



COMMISSION RECOMMENDATION

HUMAN RIGHTS COMMISSION

Recommendation Number: 20130624-005b

WHEREAS, individually and collectively, members of the LGBT community are an integral part of the community fabric of the city of Austin; and

WHEREAS, LGBT people continue to face hostility and discrimination in the state of Texas, and it is the proactive public policy of the city of Austin in favor of acceptance of and legal equality for LGBT people; and

WHEREAS, the Human Rights Campaign is the nation's largest civil rights organization working to achieve full equality for lesbian, gay, bisexual, and transgender (LGBT) people; and

WHEREAS, the Human Rights Campaign publishes an annual Municipal Equality Index that ranks municipalities across the nation on their commitment to LGBT equality; and

WHEREAS, Austin received a score of 91 out of 100 points in the 2012 Municipal Equality Index; and

WHEREAS, it is the intent of the city of Austin to increase the score to a full 100 points on the Municipal Equality Index;

NOW THEREFORE, BE IT RESOLVED, that the Austin Human Rights Commission recommends the Austin City Council direct the City Manager to take proactive steps to increase Austin's Municipal Equality Index score to a full 100 points. These proactive measures may include performing a study and/or implementation of the following:

- The creation of a position within the office of community liaison at the Austin Police Department for an LGBT Community Liaison.
- The creation of an ordinance prohibiting bullying and cyber bullying at all schools within the City of Austin.

- Study the feasibility of providing City of Austin employees with an enrolled domestic partner that does not qualify to be claimed on a federal income tax form with compensation to offset taxable fringe (taxes paid on the amount of money the city contributes for the dependent's medical/dental benefits).
- Increasing workplace diversity efforts to ensure that the City of Austin is a welcoming place for LGBT people to work.

Date of Approval: June 24, 2013

Record of the vote: Approved on a 4-2 vote; Commissioner Reynolds was absent

Attest:


