



**Keisha Lance Bottoms**  
Mayor



**City of Atlanta**  
LGBTQ Affairs

**Malik Brown**  
Director of LGBTQ Affairs

**Mayor's LGBTQ Advisory Board Virtual Meeting Minutes**  
**Tuesday, July 7, 2020 | 11:30 A.M. – 1:00 P.M.**

The LGBTQ Advisory Board to Mayor Keisha Lance Bottoms is composed of citywide LGBTQ leaders and advocates. This board makes recommendations to the Mayor that help shape the City's policies and engagements with Atlanta's LGBTQ communities.

**Mission:**

The Mayor's LGBTQ Advisory Board fosters intentional collaboration between City Hall and Atlanta's LGBTQ+ communities to advocate for everyone across the Atlanta metro region, in order to protect and advance the lives of residents, workers, and visitors.

**Vision:**

An equitable, inclusive, and thriving Atlanta for everyone, regardless of race, gender identity, gender expression, and sexual orientation.

**Attendees, City of Atlanta:**

Malik Brown, Director of LGBTQ Affairs  
Philip Gilman, Deputy Chief of Staff  
Officer Brandon Hayes, LGBTQ Liaison, Atlanta Police Department  
Jon Keen, Deputy Chief Operating Officer  
Reese McCranie, Deputy Chief Equity Officer

**Attendees, Mayor's LGBTQ Advisory Board:**

Bishop OC Allen, Founder & Pastor, Vision Church of Atlanta  
Kia Barnes, Community Organizer  
Park Cannon, State Representative, GA House District 58  
Gabrielle Claiborne, Co-Founder, Transformation Journeys Worldwide  
Paul Conroy, Founder, Out Front Theatre  
Lisa Cunningham, CEO, Atlanta Film Partners  
Jamie Ferguson, Executive Director, Atlanta Pride  
Jeff Graham, Executive Director, Georgia Equality  
Ivette Lopez, Board of Directors, Latino LinQ  
Chris Lugo, Executive Director, Out Georgia Business Alliance  
Tracee McDaniel, Executive Director, Juxtaposed Center for Transformation  
Joshua McNair, Community Activist

Sandy Mollett, Founder & CEO, Equal Footing LLC  
Rev. Dr. Joshua M. Noblitt, Saint Mark United Methodist Church  
Matt Parkey, Chairman of the Board, AID Atlanta  
Philip Rafshoon, Former Owner, OutWrite Book Store & Coffeehouse  
Ryan Roerman, Founding Executive Director, LGBTQ Institute  
Jonathan Russell, Director of Development, Discovery Programs, Emory Woodruff Health Sciences Center  
Melissa Scott, Owner, Soul Bar at Pals Lounge, Pure Heat Foundation  
Fred Smith, Atlanta Leadership, Lambda Legal  
Rickie Smith, President, In the Life Atlanta  
Pam Stewart, Board of Directors, GLAAD  
Alex Wan, Former Atlanta City Council Member, District 6

## **Welcome Remarks & Updates**

### **Ryan Roerman & Pamela Stewart, Mayor's LGBTQ Advisory Board Co-Chairs**

- Co-Chairs greeted participants and kicked off meeting
- Pat Hussain, a longtime LGBTQ activist and member of the Mayor's LGBTQ Advisory Board has resigned due to health challenges and an inability to commit her desired time to the board.
  - On behalf of the Mayor's LGBTQ Advisory Board, Pamela will send Pat and her wife meals in their time of need.
  - City of Atlanta staff are working on a way to celebrate honor Pat's 40+ years of advocacy, as well as her service on the Mayor's LGBTQ Advisory Board.
- Pamela wants to provide a LGBTQ-branded commemorative Coca-Cola Advisory Board Bottle for each current and former Mayor's LGBTQ Advisory Board member.
  - Malik is checking with Ethics Officer.

## Equality in Caregiving Overview

### Jonathan Russell, Co-Chair of LGBTQ Health Working Group

The City of Atlanta is supportive of Emory University's Equality in Caregiving Clinical Study and will help amplify this study

More Info: <https://bit.ly/3ixziMQ>

EMORY UNIVERSITY | GOIZUETA  
ALZHEIMER'S DISEASE RESEARCH CENTER

# Equality in Caregiving

Intervention to Facilitate Caregiver Mastery among LGBT Caregivers of PLWD

### What is Equality in Caregiving?

This is a clinical study to develop a caregiver training program to address the unique challenges faced by lesbian, gay, bisexual, and transgender informal caregivers of people living with dementia. Our goal is to improve caregiver mastery and mood, and reduce stress in LGBT caregivers of loved ones and friends with dementia.

### What is involved in participating?

- Medical History and Health Questionnaires (electronic)
- Two blood tests for stress and inflammation (in person)
- Six week caregiver course (2 hours, once a week, via Zoom)
- One 90 minute focus group (may occur in person or via Zoom)

The study involves approximately 9 visits over the course of 6 months. You will be compensated \$150 for your time.

### You may be eligible to participate if you are:

- Lesbian, gay, bisexual, or transgender
- 18 or older
- Consider yourself to be a primary caregiver for a person living with dementia
- Have normal memory and thinking abilities
- Are available to attend a six week course, on Zoom in the evenings (after 5 pm), two half hour clinic visits, and a focus group

CONTACT US TO LEARN MORE:

**404-712-2654**

Morgan Hecker | Study Coordinator | [morgan.hecker@emory.edu](mailto:morgan.hecker@emory.edu)

Danielle Verble | Project Manager | [danielle.d.verble@emory.edu](mailto:danielle.d.verble@emory.edu)

Whitney Wharton | Principal Investigator | [w.wharton@emory.edu](mailto:w.wharton@emory.edu)

## Relevant Updates from City of Atlanta Staff

### LGBTQ Affairs Update

**Malik Brown, Director of LGBTQ Affairs:**

#### Staff Highlights

##### **Philip Gilman, Deputy Chief of Staff**

In his role as Deputy Chief of Staff, Philip is a member of the Mayor's staff who works closely on the LGBTQ Affairs Program.

##### **Officer Brandon Hayes, LGBTQ Liaison, Atlanta Police Department**

In his role as one of the LGBTQ Liaisons at the Atlanta Police Department (APD), Officer Brandon Hayes works alongside Senior Police Officer Eric King to provide support to LGBTQ constituents interacting who are with APD. Additionally, APD's LGBTQ Liaisons provide support to LGBTQ staff at APD.

- (404) 546 – 5428
- [bdhayes@atlantaga.gov](mailto:bdhayes@atlantaga.gov)

##### **HUD Equal Access Rule Proposal**

The Trump Administration has made proposed changes to HUD's that could negatively impact trans people who are experiencing homelessness. City of Atlanta staff is working with members of the Mayor's LGBTQ Advisory Board and non-profit partners to make recommendations to Mayor Bottoms related to this news.

##### **City of Atlanta's LGBTQ SCOTUS Statement**

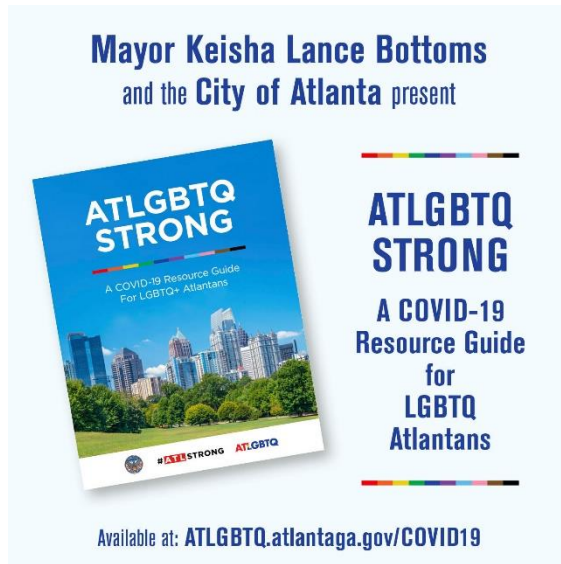


**ATL**LGBTQ

Mayor Keisha Lance Bottoms and the City of Atlanta Government commend the United States Supreme Court for standing on the right side of history by protecting the rights of LGBTQ workers.

By extending Title VII of the Civil Rights Act to the LGBTQ community, millions of lesbian, gay, bisexual, and transgender workers across the United States will now gain basic protections in the workplace.

## ATLGBTQ Strong: LGBTQ COVID-19 Resource Guide



Mayor Keisha Lance Bottoms and the City of Atlanta released **ATLGBTQ Strong: A COVID-19 Resource Guide for LGBTQ+ Atlantans**.

Constituents are encouraged to read it and share with your loved ones.

[ATLGBTQ.atlantaga.gov/COVID19](https://ATLGBTQ.atlantaga.gov/COVID19)

## Updated ATLGBTQ Logo



The City of Atlanta updated the LGBTQ Affairs program's logo with black and brown stripes, as well as the colors of the trans flag.

## Equality Forward Virtual Event

**EQUALITY FORWARD:**  
THE FIGHT FOR FULL LGBTQ EQUALITY IN AMERICA

**Alphonso David**  
President,  
Human Rights Campaign

**Keisha Lance Bottoms**  
60th Mayor of Atlanta

**Wednesday, July 1 | 6:00 P.M.**

[Facebook.com/HumanRightsCampaign](https://Facebook.com/HumanRightsCampaign)

Mayor Keisha Lance Bottoms joined Human Rights Campaign President Alphonso David to discuss LGBTQ equality, Black Lives Matter, COVID-19 and more.

Available for viewing on the [Human Rights Campaign's Facebook page](https://Facebook.com/HumanRightsCampaign).



### **Virtual Programming for 2020**

Due to the effects of COVID-19, the City of Atlanta's LGBTQ Affairs program is currently planning to do any event-based programming virtually for the rest of the year.

### **Open Spots on City of Atlanta Boards and Commissions**

At the request of the Mayor's LGBTQ Advisory Board, the Director of LGBTQ Affairs sent an email to board members providing instructions on how to find out about available seats on City of Atlanta board and commissions.

This was in an effort to help get more LGBTQ people on existing City of Atlanta board and commissions.

### **HOPWA Update**

**Jon Keen, Deputy Chief Operating Officer**

### **Restructuring and Personnel Updates**

#### **Budget and Transfer of Personnel**

- Continued progress in formally establishing the Department of Grants and Community Development
- Budget was established in the budget process this year. Approximately 25% of the Department is funded by general funds. Over \$1M.
- The personnel are formally transferred from their prior departments into the new Department and additional positions have been created.

#### **Hiring**

- Now will be a 50-person department
- Further investing and expanding capacity of the Department, approximately 11 new positions
- Important positions posted. Have been working actively with recruiters to get the information out to qualified applicants

## **Administrative Process and Policy Updates**

### **External Planning and Technical Support**

- TDA Consulting – Supporting training and compliance needs related to HOPWA and financial reconciliation across grant programs
- ICF Consulting – Supporting COVID-19 policies and planning
- Darlene Matthews – Planning support for the HOPWA Advisory Committee and HOPWA Modernization

### **Addressing HOPWA Special Conditions**

- We responded in March to the requests from HUD and had awaited their response
- We just recently got a follow-up request for some additional information and our legal and grants compliance teams are reviewing that response so we can address any remaining open items.

### **Contract Development**

- Launch of a public dashboard - <https://www.atlantaga.gov/government/departments/grants-and-community-development/reimbursement-and-contract-dashboard>
- Over the past 45 days we have been processing 100 contracts, over 30 of which are HOPWA related.
- Generally, contracts are in place and for those in the final stages of being signed, any short-term gaps in contracts will be addressed prior to any reimbursements would be submitted. Therefore, would not cause any issues with processing reimbursements. I am optimistic about improvements we have already made, and we have identified additional ways to improve the process and will be implementing those as we process future contracts.

### **Reimbursement Processing**

- Launch of a public dashboard - <https://www.atlantaga.gov/government/departments/grants-and-community-development/reimbursement-and-contract-dashboard>
- Over May and June we average about \$1.6M per month in payments, target about \$1.9M per month
- Team has been doing a lot of work to improve the electronic processing, put in place improved tracking and accountability, showing number of corrections needed for a payment and days to pay

### **Training and Technical Assistance**

- Launched improved guidance and tools for reimbursements, program analysts conduct 1:1 TA, launching a video end of this week
- Some service providers have adapted quickly and others are requiring additional TA, which is to be expected, so I have spent time listening and finding ways to further improve our process and TA

### **Central Intake Update**

- Discuss bi-weekly a report with our housing providers that includes total intake, current # waiting referrals, total referrals that have taken place, total housed, total provided other services, current vacancies
- There are current vacancies and I do expect we will see an increase in vacancies in the coming months given some of the additional funding provided via extended and new contracts, including COVID-19 funding

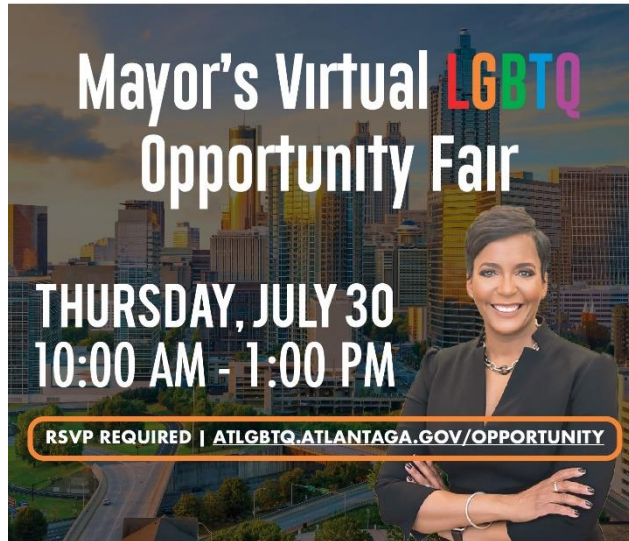


## Mayor's Virtual LGBTQ Opportunity Fair Malik Brown, Director of LGBTQ Affairs

#ATLSTRONG



ATLGQTQ



The Mayor's Virtual LGBTQ Opportunity Fair is a historic initiative by Atlanta Mayor Keisha Lance Bottoms to leverage the combined power of government, the corporate sector and local non-profits to ensure that LGBTQ Atlantans are prepared and ready to thrive in the workforce.

This virtual Opportunity Fair will feature live video interviews with some of Atlanta's foremost employers, as well as complimentary resume building services and resources specific to the needs of the LGBTQ community.

Participants are encouraged to register early to take advantage of the pre-fair resources like workshops and webinars. Additionally, the platform for the Mayor's LGBTQ Opportunity Fair is smartphone friendly. This event is open to all.

Website: [ATLGQTQ.atlantaga.gov](https://atlgqtq.atlantaga.gov)

### Questions & Comments:

#### Questions

- **Joshua Noblitt – What is the status of the LGBTQ Affairs resource website being converted to a mobile app?**
  - Malik's understanding is that it would cost around \$12,000 to convert the City of Atlanta LGBTQ Affairs resource website into a mobile app
  - Malik and the Mayor's LGBTQ Advisory Board will work externally to find partners to get this app developed
- **Alex Wan - Can Mayor's LGBTQ Advisory Board members serve on more than one City of Atlanta Board or Commission?**
  - **City of Atlanta Code** - Art. XVI, Div.1, Sec. 2-1854 (d) No person shall serve on more than three boards, commissions, councils, authorities, or other similar bodies at the same time.

### **Comments**

- **Pamela & Malik:** Some current educational LGBTQ documentaries for potential watching are Disclosure (Netflix), Visible (Apple TV) and Welcome to Chechnya (HBO Max)
- **Alex Wan:** City and Board should be thinking about how the recent passage of the Georgia Hate Crimes Law affects the City of Atlanta's Non-Discrimination Ordinance, as well as APD's LGBTQ education, training, and enforcement?

### **Adjournment**