

PRINCE GEORGE'S COUNTY COUNCIL
LGBTQIA+ Workgroup
MINUTES
June 20, 2025

• Members Present:

Krystal Oriadha, Council Member District 7, Co-Chair
Courtney Mariette, Deputy Director, Office of Community Relations, Co-Chair
Jose Villegas, Deputy Director, Office of Human Rights
Kyla Hanington, Public Outreach & Engagement Division Manager, Office of Human Rights

• Member Absent:

Khouri Lassiter, Advocate for Youth
Jermaine Wyatt, Director of Community Health, Us Helping Us
Jason Jude, Chief of Teams, Us Helping Us
Dr. Diane Young, Associate Director, Family Health Services Division, Department of Health
Lauren Wethers-Coggins, Department of Social Services
Elana Belon-Butler, Director, Department of Family Services

• Staff Present

Sandra Eubanks, HHSPS Committee Director
Leroy Maddox, Legislative Attorney
Melody Arrington, EWD Committee Aide
Nikia McBride, Committee Aide

• Other Present

Troy Pope

• Welcome & Opening Remarks

Chair Oriadha, serving as Co-Chair of the LGBTQIA+ Workgroup, thanked the members for engaging in the discussion to ensure all communities in Prince George's County feel seen and represented. She emphasized the importance of addressing key issues facing the LGBTQIA+ community, noted that all meetings and presentations are publicly accessible on the county website, and explained that the Workgroup's recommendations will be shared with the full County Council, the County Executive, and the public.

Co-Chair Courtney Mariette, Deputy Director, Office of Community Relations and Co-Chair, expressed gratitude for Chair Oriadha's leadership, the Workgroup's efforts, and the support of her staff. She also shared her anticipation of the final report.

• Review Minutes

Chair Oriadha moved to approve the minutes, seconded by Jose Villegas. With no objections, the minutes were approved as presented.

- **Focus Topic Discussion**
Transgender and Nonbinary Gender-Affirming Care

Chair Oriadha introduced the day's focus topic on recommendations related to Transgender and Nonbinary Gender-Affirming Care. She began by reviewing pre-submitted recommendations and invited Workgroup members to share additional suggestions, either by unmuting themselves or using the chat if needed. She reiterated the inclusive and open format for contributions before proceeding with the recommendations she had received in advance.

- **Gender Affirming Care Support Fund**

Establish a support fund through the county Health Department to provide grants or vouchers for services not typically covered, such as voice therapy and travel costs to out-of-area surgeons, specifically for low-income residents.

- **Inclusive Health Coverage for County Employees**

Collaborate with Human Resources to revise county employees' benefits so that all medically necessary gender-affirming care is fully covered, without arbitrary limits, aligned with Maryland Medicaid standards. This aims to create a "gold standard" model and enhance recruitment and retention.

- **Care Navigation & Peer Support Programs**

Fund 2-3 care navigator positions and trained peer supporters through the Health Department (or via nonprofit grants) to assist with Medicaid enrollment, finding affirming providers, and resolving insurance issues. Identified as a top community need based on other jurisdictions' assessments and emphasized as a highly beneficial and frequently requested service.

- **Targeted Grants & Expedited Permitting for Clinics**

Offer \$50,000-\$100,000 startup grants and fast-track permitting to clinics that commit to offering transgender and non-binary services (e.g., hormone therapy, top/voice surgeries). This would reduce the need for out-of-county travel and grow the local trans-affirming healthcare workforce.

- **Tele-Mental Health Expansion**

To promote culturally competent care for mental health care, this recommendation proposes contracting with telehealth vendors specializing in trans-competent counseling and subsidizing up to 10 sessions per resident annually. It would address mental health disparities, including depression and suicide rates among trans individuals. The Tele-Mental Health expansion would serve as a complement to the existing 9-8-8 services.

- **Patient Privacy and SHIELD Ordinance**

Enact a local ordinance mirroring Maryland's SHIELD law to prohibit county agencies from cooperating with out-of-state entities pursuing criminal actions related to gender-affirming care, thereby protecting clinics and families from hostile jurisdictions.

- **Comprehensive Cultural Competency Training**

Require annual trans-inclusive training for all first responders, detention staff, healthcare contractors, and school nurses. Training would include pronoun and gender identity protocols to reduce misgendering and improve safety in public-facing interactions.

- **Mobile Gender-Affirming Health Unit**

Expand existing mobile health clinics or create specialized ones to provide hormone therapy, STI screening, injection teaching, and binder distribution, especially in areas with transportation barriers.

- **Public Equity Dashboard and Data Review Board**

Develop a Health Department dashboard to publicly report on metrics like wait times and denials for gender-affirming care. Create a review board, including trans residents, to identify gaps and propose improvements.

- **Youth Family Support Initiative**

Partner with schools to host quarterly educational and peer support programs for families of transgender and non-binary youth. Early family engagement is key to improving youth mental health outcomes.

- **Peer-Led Mental Health Support Groups**

Establish community-based, peer-led support groups to foster mental health support specifically tailored for LGBTQIA+ residents.

- **Affirming Administrative Practices**

Review and update hospital and clinic intake forms to reflect chosen names, pronouns, and gender identities. Also promote affirming environments by adding gender-neutral bathrooms, pronoun badges, inclusive signage, and visible non-discrimination policies.

- **Review and Approval of Recommendations**

Co-Chair Oriadha explained the process for finalizing the recommendations.

Before proceeding, Co-Chair Mariette requested revisiting the recommendation on LGBTQIA+ sensitivity training for law enforcement. She explained that she had contacted the Police Department but was unsure whether the training already existed. She suggested clarifying that before final submission. Co-Chair Oriadha agreed and proposed that the group approve all recommendations with the condition that if such training already exists, that specific recommendation be struck.

The Workgroup members then proceeded to vote, with members voting unanimously to approve the recommendations.

Co-Chair Oriadha expressed gratitude to the Workgroup members for their participation and emphasized the importance of creating long-term strategies for historically underserved communities. As a member of the LGBTQIA+ community, she shared her personal commitment to fostering government dialogue.

Co-Chair Oriadha thanked staff, including committee directors, the Clerk's Office, Communications, and her own team, for their behind-the-scenes support in completing the recommendation. She noted that it was timed with the start of a new Administration, which could help advance the proposals.

- **Identify Next Steps**

Co-Chair Oriadha confirmed that this was the Workgroup's final meeting and outlined next steps: Staff, along with herself and the Co-Chair, will review and finalize the recommendations offline. A draft will be shared with all members for one final review to ensure accuracy and completeness.

The final recommendations will then be formally submitted to the County Council and the County Executive.

- **Next Meeting Date**

This was the final meeting.

- **Adjournment**

The meeting adjourned at approximately 2:33 p.m.