

From: [Jonathan Douglass](#)
To: [Jonathan Douglass](#)
Subject: FW: Gender Identity Ordinance
Date: Tuesday, September 27, 2011 10:07:11 AM

-----Original Message-----

From: maf@sunflower.com [<mailto:maf@sunflower.com>]
Sent: Tuesday, September 27, 2011 9:50 AM
To: aroncromwell@gmail.com; schummfoods@gmail.com; mdever@sunflower.com;
hughcarter@sunflower.com; mikeamys515@hotmail.com
Cc: David L. Corliss
Subject: Gender Identity Ordinance

Mayor and Members of the Lawrence City Commission:

I am writing just a brief note to thank you in advance for your consideration of the proposed Gender Identity Ordinance.

I understand that although this issue may not affect a large population within Lawrence, the proposed change would continue to show that Lawrence values all of its citizens. We have established a reputation of being an inclusive community, and I believe that this has been beneficial.

Thank you all for your good service to our community.

marci francisco
1101 Ohio
Lawrence, KS 66044

From: [Bobbie Walthall](#)
To: [Jonathan Douglass](#); [David L. Corliss](#)
Subject: FW: Please put in public record.
Date: Tuesday, September 27, 2011 8:42:09 AM

From: Kevin Shutts [kswellhello@gmail.com]
Sent: Monday, September 26, 2011 8:00 PM
To: aroncromwell@gmail.com; schummfoods@gmail.com; mdever@sunflower.com;
hughcarter@sunflower.com; mikeamyx515@hotmail.com
Cc: Bobbie Walthall
Subject: Please put in public record.

As a tax payer, a loving citizen of Lawrence, registered voter, and an equal rights supporter no matter gender, sexual identity, race, religion etc I urge you to support Ordinance No. 8672, prohibiting discrimination on the basis of gender identity in housing, public accommodations, and employment within the City limits of Lawrence, Kansas. The main reason I came to Lawrence and so many others love Lawrence is for the diversity and uniqueness of this small community!! As you can see with even a community like Greensburg, it is a small community with progressive thinking that put it on the map. I would like to say this is how Lawrence is and will stay in the future.

From: [Jonathan Douglass](#)
To: [Jonathan Douglass](#)
Subject: RE: Ordinance 8672
Date: Tuesday, September 27, 2011 10:02:15 AM

From: pssethi@gmail.com [pssethi@gmail.com] On Behalf Of Simran Sethi [simran@simransethi.com]
Sent: Thursday, September 22, 2011 9:03 PM
To: Bob Schumm; Aron Cromwell; Mike Dever; Hugh Carter; Mike Amyx
Cc: Bobbie Walthall
Subject: Ordinance 8672

Esteemed Mayor & Commissioners,

I urge you to support Ordinance No. 8672, prohibiting discrimination on the basis of gender identity in housing, public accommodations, and employment within the City limits of Lawrence, Kansas.

"Don't Ask, Don't Tell" has officially ended, the Department of Housing and Urban Development (HUD) has issued a rule on equal access to housing (<http://portal.hud.gov/hudportal/documents/huddoc?id=LGBTPR.PDF>), and public opinion polls indicate the general public is in favor of equal rights in terms of job opportunities (<http://www.gallup.com/poll/1651/gay-lesbian-rights.aspx>).

That said, we still have work to do.

For those who feel that there need not be an ordinance to ensure civil rights for all, I include a few statistics:

* A 2007 Michigan study (http://www.fhcmichigan.org/images/Arcus_web1.pdf) found that nearly 30% of same-sex couples were treated differently when trying to buy or rent a home.

* FBI data shows that in 2005, 13.8% of hate crimes in the U.S.A., a total of 1,213 attacks, were motivated by bias against the victim's sexual orientation. 61.3% of those were committed against men who were or were perceived to be gay, while 1.9% of victims were or were perceived to be straight.

* A forthcoming study by the National Gay and Lesbian Task Force finds that 11 percent of transgender people surveyed said they have been evicted and 19 percent have become homeless because of the bias.

Please take this step to ensure *all* Lawrencians have the right to safe housing and right livelihood.

Thank you for your consideration,
Simran

--

P. Simran Sethi
Associate Professor
William Allen White School of Journalism
University of Kansas
Web: www.simransethi.com
Twitter: @simransethi

Bobbie Walthall

To: David L. Corliss
Subject: RE: Protections for Gender Identity

From: Jeff Barclay [mailto:jeff@ccclawrence.org]
Sent: Thursday, September 22, 2011 8:44 AM
To: aroncromwell@gmail.com; mdever@sunflower.com; mkeamyx515@hotmail.com; schummfoods@gmail.com; hughcarter@sunflower.com
Subject: Protections for Gender Identity

To the Lawrence City Commission-

Subject: Gender Identity

Lawrence's Proposed Gender Identity Ordinance.

Passing this ordinance will present very difficult circumstances for many businesses and property owners in Lawrence.

No legal definitions for the various gender identity groups exist. Any employer can write their own policies concerning gender identity employee policies, etc., but the city codifying protections will set Lawrence in a quagmire of liabilities... very detrimental to drawing and/or keeping employers and developers from investing in Lawrence. I can appreciate why a law firm, motel, doctor or dentist office, real estate firm, convenience store, etc. would have concerns about having a man dressed as a woman greeting customers or clients behind a receptionist desk.

Legal liability is introduced when a member of the LGBT community is turned down for an employment position or rental agreement simply because they are deemed unqualified for the typical reasons individuals don't get jobs or rental agreements, but with this law on the books a member of the LGBT community could turn around and unfairly and inaccurately claim discrimination simply on the way they identified their gender during the process.

The fact that no discrimination complaints have ever been lodged tells me that Lawrence is already treating all individuals with the respect and dignity they deserve, this in spite of the fact that there are divergent views on the issue. Kudos to Lawrence, but until legal definitions for gender identity actually exist, codifying gender identity protections is a very poor idea.

I want to offer my sympathies to city attorneys who have been tasked with the impossible job of trying to write an ordinance that will not be tested in court. Should this ordinance pass, attorneys on both sides will be standing in line waiting to make some money off the litigations that are certain to come.

Thank you for your careful consideration of this very difficult and emotion-spurring issue.

Respectfully,

Jeff Barclay

785-766-7417 cell

BETH GOTTSTEIN
KANSAS CITY, MISSOURI

September 19, 2011

Hon. Aron Cromwell
City Hall, Lawrence City Commission
PO Box 708
Lawrence, Kansas 66044

RECEIVED

SEP 22 2011

CITY MANAGERS OFFICE
LAWRENCE, KS

RE: Human Relations Code Revisions

Dear Mayor Cromwell,

I write to extend my unqualified support for the Lawrence City Commission's effort to update its Human Relations Code to ensure that Lawrence's public accommodations code provides civil protections for transgendered individuals. As Kansas City's 4th District at Large Councilperson, I was pleased to be the lead sponsor of Kansas City's code revisions that implemented these protections.

In December 2007, Kansas City's LGBTQ leaders approached me and asked that I initiate legislation that updated our Human Relations Code to include transgender individuals. Not only does Kansas City's population include a vital transgender community, the City of Kansas City had received a significant number of complaints related to transgendered individuals and public accommodation access. Without an appropriate code, City staff was unable to investigate.

Working with our law department and human relations staff, we generated Human Relations code revisions which were both comprehensive *and* reasonable to implement. Surprisingly, the proposed changes in text were negligible. We also reviewed the potential costs of administering such legislation, including the expense of additional training and education for City staff and increased complaints. The proposed expense was minor. Next, I met with each of my colleagues and reviewed the legislation with them. I was grateful that seven of my colleagues agreed to cosponsor the legislation.

In March 2008, the Transportation and Infrastructure Council Committee held a public hearing. We received extensive public testimony in favor of the legislation. No one testified against the ordinance. In fact, we heard no criticism from our community. Our ordinance unanimously passed Council Committee. In April 2008, it went to the full City Council for vote, in which the entire Council voted in support of the changes. Even my most conservative of colleagues resoundingly supported the legislation.

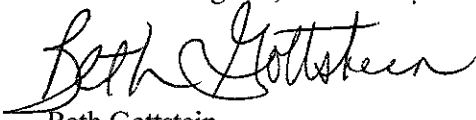
Since the legislation has passed, we have stayed on budget and experienced a slight increase in the number of complaints and violations. An unexpected benefit of this legislation is that it has made it easier to discuss other (seemingly unrelated) revisions in our public accommodations law, such as issues regarding subcontractor wage compliance and dress code rules. In the interest of preserving the ecology, I have forgone enclosing copies of the 25 pages of revised legislation for our Chapter 38, Human Relations Code. You can find them at: <http://library.municode.com/showDocumentFrame.aspx?clientID=10156&docID=0> and <http://library.municode.com/showDocumentFrame.aspx?clientID=10156&docID=1>

Hon. Aron Cromwell
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I appreciate the efforts of the Lawrence City Commission to consider these code changes. I know (from experience!) that you face many tough issues each day. This one addresses a socially complex protection. I urge you to support it. Lawrence has a reputation of being an open, inclusive, welcoming community. Your endorsement and vote for this legislation ensures that this tradition continues.

I regret that I can't be with you (in person) at the hearing. However, if you have questions or concerns, I encourage you to call or email me. I would be happy to discuss this with you.

With warm regards,

A handwritten signature in cursive script, reading "Beth Gottstein". The signature is written in dark ink and is positioned above the printed name.

Beth Gottstein
Former City Councilwoman, City of KCMO, 4th District at Large
bethgottstein@gmail.com/ 816.807.1747