

# Memorandum



CITY OF DALLAS

DATE March 28, 2019

Honorable Mayor and Members of the City Council:

TO Mayor Pro Tem Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano (Vice Chair), Councilmember Omar Narvaez, Councilmember Mark Clayton, Councilmember B. Adam McGough, Councilmember Carolyn King Arnold

SUBJECT **LGBT Task Force Update**

## Summary

On April 1, 2019, Deputy Mayor Pro Tem Adam Medrano along with LGBT Task Force members will brief the Human and Social Needs Committee on the history and policy implementations of the task force.

## Background

Since 1995, the LGBT Task Force has implemented non-discrimination protections against sexual orientation, gender identity and expressions amongst City of Dallas employees. This later led to the inclusion of workplace non-discrimination protections in the Dallas City Charter.

In February 2016, a team focused on LGBTQ homeless youth began conducting a needs assessment and serving as a convener for representatives from the public, private, and nonprofit sectors. In October 2016, this work was branded into Outlast Youth, focused on reducing and preventing LGBTQ youth homelessness in Dallas and surrounding counties.

## Current Projects

The Quality of Life Committee within the taskforce is currently advising and organizing various City of Dallas efforts to increase safety and identity in the Oak Lawn / Cedar Springs area including making recommendations regarding multiple bond programs.

Outlast Youth is currently working on drafting a LGBTQ minimum standards checklist to implement into existing systems such as Metro Dallas Homeless Alliance (MDHA) and Tarrant County Homeless Coalition (TCHC).

Please contact me if you have any questions or require any additional information.

A handwritten signature in blue ink, appearing to read 'Nadia'.

Nadia Chandler-Hardy

Assistant City Manager and Chief Resilience Officer

DATE **March 28, 2019**

SUBJECT **LGBT Task Force Update**

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
Carol A. Smith, City Auditor (Interim)  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Jon Fortune, Assistant City Manager  
Joey Zapata, Assistant City Manager  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors



# LGBT Task Force Update

Adam Medrano, Deputy Mayor Pro Tem



# History Prior to Task Force

## Dallas Gay and Lesbian Alliance (DGLA)

- LGBT cultural competency training for all recruits at Dallas Police Academy (1993) and Dallas Fire/Rescue Academy (2004) *to present*
- Inclusion of sexual orientation in Dallas Police Department's employee nondiscrimination policy in 1993 following lawsuit by Mica England & DGLA, then for all employees in 1995
- Passage of City of Dallas Chapter 46 Non-Discrimination Ordinance (May 8, 2002)
- Full-time LGBT liaison officer at Dallas Police Department (2005) *to present*
- Founded Dallas Mayor's LGBT Task Force in 2009 with then-CM Delia Jasso



# Task Force Committees

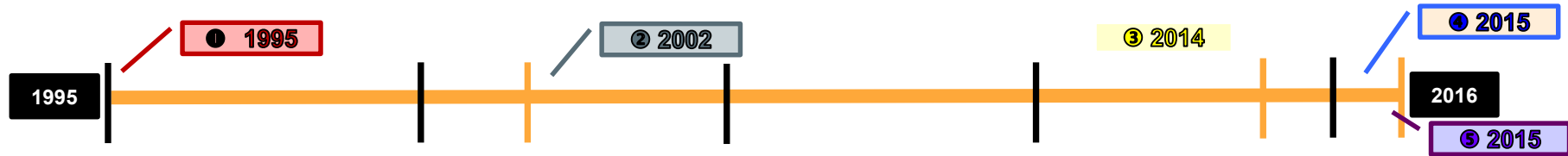
- Policy - Patti Fink
- Quality of Life - Pam Gerber, Tony Vedda
  - Safety / Infrastructure / Identity Sub-committee  
John Anderson, Brian Taylor
  - Homeless LGBT Youth Sub-committee  
Josh Cogan



# Policy Committee

# Timeline of Non-Discrimination Protections

## Sexual Orientation, Gender Identity & Expression



### ① Dallas City Code, Chapter 34

*Non-Discrimination applied to **City of Dallas employees** (1995)*

### ② Dallas City Code, Chapter 46

*Non-Discrimination applied to **residents, workers, & visitors in the City of Dallas** in **Employment, Housing, and Public Accommodations***

*(May 8, 2002)*

### ③ City of Dallas Charter

*Non-Discrimination applied to **City of Dallas employees***

*Approved by Dallas voters by 77%  
(November 4, 2014)*

### ▶ ④ Dallas City Code, Chapter 34 – UPDATED

*Updated language to match voter-approved Dallas City Charter language (2015)*

### ▶ ⑤ Dallas City Code, Chapter 46 – UPDATED

*Updated language to match voter-approved Dallas City Charter language (November 10, 2015)*



# Policy Committee

- Continuation of LGBT cultural competency training for all recruits at Dallas Police Academy (DGLA, since 1993)
- Continuation of LGBT cultural competency training for all recruits at Dallas Fire/Rescue Academy (DGLA, since 2004)
- Continuation of full-time LGBT liaison officer at Dallas Police Dept (DGLA, since 2005)
- Inclusion of gender identity & expression in Chapter 34 protections for City employees (2011)





# Policy Committee

- LGBT workplace non-discrimination protections in Dallas City Charter (2014)
- Campaigned for passage of LGBT workplace nondiscrimination protections in Dallas City Charter (2014), then propagated charter language to Chapter 34 & Chapter 46 of Dallas City Code



# Policy Committee

- Inclusion of proposed/filed bills that affect the LGBT community in the City's legislative agenda for its lobbyists in Austin and Washington DC
- Full inclusion of equitable family members for LGBT employees in its "Plus One" Family Medical Leave Act (FMLA) policy.
- Full inclusion of spouses/partners of LGBT employees in City pension benefits (civilian & first-responder pensions)



# Policy Committee

- Full inclusion of spouses/partners of LGBT appointees to City boards & commissions in ethics standards
- Full inclusion of spouses/partners/dependents of LGBT employees in City healthcare benefits
- Fully-inclusive City healthcare benefits per WPATH standards for trans\* employees/spouses/dependents



# Policy Committee

City of Dallas  
LGBT Task Force

March 5, 2014

Now, Therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

**Section 1.** That the City of Dallas is in full favor of equal rights for lesbian, gay, bisexual, and transgender (LGBT) employees of the city of Dallas, citizens within the city of Dallas, and visitors to the city of Dallas.

**Section 2.** That the City Manager or his designee and the City Council's appointees to the pension boards are directed to take action as necessary to address the disparate treatment, if any, of LGBT employees under the City of Dallas' civilian pension plan and the City of Dallas' police and fire pension plan.

**Section 3.** That the City Manager or his designee is directed to take action as necessary to amend the City of Dallas' human resources policies and ordinances and the City of Dallas' health care plan to address the disparate treatment, if any, of LGBT employees and their families.

**Section 4.** That the City Manager or his designee is directed to take actions as necessary to improve the ranking of the City of Dallas in the Human Rights Campaign's Municipal Equality Index.

**Section 5.** That the City of Dallas' legislative efforts will support state and federal legislation and administrative regulations that further equality and prevent discrimination against LGBT employees and citizens and their families.

**Section 6.** That the City Manager or his designee is directed to report quarterly to the Budget, Finance, and Audit Committee on efforts to implement this resolution.

**Section 7.** That this resolution shall take effect immediately from and after its passage in accordance with the Charter of the City of Dallas, and it is accordingly so resolved.

APPROVED AS TO FORM:

WARREN M. S. ERNST, City Attorney

By \_\_\_\_\_  
Assistant City Attorney

✓ Pensions (Civil & First-Responder). **DONE.** (*Pre-Obergefell*)

✓ Equal employee benefits, including “Plus One” FMLA and WPATH-driven fully-inclusive health care benefits for trans\* employees/dependents/retirees. **DONE.**

*Still to be done:* Transition protocols for trans\* employees via Human Resources.

✓ HRC MEI = 100%. **DONE.**

✓ City of Dallas Legislative Agenda. For Pro-Equality/Against Anti-Equality. **DONE.**



# Quality of Life Committee

- Safety / Infrastructure / Identity
- Homeless LGBT Youth



# Safety / Infrastructure / Identity

- Bond: Cedar Springs entertainment district strategic implementation plan
- Oak Lawn Complete Streets Bond Recommendations:
  - (1) Lighting, repairs and installations
  - (2) Tree trimming
  - (3) Sidewalk repairs
- Met with City of Dallas PBW Interagency to discuss bond programs for Cedar Springs, recommending immediate tree trimming in Oak Lawn



# Safety / Infrastructure / Identity

- Organized community leader/DPD task force meeting at Resource Center to discuss updates regarding the Oak Lawn attacks (2016)
- Interfaces with Mobility Planning to explore safety implementations in Oak Lawn area (2016)
- Engaged with Arttitude to begin organizing murals to increase identity (2017)
- Oncor lights ordered (Feb 2018)



# Safety / Infrastructure / Identity

- Secured funding for transgender women of color mural from Cedar Springs Merchants Association (2018)
- Initial design of 50th anniversary of Stonewall mural completed (2018)
- Organized community leader/DPD task force meeting at Resource Center to discuss updates regarding the Oak Lawn attacks (2016)
- Interfaced with Mobility Planning to explore safety implementations in Oak Lawn area (2016)





# Homeless LGBT Youth

- Met with homeless youth agencies to determine LGBTQ service map (Feb 2016)
- Strategic planning session, moderated by Theresa O'Donnell (Sept 2016)
- Named and branded “Outlast Youth” to continue the work (Oct 2016)
- Launched a website with a list of resources (Jan 2017)



# Homeless LGBT Youth

- Outlast Youth established 501(c)3 - Josh Cogan, President & CEO
  - partnered with Promise House (May 2017)
  - began conducting LGBTQ cultural competency trainings (June 2017)
  - developed LGBTQ training for Baptist Convention of Texas Conference (Oct 2017)
  - co-led 1st comprehensive youth street outreach, See Us Now (Jan 2018)
  - separated from Promise House to operate independently (May 2018)



# Homeless LGBT Youth

- Outlast Youth established 501(c)3 - Josh Cogan, President & CEO
  - taught at national LGBTQ homeless youth conference (Oct 2018)
  - released policy priorities guide for LGBTQ homeless youth (Jan 2019)
  - current projects:
    - SB 538 & HB 2405 in 86th TX Legislative Session
    - drafting LGBTQ minimum standards checklist into existing systems (e.g. MDHA, TCHC)
    - releasing a conversation guide for congregations of faith (Summer 2019)



**City of Dallas**  
LGBT Task Force

# Questions?