**MCCPTA Committee Work Plan:**

**Fiscal Year/School Year 2020-2021**

**Committee:** LGBTQ Subcommittee

**Chair:** Mark Eckstein

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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 the MCPS community; since our LGBTQ folks are often vulnerable and marginalized, we understand that visibility has a cost that not all stakeholders (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 these *Five Values.*

**GOALS**

* Have GSA’s (LGBTQ Student Clubs) in every High/Middle School.
* Provide support to Elementary Schools, including working-groups of staff, parents, students. A few schools have asked for our guidance in helping to create clubs (similar to GSA’s but age-appropriate).
* In regards to the above two goals, we (DEI Committee and its LGBTQ Subcommittee) want to be intentional encourage the local PTAs to really join us on our DEI efforts, namely in working to ensure there is a thriving GSA in all secondary schools. Our Subcommittee were thrilled to be involved in the revised [MCPS Guidelines](https://www.montgomeryschoolsmd.org/uploadedFiles/students/rights/1243%2019_GenderIdentityGuidelinesForStudents_WithCOVER.pdf?fbclid=IwAR1fDG_RUh714abpNNPSDoWBF2nItAeuH44JkMT6PcpPw9pj6Db1_RJ99IY), which enumerates that all secondary schools should have these types of LGBTQ Clubs.
* Work with MCCPTA and other community partners to hold an annual LGBTQ Forum.
* Advocate for a dedicated LGBTQ position is needed within MCPS and that MCPS needs to explicitly define their intended meaning of DEI; it is important that MCPS enumerates LGBTQ within their definition.
* Have good connections and communications to the BOE, including members and staff. We were thrilled to be involved with the BOE including LGBTQ as part of their Special Populations Committee and our Subcommittee Chair was invite to present with MCPS staff at the inaugural Committee meeting.

**ACTION STEPS**

* Liaise with GSA sponsors and students
* Co-host/co-sponsor the annual LGBTQIA Forum
* Liaise with Community Groups like MoCo Pride, PFLAG, GLSEN, SMYAL
* Communicate with stakeholders on our work, including via Social Media
* Continue to work closely with other Committees (H&S, Curriculum, SafeTech) and the DEI Committee to promote our work as truly cross-cutting all of MCCPTA.
* Continue to work closely with City, County, State, and Federal policy makers.
* Continue to work closely with student organization, including MoCo4Change, MoCoPride, SGA/MCR
* Continue to lead and facilitate Trainings; attempt to align this Action Step with MCCPTA Training Committee and its Chair.
* Continue to work closely with senior MCPS leaders. Lots of initiatives have stalled since COVID-19, including a desire expressed by MCPS/Stakeholders to create an LGBTQ Action Group (similar to these [MCPS Partnerships](https://www.montgomeryschoolsmd.org/partnerships/) and the MCPS-recognized SPED organization).

**MEETING SCHEDULES**

* Formal Meetings will be held when needed.  Most of the work will be done informally and in small working groups.
* The Subcommittee Chair has a list of members/prospects

**EXPENSES**

Budgeting Request: $1,900.00

* GSA support, engagement: $200
  + These important clubs are often unfunded and struggle to get adequate recognition; we have done club visits in which we provide Pizza/Snacks
* MoCo Pride (the MCPS LGBTQ Student Leadership Organization): $300
  + MCCPTA was instrumental in getting this ground-breaking Organization started and these student leaders have requested funds to help with start-up costs, like web services etc.
* LGBTQ Forum: $950
  + Funds would help with refreshments, transportation, etc
* Trainings/Professional Development: $450
  + Since LGBTQ needs are significantly underrepresented among MCPS’s equity offerings, there is a huge demand for improved LGBTQ cultural-competency/sensitivity.  This Subcommittee was instrumental in providing two successful staff trainings last year, but it remains a struggle to get MCPS to fund these efforts