

## MCCPTA Committee Work Plan

**Committee:** LGBTQ Subcommittee  
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### VISION

The work of this critical subcommittee is strongly aligned to the Mission and Values of PTA:

- Mission: "EVERY CHILD. ONE VOICE"
  - We work to empower all families to bring their true authentic selves to MCPS; since the LGBTQ community is often vulnerable and marginalized, we understand that visibility has a cost that not all families/students/staff can afford: the unfortunate high cost of being OUT in today's world.
- Values: Collaboration, Commitment, Diversity, Respect, Accountability
  - Much of our work will be in uncharted waters, in which there is no roadmap. Persistence may be met with challenges related to many things, including Implicit Bias. While we push aggressively to meet our Mission, we will constantly remind ourselves of the Five Values.

### GOALS

- GSA Clubs in every High and Middle School; start working at the Elementary schools to provide support groups via staff, parents, students
- Begin to create two LGBTQ Forum concepts: one like this past year in which MCPS plays a large role with content, tone, etc.; the other Forum could be like the HoCo one, in which is entirely organized by students, staff, families, and communicate organizations.
- Convince the new Deputy Superintendent (as she takes on items currently under COS) that a dedicated LGBTQ position is needed within MCPS
- Work with communities leaders to recruit a viable LGBTQ Candidate to run for BOE