

The United States Conference of Mayors

Building an Inclusive City

How Mayors are Supporting and Involving LGBTQ+ Residents

An 83-City Survey

June, 2024



THE UNITED STATES
CONFERENCE OF MAYORS



THE UNITED STATES
CONFERENCE OF MAYORS

Hillary Schieve

Mayor of Reno
President

Andrew J. Ginther

Mayor of Columbus, OH
Vice President

David Holt

Mayor of Oklahoma City
Second Vice President

Todd Gloria

Mayor of San Diego
Co-chair, LGBTQ+ Alliance

Satya Rhodes-Conway

Mayor of Madison
Co-chair, LGBTQ+ Alliance

Tom Cochran

CEO and Executive Director

The United States Conference of Mayors is the official non-partisan organization of cities with each city represented in the Conference by its chief elected official, the mayor.



Contents

Foreword	1
Executive Summary	3
Introduction	4
Findings	5
Mayoral Leadership	6
Policy Development	15
Communication Strategies	20
Community Engagement	25
Personnel	28
Other Initiatives	31
Survey Cities	32

Foreword

The U.S. Conference of Mayors has long championed the rights of the LGBTQ+ community. In 1984 the organization adopted policy calling for the legal protection of those rights at all levels of government, making it the first organization of elected officials to do so. In 1991 it adopted policy calling for granting the protection of federal hate crimes laws to all citizens, including LGBTQ+ communities, and in 2009 it adopted policy supporting marriage equality. America's mayors have been at the forefront of the battle for marriage equality, employment discrimination protections, the repeal of don't-ask-don't-tell, decriminalizing HIV, and opposing right-to-discriminate laws across the country. The Conference will continue the fight to protect the rights of LGBTQ Americans — and all civil rights.

In 2019 the Conference established the LGBTQ +Alliance, which is now co-chaired by San Diego Mayor Todd Gloria and Madison Mayor Satya Rhodes-Conway and leads the Conference's work related to LGBTQ+ advocacy, policy, and protections that are increasingly under assault by the Supreme Court and state legislatures nationwide. Following our Winter Meeting in Washington in January 2024, Mayors Gloria and Rhodes-Conway asked the Conference to conduct a survey to identify information about mayoral and city actions and policies that support the LGBTQ+ community and make their cities inclusive.

The survey was conducted this spring, and responses were received from 83 cities in 29 states. It provides a wealth of information about the actions mayors and city governments are taking to support and include their LGBTQ+ residents. Its findings will be discussed during our 92nd Annual Meeting in Kansas City, MO, June 20-23, 2024. It provides best practices that mayors and cities can use and will help to inform our advocacy work in this area.



Tom Cochran
CEO and Executive Director
The United States Conference of Mayors



Executive Summary

Under the leadership of San Diego Mayor Todd Gloria and Madison Mayor Satya Rhodes-Conway, Co-chairs of the LGBTQ+ Alliance of the U.S. Conference of Mayors, in the spring of 2024 the Conference surveyed mayors to identify information about mayoral and city actions and policies that support the LGBTQ+ community and make their cities inclusive. Survey questions focused on four areas: mayoral leadership, policy development, community engagement and personnel.

Eighty-three cities in 29 states responded to the survey. Following is a summary of key findings.

Mayoral Leadership

- 93% of the survey city mayors have issued proclamations or undertaken other specific efforts to recognize their city's LGBTQ+ community.
- 88% of these mayors have supported and/or advocated for legislation at the city, state or federal level to protect the rights of and support the LGBTQ+ community.
- 74% of these mayors meet regularly with leaders and/or others in the LGBTQ+ community.
- 73% of these mayors make a point of naming LGBTQ+ residents to their city's boards and commissions.

Policy Development

- 71% of the survey city mayors have instituted city policies that support LGBTQ+ residents.
- 77% of the survey cities have an enforceable non-discrimination ordinance that expressly covers sexual orientation and gender identity.
- 82% of the survey city mayors have involved LGBTQ+ residents and leaders in the city's policy development process.

Communications Strategies

- 90% of the survey city mayors include recognition of LGBTQ+ residents and issues as appropriate in their public statements.
- 87% of these mayors highlight achievements of the LGBTQ+ community and its members.
- 86% of these mayors have spoken out when there have been incidents or rhetoric attacking LGBTQ+ individuals or the community as a whole.

Community Engagement

- 69% of the survey city mayors have made engagement with the LGBTQ+ community a priority of their administration.
- 95% of these mayors participate in Pride and other LGBTQ+ recognition events.
- 92% of these mayors do a proclamation for Pride Month.
- 85% of these mayors attend events at LGBTQ+ organizations in their city.
- 63% of these mayors have established partnerships that help engage LGBTQ+ youth.

Personnel

- 51% of the survey city mayors have designated a staff member in their office or in the city government who is responsible for working with and handling issues related to the LGBTQ+ community.
- 94% of the survey cities provide health care and/or other benefits to same sex spouses or domestic partners.
- 66% of the survey cities provide transgender-inclusive healthcare benefits that expressly cover transgender healthcare needs.

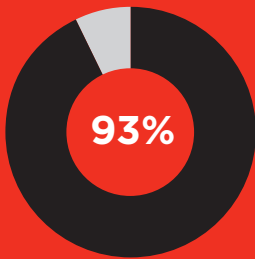
Introduction

Under the leadership of San Diego Mayor Todd Gloria and Madison Mayor Satya Rhodes-Conway, Co-chairs of the LGBTQ+ Alliance of the U.S. Conference of Mayors, the Conference surveyed mayors in the spring of 2024 to identify information about mayoral and city actions and policies that support the LGBTQ+ community and make their cities inclusive. Eighty-three cities in 29 states responded to the survey.

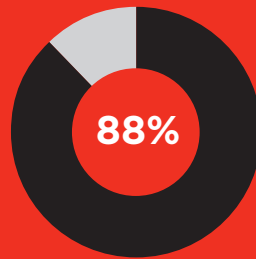
Survey questions focused on five areas: mayoral leadership, policy development, communications strategies, community engagement and personnel. In addition to answering the questions, the mayors provided information about specific initiatives underway in their cities. The information provided by the 83 cities and a list of them are included in this report. Note that percentages are calculated based on the number of cities that responded to the question and that the survey findings apply only to the cities that participated in the survey.

Survey Findings

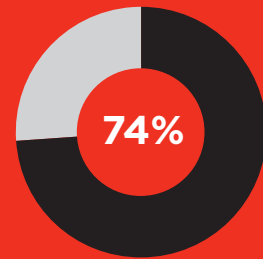
Mayoral Leadership



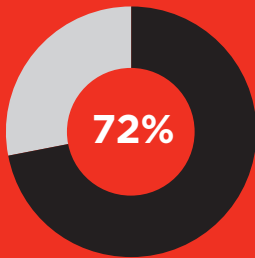
Mayors in 93% (75) of the survey cities have issued proclamations or undertaken other specific efforts to recognize their city's LGBTQ+ community.



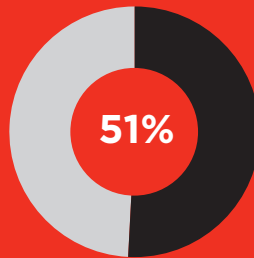
Mayors in 88% (69) of the cities have supported and/or advocated for legislation at the city, state or federal level to protect the rights of and support the LGBTQ+ community.



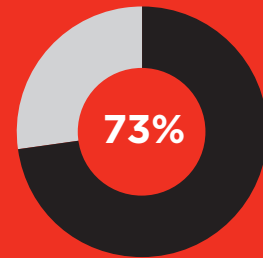
Mayors in 74% (59) of the cities meet regularly with leaders and/or others in the LGBTQ+ community.



Mayors in 72% (57) of the cities have undertaken specific projects in partnership with LGBTQ+ organizations.



Mayors in 51% (41) of the cities have an LGBTQ+ advisory committee or regularly rely on LGBTQ+ organizations for advice.



Mayors in 73% (57) of the cities make a point of naming LGBTQ+ residents to their city's boards and commissions.

Examples of specific actions mayors in the survey cities have taken

Mesa, AZ: Issuance of an annual Pride Month Proclamation and participation in the annual Pride Parade.

Tempe, AZ: The mayor issues proclamations and the city has established the [Tempe PRIDE LGBTQ+ Alliance](#), whose mission is to create a more equitable and safe work environment for all employees through increased awareness and education about diversity, sexual orientation, and gender identity. In 1996 Tempe became [the largest U.S. city with an openly gay mayor](#).

Fayetteville, AR: In 2015 Fayetteville voters approved a measure that would prohibit discrimination based on sexual orientation or gender identity. The law was overturned, however, by the Arkansas Supreme Court.

Little Rock, AR: We recently partnered with local LGBTQ+ leaders to provide professional development to our city team members regarding gender and pronouns. We have also issued annual LGBTQ+ proclamations.

Baldwin Park, CA: The city has partnered with the LGBT center to provide more resources and celebrate Pride, promote inclusivity through public art, join the LGBT roundtable, and issue annual proclamations.

Beverly Hills, CA: In June 2022, the City of Beverly Hills undertook a variety of activities centered on recognizing the LGBTQ+ community. These included lighting City Hall and our palm trees in pride colors from June 1-June 12, hosting a Pride concert on June 2, hosting a Pride event at the Greystone Mansion Theater on June 8, and a variety of other activities.

Fresno, CA: Since 2021, the City of Fresno has raised the Rainbow Pride Flag at City Hall and administered a City Pride Proclamation, including on June 7 of this year. Our LGBTQ+ Liaison sits on many different city, state and national advisory committees that are addressing current legislation, funding and potential setbacks for the community at large. The City of Fresno's LGBTQ+ Liaison meets daily with community members. The City of Fresno has conducted community surveys, community events and a town hall in conjunction with our local community college district. Our Office of Community Affairs has held

numerous City of Fresno Civic Academies at which there is a special section dedicated to boards and commissions and the recruitment of marginalized and underrepresented communities.

Hermosa Beach, CA: We have an annual Pride Weekend, issue regular statements welcoming all people to the City, including the LGBTQ+ community, and have painted a prominent public facility (a lifeguard tower downtown) in the colors of the Pride Flag.

La Puente, CA: For the last three years the City of La Puente has recognized June Pride month issued a resolution dedicating June as Pride month in the city. The city also has a resource fair event that celebrates Pride.

Long Beach, CA:

- The City of Long Beach currently is taking steps to develop the city's first [LGBTQ Cultural District](#), which will help educate our broader community about the significant contributions that the queer community has made in shaping our City's history and success.
- We are actively working to expand queer representation on our city boards and commissions and are collecting data on the demographic makeup of our commissions to ensure they adequately reflect our diverse local Long Beach community.
- We are continuing to support critical institutions like the LGBT Center and queer-owned small businesses throughout the city to ensure our LGBT residents have safe places they can turn to for community and support.
- We are also working with our Health Department to develop guidelines for collecting and reporting Sexual Orientation and Gender Identity data to better address health disparities impacting our LGBTQ+ residents. In June 2023 Mayor Richardson issued a [memorandum](#) asking the City Manager to work with the Health and Human Services Department to undertake this effort.

Rancho Cucamonga, CA: We work with local organizations to connect the community, especially teens, with resources.

San Diego, CA: Mayor Gloria and the City of San Diego's activities include:

- Issuing an annual Pride Month proclamation;
- Raising the Progress Flag and Transgender Flag at City Hall;
- Raising the Progress Flag at the California Tower in July for the month of San Diego Pride;
- Observing Annual Transgender Awareness Week, National Transgender HIV Testing Day, and Binational Gay Men's Chorus Day;
- Issuing the San Diego Human Dignity Foundation Proclamation;
- Establishing new partnerships between the City of San Diego and three nonprofit organizations to bolster programs helping young people who are experiencing or at risk of homelessness;
- Working with the FBI to provide active shooter safety and reporting trainings to LGBTQ+ bars after the Pulse shooting;
- Working with the San Diego Police Department to help develop a public safety plan for the LGBTQ+ Center; and
- Establishing in 2021 an LGBTQ Advisory Group and appointing leaders and advocates from the community to it to ensure that the conversations and decisions made surrounding issues affecting our LGBTQ constituents are balanced and thought-out.

San Francisco, CA: Mayor Breed's and the City and County of San Francisco's activities include:

- **Drag Laureate Program:** Launched in May 2023, San Francisco's Drag Laureate program provides a drag performer with a platform and a \$55,000 stipend to participate and host community events and serve as an ambassador for San Francisco to the LGBTQ arts, nightlife, and entertainment communities. Mayor Breed understands that Drag Queens helped start our modern-day LGBTQ movement including participating in and leading the Compton's Cafeteria and Stonewall Riots. While other municipalities throughout the U.S. aim to ban drag as an art form, Mayor Breed created the first ever drag laureate program in the world. (Announced June 2022, launched May 2023);

- **LGBTQ History Museum:** As part of her budget, Mayor Breed invested \$12 million for the creation of the first in the nation full scale LGBTQ History Museum. The Museum will share and protect the rich cultural impact and history of the LGTBQ community. (Announced June 2021);
- **Ending Transgender Homelessness:** The plan to end trans homelessness is a collaborative effort between the Mayor's Office on Housing and Community Development (MOHCD), the Department of Homelessness and Supportive Housing (HSH), the Department of Public Health (DPH), the Office of Transgender Initiatives (OTI), and nonprofit organizations serving TGNC people experiencing homelessness or at-risk of homelessness. San Francisco is the first city in the United States to commit to ending homelessness for TGNC people. The principle of ending trans homelessness by 2027 means that the existing trans homeless community would be stabilized and housed over the next five years, and any trans people who become homeless in the future would have the resources and support to get them housed quickly, making any instance of homelessness brief and rare. (Announced May 2022) The plan includes:
 - A minimum \$6 million commitment over two years and hundreds of housing vouchers to end trans homelessness in the next five years;
 - Acquisition of new permanent supportive housing site for LGBTQ transitional age youth;
 - At least 150 long-term housing subsidies through the City's Flexible Housing Subsidy Pool (FHSP) program.
 - The first Homeless Shelter for Transgender and Gender Non-Conforming People: \$7.5 million investment for the Taimon Booton Navigation Center for TGNC people experiencing homelessness and cisgender women engaged in sex work.
- **LGBTQ appointments include:**
 - Director, Office of Transgender Initiatives Honey Mahogany;
 - Fire Chief Jeanine Nicholson Grant Colfax;
 - Director, SFDPH Jeffrey Tumlin;
 - Director, SFMTA Shireen McSpadden;
 - Director, HSH Carol Isen;
 - Director, DHR Dan Adams;

- Director, MOHCD Tyrone Jue;
- Director, Department of the Environment D'Arcy Drollinger; and
- Drag Laureate.

West Hollywood, CA: The City of West Hollywood has had a Lesbian & Gay Advisory Board for many decades. It recently amended the body and it is now the LGBTQ+ Commission. The Commission makes recommendations to the City Council on the social services needs of the LGBTQ+ community and advocates for policies and legislation to help support the community. The City also has a Transgender Advisory Board that specifically focuses on issues related to the trans community. We issue proclamations for many significant days throughout the year, including Transgender Day of Remembrance, Transgender Day of Visibility, Lesbian & Queer Women Visibility Week, Bi-Visibility Week, and, of course, WeHo Pride.

Woodland, CA: Our city issues a Proclamation to recognize June as Pride Month. We also participate in the annual Pride March in our city.

Colorado Springs, CO: Ninety percent of our boards and commissions are under the City Council. There is government representation on the Prism Community Collective board, a community resource center that supports LGBTQ+ residents. Prism Community Collective will be a physical space where Club Q survivors, the Colorado Springs LGBTQIA2+ community, and their loved ones can connect to each other and to resources designed specifically for them.

Fort Lauderdale, FL: In our region of South Florida, you'll find one of the highest concentrations of same-sex households in the country, and we welcome an average of over 1.3 million LGBTQ+ visitors each year. In Fort Lauderdale, you can be who you are without fear of reproach.

- The city boasts a stalwart human rights ordinance that bans discrimination based on sexual orientation and gender identity in areas of employment, housing, and public accommodations.
- The city worked in partnership with Equality Florida to craft this legislation. This critical legal protection is now stronger than the countywide human rights ordinance.

- Fort Lauderdale also continues to receive back-to-back perfect scores on the Human Rights Campaign's Municipal Equality Index that rates cities' performance on key LGBTQ+ issues. Fort Lauderdale is also firmly committed to diversity, equity, and inclusion.
- Along with the many LGBTQ+-owned businesses in our area, greater Fort Lauderdale is the proud home to the Sunshine Cathedral, "the world's largest progressive queer church."
- We're also honored to have the Stonewall National Museum and Archives, which is the largest LGBTQ+ circulating library in the United States, and the World AIDS Museum, the only museum dedicated to telling the story of the disease and those affected by it.
- The city issues yearly proclamations in recognition of Transgender Day of Remembrance, LGBTQ+ Pride Month, and Transgender Day of Visibility.
- Mayor Dean Trantalis also serves as Fort Lauderdale's first openly gay elected official.

Hallandale Beach, FL: As a smaller community, we have always advocated for LGBTQ+ people. Ours was one of the first cities to ask for and fly the LGBTQ+ flag at our city hall. Due to the stance of allowing transgender men into women's sports, our city actually took action opposing this policy.

Key West, FL: Key West has been an inclusive community for the past 50 years. Our city motto is "One Human Family" and we live it every day. There are hundreds of resolutions, ordinances, proclamations and commendations to support all members of our "One Human Family."

Lake Worth Beach, FL: We did a resolution declaring Lake Worth Beach a safe/sanctuary city for the LGBTQ+ community last September.

Tallahassee, FL: Mayor Dailey established an LGBTQ+ Advisory Council within his office. It is one of four within the state of Florida. The City of Tallahassee is a sponsor of Tallahassee Pridefest, which is an annual event celebrating the LGBTQ+ Community. The City of Tallahassee proclaims every June as Pride Month and lights local municipal spaces in pride colors.

Tampa, FL: We regularly recognize and sponsor our city's pride event in March, and also do an annual pride flag raising at City Hall in June.

Savannah, GA: We have an [LGBTQIA-Taskforce](#) in the mayor's office. It is dedicated to ensuring that its lesbian, gay, bisexual, transgender, and queer communities can work and live in a welcoming and safe environment.

Honolulu, HI: Current activities include offering employees at driver licensing centers and satellite city halls across O'ahu LGBTQ+ sensitivity training and participating in the global recognition of Transgender Day of Visibility by illuminating Honolulu Hale in the color pink at sunset on March 28 and March 29 to serve as a symbol of support, acceptance, and celebration of the transgender community's resilience, achievements, and contributions.

Highland Park, IL: We celebrate Pride by issuing a proclamation, flying the Pride flag, and providing little Pride flags for people to take from City Hall's front lawn. Several years ago we passed a statute requiring single toilet public bathrooms to be gender neutral throughout the city and educating people about the need for gender neutral bathrooms. We also lobbied the state legislature to change plumbing code rules that impacted gender neutral bathroom availability.

Bloomington, IN: We are consulting with and supporting various LGBTQ+ organizations and currently supporting draft legislation to become a safe haven city for trans people.

Indianapolis, IN: We regularly participate in the Pride parade and festival.

Annapolis, MD: We have inaugurated Pride Month and Festival, proclaim Pride Month each year, have increased diversity of City leadership and staff, and have diversity policy and training in progress.

Frederick, MD: We have contributed finances to city-wide LGBTQ+ events and LGBTQ owned and supported businesses.

Somerset, MD: We fly the rainbow flag during Pride Month.

New Bedford, MA: Mayor Mitchell has invested almost \$900,000 in ARPA funds towards the LGBTQ+ Community Center in New Bedford. Each year he issues a proclamation in recognition of Pride month reaffirming his commitment to the LGBTQ+ community, which reads:

Whereas: LGBTQIA+ Pride Month is celebrated nationwide each year in June;

Whereas: the City of New Bedford appreciates and recognizes the cultural, civic, and economic contributions from members of the LGBTQIA+ community;

Whereas: it is imperative the LGBTQIA+ community feel safe, supported, and empowered in our city; and

Whereas: the City of New Bedford is committed to inclusivity of all its citizens no matter of sexual preference, race, or gender;

Now, therefore, I, Mayor Jon Mitchell, as Mayor of the City of New Bedford, do hereby proclaim the month of June 2023 as: LGBTQIA+ Pride Month and reaffirm this City's commitment to ending discrimination.

Canton, OH: We do have LGBTQ+ employees and community members. We have an LGBTQ+ event in Canton.

Bloomington, MN: One of the three overarching objectives of the city's strategic plan is to be a "[connected, welcoming community](#)." The City's Human Rights Commission and Community Outreach & Engagement Division partnered with community to host our first [Pride](#) event in 2021, which has been held annually since and has grown to be supported and organized in partnership with Twin Cities Pride. We do an annual [proclamation](#) celebrating Pride. We participate each year in the Human Rights Campaign Foundation's [Municipal Equality Index](#) and have a score of 85/100 for 2023.

Burnsville, MN: We have events specifically for LGBTQ+ and are welcoming to all community members. We have also issued a Proclamation. I also perform many same sex couple marriages.

Columbia, MO: We passed a Safe Haven ordinance in February 2024 after the Missouri State Legislature passed restrictions on gender-affirming care.

St. Louis, MO: Our 2023 highest possible score in the [Municipal Equality Index](#) highlights the many vital aspects of being an LGBTQIA+ inclusive city, including established non-discrimination laws for sexuality and gender identity, inclusive health benefits for transgender employees, and benefits for same-sex domestic partners. The city also received bonus points for having elected and appointed LGBTQIA+ leaders, and for pushing back against restrictive state laws. Mayor Tishaura O. Jones welcomed the Human Rights Campaign to St. Louis to release its annual Municipal Equality Index (MEI) scorecard. The MEI evaluates 506 cities nationwide on how inclusive their laws, policies, and services are of lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) people. For the 12th year in a row, the City of St. Louis scored a 100 -- the highest ranking possible.

“I have heard from our LGBTQIA+ community about the pain they felt when the Missouri legislature and Attorney General launched their attacks on trans kids, their families, and their doctors,” said Mayor Jones. “However, in the City of St. Louis, we fight like hell for our families. We have not wavered in our dedication to supporting and protecting our community, and I am proud to once again score 100 on this year’s MEI.”

Jones signed [Executive Order #77](#), establishing new practices in key City departments to be more inclusive of diverse gender identities and an [Executive Order relating to the support and protection of trans residents](#) in the City of St. Louis.

In 2022 Mayor Jones, surrounded by members of the LGBTQIA+ community and advocates, commemorated Pride month by [signing her first Executive Order of the year to establish the City’s first LGBTQIA+ Advisory Board](#). “I believe that those closest to the problems are also those closest to the solutions,” said Mayor Jones. “The members of this advisory board will be tasked with collaborating, bringing together its resources, and helping my administration stay laser-focused on the issues directly affecting the LGBTQIA+ community, and to pursue meaningful policy changes.” The [nine-person advisory board](#) was appointed by the Mayor and tasked with developing a report within its first year to highlight disparities still affecting the LGBTQIA+ community, as well as action steps the City can take to ensure further protections. Of the nine members, at least one must represent the transgender advocacy community; at least one must represent LGBTQIA+ health advocacy, including HIV/AIDS or gender affirming care; and one must be an LGBTQIA+ identifying City employee.

The Jones Administration was responsible for correcting a conflict with the city’s domestic partnership registry. As a result, legislation was drafted and successfully passed through the Board of Aldermen. This [Board Bill](#) amends Ordinance Number 64401 as codified in Chapter 8.37 of the Revised Code of the City of St. Louis in order to extend the opportunity to register domestic partnerships in the domestic partnership registry of the City of St. Louis to employees of the City of St. Louis who do not live within the city, as well as to city residents.

Reno, NV: The City of Reno actively interacts and seeks partnerships with members of the LGBTQ+ community and/or organizations to visually demonstrate allyship. These efforts have included a Pride flower planting, Pride crosswalks, and citywide guest speakers, among others. As an organization, staff are invited to participate in the Northern Nevada Pride parade and proclamations are issued annually. Additionally, members of the City Council frequently make council donations to LGBTQ+ programs.

The City launched a citywide Safe Zone “Safe City” training. Facilitated by the employee Diversity, Equity, and Inclusion Committee (DEIC) and modeled after the Safe Zone Project, it dives into terminology and structures, and provides additional ally tools. After the comprehensive training, attendees receive a Reno safe zone trained sticker that is helping create allyship visibility within our organization.

Trenton, NJ: The City is sponsoring a PRIDE Celebration on June 22, 2024, 2 to 7 pm, in downtown Trenton along South Warren Street. There was a previous PRIDE fest in 2019 but it was canceled thereafter due to Covid-19 concerns. We annually raise the PRIDE Flag at City Hall, during PRIDE week. We held free vaccine events including for Monkey Pox.

Albany, NY: Every year we co-sponsor the Pride Festival and Black and Latino Gay Pride. We start by highlighting LGBTQ+ in front of City Hall. We coordinate with the LGBTQ+ community on our first Alive at 5 concert of the year in June, which is branded as our Pride concert.

Mount Vernon, NY: We do PRIDE celebrations as a part of our youth for life initiative, working with and providing safe spaces for the LGBTQ community. We do a lot around community sexual health, mental health and emotional health. We advocate for the use of pronouns.

Charlotte, NC: We supported adding a new member organization seat designated to the Carolinas LGBTQ+ Chamber of Commerce to both the Business Advisory Committee and the Charlotte Business Inclusion Advisory Committee.

Huntersville, NC: We are currently developing a plan of action for LGBTQ+ proclamations, acknowledgements and other official procedures.

Winston Salem, NC: We changed City Personnel Policies to support LGBTQ employees.

Akron, OH: Recently we amended our Title 9 “General Provisions,” Chapter 106 “Prohibition of Conversion Therapy on Minors,” Section 106.03 of the Code of Ordinances of the City of Akron to impose a first-degree misdemeanor penalty for the commission of the offense of conversion therapy on minors. We are highlighting LGBTQ+ owned businesses and organizations on our social media pages for Pride month. We are launching an LGBTQ+ employee resource group. I have an appointed Cabinet member and other appointed employees who identify as LGBTQ+.

Columbus, OH: Our activities include:

- Developing the 2023 LGBTQ Inclusion Action Plan Office of the Mayor of the City of Columbus;
- Coordinating with Stonewall Columbus and the Columbus Division of Police to develop and clearly communicate about the City’s plan to maintain safety and security during the annual Stonewall Columbus Pride Festival in March;
- Providing regular updates to the Central Ohio LGBTQ Leadership Roundtable as well as the general public;
- Coordinating with the Columbus Division of Police and the Central Ohio LGBTQ Leadership Roundtable regarding security issues as they arise by clearly communicating about safety plans associated with high-profile events and maintaining transparency with respect to policing practices;
- Coordinating with the City Attorney’s office and the Columbus Division of Police to explore opportunities to strengthen the Columbus City Code regarding bias-motivated crimes;
- Coordinating with Equality Ohio to identify opportunities for strategic engagement in legislative advocacy at the Ohio Statehouse regarding issues that impact LGBTQ Ohioans in addition to collaborating with elected officials in the region to advance LGBTQ inclusion;
- Coordinating with the Department of Public Safety, Kaleidoscope Youth Center, Equality Ohio, and other LGBTQ community organizations and leaders to organize a press conference calling attention to and denouncing anti-LGBTQ violence in addition to emphasizing the City’s support for and commitment to promoting the safety and fair treatment of LGBTQ people;
- Coordinating with the Central Ohio LGBTQ Leadership Roundtable and the broader Columbus-area LGBTQ community to promote career opportunities at the City of Columbus and increase the City’s recruitment of a diverse and talented workforce;
- Coordinating with the Central Ohio LGBTQ Leadership Roundtable and the broader Columbus-area business community to promote the LGBT Business Enterprise certification administered by the Office of Diversity and Inclusion in partnership with the National LGBT Chamber of Commerce;
- Sharing opportunities to engage with and inform the work of the Mayor’s Office of Violence Prevention with the Central Ohio LGBTQ Leadership Roundtable over the course of the Office’s development;
- Establishing an LGBTQ Employee Resource Group (ERG) at the City of Columbus to cultivate a more inclusive and supportive work environment while providing LGBTQ City employees with the opportunity to engage with and learn from the information and resources made available through the ERG;
- Continuing the City’s robust support for, engagement through, and celebration of LGBTQ Pride Month, including by coordinating with the Columbus City Council to host the annual City Hall Pride Illumination and Shellbarger Illuminator Award Ceremony;
- Continuing implementation of the City’s existing practice of designating single-stall restrooms as gender-neutral by installing the appropriate signage and exploring the possibility of issuing an executive order or enacting legislation to establish this practice as a policy of the City;
- Continuing the City’s financial investment in programs and services that advance the health, safety, and wellbeing of the Columbus-area LGBTQ community;

- Continuing the City’s ongoing engagement with the Human Rights Campaign (HRC) and aiming to sustain the City’s longstanding achievement of meeting and exceeding the highest standards of the HRC Municipal Equality Index;
- Continuing to seek out and identify opportunities to increase LGBTQ representation among the boards, commissions, and panels for which the Mayor has appointing authority;
- Continuing staff participation in the Central Ohio LGBTQ Leadership Roundtable meetings as well as engagement through and support of the various events that are organized by Columbus-area LGBTQ organizations throughout the year; and
- Scheduling time for the Mayor to meet with Columbus-area LGBTQ leaders on a regular basis for the purpose of discussing issues of concern to the LGBTQ community as well as the progress made by the City to advance LGBTQ inclusion.

Lorain, OH: A new member of our community met with me and I asked if he would like to be appointed to an open board seat and he accepted. He and his husband just recently moved to our city from Arizona.

Gresham, OR: We do proclamations primarily, but we have LGBTQ+ representation on our Council, which allows for continuous opportunities to “check in.”

McMinnville, OR: We issue annual Pride proclamations and fly a Pride flag at City Hall in June. Recently we removed unconstitutional laws from our municipal codes related to LGBTQIA+ rights.

Portland, OR: The City’s Federal Legislative and Regulatory Agenda includes support for federal codification of discrimination protections based on sex, sexual orientation, and gender identity. One recent example of this is Mayor Wheeler joining USCM’s letter urging passage of the Respect for Marriage Act to codify marriage equality regardless of sexual orientation, race, ethnicity, or national origin. The Mayor also issues annual proclamations for Pride Month (2023) and the Transgender Day of Visibility (2024).

Internally, the City’s Bureau of Human Resources has amended several [administrative rules to be more inclusive and supportive of LGBTQ+ employees](#). Those amendments include linguistic inclusivity, and expansion of how the City defines family to allow more flexible use of leave related to loss of a loved one, caring for a sick loved one, etc.

Allentown, PA: Allentown regularly commits to hosting flag raising events for Pride Month and Trans Day of Visibility. Our city is an active participant in the region’s annual Pride celebration and hosted a pre-Pride parade on our main street in August.

Lancaster, PA: We have Pride events and proclamations in June, of course, as well as advocacy at the state level for inclusive non-discrimination policy, messages of inclusion in the midst of controversy. We were the first community in our county to extend benefits to same sex couples. We are currently working on policies related to transgender police officers and have created policies pertaining to arrest protocols for transgender individuals.

Providence, RI: We passed a resolution affirming Providence’s commitment to inclusivity of the Non-Binary Gender Community and promising the introduction and implementation of an [ordinance for mandatory Gender-Neutral Bathrooms in all public buildings](#). Our [LGBTQIA+ Community Access Page](#) on the City’s website provides an overview of how the City is an LGBTQIA+ affirming city.

Knoxville, TN: Within 30 days of being elected to her first term as Mayor, Mayor Kincannon reappointed Chip Barry as the LGBT Liaison to the Mayor. A list of actions and resources are maintained on the [Mayor’s LGBTQ+ Equality page](#) on the City of Knoxville website.

Nashville, TN: We have an LGBT Liaison on staff.

Arlington, TX: The Arlington Unity Council addressed challenges facing our City’s LGBTQ+ community. Its [Final Report](#) provides specific recommendations aimed at improving the quality of life for LGBTQ+ residents.

Leander, TX: Just the Pride proclamation, but it’s ultra controversial. There’s a hateful, alt-right element in this area that makes a spectacle of everything LGBTQIA and it’s terrible.

Auburn, WA: Over that last 10-15 years the City of Auburn adopted domestic partnership benefits (prior to SCOTUS marriage equality ruling). It displays the Pride flag during Pride Month, celebrates Pride at our Auburn Farmer’s Market in June, makes explicit equity statements in job descriptions to include LGBTQ+ candidates, and requests LGBTQ+ membership for our boards and commissions.

Everett, WA: We issue a Pride proclamation, have formed a DEI Board, and consider LGBTQ+ residents for commission/board appointments.

Redmond, WA: We have installed a Pride crosswalk and always do a Pride month proclamation and raise the flag for the month.

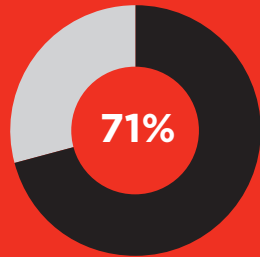
Shoreline, WA: We issue a [Pride proclamation](#).

Madison, WI: Highlights of the City's ongoing efforts to protect and support the LGBTQ community include:

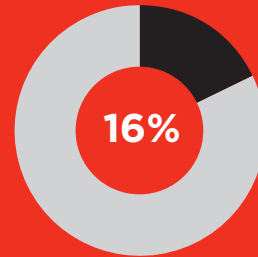
- The City has a perfect score in the Human Rights Campaign's Municipal Equality Index and works each year to maintain its 100-point ranking.
- It has declared itself a sanctuary for trans and nonbinary individuals.
- It authorized outside fundraising to support a LGBTQ+ Rainbow Murals and Crossings Art Pilot Program.
- Its Gender-Inclusive Workplace Implementation Team regularly updates and improves the City's administrative procedures.
- The City has developed an anti-bullying initiative to support the community's queer youth.
- It has opposed Wisconsin Assembly and Senate Bills concerning the ability of transgender individuals to participate in athletics.

- **Milwaukee, WI:** We have a Mayor's Office LGBTQ+ Liaison who provides direct input to Mayor Johnson. When the Mayor was an Alderman, he sponsored and got passed an ordinance banning conversion therapy. We have an Employee Work Group, called "[The Hive](#)", to support LGBTQ+ city employees. We have an Equal Rights Commission that is chaired by a prominent member of the LGBTQ+ community. We support the [Safe Place](#) initiative with the Milwaukee Police Department, where businesses put stickers on the doorways to announce they support LGBTQ+ members who need a safe place to call the police.

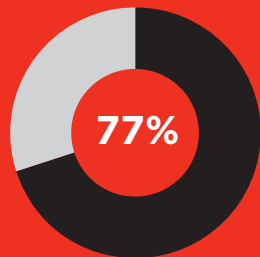
Policy Development



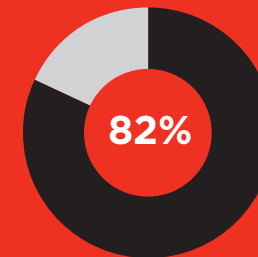
Mayors in 71% (55) of the survey cities have instituted city policies that support LGBTQ+ residents.



Mayors in 16% (12) of the cities have issued an executive order that supports LGBTQ+ residents.



77% (60) of the cities have an enforceable non-discrimination ordinance that expressly covers sexual orientation and gender identity.



Mayors in 82% (63) of the cities have involved LGBTQ+ residents and leaders in the city's policy development process.

Among these cities:

- 37% (22) have such ordinances applying to private employment;
- 85% (51) have such ordinances applying to public employment;
- One-half (30) have such ordinances applying to housing; and
- 53% (32) have such ordinances applying to public accommodations citywide.

Examples of LGBTQ+ policies developed by the survey cities

Tempe, AZ: In May 2016 Tempe adopted a comprehensive [Anti-Discrimination Ordinance](#) that protects the LGBT community as well as military veterans from discrimination. As a member of the City Council at the time, now Mayor Corey Woods spearheaded the ordinance along with another member of Council.

Fayetteville, AR: In June 2015, the Fayetteville City Council approved a nondiscrimination ordinance prohibiting discrimination on the basis of sexual orientation and gender identity, which voters subsequently approved. The ordinance was challenged in state courts and on January 31, 2019, the Arkansas Supreme Court struck it down.

Little Rock, AR: LGBTQ+ individuals often participate in general policy development, including that of the City's Board of Directors, which currently has an LGBTQ+ member.

Fresno, CA: Outside of official City non-discrimination policy, the City's current budget includes several projects for the LGBTQ community, including \$1 million to acquire Helm Home to operate a youth LGBTQ shelter, adding a LGBTQ Liaison position in the Community Affairs Team, \$100,000 to the Economic Opportunities Commission LGBTQ Center, \$100,000 for a grant program for local LGBTQ nonprofits and \$25,000 to form an LGBTQ commission. The City's [Discrimination and Harassment Policy and Complaint Procedure](#) was originally adopted in 2003 and updated in June 2019. City officials regularly meet with residents and the current Council President serves openly as a member of the LGBTQ+ community.

Hermosa Beach, CA: The City has a non-discrimination hiring policy.

Long Beach, CA: We worked alongside our LGBT Center to craft a City policy for the collection of Sexual Orientation and Gender Identity (SOGI) data.

San Diego, CA: We have an LGBTQ+ Shelter. I share my policies throughout the development process with my LGBTQ+ advisory board. We also have one-on-one meetings with LGBTQ+ organizations, including during the budget process when the LGBT Center advocated for

funding for the LGBTQ+ shelter. We partnered with LGBTQ+ organizations in community forums and in the candidate interview panels during the recruitment process of the police and fire chief.

West Hollywood, CA: The City of West Hollywood recently established a multi-stall gender neutral bathroom ordinance. This requires all businesses to have gender neutral bathrooms in the city, including single stall and multi-stall bathrooms. The city has had nondiscrimination policies based on sexual orientation and gender identity for many years.

Fort Lauderdale, FL: Fort Lauderdale passed an anti-discrimination law protecting LGBTQ residents in September 2019. Recently the Fort Lauderdale City Commission voted unanimously to pass several protections for lesbian, gay, bisexual, transgender and queer residents. The 44-page non-discrimination ordinance protects the City's LGBTQ community from discrimination in employment, housing and public accommodations in the city. It also establishes domestic partnership protections and a ban on conversion therapy for minors. Mayor Dean Trantalis said the ordinance doesn't create special rights for the city's LGBTQ community, rather it ...establish(s) equal rights for a population that has long been denied such rights.

Mayor Trantalis hopes the city is setting an example for legislators in Tallahassee to take action. He worked with Equality Florida, a political advocacy group founded in 1997, to advance the ordinance. Joe Saunders, the senior political director of Equality Florida, said many members of the LGBTQ community are relocating to Broward County to buy homes and start families. "For the City of Fort Lauderdale to specifically step up and be such a leader in the area of policy is exceptionally exciting," Saunders said.

Hallandale Beach, FL: We have very progressive rules and regulations for all our employees, including paid family leave as well as other regulations that protect every single employee. In recent years we have issued City Hall policies that enforce zero tolerance for harassment from both employees and the public.

Key West, FL: I am the first openly gay woman to be elected as Mayor of a major Florida city. We have consistently opposed current anti-gay legislation in the State of Florida through resolutions directed to our Florida legislators.

North Miami, FL: We have one of the longest serving LGBTQ council members in the State of Florida on our City Council.

Tallahassee, FL: The Mayor and City Commission have had a long history of being supportive of the LGBTQ+ community in Tallahassee going back to 2009, despite state limitations. The city was the first municipal government in North Florida to offer domestic partner benefits. [HERE](#) is a description of many of Tallahassee's LGBTQ initiatives and programs.

Tampa, FL: The LGBT Women/Minority program allows businesses to become City of Tampa Women/Minority (WBME) certified through the National LGBT Chamber of Commerce. The Equal Business Opportunity Program is tailored to help small, women, minority, Service-Disabled Veteran Owned Business (SDVOSB), Veteran Owned Small Business (VOSB) and LGBT-owned businesses flourish. Businesses can find resources, access business opportunities, and enroll in training. WMBE and Small Local Business (SLBE) certification services are provided at no cost to business owners. LGBT businesses are included in the city's small business outreach efforts to promote this program.

Bloomington, IN: I'm a new mayor and currently supporting trans-safe haven legislation.

Fort Wayne, IN: The [non-discrimination ordinance](#) covers sexual orientation, but not gender identity. It was passed in 2003.

Canton, OH: We have a [human rights - equal rights ordinance](#), intended to assure that no person in the township be denied equal protection of the laws or the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived race, color, religion, national origin, sex, age, height, weight, condition of pregnancy, familial status, marital status, physical or mental limitation, medical condition, source of income, family responsibilities, sexual orientation, gender identity or HIV status.

Bloomington, MN: The existence and role of the Human Rights Commission is codified [here](#).

Burnsville, MN: We are a Welcoming Community and don't have a need to put in place policies or issue any executive orders. We are a community that embraces its diversities.

Columbia, MO: In addition to our Safe Haven ordinance, we passed a ban on conversion therapy in 2019.

St. Louis, MO: During the 2019-2020 Session the Board of Aldermen passed [legislation prohibiting conversion therapy](#). The ordinance prohibits medical and mental healthcare providers from providing conversion therapy, also known as reparative therapy, ex-gay therapy, or sexual orientation and gender identity change efforts to a minor, regardless of whether the provider receives compensation in exchange for such services, and providing penalties for the violation of said prohibition; and authorizing the Director of the Health Department to receive, investigate, and refer to the City Counselor for prosecution in municipal court complaints of alleged violations of the provisions of this ordinance, and containing an emergency clause.

The City of St. Louis recognizes that Title VI compliance is a key obligation of the City in its programs. [The Civil Rights Enforcement Agency \(CREA\)](#) is committed to comply with City of St. Louis Ordinance 67119, as amended, and Title VI of the Civil Rights Act of 1964, as amended, to assure nondiscrimination compliance on the grounds of race, sex, color, national origin (including limited English proficiency), disability, sex, age, sexual orientation/gender identity for access to services and programs offered by the City of St. Louis. No person shall be excluded from participation in, denied the benefit of or subjected to discrimination under the City of St. Louis program and/or service.

Aggrieved parties may file a [complaint](#) against a St. Louis Metropolitan Police Department law enforcement officer regarding alleged misconduct, excessive use of force, abuse of authority, sexual harassment, discourtesy, racial profiling, or use of offensive language, including, but not limited to, slurs relating to race, ethnicity, religion, gender, sexual orientation, gender identity, immigrant status, and disability. An aggrieved party is an individual whose legal rights have been violated and becomes a complainant once they have submitted a complete and signed form regarding a specific incident. Personal information will not be disclosed to the public unless required by law. All completed forms and any additional information provided will be shared in duplicate with the SLMPD Internal Affairs Division.

Reno, NV: While we don't have a specific ordinance, the City did adopt a Welcoming City resolution that ensures every member of the community has the ability to thrive. The City of Reno added an expanded non-discrimination statement into the organization's Purchasing Policy, independent contract agreements, and into organizational policy and professional service contracts. This further demonstrates our commitment to inclusivity for the LGBTQ+ and other communities we serve. The language reads as follows:

Nondiscrimination: In connection with the performance of work under this Contract, the Consultant shall not discriminate against any employee or applicant for employment because of age, race, creed, religion, color, veteran status, sex, sexual orientation (means having or being perceived as having an orientation for heterosexuality, homosexuality, or bi-sexuality), gender identity or gender expression (means a gender-related identity, appearance, expression, or behavior of a person regardless of the person's assigned sex at birth), physical condition, disability, national origin, or any other protected class status applicable under federal, state or local law, rule or regulation. Race includes traits associated with race, including, without limitation, hair texture and protective hairstyles. Any violation of this provision shall constitute a material breach of contract. As policies are developed that impact it, we ensure we connect with all community members. An example of this work currently is the development of the City of Reno's Equity Plan, in which members of the LGBTQ+ community were invited to partake in focus groups and provide feedback to consultants.

Trenton, NJ: The Mayor is a member of the LGBT community and we have the first trans elected council member in the state.

Albany, NY: I have appointed the Executive Director of In Our Own Voices (an LGBTQ+ advocacy and service provider for the BIPOC community) as my representative on our Community Police Advisory Committee. We participate every year in the Trans Day of Remembrance, including the provision of police escorts.

Charlotte, NC: In August 2021, the City of Charlotte amended its [Human Relations Ordinance](#) to include familial status, sexual orientation, gender identity, gender expression, veteran status, pregnancy, and natural hairstyle as classes protected against discrimination for the city code governing public accommodations, passenger vehicles for hire and procurement. Additionally, the ordinance now provides employment protections for all new and existing protected classes.

Winston Salem, NC: We amended the Housing Ordinance to prohibit discrimination.

Columbus, OH: We established an LGBTQ Employee Resource Group (ERG) in the City of Columbus to cultivate a more inclusive and supportive work environment and provide LGBTQ city employees with the opportunity to engage with and learn from the information and resources made available through the ERG.

Gresham, OR: Our policies specifically mention gender preference as protected.

McMinnville, OR: Establishment of a diversity, equity, and inclusion advisory committee has led to a community engagement charter meant to reach historically underserved communities.

Portland, OR: The Mayor and City Council have supported the Office of Equity and Human Rights and Human Resources by passing legislation to support LGBTQ+ residents. This includes:

- Passing [Resolution 37175](#) on December 17, 2015, directing all city Bureaus to convert existing single-user gender-specific restrooms into all-user restrooms, to develop a plan to increase the number of all-user restrooms citywide, and to implement gender-neutral policies;
- Passing revisions, most recently on January 10, 2024, to [HR Administrating Rule 2.04 Gender Identity Non-Discrimination](#), which explicitly declared that City employees must use a person's specified pronouns and self-identified names, and clarified that policies on gender identity non-discrimination;
- Passing revisions, most recently on April 6, 2024, to [Portland Police Bureau directive 0640.38 Interacting with Members of the LGBTQIA2S+/Queer Community](#).

Erie, PA: My team and I have worked to eliminate all prejudice in our City. When I took office over six years ago, I created a new position, whose job it is to make sure all minorities are accepted and valued. My team and I also created another position whose job it is to help Immigrants and Refugees adjust quickly to life here in Erie. We swear in about 50 New Americans 10 times per year at our Federal Courthouse. I attend and speak at every one of those.

Lancaster, PA: The most recent policy we are working on pertains to transgender police candidates.

Providence, RI: City policies include:

- Providing gender-affirming care and extending benefits to transgender City employees and retirees through the City's health insurance policy;
- Raising the transgender flag at City Hall to commemorate Transgender Day of Remembrance;
- Designating all-gender restrooms in municipal buildings;
- City school board passage of a wide-ranging policy to support transgender students, including provisions about bathrooms and other school facilities;

Knoxville, TN: At the request of the prior Mayor, the City Council passed [changes to the non-discrimination policies for employees of the City of Knoxville](#) to include sexual orientation and gender identity.

Auburn, WA: The City of Auburn regards LGBTQ+ persons a protected class and will enforce laws and policies opposing any discrimination or harassment in our city and within our organization.

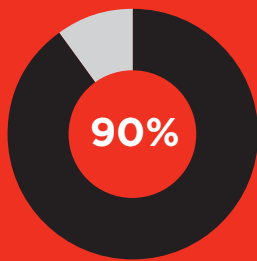
Madison, WI: In November 2020, Mayor Rhodes-Conway issued an executive order on an inclusive workforce to address the needs of transgender, gender non-conforming, and nonbinary employees, and to protect the legal rights and safety of all employees. It states that the City's goals are to:

- Ensure the safety and comfort of transgender, gender non-conforming, and nonbinary employees;
- Maintain a safe and affirming process for employees who want to transition in the workplace;
- Prevent the stigmatization of employees; and
- Create a safe and productive work environment for all employees.

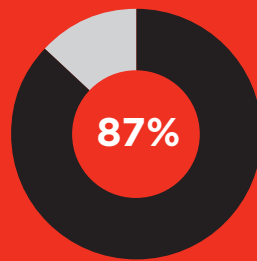
Officials regularly update resource guides for City employees, including a Language Style Guide. Madison has also developed an anti-bullying policy to protect queer youth that will soon be added to its administrative procedure memoranda.

Milwaukee, WI: Our Equal Rights ordinance, which bans discrimination, is [here](#).

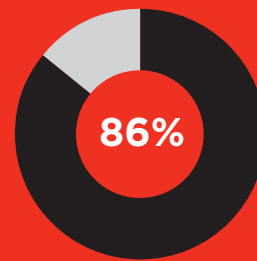
Communitation Strategies



Mayors in 90% (65) of the cities include recognition of LGBTQ+ residents and issues as appropriate in their public statements.



Mayors in 87% (66) of the cities highlight achievements of the LGBTQ+ community and its members, such as through proclamations or certificates.



Mayors in 86% (63) of the cities have spoken out when there have been incidents or rhetoric attacking LGBTQ+ individuals or the community as a whole.

Examples of communication strategies provided by the survey cities

Tempe, AZ: The Human Relations Commission asked the Mayor and Council to make a statement against AZ SB1005, which would prohibit DEI. They voted 7-0 to do so.

Little Rock, AR: On the first day of Pride Month 2023 Mayor Frank Scott tweeted: “Diversity is one of Little Rock’s many strengths. Not just in word, but also in action. I am proud to serve and lead a city that strives to provide equitable space for residents to take #PRIDE in being who they are! Happy Pride Month!”

Baldwin Park, CA: I always defend the LGBTQ community. In the city whenever rhetoric is said I make sure I provide factual information to dismiss it right away.

Fresno, CA: The LGBTQ Liaison page on the City of Fresno’s website contains the following statement: “The Dyer Administration is committed to building One Fresno. The vision for One Fresno is: ‘An inclusive, prosperous, beautiful city where people take pride in their neighborhoods and communities. A government that listens, keeps its promises, and is owned by the people.’”

Hermosa Beach, CA: We regularly proclaim support for LGBTQ+ events and condemn acts of bigotry. Painting the lifeguard tower in the Pride Flag responded to the torching of a similarly painted tower in a nearby city.

La Puente, CA: Although not everyone in our community of more than 40,000 residents supports the work and resources for queer and transgender folks, we continue to share why we have these services and make resources available.

Long Beach, CA: In response to a neighboring city’s ban on the Pride flag, Mayor Rex Richardson tweeted: “Long Beach proudly believe in equity and inclusion—our diversity is one of our greatest strengths. LGBTQ+ residents from neighboring cities and beyond are always welcome in our city. We see you, we support you, and we’ll always stand by you.” On International Transgender Day of Visibility, the Mayor tweeted: “Transgender Day of Visibility is an important moment to show solidarity with the transgender community in Long Beach and beyond. We see you, we support you, and we’ll always stand with you.”

San Diego, CA: Following an act of vandalism that damaged two Black Lives Matter signs in a San Diego neighborhood, Mayor Todd Gloria joined community leaders, Police Chief David Nisleit and other City officials in front of the University Christian Church’s rainbow-painted doors and said: “**This was more than vandalism. This was an attack on our community. We will not shrug off hate against any San Diegan. Racism and bigotry in any form will not be tolerated in our city. We will identify the individual responsible for these hateful acts and hold them accountable.**”

West Hollywood, CA: Our communication strategies include press releases, social media, comments at Council meetings, adopted resolutions, and presented proclamations.

Woodland, CA: We had an incident involving “Proud Boys” at an event. We discussed it at the Council Meeting and our police department worked with the community to prevent further disruptions at LGBTQ+ specific events.

Colorado Springs, CO: We issued a statement regarding Club Q at Pride Fest.

Fort Lauderdale, FL: Mayor Dean Trantalis issued the following statement on the tragedy in Colorado, November 20, 2022:

“Overnight, our nation experienced yet another act of horrific and senseless violence. We again mourn the loss of life and the bloodshed of a mass shooting. My deep condolences go out to the friends and families of the five people who were killed in Colorado Springs and pray for the 25 others injured.

“For those of us in Florida’s LGBT community, the shooting at Club Q awakens painful memories of the grim events of June 2016 at the Pulse Nightclub in Orlando. Club Q and Pulse were supposed to be safe places where people could come together to socialize and have fun, and instead, they now stand as gruesome reminders of our nation’s failure to address gun violence.

“Today is also International Transgender Day of Remembrance when we should stop to reflect and remember those we have lost in the transgender community. The day is observed annually and honors those who have been murdered as a result of bigotry against the transgender community and draws attention to the violence experienced by trans people all over the world. Sadly, 2022 has seen at least 32 transgender and gender nonconforming people killed in the United States, with several being from Florida. Violence against the LGBT community cannot be tolerated, and sensible gun regulations are needed in order to ensure everyone’s safety, in church, in school, at work, at a movie theater and everywhere else.”

Key West, FL: Hate crimes are not tolerated in Key West and any attempt to violate an LGBTQ+ citizen’s rights is dealt with swiftly and firmly in Key West.

Lake Worth Beach, FL: I held a press conference when the Colorado shootings took place, stating that that sort of hate has no place in Lake Worth Beach.

Tallahassee, FL: The City of Tallahassee Communication Department has highlighted events like Tallahassee Pridefest. The Office of Mayor John E. Dailey’s LGBTQ+ Advisory Council has hosted townhalls and partnered with community organizations to highlight resources for the LGBTQ+ community.

Tampa, FL: In May of 2023 Mayor Jane Castor joined other Florida mayors in speaking out in support of LGBTQ rights in response to several bills targeting the community that were passed by the state legislature and were heading to the desk of Gov. Ron DeSantis. At least eight mayors from Orlando, Miami Beach, Tampa, Tallahassee and more have signed the pledge in support of the LGBTQ advocacy organization GLSEN and its Rise Up campaign.

Boise, ID: We have condemned anti-trans legislation at the state level.

Fort Wayne, IN: Intergovernmental Affairs Director Stephanie Crandall spoke at a rally in early 2023 called “No Hate in Our State” to fight back against legislation being contemplated at the statehouse that was anti-LGBTQ+.

Annapolis, MD: Communications strategies include citations, presentation press conferences, and speeches.

Frederick, MD: Press releases are posted on the City of Frederick’s website and more are forthcoming in the next month for our LGBTQ+ community briefing in which we are highlighting the local identified business owners and providing funding for our annual Frederick LGBTQ+ Pride event.

Bloomington, MN: Mayor Busse has a weekly video called the “Council Minute” which highlights the work of the City Council. He has included mention of proclamations for Pride in that communication. The City’s communications staff also promotes Pride in its publications and social media.

Burnsville, MN: Our community is welcoming and supportive of our LGBTQ+ members.

Columbia, MO: Among Mayor Barbara Buffaloe’s multiple statements in support of the LGBTQ+ community are one she posted when the State passed a ban on gender-affirming health care: “I want members of the transgender community, and their families, to know that they are loved and welcomed. Actions by many state legislatures, including Missouri’s, are making people in our community feel threatened and unvalued.”

When the City passed the Safe Haven ordinance, Mayor Buffaloe posted the following statement: “Last night the Columbia City Council passed what we’re calling the ‘safe haven’ ordinance. In it, we declared Columbia to be a safe haven for the Constitutional rights of free speech and expression for all individuals, including the LGBTQ community, their families, and business establishments. We have more important laws to enforce related to the safety and well-being of our community members than to create more that take away the rights of people to just live their lives. Columbia is, and will continue to be, a welcoming community where you belong, you are safe, and you are loved.”

St. Louis, MO: On May 25 Mayor Tishaura Jones signed an executive order designed to make transgender people feel more welcome in the city. The order calls for city agencies to pursue policies that will reduce the impact of transgender laws restricting gender-affirming care and sports participation passed earlier this month by Missouri lawmakers. Under the order, the city’s health department will increase access to information about gender-affirming care; inclusivity training will be incorporated for new and current city employees; city-run sports programs will not ask participants about their gender identity; and one bathroom

in each city building will be designated as an all-gender facility. The city's economic development arm also will be asked to recommend incentives for businesses to support gender inclusivity. Jones signed the order after a discussion with LGBTQ+ leaders about how the new Missouri legislation will affect their community. The legislation would ban gender-affirming care for minors and prohibits transgender girls and women from participating on girls' sports teams, from kindergarten through college. Gov. Mike Parson has not signed the laws, but he is expected to do so. "I've heard from trans youth and their families who feel like hateful attacks from Jefferson City Republicans will force them to leave our state," Jones said in a statement. "This order sends the message that St. Louis will fight to protect our trans community in the face of bigotry."

Reno, NV: From proclamations to acknowledging Pride and Transgender Remembrance Day, the City's communications efforts are inclusive of the LGBTQ+ community.

Trenton, NJ: LGBT status is conveyed in the mayor's communications.

Charlotte, NC: Several years ago at the end of Pride month, Mayor VI Lyles tweeted: "As #Pride Month comes to a close, I'd like to acknowledge the 50th anniversary of the [#Stonewall](#) uprising - the catalyst for the modern day LGBTQ rights movement. We've made a lot of progress since then, but there's still more to be done in accomplishing true equality for all."

Winston Salem, NC: We participate in the annual Gay Pride Parade and related events.

Akron, OH: We've highlighted a name changing clinic being held in our city on our social media channels. We have a robust comms strategy planned for Pride month.

Columbus, OH: Mayor Andrew Ginther joined other Columbus leaders in speaking out after a group of protestors was stationed outside of a drag brunch benefiting Kaleidoscope Ohio (KYC) and LGBTQ+ youth in the community. He said in a statement that the "vile and offensive out-of-state hate group" does not represent the community. While their 'speech' is protected by the Constitution, they do not have the right to threaten, intimidate or harm others."

McMinnville, OR: As a queer Mayor and leader/co-founder of a local non-profit serving the queer community, I am recognizing the queer community through my daily actions. I also do lots of Genders & Sexualities Alliances (GSA) visits at the high school and middle schools.

Erie, PA: I meet with new Americans when they ask to meet with me. I am proud of what a diverse city Erie is. One of the most common things I say in the speeches I give is this: "If I do nothing else as Mayor, the one thing I want to accomplish is making every person in Erie feel welcome and highly valued, regardless of their gender, nationality, religion, skills or beliefs."

Providence, RI: Examples of communication strategies include Vote with Pride and Primetime Drag Brunches. Mayor Smiley is featured in "Profiles of LGBTQ+ Courage:"

Brett Smiley is the married, gay mayor of Providence, Rhode Island, the first in the city's 400-year history. Elected to office in 2022 on his second try for the job, Smiley got his start in Rhode Island politics years before, serving as Chief Operating Officer for Providence and Director of Administration for the Ocean State, as well as Chief of Staff to former Rhode Island Governor Gina Raimondo. In this revealing interview with PFLAG Cape Cod's Rick Koonce, Brett talks about coming out as a gay man, and about being a political science and public policy nerd, even as a teenager, who developed an early passion for politics. He talks, too, about the mark he hopes to make on Providence as mayor, and about the high school teacher and coach who helped him believe in himself. Finally, he talks about being an uncle to his nephews, his love of running, his recovery from alcoholism in his early 20's, and about meeting his husband, Jim, a prominent real estate agent in Rhode Island, and now the first First Gentleman of Providence.

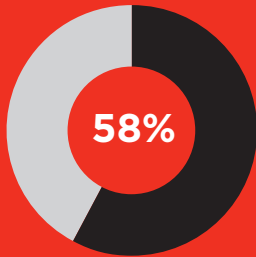
Knoxville, TN: Mayor Kincannon issued a proclamation recognizing June 2022 as Pride Month in Knoxville. Amid protestors, Mayor Kincannon attended "A Drag Queen Christmas" at the Tennessee Theatre in downtown Knoxville in support of the LGBTQ+ community after a year when the Tennessee State Legislatures attempted to ban drag shows.

Auburn, WA: Mayor Nancy Backus participated in a [ceremony](#) to raise the 2023 Pride Flag.

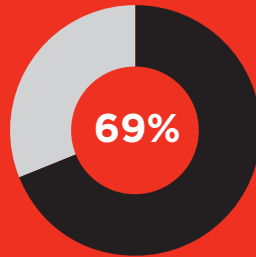
Madison, WI: In 2022 the City Council adopted a resolution recognizing, honoring and commemorating the exemplary life and public service of R. Richard “Dick” Wagner, an activist, historian, gay rights leader, and public servant who worked for the State of Wisconsin for 33 years and died unexpectedly. His portrait now hangs in the City Council chambers.

Milwaukee, WI: In October 2022 the Milwaukee Police Department (MPD), along with Mayor Cavalier Johnson, announced a joint public safety initiative, the Safe Place Program. The Safe Place Initiative is a national program, based out of Seattle, Washington, designed to provide underrepresented members of our community, including the Lesbian, Gay, Bisexual, Transgender, Queer/Questioning and others (LGBTQ+) community and victims of human trafficking a safe place to call police for assistance.

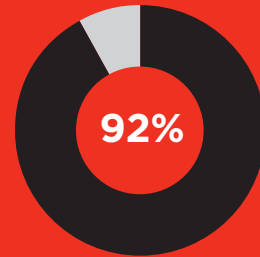
Community Engagement



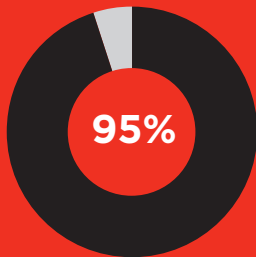
Mayors in 58% (44) of the survey cities meet regularly with one or more LGBTQ+ organizations.



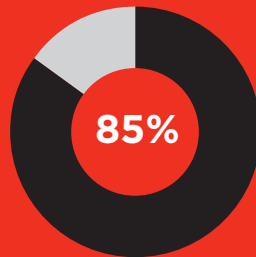
Mayors in 69% (52) of the cities have made engagement with the LGBTQ+ community a priority of their administration.



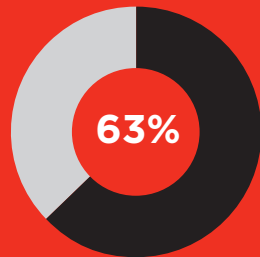
Mayors in 92% (70) of the cities do a proclamation for Pride Month.



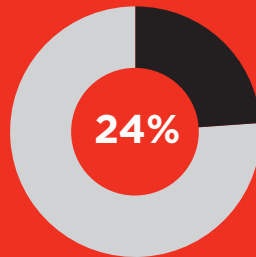
Mayors in 95% (72) of the cities participate in Pride and other LGBTQ+ recognition events.



Mayors in 85% (64) of the cities attend events at LGBTQ+ organizations in their city.



Mayors in 63% (47) of the cities have established partnerships that help engage LGBTQ+ youth.



Mayors in 24% (18) of the cities have established an LGBTQ+ advisory council or task force.

Examples of how mayors have interacted with the LGBTQ+ community

Baldwin Park, CA: We partner with the San Gabriel Valley LGBT Center on events and include our high school GSA clubs.

Fresno, CA: The Parks and Recreation (PARCS) Department's Youth Employment Program (YEP) partnered with the Fresno EOC LGBTQ+ Resource Center for a Community Engagement Day during the summer of 2023. YEP participants visited the Resource Center and learned about resources that are provided as well as job and internship opportunities. The LGBTQ+ Resource Center also attended the end of summer job fair put on by YEP participants where they hosted a table and provided resources to attendees. With the relationship that YEP built with the LGBTQ+ Resource Center, PARCS has been able to share job opportunities and advertise events with contacts at the Center to share with those who utilize its resources.

Hermosa Beach, CA: We partner with our LGBTQ+ community, including youth, on an ad hoc basis, but not formally.

La Puente, CA: The City of La Puente has partnered with a regional organization which is the San Gabriel Valley LGBT Center. The City also partners with Penny Lane Center. Both organizations provide services and resources. We've created programs all queer and transgender folks can participate in.

Long Beach, CA: Mayor Richardson has a dedicated LGBTQ+ Community Liaison in his office that serves as a primary point of contact for LGBTQ community leaders, service providers, and businesses. The Mayor regularly sponsors, hosts, and speaks at LGBTQ+ community events with our local LGBT Center, Pride parade and festival board, Harvey Milk Equality Plaza committee, and LGBTQ Chamber of Commerce, among other key organizations.

Sacramento, CA: The Community Engagement team connects with the Rainbow Chamber of Commerce, goes to their events, which include their partners, and the City usually sponsors tables. City staff marches in the Pride march.

San Diego, CA: Mayor Gloria meets regularly with several LGBTQ organizations through their representation on his LGBTQ+ Advisory Board such as San Diego Pride, the LGBTQ+ Center, and the Hillcrest Business Association. As part of his community engagement plan, he outlines the LGBTQ+ events to attend during the year and the organizations to share regular updates with about what his administration is working on. Through the San Diego LGBT Community Center city officials work on initiatives with San Diego Youth Services and the YMCA of San Diego County, which is operating the shelter for LGBTQ+ youth. Additionally, Mayor Gloria has spoken during sessions and provided commendations of recognition for the San Diego LGBT Center's Young Professionals Council, which provides opportunities for connection, career development, friendship and power-building.

West Hollywood, CA: The City of West Hollywood has one of the largest pride celebrations in the country. The City also has social service contracts with several organizations serving the LGBTQ+ community, including the LA LGBT Center and other organizations providing legal services, social services, senior services, and youth services.

Colorado Springs, CO: The Place, an independent nonprofit organization governed by a local volunteer board of directors, receives HUD funding. We have supported Prism Community Center, an independent nonprofit organization governed by a local volunteer board of directors, which also receives HUD funding.

Hallandale Beach, FL: I am a member of two organizations and have tried my best to attend and support them.

Tallahassee, FL: To ensure that the City remains responsive to the needs of the LGBTQ community in Tallahassee, Mayor John Dailey created the Mayor's LGBTQ+ Advisory Council in 2020 to advise him and the City Commission on LGBTQ+ issues in the city.

Tampa, FL: We work closely with the Tampa LGBT Chamber, and participate in events ranging from Pride to the Tampa Museum of Art's annual Pride & Passion fundraiser.

Fort Wayne, IN: Intergovernmental Affairs Director Stephanie Crandall met with a program called the BRAVE Alliance to help them find a new home when they were going to lose funding. Part of their programming will be going to Alliance Health Centers and part will be going to the Positive Resource Center.

Annapolis MD: We attend meetings of our leading LGBTQ+ advocacy group. The internal City policy group on equity includes LGBTQ+ staff representatives.

New Bedford, MA: Each year we hold a Pride flag raising and issue a proclamation.

Bloomington, MN: We participate in Pride.

Burnsville, MN: We do not have any LGBTQ+ organizations in our community. The City hold events during Pride and I am always present when I am in town.

Columbia, MO: From Mayor Buffalo: “Y’all, there’s a Mayor Barbara Buffalo look-a-like contest for our Pridefest... so, yeah. We’re kind of in a relationship.”

St. Louis, MO: Our LGBTQIA+ Advisory Board was created by Mayor Tishaura O. Jones in June of 2022. The LGBTQIA+ Advisory Board advises the Mayor, Board of Aldermen and City Agencies about areas of concern within the Community, brings the LGBTQIA+ communities and the larger St. Louis community together through its work, ensures that City agencies fairly and equitably address issues affecting the LGBTQIA+ community, and affords individuals in the community access to and inclusion in all aspects of life in the City of St. Louis.

Reno, NV: During pride month in 2023, the City and the Human Rights Commission sponsored a screening of the documentary “Matthew Shepard is a Friend of Mine”. This event is one example of the ongoing efforts to create safe spaces for dialogue, awareness, and bringing the community together to have difficult conversations.

Trenton, NJ: The City sponsors Pride Fest as well as raising the Pride flag over City Hall.

Mount Vernon, NY: I have worked closely with the LGBTQIA+ community since 1985. As a trailblazer in HIV/AIDS, I have enjoyed a very intimate and organic relationship with the community as we fought for HIV, rights, mental health and addiction supports, etc. CANDLE, GLSEN, Hetrick Martin Institute, GMHC, Ryan White Care Network, WJCS The Loft, and countless other groups are a

part of my network. I do not separate my efforts as they are a part of the ongoing work that is done to lift up rights for all and to build and support inclusion.

Winston Salem, NC: I issue a Proclamation for Pride Month.

Akron, OH: I’ve been a longtime supporter of CANAPI and the Akron AIDS Collaborative. I regularly attend and support the Akron Pride Festival.

Columbus, OH: We coordinate with the Department of Public Safety, Kaleidoscope Youth Center, Equality Ohio, and other LGBTQ community organizations and leaders to organize a press conference calling attention to and denouncing anti-LGBTQ violence in addition to emphasizing the City’s support for and commitment to promoting the safety and fair treatment of LGBTQ people.

Lorain, OH: We flew the Pride flag in front of city hall during Gay Pride month.

Providence, RI: Our Department of Human Services is in the first year of managing a five-year grant to reduce underage and problem alcohol and marijuana use disparities of young adults ages 18-25 who identify as LGBTQ+ and to decrease hazardous marijuana use of LGBTQ+ young adults ages 18-25 in high-need regions from 26% to 21% as measured by the 2023 RI Young Adult Survey.

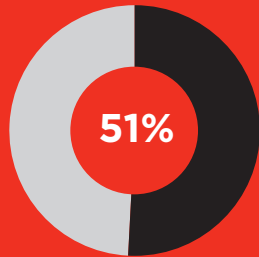
Knoxville, TN: Mayor Kincannon regularly attends Pride events in June and October and issues statements and proclamations. She visits the Knox Pride Community Center and supports their monthly Pride Market. Mayor Kincannon has participated in community meetings regarding youth homelessness, including LGBTQ Youth.

Auburn, WA: The 2024 Pride at the Market event is now in its third year.

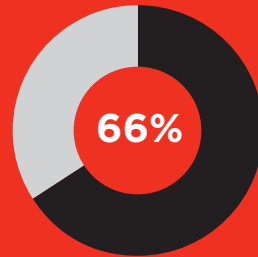
Milwaukee, WI: We have an LGBTQ+ Liaison to the Mayor’s Office.

Madison, WI: The City recognizes June as Pride Month annually and holds public events to raise the Progress Pride Flag over city buildings. It also passes several resolutions each year to communicate its support for the LGBTQ community. One example was declaring November 20, 2023, to be Transgender Day of Remembrance.

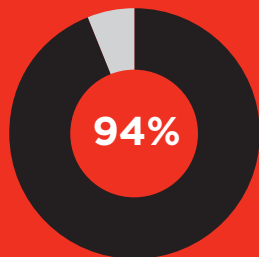
Personnel



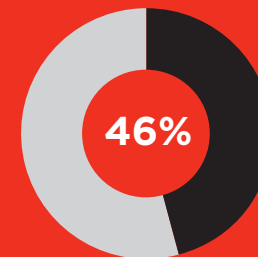
Mayors in 51% (35) of the survey cities have designated a staff member in their office or in the city government who is responsible for working with and handling issues related to the LGBTQ+ community. For 12 of these staff members, working with and handling issues related to the LGBTQ+ community is their sole responsibility.



66% (41) of the cities provide transgender-inclusive healthcare benefits that expressly cover transgender healthcare needs, such as gender-affirming surgical procedures, hormone therapy, mental health care, and all related medical visits and laboratory services.



94% (64) of the cities provide health care and/or other benefits to same sex spouses or domestic partners.



Mayors in 46% (30) of the cities have cultivated partnerships within the community to develop opportunities for LGBTQ+ youth to become interns or fellows within city hall.

Examples of personnel actions taken by the survey cities

Tempe, AZ: The City of Tempe has a long history of support for the LGBT community. Programs and benefits relating to personnel include:

- Providing domestic partner benefits;
- Protecting City LGBT employees against workplace discrimination through expansion of the federal law (Title VII) to include sexual orientation, gender identity and familial status;
- Extending LGBT protection to procurement contracts;
- Considering LGBT owned businesses in its Supplier Diversity as a HUB (historically underutilized business);
- Creating an Affinity Group – Gay/Straight Alliance to create a more equitable and safe work environment for all employees through increased awareness and education about sexual orientation and gender identity;
- Providing LGBT diversity training;
- Providing transgender workforce education;
- Creating Transgender Guidelines for the Workplace, a tool for supervisors with transitioning employees; and
- Establishing a Citywide Recruitment and Outreach Committee, to develop best practices for recruitment and retention of under-represented groups.

Fresno, CA: The City of Fresno’s Health & Welfare Trust provides treatments deemed medically necessary for all covered employees and dependents. The City of Fresno supports the local community Queer Grooms (Proms), both for youth under 20 and over 21. We also are collaborating with the GSA Network to reestablish the Expression Not Suppression conference, which attracts more than 300 area youth. We have plans to work with youth development within the city government structure. The One Fresno Youth Jobs Corps Program employs youth 16-30 years old, regardless of sexual orientation, with meaningful learning opportunities with the City of Fresno and at community worksites to remove barriers to employment.

Hermosa Beach, CA: We welcome applicants regardless of background, but have not partnered to specifically encourage LGBTQ+ youth applicants, which is probably a good idea.

La Puente, CA: Being a part of City Council for the first time I noticed there was no support for LGBTQ community. I advocated for our city to provide resources and services to this underserved population. This June the City will hold its third annual Brunch by the Bridge Resource Fair Event, at which organizations and service providers can offer their resources.

Long Beach, CA: Long Beach is working to develop a series of strategies and partnerships to achieve functional zero on youth homelessness by 2030. LGBT youth are disproportionately represented in the youth homeless population, and by better aligning housing, workforce, and health supports, we will meaningfully improve the quality of life for many queer youth in Long Beach.

Sacramento, CA: We have drafted a Gender Inclusion Policy, which is currently in the review process and needs to be evaluated before it can be implemented. The policy includes sections on how managers should support trans and gender expansive employees in transitions, official use of pronouns, how gender identity information is collected in City software and employee profiles, and other related topics. It has not been finalized so we are unable to share the finished policy, however we are hopeful it will be available on our website by the end of the year.

Sacramento Fire has Pride duty t-shirts and Pride pins for uniforms. Both need department approval to be worn and are approved during the month of June.

San Diego, CA: As a priority constituency, I have delegated the LGBTQ+ community and issues to my Director of Community Engagement in addition to other responsibilities such as overseeing some neighborhoods, other constituencies and managing the community engagement team. Employees have the option of selecting the healthcare plan that best meets their needs. Some of the plans offered cover transgender-inclusive healthcare services. In partnership with the State, we have a paid youth internship program for historically underserved

communities, including those transitioning from foster care or unemployment. We promote these internships with various community-based organizations including LGBTQ+ organizations.

West Hollywood, CA: We developed a transition guideline for municipalities to help agencies in California support trans employees.

Tallahassee, FL: The City's health care plan is compliant with Section 1557 of the Affordable Care Act, which prohibits discrimination on the basis of gender identity. As such, gender reassignment surgery and services related to gender dysphoria or gender transition are covered if deemed medically necessary and all clinical criteria are met.

The City generally includes nondiscrimination language in all City contracts that mandates that City contractors shall not discriminate against any Federal, State or Local protected class, which includes sexual orientation and gender identity as protected classes.

Tampa, FL: In 2021, we added transgender-inclusive healthcare benefits to our health insurance policy.

Fort Wayne, IN: The City offers paid parental leave, which has been a benefit for LGBTQ+ parents as well.

Bloomington, MN: The City Council supports the work of Employee Resource Groups in our organization. There are five ERGs. The newest one, which was formed in 2023, is "PRISM" - a resource group for LGBTQ+ employees and allies.

Burnsville, MN: All our health care benefits are for everyone.

St. Louis, MO: The City of St. Louis Department of Personnel has included in our benefits language that supports medical assistance recognizing gender reassignment, hormone therapy, etc. for employees, spouses/domestic partners and dependents.

Reno, NV: The City of Reno is a proud participant of the annual Human Rights Campaign Municipal Equity Index card. Through this program, two liaisons are required, one administrator and one law enforcement officer. Currently, Cynthia Esparza, Chief Equity & Community Relations Officer and Oliver Miller, Assistant Chief of Police serve in this capacity. As a result, both are contacted by the community as needed to help address concerns or be a resource.

Trenton, NJ: We do not discriminate based on race, religion, sex, or sexual orientation.

Akron, OH: We are working with Jobs for Ohio's Graduates on a summer work program for Akron's youth and have gone into the schools to promote and recruit students from all backgrounds for this effort.

Columbus, OH: We coordinate with the Central Ohio LGBTQ Leadership Roundtable and the broader Columbus-area LGBTQ community to promote career opportunities at the City of Columbus and increase the City's recruitment of a diverse and talented workforce.

Providence, RI: We have updated the City's health insurance policy to include gender-affirming care, supporting a ban on conversion therapy for minors, and updated the City's health insurance policy to extend benefits to transgender city employees and retirees.

Auburn, WA: Our healthcare providers provide some level of gender affirming supports.

Madison, WI: The City has created an LBGTQIA+ Affinity Group to support and empower city staff. Its Gender-Inclusive Workplace Implementation Team also sends out bi-monthly communications to provide updates to all employees on what's currently happening and includes calls to action.

Other Initiatives

The cities were provided the opportunity to provide information on other initiatives or actions undertaken to support the LGBTQ+ community.

Examples of other initiatives and actions in the survey cities

Baldwin Park, CA: We have a pride event that celebrates the community but also provides resources and opportunities for LGBTQ organizations to table. We paint a crosswalk in front of city hall rainbow colors. We issue proclamations and work in partnership with other cities through the San Gabriel Valley LGBTQ roundtable.

La Puente, CA: Here are a few things the City of La Puente has done to support the queer and transgender community: The City Council created a Queer Transgender Action Ad Hoc Committee to ensure follow up and planning sessions to continue supporting and providing resources to the queer and transgender community. The City offers weekly in person sessions with a local organization. It's more than just a support group, the organization provides services when needed, such as finding work, housing, food, and/or health care.

Colorado Springs, CO: As an example of our continued support to the LGBTQ+ community, [City leaders released statements](#) in remembrance of the one-year mark of the shooting at Club Q, where five lives were lost.

Fort Wayne, IN: The City's Community Development Department has been working with the YMCA to build a youth shelter using HOME-ARP funds. A lot of the need for this type of shelter is to provide a safe place for LGBTQ+ youth who have been kicked out of their homes. This is still forthcoming.

Reno, NV: Reno is proud to be the recipient of a perfect score of the annual Human Rights Campaign Municipal Equality Index for seven consecutive years. [Here](#) is a summary of the scorecard.

Providence, RI: LGBTQIA+ internal trainings are conducted by the City's Diversity, Equity, Inclusion, and Belonging Department.

Survey Cities

Mayors from 83 cities in 29 states responded to the survey:

John Giles

Mayor of Mesa, AZ

Corey Woods

Mayor of Tempe, AZ

Lioneld Jordan

Mayor of Fayetteville, AR

Frank Scott, Jr.

Mayor of Little Rock, AR

Marilyn Ezzy Ashcraft

Mayor of Alameda, CA

Emmanuel Estrada

Mayor of Baldwin Park, CA

Lester Freidman

Mayor of Beverly Hills, CA

Jerry Dyer

Mayor of Fresno, CA

Justin Massey

Mayor of Hermosa Beach, CA

Gabriel Quinones

Mayor of La Puente, CA

Rex Richardson

Mayor of Long Beach, CA

Dennis Michael

Mayor of Rancho Cucamonga, CA

Darrell Steinberg

Mayor of Sacramento, CA

Todd Gloria

Mayor of San Diego, CA

London Breed

Mayor of San Francisco, CA

John Erickson

Mayor of West Hollywood, CA

Tania Garcia-Cadena

Woodland, CA

Yemi Mobolade

Mayor of Colorado Springs, CO

Dean Trantalis

Mayor of Fort Lauderdale, FL

Joy Cooper

Mayor of Hallandale Beach, FL

Teri Johnston

Mayor of Key West, FL

Betty Resch

Mayor of Lake Worth Beach, FL

Dr. Alix Desulme

Mayor of North Miami, FL

John Dailey

Mayor of Tallahassee, FL

Jane Castor

Mayor of Tampa, FL

Andre Dickens

Mayor of Atlanta, GA

Van Johnson

Mayor of Savannah, GA

Rick Blangiardi

Mayor of Honolulu, HI

Lauren McLean

Mayor of Boise, ID

Katrina Thompson

Mayor of Broadview, IL

Eric Smith

Mayor of Buffalo Grove, IL

Nancy Rotering

Mayor of Highland Park, IL

Kerry Thomson

Mayor of Bloomington, IN

Sue Finkam

Mayor of Carmel, IN

Sharon Tucker

Mayor of Fort Wayne, IN

Joe Hogsett

Mayor of Indianapolis, IN

Dave Snow

Mayor of Richmond, IN

Sharon Broome

Mayor of Baton Rouge, LA

Gavin Buckley

Mayor of Annapolis, MD

Siddique Kabir

Mayor of College Park, MD

Michael O'Connor

Mayor of Frederick, MD

Jeffrey Slavin

Mayor of Somerset, MD

Jon Mitchell

Mayor of New Bedford, MA

Dominick Pangallo

Mayor of Salem, MA

Tim Busse

Mayor of Bloomington, MN

Elizabeth Kautz

Mayor of Burnsville, MN

Chokwe Lumumba

Mayor of Jackson, MS

Barbara Buffaloe

Mayor of Columbia, MO

Tishaura O. Jones

Mayor of Saint Louis, MO

Hillary Schieve

Mayor of Reno, NV

W. Reed Gusciora

Mayor of Trenton, NJ

Kathy Sheehan

Mayor of Albany, NY

Shawyn Patterson Howard

Mayor of Mount Vernon, NY

Viola Lyles

Mayor of Charlotte, NC

Christy Clark

Mayor of Huntersville, NC

J. Allen Joines

Mayor of Winston Salem, NC

Shammas Malik

Mayor of Akron, OH

Anne Marie Graham-Hudak

Mayor of Canton, OH

Justin Bibb

Mayor of Cleveland, OH

Andrew Ginther

Mayor of Columbus, OH

Jack Bradley

Mayor of Lorain, OH

Joseph Begeny

Mayor of Reynoldsburg, OH

Travis Stovall

Mayor of Gresham, OR

Remy Drabkin

Mayor of McMinnville, OR

Ted Wheeler

Mayor of Portland, OR

Matt Tuerk

Mayor of Allentown, PA

Joseph Schember

Mayor of Erie, PA

Danene Sorace

Mayor of Lancaster, PA

Cherelle Parker

Mayor of Philadelphia, PA

Brett Smiley

Mayor of Providence, RI

Indya Kincannon

Mayor of Knoxville, TN

Freddie O'Connell

Mayor of Nashville, TN

Jim Ross

Mayor of Arlington, TX

Christine DeLisle

Mayor of Leander, TX

Phillip Jones

Mayor of Newport News, VA

Nancy Backus

Mayor of Auburn, WA

Cassie Franklin

Mayor of Everett, WA

Jason Whalen

Mayor of Lakewood, WA

Angela Birney

Mayor of Redmond, WA

Chris Roberts

Mayor of Shoreline, WA

Satya Rhodes-Conway

Mayor of Madison, WI

Cavalier Johnson

Mayor of Milwaukee, WI

Ryan Sorenson

Mayor of Sheboygan, WI



THE UNITED STATES
CONFERENCE OF MAYORS

Tom Cochran

Tom Cochran, CEO and Executive Director

1620 I Street, NW
Washington, DC 20006
Tel: 202.293.7330

Stay Connected

usmayors.org
[@usmayors](https://twitter.com/usmayors)

