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From: Childs, Maggie [mailto:mgchilds@ku.edu]

Sent: Monday, March 02, 2009 5:16 PM

To: mdever@sunflower.com; Boog Highberger; robchestnut@sunflower.com;  
mikeamyx515@hotmail.com; suehack@sunflower.com

Cc: David L. Corliss

Subject:

March 2, 2009

Dear City Commissioners,

The Lawrence/Douglas County Chapter of the Kansas Equality Coalition requests that you undertake a revision of Chapter X, the Human Rights Ordinance of the City Code to include gender identity as a protected category.

Approximately 39% of the population of the United States is covered by transgender-inclusive nondiscrimination law. Thirteen states and the District of Columbia have transgender inclusive nondiscrimination laws. There are 108 cities and counties that have such laws, including cities comparable to Lawrence, such as Tucson, Arizona; Champaign, Illinois; Bloomington, Indiana; Iowa City, Iowa; Kansas City, Missouri; and Austin, Texas. (See attachment, Jurisdictions with Explicitly Transgender-Inclusive Nondiscrimination Laws, published by the National Gay and Lesbian Task Force. Last updated, July 2008.)

While we have had no publicized incidents of discrimination or hate crimes against transgendered persons in Lawrence, there have been many incidents in communities like ours, and many incidents are not reported. As dramatized in the feature film "Boys Don't Cry," Brandon Teena was murdered in Lincoln, Nebraska in 1993, and hate crimes against the transgendered continue to occur around the nation. As covered in national news media Steve Stanton lost her position as city manager of Largo, Florida, in spring 2007 after transitioning from male to female. Locally, Jayne Henson was insulted and denied access to a restroom at a convenience store because she was perceived as a transgendered woman. Ignorance about and hostility toward transgendered persons lurks in many corners of our country. Extending protection from discrimination to transgendered persons would offer them a small measure of security.

Amending our Human Rights Ordinance would also add to the reputation Lawrence now enjoys as a city that welcomes diversity and respects differences. Other communities that have extended this kind of protection to transgendered persons have not experienced unintended consequences, or remarkable numbers of complaints. The most frequent concerns often include:

- \* Worries about matters of daily life such as having to share bathrooms with people of ambiguous gender. The fact is our citizens are already sharing bathrooms with transgendered persons now but are unaware of it. Transgendered persons are not always easily identifiable as such.

- \* Concerns about being forced to employ cross dressers. In fact, employers would retain the right to require conformity with reasonable,

equitable dress codes.

Definition of "gender identity"

There are many published definitions of gender identity. We propose the following definition:

"Gender Identity" means a person's identity, expression, or physical characteristics, whether or not traditionally associated with one's biological sex or one's sex at birth, including transsexual, transvestite, and transgender, and including a person's attitudes, beliefs, preferences, and practices pertaining thereto. Seattle Ordinance no 119628, passed August 1999.

Transgendered persons are a small but vulnerable group. We believe that extending protection from discrimination to transgendered persons is the right and fair thing to do. We can help answer any questions you may have about this issue.

I respectfully submit this request on behalf of the approximately 300 members of the Lawrence/Douglas County Chapter of the Kansas Equality Coalition.

Sincerely,  
Maggie Childs  
Chair,  
Lawrence/Douglas County Chapter of the Kansas Equality Coalition  
md

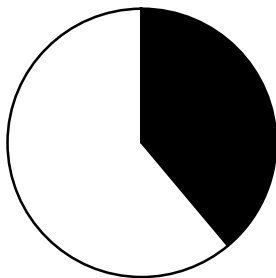
# Jurisdictions with Explicitly Transgender-Inclusive Nondiscrimination Laws

## National Gay and Lesbian Task Force



■ **U.S. Population Covered by a Transgender-Inclusive  
Nondiscrimination Law: 110,163,314 = 39%**

□ **U.S. Population Not Covered = 61%**  
(Total U.S. Population: 281,421,906)



### STATE LAWS (13 and D.C.)

California – 33,871,648	Maine – 1,274,923
Colorado – 4,301,261	Minnesota – 4,919,479
District of Columbia – 572,059	New Jersey – 8,414,350
Hawai'i – 1,211,537 (housing and public accommodations only)	New Mexico – 1,819,046
Illinois – 12,419,293	Oregon – 3,421,399
Iowa – 2,926,324	Rhode Island – 1,048,319
	Vermont – 608,827
	Washington – 5,894,121

### CITY AND COUNTY LAWS (108)

<b>In Arizona</b> Tucson: 486,699	<b>In Illinois</b> Carbondale: 20,681 Champaign: 67,518 Cook County: 5,376,741 Incl. Chicago: 2, 896,016 Decatur: 81,860 DeKalb: 39,018 Evanston: 74,239 Peoria: 112,936 Springfield: 111,454 Urbana: 36,395	<b>In Maryland</b> Baltimore: 651,154 Montgomery County: 873,341	<b>In New York</b> Albany: 95,658 Buffalo: 292,648 New York City: 8,008,278 Rochester: 219,773 Suffolk County: 1,419,369 Tompkins County: 96,501 Incl. Ithaca: 28,775	<b>In Pennsylvania, con't:</b> Harrisburg: 48,950 Lansdowne: 11,044 New Hope: 2,252 Philadelphia: 1,517,550 Pittsburgh: 334,563 Scranton: 76,415 State College: 38,420 Swarthmore: 6,170 West Chester: 17,861 York: 40,862
<b>In California</b> Los Angeles: 3,694,820 Oakland: 339,337 San Francisco: 776,733 San Diego: 1,223,400 Santa Cruz County: 55,602 Incl. Santa Cruz: 54,593 West Hollywood: 35,716	<b>In Indiana</b> Bloomington: 69,291 Indianapolis/Marion County <sup>1</sup> : 781,870	<b>In Massachusetts</b> Boston: 589,141 Cambridge: 101,355 Northampton: 28,978	<b>In Ohio</b> Cincinnati: 331,285 Dayton: 166,179 Oxford: 21,943 Shaker Heights: 29,405 Toledo: 313,619	<b>In South Carolina</b> Columbia: 116,278
<b>In Colorado</b> Boulder: 94,673 Denver: 554,636	<b>In Iowa</b> Decorah: 8,172 Iowa City: 62,220 Johnson County: 21,559 <sup>2</sup> Waterloo: 68,474	<b>In Michigan</b> Ann Arbor: 114,024 Detroit: 951,270 East Lansing: 46,525 Ferndale: 22,105 Grand Rapids: 197,800 Hamtramck: 22,976 Huntington Woods: 6,151 Lansing: 119,128 Saugatuck city: 3,590 Saugatuck twshp: 1,065 Ypsilanti: 22,362	<b>In Oregon</b> Beaverton: 76,129 Bend: 52,029 Benton County: 78,153 Corvallis: 52,950 Hillsboro: 70,186 Lake Oswego: 35,278 Lincoln City: 7,437 Multnomah County <sup>2</sup> : 660,486 Incl. Portland: 529,121 Salem: 136,924	<b>In Texas</b> Austin: 656,562 Dallas: 1,188,580 El Paso: 563,662
<b>In Florida</b> Broward County: 1,623,018 Gainesville: 95,447 Gulfport: 12,527 Miami Beach: 87,933 Monroe County: 79,589 Incl. Key West: 25,478 Palm Beach County: 1,131,184 Inc. W. Palm Bch: 82,103 Inc. Lake Worth: 35,133	<b>In Kentucky</b> Covington: 43,370 Jefferson County <sup>1</sup> : 693,604 Incl. Louisville <sup>1</sup> : 256,231 Lexington-Fayette Urban County: 260,512	<b>In Minnesota</b> Minneapolis: 382,618 St. Paul: 287,151	<b>In Pennsylvania</b> Allentown: 106,632 Easton: 26,263 Erie County: 280,843	<b>In Washington</b> King County: 1,737,034 Incl. Burien: 31,881 Incl. Seattle: 563,374 Olympia: 42,514 Tacoma: 193,556
<b>In Georgia</b> Atlanta: 416,474	<b>In Louisiana</b> New Orleans: 484,674	<b>In Missouri</b> Kansas City: 441,545 University City: 37,428	<b>In West Virginia</b> Charleston: 53,421	<b>In Wisconsin</b> Madison: 208,054 Milwaukee: 596,974

<sup>1</sup>Metro Louisville, the merged Louisville and Jefferson County government, repassed and combined these laws in 2004 to apply to Metro Louisville. Indianapolis and Marion County's shared governmental structure passed this law.

<sup>2</sup>The law passed in Johnson County only applies to unincorporated areas of the county, population 21,559, although the national statistics are unaffected because Iowa now has a statewide law. 2,135 Portlanders live outside of Multnomah County and that 2,274 Lake Oswegoans live inside of Multnomah County, however this doesn't affect the national statistics because Oregon now has a statewide law.

**NOTE: Only laws that reach private entities are included above. Additional states and cities have policies against discrimination against public employees. The most recent version of this fact sheet is available on the transgender issues section of [www.thetaskforce.org](http://www.thetaskforce.org). Population data from 2000 Census. Last updated July 2008.**