

12N-genda 2014



A Presentation to the SF Youth
Commission December 2013

The YC's Investment in 12N

- Was generated out of a 1996 LGBTQIQ Youth Task Force and hearing
- Was created in 1999 early the YC's history and has remained a priority
- Mentions the YC in the legislation
- We see an outstanding need for addressing the needs of LGBTQ youth in city services
- The Housing/LGBT/TAY committee renewed focus on 12N in the last two years

12N was among our 11/12 and
12/13 Budget and Policy Priorities

Your priority last year:

**“Expand Implementation of 12N Sensitivity
Training and Efforts to Track LGBTQ Youth in
City Services**

*Assure that youth-serving City Departments are
undertaking efforts to identify the needs of
LGBTQ youth, assume best practices, and train
staff in accordance with section 12(N) of the
San Francisco Administrative Code”*

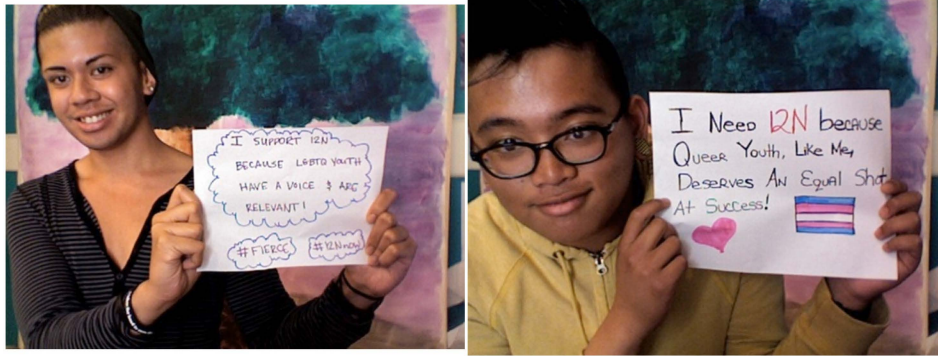
YC's Recent Efforts on 12N Implementation...

- Participated in the 12N working group 2011-present
- Supported the development of a 12N training pilot with SFDPH
- Organized and facilitated youth focus groups, gave input on content, and lined up youth to participate in the video
- Participated in pilot screenings and worksite feedback sessions at DPH clinics

Resulting in the completion of the first
12N pilot training...



And youth having meaningful conversations about the need for support as they access services...



#QueerYouthMatter #12(N)NowOrNever



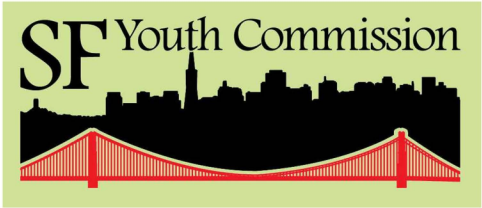
YC's Concerns Regarding Barriers to Implementation

- This is an un-funded mandate
- We need to understand departments are implicated
- Identify staff to prioritize for training
- Identify who is responsible for providing trainings, and with what resources
- Identify who is responsible for overseeing compliance
- City departments are not tracking sexual orientation and gender identity, so they may not recognize the need, or be aware of the experiences of youth in their programs

- DPH used a grant to create the training, but to date, the city has not dedicated any funds to implementing 12N
- The code notes that YC and HRC are supposed to approve a list of trainers
- We do not find that this is a sufficient solution to the capacity-building needs of particular departments
- There is not one training that will meet the needs of all departments
- There needs to be a centralized process and dedicated support for departments to help make this happen

Where are we now?

In the last few months, the Youth Commission and Supervisor Avalos have created a plan to follow up from the June hearing and hopefully jump start implementation in other city departments.



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= 12N

The Plan

We have established a steering committee:

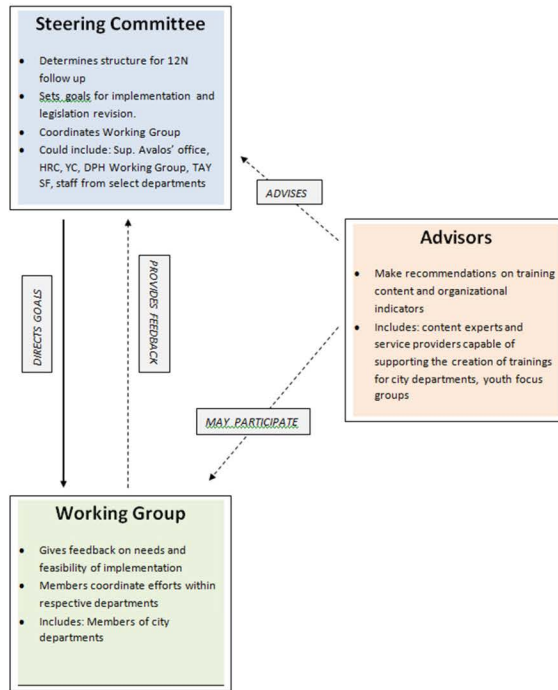
- YC Staff
- Avalos Staff
- Human Rights Commission staff (David Miree)
- Department of Public Health staff (Michael Baxter)
- DCYF (Bryant Tan)
- TAY SF

And a working group, that also includes:

- DCYF
- Rec and Park
- SF Juvenile Probation Department
- Human Service Agency
- Other City Departments

Steering committee is tasked with recommending content for 12N compliance, developing a plan for implementation of the ordinance, and revising the legislation.

Proposed Structure for Chapter 12N Follow Up



Steering committee goals

- Develop learning objectives and organizational compliance indicators for 12N staff training and organizational development
- Coordinate resources to support departments in developing trainings
- Make recommendations as to which departments are responsible for being in compliance with the ordinance
- Investigate which body could be responsible for ensuring compliance with the ordinance

Steering committee goals continued...

- Advise the process for getting feedback on 12N revisions and recommend changes to the 12N code that address administrative barriers and strengthen accountability efforts
- Convene departmental leadership and advocates to support implementation
- Support efforts to identify and track LGBTQ youth in city services by supporting the updating of intake forms to include gender identity and sexual orientation.

Working Group Goals

In January a larger working group will meet to screen the training video created for DPH, analyze the video for its relevance to other departments, and a review of how DPH has changed their intake forms to track how many queer youth they serve.

Where do YC'ers fit into this?

- YC'ers are part of the steering committee
- YC is dedicating staff time
- Can participate in reviewing RFQ's and making a trainer portfolio
- Can give feedback on training tools and the legislation revisions
- Can help gather wider youth feedback on need for new legislation and/or training

How would you like to be involved?



- Staff have been providing updates to TAY/Housing/LGBT committee
- Commissioners Flores and Eric Wu have attended meetings
- Is this the best way to work on this issue? Are other YC'ers interested?