

LGBT Advisory Council

September 13, 2018



Agenda

- Mission and Vision
- History and members
- Overview of 2017
- Raising Awareness & Educating the Community
- Data & Findings
- What's Next - Recommendations

Mission & Vision

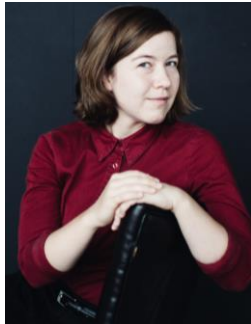
- *The LGBT Advisory Council raises awareness, educates, and advocates for the civil rights of lesbian, gay, bisexual, transgender, and queer residents and visitors of Des Moines to ensure the city's department and services are fair and inclusive.*
- *LGBTAC's particular focus areas include housing, employment, city services, and public accommodations.*

History & Members

- Subcommittee of the Education Committee of the Commission

Current members

Erica Barz, Sharon Free, Holly Herbert, Joby Holcomb, Brandon Paulsen, Jack Schuler



Overview of 2017

- Craft mission statement
- Create data baseline to better understand LGBTQ+ community in Des Moines
 - Surveys
 - Listening Sessions
- LGBTAC messaging training
- Identify community engagement opportunities

Raising Awareness & Educating the Community



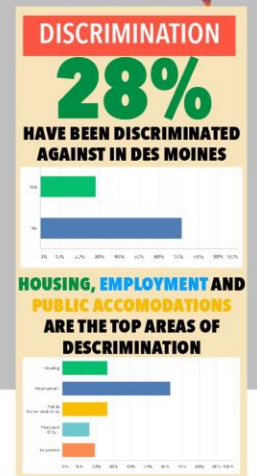
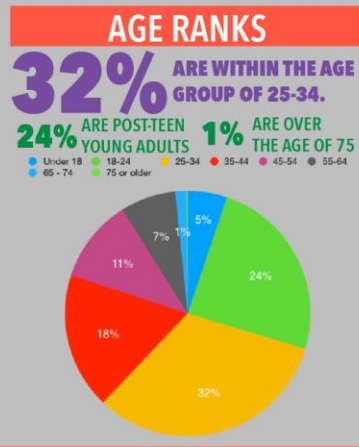
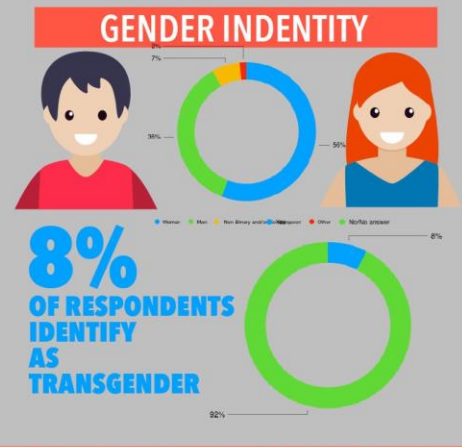
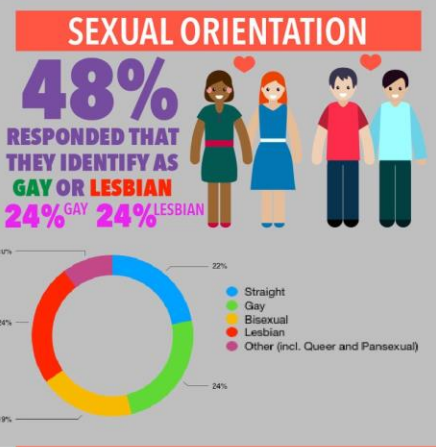
- Capital City Pride (June 10-11 2017)
 - Engaged with citizens, encouraged surveys, parade presence
- Coming Out Day Celebration (October 11, 2017)
 - Community members met at symbolic Keith Haring Sculpture at the Pappajohn Sculpture Park
- Capital City Pride Gala (February 23, 2018)
 - Engaged with citizens promoting the upcoming listening sessions

Raising Awareness & Educating the Community

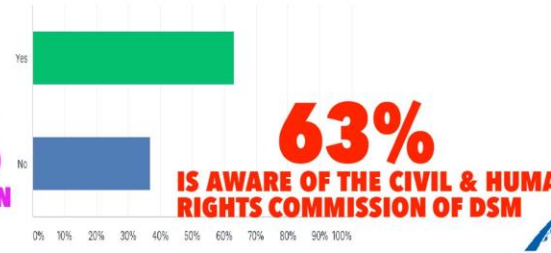
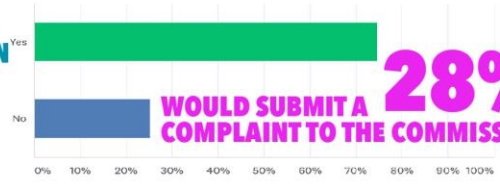
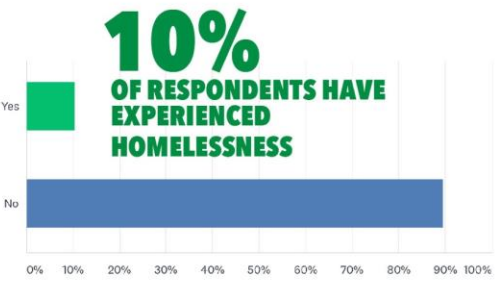
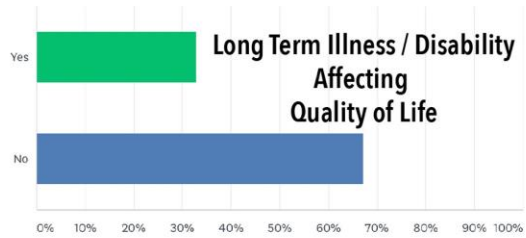
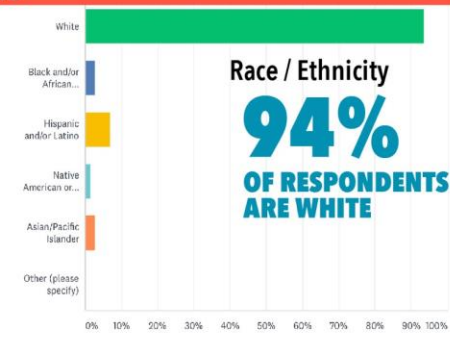
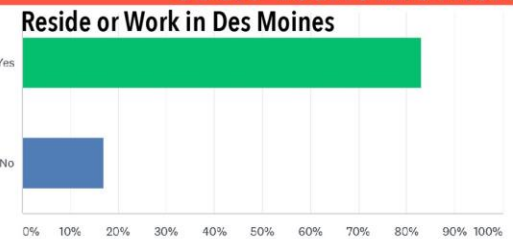
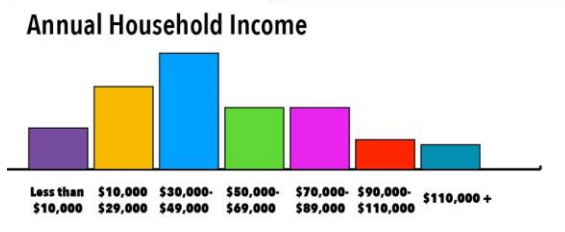
- Human Rights Symposium (March 14, 2018)
 - Honored Commissioner Red Wing and engaged conference attendees.
- Listening Sessions (April 17 & May 7, 2018)
 - Received feedback from community members
- Capital City Pride (June 9-10, 2018)
 - Engaged with citizens



2017-2018 DES MOINES LGBTQ++ SURVEY STATISTICS



SOCIO-ECONOMIC FACTORS



Listening Session Findings

- Distrustful of city and intentions – desire more visible support
- Reluctance to file complaints
 - Lack of knowledge
 - Fear of impact on personal life
- “Iowa Nice” can be a barrier
- Not aware of LGBTAC
- Need to hear from more transgender people and queer people of color



What's Next - Recommendations

- Modify the way city forms collect demographic information about gender
- Modify building codes to require single-stall restrooms to be gender-inclusive
- Budget \$750 for LGBTAC events, activities, and marketing over the next year

What's Next - Recommendations

- Create LGBTQ-specific promotional materials for Civil and Human Rights Commission services
- Commission and city council members should make every effort to attend and visibly support LGBTQ events in Des Moines (Pride, conferences, etc.)
- All city staff should be trained on LGBTQ inclusivity (One Iowa offers these trainings)

What's Next - Recommendations

LGBTAC must continue to exist to oversee the implementation of these recommendations and connect city officials with the LGBTQ + community.

Expand the committee's membership with a focus on ensuring all facets of the LGBTQ+ community are represented.

Questions?