

Resolution No. 31224

A RESOLUTION reaffirming the City of Seattle's commitment to full equal rights for all of its residents and employees regardless of sexual orientation or gender identity; authorizing City Departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian Gay Bisexual and Transgender (LGBT) Commission as they assess the needs of Seattle's LGBT community and propose community and City strategies for meeting those needs; and establishing that it is City policy to participate in the annual Pride Parade and Rally and to support employee participation in the event.

The City of Seattle – Legislative Department

Resolution sponsored by: Bruce Q. Howell
Clark, Rasmussen

Related Legislation File: _____

Date Introduced and Referred: <u>6.14.10</u>	To: (committee): <u>Energy, Technology & Civil Rights</u>
Date Re-referred:	To: (committee):
Date Re-referred:	To: (committee):
Date of Final Action: <u>6.21.10</u>	Date Presented to Mayor: _____
Date Signed by Mayor: _____	Date Returned to City Clerk: <u>6.21.10</u>
Published by Title Only <u>X</u>	Date Returned Without Concurrence:
Published in Full Text _____	

Committee Action:

Date	Recommendation	Vote
<u>6/16/2010</u>	<u>aye as amended</u>	<u>BH, RC</u>

This file is complete and ready for presentation to Full Council. _____

Full Council Action:

Date	Decision	Vote
<u>6.21.10</u>	<u>Adopted as ^(LH) Amended</u>	<u>9-0</u>

RESOLUTION 31224

1
2 A RESOLUTION reaffirming the City of Seattle's commitment to full equal rights for all of its
3 residents and employees regardless of sexual orientation or gender identity; authorizing
4 City departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian
5 Gay Bisexual and Transgender (LGBT) Commission as they assess the needs of Seattle's
6 LGBT community and propose community and City strategies for meeting those needs;
7 and establishing that is City policy to participate in the annual Pride Parade and Rally and
8 to support employee participation in the event.

9 WHEREAS, federal law does not provide adequate protections to individuals facing
10 discrimination based on sexual orientation or gender identity; and

11 WHEREAS, Washington state law protects lesbian, gay, bisexual or transgender (LGBT) people
12 from discrimination in employment, housing, public accommodations and insurance,
13 malicious harassment and hate crimes, and affords LGBT couples many of the rights
14 afforded to opposite sex couples; and

15 WHEREAS, among the 50 largest U.S. cities, Seattle is third in the percentage of residents
16 identifying themselves as gay, lesbian or bisexual (Williams Institute on Sexual
17 Orientation Law and Public Policy at the University of California, 2006); and

18 WHEREAS, the City of Seattle values being an open and inclusive city for all of its residents,
19 including those who are LGBT; and

20 WHEREAS, the City of Seattle has participated in the Seattle Gay Pride Parade and Rally;
21 marched in the parade; and, participated by speaking at the rally and providing
22 information about City services at the rally since 1972; and

23 WHEREAS, in 1973 the City of Seattle included sexual orientation as a protected category when
24 it adopted the Fair Employment Ordinance prohibiting discrimination in employment, and
25 in 1975 added sexual orientation as a protected category for illegal discrimination in
26 housing; and

27 WHEREAS, in 1985 the City of Seattle created the Mayor's Lesbian/Gay Task Force, since
28 renamed the Seattle Lesbian, Gay Bisexual and Transgender (LGBT) Commission; and

WHEREAS, the Seattle LGBT Commission has served Seattle residents for 25 years, providing
advice and guidance to the City of Seattle on LGBT issues; and

WHEREAS, in 1997 the City of Seattle adopted a resolution opposing discrimination against
same-sex couples in Washington State and supporting legal recognition of civil marriages
of same-sex couples; and

WHEREAS, in 1999 the City of Seattle granted domestic partner benefits for City employees and

1 created the City of Seattle's Domestic Partnership Registration program, which allows
2 unmarried same-sex and opposite-sex couples in committed, on-going family
relationships to register their relationships; and

3 WHEREAS, in 1999 the City of Seattle amended the Fair Employment Ordinance to provide a
4 private cause of action for discrimination complaints in violation of the City's
employment anti-discrimination laws; and

5 WHEREAS, since 1999 the City of Seattle has required that all employers contracting with the
6 City for more than \$30,000, extend the same benefits to same-sex domestic partners that
7 they offer to legally married partners; and

8 WHEREAS, the City of Seattle encourages companies to adopt non-discrimination policies that
9 include both sexual orientation and gender identity, as well as to provide domestic partner
benefits to their LGBT employees and their families; and

10 WHEREAS, the City of Seattle has been an advocate for the legal rights for all individuals
11 including the freedom to marry; and

12 WHEREAS, since 2004 the City of Seattle adopted an executive order acknowledging the
13 validity of City employees' marriages, regardless of the sex of the individuals, for the
14 purpose granting City employment benefits, and affirming the City's support for state
legislation that would recognize same sex marriages; and

15 WHEREAS; the City of Seattle advocates for culturally competent and medically accurate health
16 care for everyone including the LGBT community; and

17 WHEREAS; the City of Seattle advocates for greater awareness of discrimination faced by young
18 people who are perceived as being lesbian, gay, bisexual, transgender or those
questioning their sexual identity; and

19 WHEREAS, the City of Seattle is proud of its LGBT employees; and

20 WHEREAS, people seeking to limit the rights of the LGBT community are in conflict with City
21 policies and anti-discrimination laws;

22 NOW, THEREFORE,

23 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**

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25
26 The City of Seattle reaffirms its commitment to full equal rights for all of its residents and
27 employees regardless of sexual orientation or gender identity; and

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1. Establishes that it is City policy: that City departments work with the Seattle Office for Civil Rights (SOCR) and the Seattle LGBT Commission to provide a report to the Seattle City Council and the Mayor by June 2011 that assesses the employment, housing, health and other needs of Seattle's LGBT community and to propose community and City strategies for meeting those needs, and
 2. Reaffirms that it is City policy to participate in the annual Pride Parade and Rally; Including that departments assign a staff person to participate in a city-wide coordinating team.

Adopted by the City Council the 21st day of June, 2010, and
signed by me in open session in authentication of its adoption this 21st day
of June, 2010.



President _____ of the City Council

Filed by me this 21st day of June, 2010.



City Clerk

(Seal)

FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	DOF Analyst/Phone:
Legislative	Ben Noble / 4-8160	

Legislation Title:

A RESOLUTION reaffirming the City of Seattle’s commitment to full equal rights for all of its residents and employees regardless of sexual orientation or gender identity; authorizing City Departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian Gay Bisexual and Transgender (LGBT) Commission as they assess the needs of Seattle’s LGBT community and propose community and City strategies for meeting those needs; and establishing that it is City policy to participate in the annual Pride Parade and Rally and to support employee participation in the event.

• **Summary of the Legislation:**

This resolution directs City departments to work with the Seattle Lesbian, Gay, Bi-sexual and Transgender (LGBT) Commission and the Seattle Office for Civil Rights (SOCR) to provide a report to the Seattle City Council and the Mayor by June 2011 that assesses the needs of Seattle’s LGBT community and proposes community and City strategies for meeting these needs. This assessment will be led by SOCR and the LGBT commission, but a successful effort will require the assistance of personnel in many different City departments.

The resolution also directs departments to support their employees’ participation in the annual Pride Parade and Rally; including the designation of a staff person to participate in a city-wide coordinating team.

- **Background:** Over the past 25+ years the City has taken many steps to support the rights of its LGBT residents and to address the concerns of the City’s LGBT community. However, issues, challenges and opportunities remain. The goal of the assessment requested in this resolution is develop a path forward for continued work by the City and others in supporting the LGBT community. The assessment will provide an opportunity to identify specific gaps and/or needs and to propose options for addressing these issues.

X This legislation does not have any financial implications.

The City Council assumes that the work requested in this resolution will be conducted by existing City personnel as part of their regular duties and will not require any additional financial support. Implementation of any recommendations that grow out of the assessment will be considered as part of subsequent legislation, and the financial impacts of such implementing actions will be considered at that time.



RESOLUTION _____

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2 A RESOLUTION reaffirming the City of Seattle's commitment to full equal rights for all of its
3 residents and employees regardless of sexual orientation or gender identity; authorizing
4 City departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian
5 Gay Bisexual and Transgender (LGBT) Commission as they assess the needs of Seattle's
6 LGBT community and propose community and City strategies for meeting those needs;
7 and establishing that is City policy to participate in the annual Pride Parade and Rally and
8 to support employee participation in the event.

9 WHEREAS, federal law does not provide adequate protections to individuals facing
10 discrimination based on sexual orientation or gender identity; and

11 WHEREAS, Washington state law protects lesbian, gay, bisexual or transgender (LGBT) people
12 from discrimination in employment, housing, public accommodations and insurance,
13 malicious harassment and hate crimes, and affords LGBT couples many of the rights
14 afforded to opposite sex couples; and

15 WHEREAS, among the 50 largest U.S. cities, Seattle is third in the percentage of residents
16 identifying themselves as gay, lesbian or bisexual (Williams Institute on Sexual
17 Orientation Law and Public Policy at the University of California, 2006); and

18 WHEREAS, the City of Seattle values being an open and inclusive city for all of its residents,
19 including those who are LGBT; and

20 WHEREAS, the City of Seattle has participated in the Seattle Gay Pride Parade and Rally;
21 marched in the parade; and, participated by speaking at the rally and providing
22 information about City services at the rally since 1972; and

23 WHEREAS, in 1973 the City of Seattle included sexual orientation as a protected category when
24 it adopted the Fair Employment Ordinance prohibiting discrimination in employment, and
25 in 1975 added sexual orientation as a protected category for illegal discrimination in
26 housing; and

27 WHEREAS, in 1985 the City of Seattle created the Mayor's Lesbian/Gay Task Force, since
28 renamed the Seattle Lesbian, Gay Bisexual and Transgender (LGBT) Commission; and

WHEREAS, the Seattle LGBT Commission has served Seattle residents for 25 years, providing
advice and guidance to the City of Seattle on LGBT issues; and

WHEREAS, in 1997 the City of Seattle adopted a resolution opposing discrimination against
same-sex couples in Washington State and supporting legal recognition of civil marriages
of same-sex couples; and



1 WHEREAS, in 1999 the City of Seattle granted domestic partner benefits for City employees
and
2 created the City of Seattle's Domestic Partnership Registration program, which allows
3 unmarried same-sex and opposite-sex couples in committed, on-going family
relationships to register their relationships; and

4 WHEREAS, in 1999 the City of Seattle amended the Fair Employment Ordinance to provide a
5 private cause of action for discrimination complaints in violation of the City's
6 employment anti-discrimination laws; and

7 WHEREAS, since 1999 the City of Seattle has required that all employers contracting with the
8 City for more than \$30,000, extend the same benefits to same-sex domestic partners that
they offer to legally married partners; and

9 WHEREAS, the City of Seattle encourages companies to adopt non-discrimination policies that
10 include both sexual orientation and gender identity, as well as to provide domestic partner
benefits to their LGBT employees and their families; and

11 WHEREAS, the City of Seattle has been an advocate for the legal rights for all individuals
12 including the freedom to marry; and

13 WHEREAS, since 2004 the City of Seattle adopted an executive order acknowledging the
14 validity of City employees' marriages, regardless of the sex of the individuals, for the
15 purpose granting City employment benefits, and affirming the City's support for state
legislation that would recognize same sex marriages; and

16 WHEREAS; the City of Seattle advocates for culturally competent and medically accurate health
17 care for everyone including the LGBT community; and

18 WHEREAS; the City of Seattle advocates for greater awareness of discrimination faced by
19 young
20 people who are perceived as being lesbian, gay, bisexual, transgender or those
questioning their sexual identity; and

21 WHEREAS, the City of Seattle is proud of its LGBT employees; and

22 WHEREAS, people seeking to limit the rights of the LGBT community are in conflict with City
23 policies and anti-discrimination laws;

24 NOW, THEREFORE,

25 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE THAT:**



1 The City of Seattle reaffirms its commitment to full equal rights for all of its residents and
2 employees regardless of sexual orientation or gender identity; and

- 3 1. Establish that it is City policy: that City departments work with the Seattle Office for
4 Civil Rights (SOCR) and the Seattle LGBT Commission to provide a report to the Seattle
5 City Council and the Mayor by June 2011 that assesses the employment, housing, health
6 and other needs of Seattle's LGBT community and proposes community and City
7 strategies for meeting those needs, and
8
9 2. Reaffirms that it is City policy to participate in the annual Pride Parade and Rally;
10 Including that departments assign a staff person to participate in a city-wide coordinating
11 team.

12 Adopted by the City Council the ____ day of _____, 2010, and
13 signed by me in open session in authentication of its adoption this ____ day
14 of _____, 2010.

15 _____
16 President _____ of the City Council

17 Filed by me this ____ day of _____, 2010.

18 _____
19 City Clerk

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21
22 (Seal)



RESOLUTION _____

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4 residents and employees regardless of sexual orientation or gender identity; authorizing
5 City Departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian
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9 and to support employee participation in the event.

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12 WHEREAS, Washington state law protects lesbian, gay, bisexual or transgender (LGBT) people
13 from discrimination in employment, housing, public accommodations and insurance,
14 malicious harassment and hate crimes, and affords LGBT couples most of the rights
15 afforded to opposite sex couples; and

16 WHEREAS, among the 50 largest U.S. cities, Seattle is third in the percentage of residents
17 identifying themselves as gay, lesbian or bisexual (Williams Institute on Sexual
18 Orientation Law and Public Policy at the University of California, 2006); and

19 WHEREAS, the City of Seattle values being an open and inclusive city for all of its citizens,
20 including those who are LGBT; and

21 WHEREAS, the City of Seattle has participated in the Seattle Gay Pride Parade and Rally;
22 marched in the parade; and, participated by speaking at the rally and providing
23 information about City services at the rally since 1972; and

24 WHEREAS, in 1973 the City of Seattle included sexual orientation as a protected category when
25 it adopted the Fair Employment Ordinance prohibiting discrimination in employment,
26 and in 1975 added sexual orientation as a protected category for illegal discrimination in
27 housing; and

28 WHEREAS, in 1985 the City of Seattle created the Mayor's Lesbian /Gay Task Force, since
renamed the Seattle Lesbian, Gay Bisexual and Transgender (LGBT) Commission; and

WHEREAS, the Seattle LGBT Commission has served Seattle residents for 25 years, providing
advice and guidance to the City of Seattle on LGBT issues; and

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same-sex couples in Washington State and supporting legal recognition of civil marriages
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14 granting City employment benefits, and affirming the City's support for state legislation
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16 care for everyone including the LGBT community; and

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18 young people who are perceived as being lesbian, gay, bisexual, transgender or those
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20 WHEREAS, people seeking to limit the rights of the LGBT community are in conflict with City
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27 employees regardless of sexual orientation or gender identity; and
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Adopted by the City Council the ____ day of _____, 2010, and signed by me
in open session in authentication of its adoption this ____ day of _____, 2010.

President _____ of the City Council

Filed by me this ____ day of _____, 2010.

City Clerk

(Seal)



STATE OF WASHINGTON – KING COUNTY

--SS.

257179
CITY OF SEATTLE, CLERKS OFFICE

No.

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

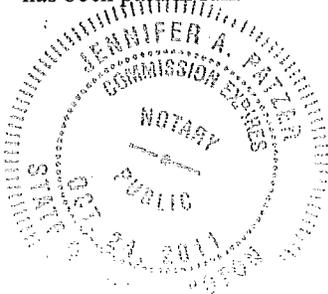
The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:31222-225 TITLE ONLY

was published on

07/07/10

The amount of the fee charged for the foregoing publication is the sum of \$ 68.25, which amount has been paid in full.



[Signature]

Subscribed and sworn to before me on
07/07/10 *[Signature]*

Notary public for the State of Washington,
residing in Seattle

Affidavit of Publication

State of Washington, King County

City of Seattle

TITLE-ONLY PUBLICATION

The full text of the following ordinances, passed by the City Council on June 21, 2010, and published here by title only, will be mailed upon request, or can be accessed at <http://clerk.ci.seattle.wa.us>. For further information, contact the Seattle City Clerk at 684-8344.

RESOLUTION NO. 31222

A RESOLUTION relating to the Seattle Department of Parks and Recreation; authorizing grant applications to the State of Washington Recreation and Conservation Office for financial assistance to support two projects submitted under the State of Washington Recreation and Conservation Office's Washington Wildlife Recreation Program.

RESOLUTION NO. 31223

A RESOLUTION amending the Physical Development Management Plan for Sand Point, as adopted by Resolution 29429 and amended by Resolution 30063.

RESOLUTION NO. 31224

A RESOLUTION reaffirming the City of Seattle's commitment to full equal rights for all of its residents and employees regardless of sexual orientation or gender identity; authorizing City Departments to work with the Seattle Office for Civil Rights and the Seattle Lesbian Gay Bisexual and Transgender (LGBT) Commission as they assess the needs of Seattle's LGBT community and propose community and City strategies for meeting those needs; and establishing that it is City policy to participate in the annual Pride Parade and Rally and to support employee participation in the event.

RESOLUTION NO. 31225

A RESOLUTION requesting that the National Aeronautics and Space Administration transfer one of the remaining Space Shuttle orbiters, Atlantis or Endeavour, to the Museum of Flight, Seattle, Washington, upon its retirement.

Publication ordered by the City Clerk

Date of publication in the Seattle Daily Journal of Commerce, July 7, 2010.

7/7(257179)