

**RESOLUTION \_\_\_\_\_**

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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.

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

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

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

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

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

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

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

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  
2 and created the City of Seattle's Domestic Partnership Registration program, which  
allows unmarried same-sex and opposite-sex couples 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 individuals; 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, in 2004 the City of Seattle adopted an executive order acknowledging the validity  
13 of City employees' marriages, regardless of the sex of the individuals, for purposes of  
14 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  
18 young 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  
23 NOW, THEREFORE,

24 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE:**

25 The City of Seattle reaffirms its commitment to full equal rights for all of its residents and  
26 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 proposes 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 \_\_\_\_\_ 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)



**FISCAL NOTE FOR NON-CAPITAL PROJECTS**

<b>Department:</b>	<b>Contact Person/Phone:</b>	<b>DOF Analyst/Phone:</b>
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.

