

CONNECTING COMMUNITIES

HUMAN RIGHTS CAMPAIGN • NATIONAL LGBTQ LIAISON SUMMIT



ATL LGBTQ

Connecting Communities Summit

Wednesday, Aug. 26, 2020

1:00pm - 5:00pm ET

Registration Packet



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

August 21, 2020

Dear Municipal Leaders,

Thank you for joining us for the inaugural virtual Connecting Communities Summit. This event, which is truly the first of its kind, is designed for pro-equality local officials like you who are eager to get to work addressing the challenges faced by the most marginalized members of the lesbian, gay, bisexual, transgender, and queer (LGBTQ) community.

As local officials, you are on the frontlines of ensuring the health, safety, and wellbeing of everyone you represent. With this responsibility comes the role of addressing a future that is painfully unclear for so many, especially our LGBTQ community. The unprecedented COVID-19 pandemic has compounded the many inequities and disparities that have long impacted our community.

But in the sea of so much uncertainty, you can help bring some certainty to the lives of many. With your leadership and the genuine commitment of local government, we can help ensure that our struggling communities have the protections, resources, and support they need to thrive.

I hope you walk away from this inaugural summit inspired and equipped with the knowledge and skills necessary to meet the many challenges that lay ahead. As you learn about the most critical issues facing the transgender community today — including the epidemic of violence against transgender people, especially Black transgender women and transgender people of color — I hope you feel the urgency of bold action. As you learn about the ways intersecting marginalized identities exacerbate discrimination and disparities, I hope you realize the necessity of critically assessing every law, policy, and service through the lens of intersectionality and equity. And perhaps most importantly, as you hear from local officials across the country who have boldly led the way forward on LGBTQ equality, I hope you understand that you possess powerful tools for positive change, and you have many friends in this urgent fight.

We are incredibly proud not only of all that you have achieved at the municipal level but of all that you continue to do for our communities every day.

I look forward to working with you on this journey.

In Unity,

Alphonso David
President
Human Rights Campaign



CITY OF ATLANTA

55 TRINITY AVE, S.W.
ATLANTA, GEORGIA 30303-0300

TEL (404) 330-6100

KEISHA LANCE BOTTOMS
MAYOR

August 21, 2020

Dear Friends,

As the 60th Mayor of Atlanta, it is my pleasure to welcome attendees to the virtual inaugural LGBTQ Liaison Summit, Connecting Communities.

Atlanta was the first southern city to earn a perfect score on HRC's Municipal Equality Index (MEI) in 2013, and our Administration has continued the city's commitment to LGBTQ Atlantans by achieving another perfect score on the most recent 2019 MEI. Our Administration is honored to participate in this summit to continue learning about the most critical issues facing the LGBTQ community and how we, in partnership with cities across the country, can best address them.

The City of Atlanta looks forward to welcoming the Human Rights Campaign and their supporters to our vibrant city in the near future. Until then, virtual conferences, such as Connecting Communities: A National LGBTQ Liaison Summit, will equip attendees with the knowledge and skills necessary to continue to create positive change in our communities.

I am proud to join you during this exciting event. Thank you to the Human Rights Campaign and other local officials for making our communities more welcoming to the LGBTQ community.

On behalf of the people of Atlanta, I offer our best wishes on a successful summit.

Sincerely,

Keisha Lance Bottoms

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Connecting Communities Summit Wednesday, Aug. 26th from 1:00-5:00pm ET

1:00 pm - 1:30 pm	Welcome and Opening Session (Plenary)
1:30 pm - 2:20 pm	Session 1: Critical Issues Facing the Transgender Community (Plenary)
2:20 pm - 2:25 pm	Special Message from HRC Board Member and Councilmember Andrea Jenkins
2:25 pm - 2:30 pm	5 minute break
2:30pm - 3:20 pm	Concurrent Session 1: Local Nondiscrimination Laws and Policies Concurrent Session 2: Creating Equitable Economic Opportunities (Breakout Sessions)
3:20 pm - 3:25 pm	Remarks from U.S. Representative Val Demings
3:25 pm - 3:30 pm	5 minute break
3:30 pm - 4:20 pm:	Concurrent Session 3: Municipal Services to Support Particularly Vulnerable Members of the LGBTQ Community Concurrent Session 4: Utilizing an Intersectional Lens in the Development and Implementation of Local Laws, Policies, and Services (Breakout Sessions)
4:20 pm - 4:30 pm:	Remarks from Atlanta Mayor Keisha Bottoms
4:30 pm - 4:40 pm	Concluding Remarks and performance from Shea Diamond

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Session Descriptions

Plenary: Critical Issues Facing the Transgender Community

1:30 pm - 2:20 pm ET

Description:

Transgender and gender nonconforming individuals face disproportionately high levels of prejudice and discrimination in everyday life. This session will lay out a foundational understanding of what it means to be transgender and will identify the most pressing issues facing the transgender and gender nonconforming community, including the epidemic of violence against Black transgender women and transgender people of color. Attendees will also learn about the work other municipalities are doing to begin directly addressing these critical issues.

Presenters:

Tori Cooper (she/her) - *Director of Community Engagement for the Transgender Justice Initiative, Human Rights Campaign*

Justine Ingram (she/her) - *Program Manager, Trans Housing Atlanta Program*

Derek Baugh (he/his) - *CEO & Founder, Ubuntu, Inc.*

Concurrent Workshop 1: Local Nondiscrimination Laws and Policies

2:30pm - 3:20 pm ET

Description:

On June 15, the United States Supreme Court issued a landmark ruling in *Bostock v. Clayton County, Georgia* affirming that sexual orientation and gender identity discrimination are prohibited under the sex-based protections of Title VII of the Civil Rights Act. Despite the sweeping implications of this historic decision, it is imperative that local governments continue enacting comprehensive nondiscrimination protections for residents and visitors that are fully inclusive of the LGBTQ community. This session will provide an overview of the *Bostock* decision, lay out the case for continuing to localize nondiscrimination safeguards, and outline the essential components of effective, robust, and fully-inclusive local nondiscrimination laws. Moreover, attendees will hear directly from local elected and appointed municipal officials who have successfully led the charge for inclusive laws and policies in their respective communities.

Presenters:

Xavier Persad (he/him) - *Senior Legislative Counsel, Human Rights Campaign*

Maggie Anderson (she/her) - *Deputy Chief of Staff to the Mayor and LGBTQ+ Liaison, City of Richmond, Virginia*

Concurrent Workshop 2: Creating Equitable Economic Opportunities

2:30pm - 3:20 pm ET

Creating equitable economic opportunities in local communities goes far beyond equal employment opportunity pledges or even citywide employment nondiscrimination laws. Equity requires a focus on and investment in communities that have a long history of systemic exclusion from economic opportunities—people that still face often insurmountable obstacles engendered by racist, transphobic, homophobic, ablist and sexist institutions. In this workshop, attendees will learn practical steps to help foster equitable economic opportunities for the most marginalized members of the LGBTQ community, including Black and Brown transgender women. Panelists will share their experiences and lessons learned as municipal officials and local advocates working to bring equitable job prospects to all.

Presenters:

Sarah Warbelow (she/her) - *Legal Director, Human Rights Campaign*

Drían Juarez (she/her/they/them) - *Vice President of Programs, Trans Can Work*

Malik Brown (he/him) - *Director of LGBTQ Affairs, City of Atlanta, Georgia*

Concurrent Workshop 3: Municipal Services to Support Vulnerable Members of the LGBTQ Community 3:30 pm - 4:20 pm ET

Description:

Local governments' primary duty is to ensure the health, safety, and wellbeing of all of its residents and visitors, including those who have multiple marginalized identities. This session identifies the many tools local governments have at their disposal to support and deliver services to the most vulnerable members of the LGBTQ community. Attendees will learn about real-life examples from municipalities across the country that have taken a lead on providing services that address the unique needs and realities of LGBTQ people who live at the intersection of numerous marginalized identities, including Black, Indigenous, and People of Color, transgender individuals, youth, older adults, people experiencing homelessness, and people living with HIV or AIDS.

Presenters:

Xavier Persad (he/him), *Senior Legislative Counsel, Human Rights Campaign*

Colin Kutney (he/him), *Senior Manager of State & Municipal Programs, Human Rights Campaign*

Concurrent Workshop 4: Utilizing an Intersectional Lens in the Development and Implementation of Local Laws, Policies, and Services 3:30 pm - 4:20 pm ET

Description:

Every single municipal law, policy, and service—regardless of intent—either furthers equity for marginalized communities or adds barriers to genuine equity. True equity for all residents cannot be reached without understanding and addressing how intersectionality—the cross sections of multiple marginalized identities—create unique, compounded challenges and barriers for people who possess multiple marginalized identities. This session will equip attendees with the practical tools and analytical framework needed to assess laws, policies, and services through an intersectional lens in order to ensure that equity is furthered for the multiply marginalized.

Presenters:

Sarah Warbelow (she/her), *Legal Director, Human Rights Campaign*

Rebecca Hershey (she/her), *Director of Diversity, Equity & Inclusion, Human Rights Campaign*

Ben Needham (he/him), *Director of Strategic Initiatives, Human Rights Campaign*

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Connecting Communities Program Booklet Resources Page

Issue Briefs:

[Expanding PrEP Access to Help End the HIV Epidemic](#)

[Achieving A Healthier, Stronger Workforce Through Inclusive Paid Leave](#)

[Working Toward a Fully-Inclusive Municipal Workplace](#)

[Addressing the Unique Needs of LGBTQ Older People](#)

[Protecting Youth from Harmful “Conversion Therapy”](#)

[Equal Access to Sex-Segregated Facilities](#)

[The Imperative of Responsible Hate Crime Reporting](#)

[Inclusive and Innovative Approaches to Citywide Bullying Prevention](#)

[The Case for Retaining Domestic Partnership Laws and Policies](#)

[Trans-Inclusive Health Benefits](#)

[Addressing an Epidemic of Anti-Transgender Violence: What Cities Can Do](#)

Other HRC Resources:

[Violence Against the Transgender and Gender Non-Conforming Community in 2020](#)

[Transgender Inclusion in the Workplace: A Toolkit for Employers](#)

[Municipal Equality Index](#)

Contact Info:

liaisons@hrc.org