

OFFERED BY COUNCILORS TANIA FERNANDES ANDERSON, JULIA MEJIA, HENRY SANTANA, BREADON, COLETTA ZAPATA, DURKAN, FITZGERALD, FLYNN, MURPHY, PEPEN, WEBER, WORRELL, AND LOUIJEUNE



CITY OF BOSTON IN CITY COUNCIL

AN ORDINANCE ESTABLISHING THE OFFICE OF LGBTQ+ ADVANCEMENT

- WHEREAS,** The City of Boston is committed to fostering an inclusive and equitable community for all its residents, including those who identify as lesbian, gay, bisexual, transgender, queer, asexual, aromantic, pansexual, non-binary, agender, intersex, two spirit, and other sexual or romantic orientations and gender identities or expressions (LGBTQ+); *and*
- WHEREAS,** Boston has historically been a leader in advancing the rights and protections of the LGBTQ+ community and continues to strive for equality and justice for all its residents; *and*
- WHEREAS,** The LGBTQ+ community in Boston faces unique challenges, including but not limited to, housing and employment discrimination, health disparities, and barriers to accessing crucial services and resources; *and*
- WHEREAS,** The Mayor, recognizing the urgency of these issues, established the Mayor's Office of LGBTQ+ Advancement to proactively address these challenges and promote the well-being and safety of LGBTQ+ residents; *and*
- WHEREAS,** The City of Boston recognizes that the empowerment, protection, and promotion of the rights, dignity, and needs of its LGBTQ+ residents and visitors are fundamental to fostering an inclusive and equitable community; *and*
- WHEREAS,** The well-being and safety of the City are significantly enhanced when all residents and visitors, including LGBTQ+ individuals, can fully participate in and benefit from City services, programs, and opportunities; *and*
- WHEREAS,** The Office of LGBTQ+ Advancement is dedicated to combating the social stigma and institutional discrimination facing our LGBTQ+ residents and visitors, ensuring that the diverse voices and experiences within the LGBTQ+ community are heard and supported; *and*
- WHEREAS,** The experiences of LGBTQ+ individuals are shaped by intersectional identities, including race, ethnicity, gender, age, nationality, socioeconomic status, disability; *and*

WHEREAS, Given the alarming rise in legislative attacks targeting LGBTQ+ individuals and the unique challenges faced by this community, it is imperative to institutionalize support and advocacy through the Mayor's Office of LGBTQ+ Advancement; *and*

WHEREAS, The formal establishment and codification of the Mayor's Office of LGBTQ+ Advancement will ensure its permanence and effectiveness in advocating for and serving the LGBTQ+ community in Boston; **NOW, THEREFORE**

Be it ordained by the City Council of Boston as follows:

That the City of Boston Code, Chapter XV Divisions of the Mayor's Office is amended by adding the following new section and subsections:

SECTION 1

15-14 CREATION OF THE MAYOR'S OFFICE OF LGBTQ+ ADVANCEMENT

15-14.1 *Established.*

There shall be established in the City of Boston an office known as the Office of LGBTQ+ Advancement (hereafter the "Office") which shall be under the charge of an Executive Director (hereafter the "Director"), appointed by the Mayor and who shall have the powers and duties of a department head with respect to execution of contracts and matters of personnel management within said office.

15-14.2 *Purpose*

This ordinance is to establish an Office of LGBTQ+ Advancement in the City of Boston to promote the rights, safety, and well-being of LGBTQ+ residents and visitors in Boston. The Office shall ensure that the needs of LGBTQ+ individuals are met by all city policies, programs, and initiatives. The Office shall maintain a proactive approach in monitoring and responding to federal, state, and municipal legislative changes that impact the rights and protections of LGBTQ+ residents, ensuring that Boston remains a safe and welcoming city for all. When necessary, the Office may advise and assist the Mayor, the City Council, and other stakeholders in developing and implementing policies designed to protect the rights, inclusion, and well-being of LGBTQ+ individuals, their relationships, and their families in the City, in consultation with relevant City departments, agencies, commissions, offices, and community organizations.

15-14.3 *Powers and Duties*

The Office, under the charge of the Executive Director, shall have the powers and duties necessary to carry out the purpose stated as above. The Office shall have the necessary staff to accomplish these aims. City departments, agencies, commissions, and offices are encouraged to make their services reasonably available to the Office to support the purpose of this section.

SECTION 2

The provisions of this section are severable, and if any provision, or portion thereof, should be held to be unconstitutional or otherwise invalid by any court of competent jurisdiction, such unconstitutionality or invalidity will not affect the remaining provisions, which will remain in full force and effect.

SECTION 3

The provisions of this Ordinance shall take effect immediately upon passage.

Filed in Council: November 15, 2024