



## City of Tacoma

## City Council Action Memorandum

**TO:** Elizabeth Pauli, City Manager  
**FROM:** Council Member Olgy Diaz and Senior Council Policy Analyst Lynda Foster  
**COPY:** City Clerk and City Council  
**SUBJECT:** **Resolution - Affirming the City of Tacoma's commitment to our LGBTQIA2S+ community so they can live authentically and without fear of discrimination or harm - February 25, 2025**  
**DATE:** February 19, 2025

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### SUMMARY AND PURPOSE:

A resolution to affirm and reaffirming the City of Tacoma's commitment to ensuring that all individuals, regardless of sexual orientation or gender identity, feel safe and supported; its commitment to diversity, inclusion, and justice, ensuring that all members of our community can live authentically and without fear of discrimination or harm; and to protecting the civil rights of our LGBTQIA2S+ community.

[Council Member Diaz]

### COUNCIL SPONSORS:

Council Members Diaz, Hines, and Rumbaugh.

### BACKGROUND:

#### This Department's Recommendation is Based On:

The City of Tacoma is committed to fostering a community where all individuals are treated with dignity, equity, and respect, regardless of sexual orientation, gender identity, or gender expression. LGBTQIA2S+ individuals face ongoing discrimination, violence, and systemic barriers that threaten their safety, well-being, and human rights. Transgender and non-binary people in particular have been vilified in political advertisements and Project 2025 outlines further plans to remove established rights and criminalize the existence of transgender people. There have been several executive orders in recent weeks targeting the LGBTQIA2S+ community, particularly targeting transgender youth. Across the country there continues to be legislation enacted that targets LGBTQIA2S+ communities, threatening access to healthcare, education, and protections under the law. The City of Tacoma recognizes the inherent worth and equal rights of all people, including LGBTQIA2S+ individuals, and seeks to provide a safe and welcoming environment for those who reside in or visit our city. Tacoma commits to protecting and advocating for the rights of LGBTQIA2S+ individuals by rejecting policies and actions that promote discrimination, harm, or inequality, and embraces and supports Washington's Law Against Discrimination, Chapter 49.60 RCW, and Ordinance 28858, which adopted Chapter 9A.50 RCW into Tacoma's "Public Safety" code to authorize the City Attorney to prosecute violations as a gross misdemeanor in Tacoma Municipal Court should someone encroach on individuals' right to access a health care facility to seek gender affirming care.

This resolution declares that the City of Tacoma strongly believes in and affirms the right of individuals to:

- a. Seek, obtain, provide, or facilitate gender-affirming care, especially for youth, in accordance to state laws;
- b. Have access to facilities which may require the use of gender-segregated facilities, such as restrooms, locker rooms, dressing rooms, and homeless or emergency shelters, that are consistent with that individual's gender expression or gender identity;
- b. Engage in speech or expression supporting LGBTQIA2S+ people; including but not limited to disseminating books and literature, engaging in the arts, holding discussions, and drag or other cultural performances;
- c. Embrace and express their own authentic gender and sexuality and to define what gender and family means to them; including but not limited to dress and appearance, structuring a family unit that works best for them, and sharing LGBTQIA2S+ positive values with their children; and
- d. Define their own gender and sex with or without regard to biological sex assigned at birth.



This resolution further directs:

No City of Tacoma resources, including, but not limited to, City property or time spent while on duty by a covered employee, shall be used for investigation, assisting an investigation, arrest, or prosecution of an individual on the basis of exercising their rights identified above. In the event any law or regulation is passed in the State of Washington which imposes criminal punishment, civil liability, administrative penalties, or professional sanctions, on an individual or organization exercising their rights, the City Manager shall make enforcement of said law or regulation among the City's lowest enforcement priority.

Whenever the City collects information about an individual or individual's sex or gender, it will not request gender assigned at birth. The City will not seek to collect or disseminate information about sex assigned at birth, unless related to a criminal investigation of a violation of Washington State law. The City will actively oppose legislation or actions at the state or federal level that threaten the rights, safety, or dignity of LGBTQIA2S+ individuals.

The City commits to ongoing engagement and collaboration with local LGBTQIA2S+ community and cultural leaders to build understanding and awareness of needs specific to the LGBTQIA2S+ community, so the City can adapt to meeting community-specific safety needs to engender feelings of safety at gatherings and public events. The City commits that our police department will continue efforts to build trust with all people in Tacoma, including our LGBTQIA2S+ community, and will actively investigate hate crimes, which includes crimes targeting individuals due to their actual or perceived gender or sexual orientation.

The City shall apply an equity analysis to all newly created policies to ensure they are inclusive, equitable, and affirming for LGBTQIA2S+ individuals. The administration of these policies should be done equitably and without violating individual civil rights.

The City of Tacoma will continue to celebrate and uplift the voices and contributions of LGBTQIA2S+ individuals through public events, education, and partnerships with local organizations.

### **COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:**

Council Member Diaz heard from prominent LGBTQIA2S+ community leaders requesting the Council take this action, including outreach to the Oasis Youth Center and other elected leaders.

### **2025 STRATEGIC PRIORITIES:**

#### **Equity and Accessibility:**

The City of Tacoma is proud to be home to a LGBTQIA2S+ community. According to the Census Pulse survey data averaged between July 2021 and May 2023, about 516,000 (17%) adults identify as LGBTQ+ in the Seattle-Tacoma-Bellevue, WA Metropolitan Statistical Area.<sup>1</sup> Even with committed public leaders and legal protections, LGBTQIA2S+ people experience structural and interpersonal discrimination that adversely affects their well-being and drives disparate outcomes across crucial areas of life. These desperate impacts increase when LGBTQIA2S+ individuals face intersecting forms of discrimination, such as sexism, racism, and ableism, all at the same time. Transgender and non-binary people in particular have been vilified in political advertisements and Project 2025 outlines further plans to remove established rights and criminalize the existence

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<sup>1</sup> <https://www.psrc.org/media/7771>



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of transgender people. Across the country there continues to be legislation proposed and enacted that targets LGBTQIA2S+ communities, threatening access to healthcare, education, and protections under the law.

**Civic Engagement:** *Equity Index Score:* Moderate Opportunity

Increase the percentage of residents who believe they are able to have a positive impact on the community and express trust in the public institutions in Tacoma.

**Livability:** *Equity Index Score:* Moderate Opportunity

Improve health outcomes and reduce disparities, in alignment with the community health needs assessment and CHIP, for all Tacoma residents

Increase positive public perception of safety and overall quality of life.

**Explain how your legislation will affect the selected indicator(s).**

The Tacoma City Council proudly affirms that contributions by our diverse communities enrich our city and strengthen our values to ensure that everyone's identity and right to live freely as their authentic selves are valued, respected, and celebrated. LGBTQIA2S+ communities are an integral and vibrant part of Tacoma's economic, artistic, and social environments. LGBTQIA2S+ individuals belong in Tacoma and deserve to be safe, welcomed, and to trust government to preserve their individual civil rights. This resolution makes clear the City of Tacoma supports our LGBTQIA2S+ neighbors.

**ALTERNATIVES:**

Alternative(s)	Positive Impact(s)	Negative Impact(s)
1. Take no action		Devolves community trust in local government

**EVALUATION AND FOLLOW UP:**

The City Manager should implement the actions directed in this resolution.

**STAFF/SPONSOR RECOMMENDATION:**

Sponsors recommend adopting this resolution and affirm the City of Tacoma's commitment to ensuring that all individuals, regardless of sexual orientation or gender identity, feel safe and supported.

**FISCAL IMPACT:**

Immediate costs to implement this policy can be incorporated into ongoing process and program work. There is an indeterminate ongoing cost that will need to be evaluated over time.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. N/A			
<b>TOTAL</b>			

**What Funding is being used to support the expense?**

**Are the expenditures and revenues planned and budgeted in this biennium's current budget?**

**NO, PLEASE EXPLAIN BELOW**



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Immediate costs to implement this policy can be incorporated into ongoing process and program work. There is an indeterminate ongoing cost that will need to be evaluated over time.

**Are there financial costs or other impacts of not implementing the legislation?**

No

**Will the legislation have an ongoing/recurring fiscal impact?**

There is an indeterminate ongoing cost that will need to be evaluated over time.

**Will the legislation change the City's FTE/personnel counts?**

No

**ATTACHMENTS:**

N/A