LGBTQ2SIA+ Student Success
Advisory Group Meeting Minutes
November 12, 2024

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Time	Topic	Presenter(s)
1:00	**Member Community Building** Breakout rooms for introductions and community building	Britt Bieberich & Angie Foster-Lawson
1:40	**ODE LGBTQ2SIA+ Student Success Updates** **Public Meetings Law:** ● Starting in December, all Student Success Plan (SSP) Advisory group meetings will need to follow Public Meetings Law ○ We will be posting meeting times, an agenda, and a call-in line for the general public to listen to the meeting, and post minutes/slides following ○ May impact 1:1 conversations and working meetings ○ We are still getting additional details from our legal counsel, more details will be provided as they are made available ○ We will have a 45 minute training to start the December meeting in order to familiarize everyone further and have space for questions ● Group discussion and time for questions: ○ Q: What level of detail will the meeting minutes include? Will there be names, or personally identifiable information? ■ A: We are still looking for clarity on this. We will be taking steps to protect anonymity where we can. We aren't clear what will be required as far as the attendance portion of the PML rules, whether that will be initials, etc. ○ Q: If this goes as described, how will safety be taken into account? I'm concerned about individuals entering the space that aren't safe and what accountability would be in place if that were to happen. ■ A: Typically, there will not be a wide range of public attendees. The State Board of Education generally only has ~25 attendees viewing when they hold their meetings, so we don't anticipate there being a large number of public attendees. The call in line will be	Angie Foster-Lawson

listen only, they wouldn't be able to comment or speak or view the chat or presentations during the meeting.
- Q: Is there any possibility to re-label the SSP groups or meetings in order to avoid these PML. Would the public be able to see our names, faces, etc when they call in?
  - A: Because this Advisory Group is established in statute, it is named in statute as such, so we are unable to change the name in order to not have to meet these new requirements. We are already taking attendance, however it has not been made public up until this point.
  - Also, if when in breakout rooms the general public won't be able to attend those portions of the meeting. We are trying to create surveys or areas where we can gain feedback without it being individually identifiable to ensure the varying safety and confidentiality needs of our members.
- Member suggestion: It may be helpful to create a new email address to be used for this group in the event that there are requests for information, so that it is all separate from personal or work, to prevent requests for other documents and personal information within your email account.
  - Q: Do we have a legal counsel appointed to these Advisory Groups in the event that we have questions or need clarification in some way?
  - A: We do have a legal counsel that we are consulting with, however that counsel is not open to individual members. Our advice comes at an Office and agency level. We are still working with our legal counsel in order to better determine ways to best enact these new regulations and how to best implement new policies and practices.
- Member suggestion: If anyone is concerned with their name being available, consider investing in one of the resources that can essentially delete your personal information from the internet. Then if your name is public it won't be linked to more sensitive information such as address, phone, etc.
- Example: Incogni is one a member has recently used for ~$100 per year and performs a monthly scan for information

and then readily deletes it.
- ○ Example: Delete Me is a resource that has been used by several members, which can be helpful. Also limiting social media presence so that you aren't tagged in various images can be helpful.
- Q: Do we have a timeline for document retention? How long will documents be stored with this new implementation?
  - ○ A: We have been posting meeting agendas and minutes online, we are still delving deeper into how long documents need to remain online due to this new legislature.
- Training sessions and community building spaces are not subject to the PML, so we will be implementing these spaces as possible in order to maintain some safe space for members at the beginning of the meetings. We are working to reduce harm as much as possible, everyone will need to do their own individual risk assessment in order to stay as safe as possible. We can make pronoun decisions in solidarity as a group in order to protect individuals as much as possible.
- **Additional member questions and feedback:**
  - ○ Are student reps out among their peers at school?
  - ○ Will any advisory group member be at risk of being outed as a result of this change?
  - ○ Is parent permission needed for student reps to participate on the advisory given the change in PML?
  - ○ Is there a plan to reduce the potential for harm or to intervene if harm happens as a result of a student participating in this group?
  - ○ What will happen if enough members decide they can't risk being exposed at this high a level? Restated, is there a minimum threshold of participants that would render this group void?

Community Building Group Agreements:

- Current Group Agreements, created by members at our annual Retreat:
  - ○ Seek ongoing consent
  - ○ Ground ourselves in joy
  - ○ Meaningful breakouts
  - ○ Center QTBIPOC voice/experience
  - ○ Listen to understand (empathy)

- - Support many pathways to participation (showing up, wait time, processing time, comfortable silence, asynchronous, etc.)
    - Effort and safety over protection
    - Flexibility
    - Give tasks to do during meetings & rotate tasks/volunteer requests
    - Base of action in the work we do
    - Take accountability for our own actions
    - Be authentic (consider safety)
    - Brave space for all (inc. guests)
    - Interrupt harm, take action toward repair
  - Q: With these new PML updates, do we need to adjust or edit these agreements? Will the public be held to these agreements?
    - A: We cannot hold the general public to the same agreements we have set for this group. However, the public will be on a call-in only conference line so they won't be able to share in any way. The way in which our members share will likely be impacted in order to protect anonymity.
  - Q: Will there be training in order to better understand these new PML?
    - A: Yes, we will be holding a training session for the first 45 minutes of our December meeting in order to answer the new questions we still have outstanding, as well as to educate our AG members as much as possible as to what to expect and how our meetings will run moving forward. We are also hoping for statewide training that we anticipate being available at the beginning of the new year.
  - Reminder, we have a digital notebook available in order to provide quick reference for all meeting materials. Likely with these new PML these documents will be made available on our website, however this is our member quick access notebook for easy access which has all the same documents as what is online, but easier clicking.

Other Updates:
- **LGBTQ2SIA+ SSP Grant RFA Awards:**
  - Out of 40 applicants, 14 grantees have been awarded! The applicant pool was extremely strong, big thank you for everyone for applying and reviewing applications, it was no small feat! Unfortunately because we don't have executed grant agreements we are unable to provide further information at this time.
  - All grantees were reduced across all 4 programs in order to award the most regionally diverse pool as possible, within the

	highest scoring applicants. No grantees across any of the 4 programs were fully funded, mostly because the applications far exceeded the funding available.	
	○ All 4 SSP programs saw program funding reductions in order to provide opportunities to more entities. We have limited resources and are working to ensure they are used as efficiently and effectively as possible across our state.	
	● **LGBTQ2SIA+ Student Success Advisory Group Co-Chair nominations are open:**	
	○ Being a co-chair requires some additional meeting time, however it is well spent.	
	○ It would be helpful to have another person ready to jump in and assist in reducing harm in as many ways as possible to keep this group strong.	
	○ Reach out if you have any further questions as to what this entails in greater detail.	
	○ LGBTQ2SIA+ Advisory Group Co-chair Nomination form	
	● **The ODE Youth Advisory Council is seeking workgroup nominations!**	
	○ ODE Youth Advisory Council nominations form is seeking nominations for 15 youth.	
	■ Applications are due 11/25	
	■ Sharable Flyer	
	■ Roles & Responsibilities overview	
	○ Based on a law that passed, it will eventually allow ~60 youth members from across the state on a variety of subjects. There is a workgroup in order to direct the creation of the Advisory Council.	
	○ This is a paid opportunity, and likely will not be subject to PML as it is considered a Task Force.	
	● Member suggestion: Should guests attend the entire meeting verses just during their sharing time? Once all the calls are public it may not matter, but them being here is already impacting safety.	
1:57	**Break**	
2:05	**Student Success Plan Revision Next Steps** Our goals is to review and revise every SSP by the end of SY 25:	Britt Bieberich & Angie

| | | ● Student Success Plan Overview:
  ○ Chronological order:
    ■ American Indian/Alaska Native SSP - 1980s / 2015
    ■ African American/Black SSP - 2016
    ■ Latino/a/x and Indigenous SSP - 2019
    ■ LGBTQ2SIA+ SSP - 2021
    ■ Native Hawaiian/Pacific Islander SSP - 2023
    ■ Immigrant/Refugee SSP - 2024
● LGBTQ2SIA+ SSP:
  ○ LGBTQ2SIA+ Student Success Plan
  ○ Background:
    ■ Adopted by the State Board of Education
    ■ 2021 Leg session allocated $2.1M to ODE for grant program, advisory group, and 1 FTE staffing
      ● Increased to $4.1M in 2023-2025
    ■ Alignment required in Student Investment Account application, via HB 2275 (2023)
    ■ This is a state funded program, not federally funded.
  ○ Review of plan recommended strategies
● Proposed Revision Timeline:
  ○ November - Setting the stage part 1
    ■ Role and responsibility of AG
    ■ **Feedback survey draft & release *new***
  ○ December - Setting the stage part 2
    ■ Overview of current plan
    ■ Baseline and trend data
    ■ Landscape
    ■ **Feedback survey *new***
  ○ January - Grounding goals in data
    ■ Baseline and trend data
    ■ SEED, pilot survey, other qual data?
  ○ February - Identify goals
    ■ Goals mapped to statute
    ■ Rate of change proposed
  ○ March - Objectives and metrics
    ■ Objectives identified for each Goal
    ■ Metrics identified
  ○ April - Strategies
    ■ Strategies to accomplish goals and objectives
  ○ May - Strategies | Foster-Lawson |

- - - Strategies to accomplish goals and objectives
    - ○ June
      - - Review draft of revised plan
- ● Feedback Requested: Draft LGBTQ2SIA+ SSP Revision Survey:
  - ○ LGBTQ2SIA+ SSP Revision Survey draft
  - ○ SSP Plan revision will be 2025-2030 Plan
  - ○ Survey Goal: Understand how needs have changed and what is working/not working, from Community perspective
  - ○ ODE employed a similar approach to revise Supporting Gender Expansive Students Guidance, prior to drafting or revising
    - ■ 525 Responses, 98-99% supportive of strengthening affirming revisions
  - ○ Ideas for youth engagement?
  - ○ Feedback requested on the survey wording and dissemination plan
  - ○ Time given for members to review the Survey Draft.
  - ○ Group Discussion / Feedback:
    - ■ Q: Will this survey be for ESDs or the youth?
      - ● A: There is a draft for youth feedback that ESDs can send out to students as necessary.
    - ■ Q: Can Grantees potentially play a part in this as well?
      - ● A: Yes, we will be using all of our program partners with expertise to be involved. We will be sending via our program ListServ, as well as to SSP partners based on your feedback.
    - ■ CBOs and ESDs are going to be instrumental in getting fruitful responses versus just ODE.
    - ■ As we are already battling major survey fatigue, could we begin by collecting information, and then having all text related feedback on the plan itself be translated into ratings? The intended audience for the adult survey reads as those working as ESDs and K-12, is that correct?
      - ● A: Our intention was for it to be aimed towards any adult who serves LGBTQ2SIA+ youth, be that CBOs or other community partners as well.
      - ● Some fine tuning may be necessary in order to make it more applicable to care givers, parents, etc. to respond.
      - ● How can we simplify the responses and

provide various forms of response to increase participation? Good things to think about. A lot of our surveys aren't distributed to families as they pose an additional burden to families, so the easier we can make it I think the more participation we'd get.
- A: The entire survey is optional. If some of the questions are applicable or apply they can choose to select and answer those questions only, which will hopefully reduce the burden there. We are still in the thinking planning phases, so all of this feedback is valuable. We may change the format of this feedback request to hold virtual space for input.
■ Suggestion: Staff can dedicate a notetaker and 10-15 minute agenda item during a staff meeting to discuss and complete one survey entry, on behalf of the group. That may help reduce the survey fatigue and increase more individuals to participate.
■ Suggestion: Do informal interview/qualitative data and surveys to get data in multiple methods. Like on a visit to an affinity group.
■ Suggestion: On the adult survey, it asks to self-identify the county one resides in. It may be helpful to adjust that to read 'what region', in order to make individuals less identifiable.
■ Q: Would FERPA supersede PML? How do those types of privacy laws interact with the meeting laws? Will answers be identifiable? Are these details subject to the PML recordings?
- A: As this doesn't pertain to school records, this wouldn't pertain to FERPA. However if an ESD is presenting this to a student, then the youth version would likely be more applicable to a CBO on an if able basis. One version for adults can be made public, and the shorter youth version could be elicited via community partners in any format they deem applicable.
- Suggestion: Discussion questions may be more helpful so it's less tied to a specific individual.
■ Q: I assume we'd want people to thoroughly review the SSP, but is there a TLDR or at-a-glance version that folks could reference?
- A: We don't currently have a 'one-pager' at

		this time, but we did include a summary of plan structure in the survey so they can see what is generally included. We can explore what a simple overview might look like in order to better assist.	
		○ Please leave feedback on the document as you are able and we will be sure to circle back to this as we continue to move forward.	

2:42		**Feedback Request: Oregon Elevating Voices in Education (EVE) Workforce Survey**
		
		ODE staff from the Office of Research, Assessment, Data, and Accountability Reporting (RADAR) will seek feedback on sexual orientation and gender identity (SOGI) demographic questions within the EVE Workforce Survey.
		
		EVE Workforce Survey - Context:
		● Why? Requirement of SB 283 (section 4)
		  ○ Gather information about the perceptions and experiences of Oregon's K-12 education workforce
		  ○ Use the information to improve workplace climate, retention, morale, well-being, etc.
		● What? Anonymous survey with questions covering workplace climate, professional learning, well-being, students, equity, and job satisfaction
		● Who? All classified and licensed employees in Oregon K-12 public education
		● When? February 4 - March 21, 2025
		● How? Survey delivery via SurveyMonkey (in English and Spanish)
		● Then what? School and district summaries; public data dashboard
		Feedback Request:
		● EVE asks about an individual's identity (e.g., race/ethnicity, gender, sexual orientation, language, education, years of experience)
		● These questions are optional; ODE will report these identifiers as part of state level reporting
		● Request:
		  ○ Primary: Review the identifier questions
		  ○ Secondary: Review the rest of the survey questions
		  ○ Let us know what's: missing, should change, should remove, looks/sounds good, etc.
			Josh Rew & Corine Tyler

- Please submit feedback by Wednesday, November 27th, 2024
  - Understandably this is a tight timeline given the holidays, so if you are able to submit information past this timeline we will be sure to take your input into account.
  - Feedback option #1: Use the comment feature within the draft EVE Workforce Survey to provide feedback
    - To add a comment, highlight a letter, word, or sentence in the PDF and a "add comment" icon will appear on the right. Click on the icon and start typing your comment. When you're done, click on the comment button to post your comment.
    - The draft you're viewing is several weeks old, please don't be afraid to give very authentic feedback as likely others have also given the same feedback and we have not made all of the updates or edits yet.
    - There is a copy of the document in the Members Folder, if you leave comments on that draft they will be copied over anonymously to the main working draft.
    - We are working on the best way to provide anonymous feedback, so in the meantime if you are concerned with anonymity then please feel free to use option #2 below.
  - Feedback option #2: Send Josh and Corine an email with your feedback
  - Questions?
    - Q: Where does the survey data go? If there were LGBTQ staff that wanted to share how it was going with them, where would the responses be routed?
      - A: The only identifiers are the optional ones presented. They will be stored in ODE secure drives. Any data we share out will be disaggregated and OSE suppresses personally identifiable information (or numbers so small they could become identifiable). The data dashboard will also include data suppression if it will identify any individuals. It also will be in our data servers, which means the aggregate format may be subject to public records request, but only on a larger level, not at the

	individual level. ■ Q: Will we be able to view the final survey to see how the feedback was utilized? 　　● A: Yes, we can provide that. We will be sure to remove any personally identifiable information or comments as it would be subject to public records request.	
3:00	**Adjourn**	Angie Foster-Lawson

Next meeting will be Tuesday December 10, 2024 4-6pm PST, on Zoom