

# LGBTQIA+ Allies Meeting

Friday, Sept. 18, 2020  
12:00 – 1:00pm



# Introductory Activity

In the chat box, please share how you are finding work-life balance during shelter-in-place.



# Meeting agenda

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- Welcome & introductions (5 min.)
- Recap (5 min.)
- Discussion topics (15 min.):
  - *Interest group mission & organization; big ideas for 2020-2021*
- Poll: action plan (5 min.)
  - If needed: let us know which group you want to join via chat  
(or stay in main Zoom)
- Action plan updates (15 min.)
- Wrap-up / report-out (10 min.)
- Next meeting (5 min.)



# Welcome & introductions

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Thank you so much for coming!



# Recap: May 15, 2020 meeting

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## Participant recommendations & activities

- Improve data collection, analysis and tracking
- Designate safe spaces, identify and provide directional information to gender neutral restrooms, and create other visible signage.
- Implement protocols for use of pronouns and language for syllabi.
- Re-establish Pride Club and coordinate key events at the College.
  - October - LGBT History Month
  - October 11 - National Coming Out Day
- Create a web presence for resources and information for students.
- Provide lists of key contacts at Hartnell and resources in Monterey County.



# Recap: 2019-2020 accomplishments

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- Hartnell sent attendees to the [2nd CCC LGBTQ+ Summit](#); this inspired the formation of the Allies group.
- We created online resources (work-in-progress).
- We formalized the [Point of Contact](#) position & office via Board action.
- Ally workgroup participants developed an action plan with five focus areas.
- Organizers met with new President to solicit support and collaboration.



# Topic: Interest group mission & organization

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- Our (informal/unofficial) mission:  
To make the campus better for LGBTQIA+ students, employees and our community.
- Group features:
  - Informal: We aren't a committee, council, or club. We make progress and bring up ideas at all levels.
  - Everyone is welcome. Everyone gets the same seat at the table.
  - Everyone has an equal say on decision-making.
- Who is in charge? Why them?
  - Our "Meeting Organizers" are those folks who first met and organized our meetings.
  - If you are interested in being a Meeting Organizer:
    - Ask to attend an Organizer meeting.
    - Help plan activities for the Allies.
  - If this model doesn't work, let's discuss at a future meeting and decide together.



# Topic: Big ideas for 2020-2021

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1. How do we support our students, employees, and community as Allies in the current COVID-19 virtual space? How do we increase visibility?
2. October is [LGBTQ+ History Month](#) and October 11 is National Coming Out Day. How can we best support this year's events and similar activities?
3. Ally training for all - [Safe Zone Project](#)
4. Gather feedback for group purpose/goals/structure and future meetings





# Poll: action plan

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How would you like to use the rest of the time?

- Focus on furthering action plan in breakout rooms?
- Remain together and discuss upcoming activities



# Areas of focus / breakout rooms

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In the chat, let us know which breakout room you would like to join

- Area/Room 1 - **Safe Spaces**  
(Identify and provide directional information to gender neutral restrooms)
- Area/Room 2 - **Institutional Language** (Implement protocols for use of pronouns and language for syllabi (Academic Senate/instructional and Counseling faculty)
- Area/Room 3 - **Student Engagement** (Re-establish Pride Club and coordinate key events at the College (Student Life) Key events - (June - Pride Month, october - LGBTQ+ History Month, October 11 - National Coming Out Day)
- Area/Room 4 - **Online Presence** - Create a web presence for resources and information for students. Provide lists of key contacts at Hartnell and resources in Monterey County, (Equity Programs)
- Area/Room 5 - **Data** (Improve data collection, analysis and tracking)



# Action plan

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Pull up the Action Plan (case-sensitive, all lowercase):

<http://bit.ly/allyactionplan>

## How can I contribute?

- Review the action plan document with workgroup participants.
- Make adjustments: consider effects of all-online & update completion dates
  - Identify one task to work on this semester. If a task has someone listed reach out to them to see if you can work together.
  - Feel free to create your own files and documents! Share as needed with lgbtqia-allies.
- Return to larger group and discuss your findings/action items.



# Next meeting

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October 9, 2020 @ 12:00 PM

- Proposed agenda items
  - Dr. Rodríguez welcome & opening remarks
  - Campus climate discussion
    - How are you/we/students/community doing?
  - Workgroup report outs
    - We'll ask workgroups if they want to do breakout groups every meeting or just some meetings
  - Next meeting



# Thank you!

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## Links

- LGBTQIA+ Resources page  
<https://www.hartnell.edu/students/lgbtqia>
- LGBTQIA+ Allies page  
<https://www.hartnell.edu/students/lgbtqia/allies>
- CCC LGBT Resources  
<https://www.ccc-lgbt.org>
- 3rd CCC LGBTQ+ Virtual Summit - April 28-29, 2021  
<http://cccqsummit.blogspot.com>

