



ONE ATLANTA:
Mayor's Office of Equity, Diversity & Inclusion
LGBTQ Affairs

**LGBTQ Advisory Board to Mayor Keisha Lance Bottoms
Inaugural Retreat Minutes**

**Sunday, September 15, 2019
10:00 A.M. – 3:30 P.M.**

**The Coca Cola Company
1 Coca Cola, Plaza NW, Atlanta, GA 30313**

Composed of citywide leaders and advocates, the Mayor's LGBTQ Advisory Board makes recommendations to the Mayor that will help shape the City's policies and engagements with Atlanta's LGBTQ communities and serve as a bridge between City Hall and LGBTQ residents.

Attendees, City of Atlanta:

Rashad Taylor, Senior Policy Advisor To The Mayor

Jon Keen, Deputy Chief Operating Officer

Reese McCranie, Deputy Chief Equity Officer, One Atlanta: Mayor's Office of Equity, Diversity & Inclusion

Malik Brown, LGBTQ Affairs Coordinator, One Atlanta: Mayor's Office of Equity, Diversity & Inclusion

Brandis Haugabrook, LGBTQ Affairs Intern

Attendees, Mayor's LGBTQ Advisory Board:

Bishop OC Allen, Founder & Pastor, Vision Church of Atlanta

Kia Barnes, Community Organizer

Emily Halden Brown, Atlanta Coalition for LGBTQ Youth (ACFLY)
State Representative Park Cannon, GA House District 58
Gabrielle Claiborne, Co-Founder, Transformation Journeys Worldwide
Paul Conroy, Founder, Out Front Theatre
Tori Cooper, Prevention Specialist, Positive Impact Health Centers
Lisa Cunningham, CEO, Atlanta Film Partners
Matthew Garrett, Board of Directors, Human Rights Campaign
Jeff Graham, Executive Director, Georgia Equality
Roshelle Darlene Hudson, MSW, Co-Founder, Annual Rustin/Lorde Breakfast
Pat Hussain, Original Co-Director, Southerners on New Ground (Song)
Miss Lawrence, Actor
Rabbi Joshua Lesser, Founder, Southern Jewish Resource Network (SOJOURN)
Chris Lugo, Executive Director, Atlanta Gay & Lesbian Chamber of Commerce
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
Philip Rafshoon, Former Owner, OutWrite Book Store & Coffeehouse
Kirk Rich, Principal, Avison Young
Ryan Roemerman, Founding Executive Director, LGBT Institute
Brigid Scarbrough, National Board of Governors, Human Rights Campaign
Melissa Scott, Owner, Soul Bar at Pals Lounge, Pure Heat Foundation
Fred Smith, Atlanta Leadership Circle, Lambda Legal
Rickie Smith, President, In the Life Atlanta
Pam Stewart, Board of Directors, GLAAD
Feroza Syed, Trans Activist
Alex Wan, Former Atlanta City Council Member, District 6
Craig Washington, Co-Founder, Southern Unity Movement/Rustin Lorde Breakfast

- I. **9:30 A.M. – 10:00 A.M. | Door Open & Light Breakfast / Coffee Available**

- II. **10:10 A.M. – 10:15 A.M. | Kickoff, Kirk Rich & Pam Stewart, Co-Chairs, Mayor’s LGBTQ Advisory Board**

- III. **10:15 A.M. – 10:45 A.M. Introductions**
 - a. Name
 - b. Preferred Gender Pronouns
 - c. Professional Overview
 - d. Working Group Assignment

 - e. Icebreaker: What is the biggest LGBTQ victory in Atlanta over the past year?
 - A. Formation of the Mayor’s LGBTQ Advisory Board
 - B. Commitment of board members and execution of projects
 - C. Diversity of people and communities
 - D. Inaugural Mayor’s Black Pride Reception
 - E. 1st Ever LGBTQ Art Exhibit in the Mayor’s Office
 - F. Diversity of LGBTQ events
 - G. Funding for HIV/AIDS housing
 - H. \$100,000 PrEP Expansion Project
 - I. Mayor’s Drag Queen Story Hour event
 - J. Seeing the community intentionally ask to work together
 - K. Visibility of LGBTQ community in Atlanta
 - L. The success of Norcross Pride (Metro community)
 - M. Atlanta is 4th in LGBTQ Certified Businesses
 - N. The hiring of Malik as LGBTQ Liaison
 - O. Starting real conversations about inclusivity of all people
 - P. HOPWA (visible but still work in progress)
 - Q. Advancement on the legislation on stopping conversion therapy
 - R. Anti-discrimination ordinances
 - S. Election of Antonio Brown to City Council
 - T. Visibility of LGBTQ and queer art
 - U. Visibility of the Black gay community
 - V. Governor’s appointment of LGBTQ board members
 - W. Elected Officials at Atlanta Pride
 - X. Appointment of new LGBTQ Advisory Board members
 - Y. LGBTQ rally of support in the religious communities
 - Z. Positive sex education program for queer community

- f. Co-Chair Reflections
 - A. Stonewall 50 Exhibit
 - B. Mayor's Black Pride event
 - C. Achieve an MEI score of 105

IV. 10:45 A.M. – 11:00 A.M. | Housekeeping

- a. Attendance Expectations
 - A. 50% Rule: Mayor's LGBTQ Advisory Board members must attend 50% of full-board meetings.
- b. Engagement Expectations & Working Group Assignments
 - A. Advisory Board members can only serve on one working group
- c. What else do you as a board member need to be effective?
- d. Term Limits & Renewal Process
 - A. Must submit plan to seek renewal by April 1, 2020
 - B. Consider allies and gender-neutral ("they/them" pronouns) on the board
 - C. Preferred two 2-year terms

V. 11:00 A.M. – 12:00 P.M. | Mission & Vision Statement

- a. **MISSION STATEMENT:** The mission of the Mayor's LGBTQ Advisory Board fosters intentional collaboration between City Hall and Atlanta's LGBTQ+ communities and continue to advocate for everyone across the Atlanta metro region, in order to protect and advance the lives of all metro Atlanta residents, workers and visitors.
- b. **VISION STATEMENT:** An equitable, inclusive, and thriving Atlanta for everyone, regardless of race, sexual orientation, gender identity, and gender expression.

VI. 12:00 P.M. – 12:15 P.M. | Break & Grab Lunch (12:00 P.M. – 12:15 P.M.)

VII. 12:15 P.M. – 1:15 P.M. | Working Lunch: Updates & Interactive Collaboration

- a. LGBTQ Resource Website, Malik Brown, LGBTQ Affairs Coordinator**
 - A. Link company websites to respective Board member
 - B. Needs to be in the view of ALL residents (airport, convention centers, Metro areas)
 - C. Hotlink to councilmembers
 - D. Check on video capability
 - E. Spelling check on “Welcoming Schools” under allies
 - F. Add mailing list/push notifications - refer to Legal

- b. Mayor’s LGBTQ Opportunity Fair, Malik Brown, LGBTQ Affairs Coordinator**
 - A. Target date: Summer 2020
 - B. Employment opportunity and professional development (resume workshops, professional attire, etc.)
 - C. One rep from each subcommittee should be on the steering committee
 - D. Advertisement for event?

- c. HOPWA Update, Jon Keen, Deputy Chief Operating Officer**
 - A. 7/18/19: MKLB announces plans for ATL’s management of federal grants to be centralized under one office, reporting to the City’s Chief Operating Officer
 - B. Administration of Housing Opportunities for Persons with AIDS and Emergency Solutions Grant funds will be aligned under the Atlanta Continuum of Care, managed by Partners for HOME
 - C. Principles of planned restructuring and improvements:
 - D. Better serving the individuals in need
 - E. Better supporting our grant sub-recipients/project sponsors
 - F. Improving service delivery, including collaboration, transparency, accountability
 - G. Increasing housing quality and support services, including training, monitoring, and compliance
 - H. Implementation and transition are planned to be supported by the HOPWA Advisory Committee and stakeholder meetings with other external stakeholders involved in other CoA federal grant programs
 - I. Implementation is planned to be completed by the beginning of 2020. The planned overall phases and timeline are:
 - J. Gather input and draft the agreements and details of the revised structure -- July and August
 - K. Finalize input, agreements, and structure -- Sept. and Oct.
 - L. Adopt agreements and final submission of plans -- Nov. and Dec.

VIII. **1:15 P.M. – 2:15 P.M. | Working Group Breakouts**

IX. **2:15 P.M. – 3:00 P.M. | Committee Report Outs & Public Comment**

a. Vote on Mission Statement

- A. Motion to accept the Mission Statement as listed above by Rabbi Lesser, seconded by
- B. Approved by all, disapproved by none, abstained by none

b. Vote on Vision Statement

- A. Motion to accept the Vision Statement as listed above, seconded by Josh McNair
- B. Approved by all, disapproved by none, abstained by none

c. LGBTQ Health Working Group, Brigid Scarbrough

- A. Get vision and mission statements
- B. Follow-up question re: PrEP funding. What is the status of money allocation
- C. Future work: not an opportunity to dig into issues past HOPWA and PrEP
- D. Look into the concern of elderly care
- E. Partnering with other committees and convene with health providers to understand where the committee stands

d. Trans Affairs Working Group, Feroza Syed

- A. Use intention to prioritize housing and employment for transgender and gender non-conforming people
- B. Creation of Housing and Employment subcommittees
- C. Created a budget to be approved by the City
- D. Three events prior to Opportunity Fair
- E. Want a representative on the Board who is gender non-conforming, gender non-binary, or transgender male
- F. Representative for the Opportunity Fair: Gabrielle Claiborne

- e. LGBTQ Economic & Community Development, Jamie Ferguson & Jeff Graham
 - A. Ensure equitable LGBTQA business investment
 - B. Consideration of LGBTQ businesses
 - C. Partner with Invest Atlanta and research other investments
 - D. Ensure LGBTQ businesses are included in City disparity studies
 - E. Need to be measured
 - F. Promote LGBTQ+ legislation and policy through the Mayor
 - G. Actively support LGBTQ+ legislation and policy
 - H. Advocacy briefings to make sure everyone is up to speed
 - I. Increase employment equity in the LGBTQ+ community
 - J. Opportunity Fair Rep: Chris Lugo
 - K. Promote Atlanta as an LGBTQ+ convention destination (Discover ATL and Discover Dekalb)

- f. LGBTQ Youth, Josh McNair & Josh Noblitt
 - A. What synergies and partnerships can be created through APS
 - B. YAAS Event (Young Atlanta Artists Showcase) - highlighting the work of LGBTQ youth in Atlanta
 - 1. Q1 or Q2
 - C. Representative(s): Darlene Hudson, Kia Barnes

- g. LGBTQ Arts, Entertainment & Culture - Paul Conroy, Lisa Cunningham
 - A. Engage and foster relationships with all committee and community partners
 - B. Want to expand events
 - C. Meeting with Beltline and Airport
 - D. Beltline: mini arts festival in the spring
 - E. Series of PSAs
 - F. Highlight certain community issues specific to Board committees; first about trans issues
 - G. As a committee, want to help other committees create events regarding community issues

- h. Unfinished Business & Announcements
 - A. 10/8: Supreme Court decision if civil rights language should include gender identity and sexual orientation

i. Public Comment

- A. Adah Pittman-Delancey, Metro Atlanta Teach for America, National LGBTQ Advisory Board (adah.duval@gmail.com, 770-895-2692)
 - 1. Review of educational policy for LGBTQ-inclusive curriculum and sexual education
 - 2. Work with the Board to get this on the dock for review

X. Closing (3:00 P.M. – 3:30 P.M.):

a. Final Thoughts

- A. 2nd Annual Mayor's Pride Reception
- B. 10/10/19 at Flourish, 7pm-9pm
- C. No flexibility for tickets, registration must be done through Malik

b. Next Steps

- A. Think about recommendations for the Board

c. Q4 Meeting Date

- A. Holiday/Board Meeting: December 6th or 13th, 11am-1pm
- B. Voting through Doodle poll

XI. Adjournment