



- We have had four in-person trainings put on by Bridge 13. These were three hour trainings, two in January and two in August. SMYRC's Bridge 13 community education is designed to address root causes of discrimination affecting the LGBTQ community and to create safer spaces for queer and trans\* people of all ages. The Bridge 13 curriculum is broad in scope and covers topics related to sexual orientation, sex, gender identity, and gender expression but can be adjusted to respond to specific needs.
- We have added an online training via Relias, "working effectively with gender and sexual minorities." This is now required for staff who were unable to attend the in person trainings or have been hired since then.
- Members of Leadership have attended the 5 day workshop: Reframing Racism: Language and Tools for Advancing Equity; a transformative process designed to help folks become more racially conscious, culturally competent individuals who understand how racism operates and what we can do about it.
  - During the training series we did the following:
    - Explore how race was constructed
    - Build a racial vocabulary
    - Analyze current events
    - Practice communication cross-culturally
    - Develop an equity toolkit
    - Make a plan for advancing equity
- Policy revision:
  - Equal Access in Accordance with Gender Identity
    - Equal access to all services must be provided in accordance with an individual's gender identity. Admission, eligibility, and operating policies of all programs must protect individuals' privacy and security, and ensure equal access to programs, shelters, buildings and facilities, benefits, services, and accommodations.
  - Workplace Harassment and Violence
    - All employees will provide a setting free from all forms of harassment, violence, or discrimination on the basis of race, color, religion, sex (female or male), national origin, age, sexual preference, or disability. **THE EMPLOYEE'S PLEDGE:** It is every employee's responsibility to read, understand and support the unlawful harassment policy. All employees are required to report violations if they witness or are the victim of any harassment or misconduct.
- Safe Zone Signs
  - This space RESPECTS all aspects of people including race, ethnicity, gender expression, sexual orientation, socio-economic background, age, religion, body shape, size and ability.