with
 - Community center to assist nonprofits providing services to LGBTQ
 - Affordable housing
 - Anti-discrimination rewarded
 - Queer cops
 - Less rigid gender norms in the workplace
 - Income based housing
 - Living wage
 - Job placement services
 - LGBT job training
 - LGBT business included in city studies & reports
 - Equal treatment in employment & elimination of discrimination
 - Affordable housing for HIV+ persons with criminal records

- Affordable housing in general, and easier access to the housing
- Potentially boycott post SB6
- LGBT business enterprise inclusion by government. Certification denotes an LGBT owned &/or operated business
- Living wage
- Basic guaranteed income research/pilot in Austin
- Rent control
- Mentoring programs by professionals for LGBTQ youth
- Social & cultural events for older LGBTQs at City of Austin sponsored or no/low cost
- LGBTQ friendly affordable assisted living for seniors
- Expertise/Opportunities
 - Senior citizens
 - Expertise & experience in dealing with homelessness & lgbt youth issues
 - LGBT chamber of commerce
 - Democratic/socialist background
 - Developers & builders & architects
 - LGBTQ employment lawyer
 - Someone in homeless or homeless advocacy community
 - Housing experts
 - Economic development
 - Workforce development
 - Affordable housing consultant
 - Community members
 - Lawyers & business owners
 - Affordable housing advocate
 - Economist specializing in LGBT
 - Tech industry LGBTQ+
 - Tech sector representatives
 - Non-tech industry
 - Austin tenant's council
 - Gay business owners
 - Someone with housing rights experience
 - QPOC/TPOC lived experiences
 - Economic justice advocacy
- MISCELANIOUS
 - Problems/needs
 - Demographics
 - What does our community look like?
 - How many identify as LGBTQ+
 - What do we look like?
 - Filling the gaps in gay/queer socialization & dating
 - Legal

- LGBT adoption protections
 - Need assistance with legal process for minors
 - Legal name change and gender marker change
 - Politics
 - Turn TX blue
 - Anti-lgbtq state & national leaders
 - Info sharing
 - Need for a centralized source of information from LGBTQ+ organizations in central TX
 - More publicity of events like this
 - Lack of black people & other people of color at this meeting
 - LGBTQ+ community center with available space for both personal & community use or events
 - Need for a clearing house for information about services and programs available in the community
 - Lots available but hard to sort thru
 - Need centralization
- Vision/dreams
 - SPACE
 - Rainbow crosswalks in warehouse district
 - New central library with large section/resources/books/space dedicated to LGBT community
 - City funding for human services to the LGBTQ community specifically
 - Identify & shore up existing resources that are underfunded
 - Explicitly queer hang out spaces that are community oriented rather than alcohol or hook up oriented
 - Like coffee shops, bookstores
 - ABILITY TO SELF IDENTIFY
 - Add a 3rd gender category when sex/gender is absolutely necessary
 - i.e. medical forms
 - remove sex/gender on forms except when there is a very good reason
 - add a non-binary option?
 - Protection of trans rights in City of Austin
 - Retirement home/housing development
- Expertise/opportunities
 - Prominent LGBT community & charity & arts contribution
 - Someone who can see beyond their own issues/demographics to represent everyone

- Artists
- Empathetic people
- Private citizens chosen by community to act as leaders/representatives
- Someone with lgbt long term relationship experience
- Leadership in public speaking
- Architect and developers
- IT/web types for online info repository
- City demographer
- City mgmt. experience
- Parents of gay youth
- People who know about the issues of the vulnerable lgbtq elders
- Youth & senior representation
- College lgbtq org reps
- Transgender, gender non-binary people
- TPOC/QPOC
- People of color
- Veterans
- Business, communications/marketing
- Mental health experts
- Attorney
- Attorney with transgender & lgbq legal experience
- How boards & commissions operate
-