



City of Ketchum
City Hall

December 7, 2020

Mayor Bradshaw and City Councilors
City of Ketchum
Ketchum, Idaho

Mayor Bradshaw and City Councilors:

**Recommendation to Authorize the Mayor to Sign Letter of Support
to Urge Passage of LGBTQ Nondiscrimination Protections**

Recommendation and Summary

Staff requests City Council authorize the Mayor to sign the Municipal Leaders' Open Letter to the U.S. Senate Urging Passage of LGBTQ Nondiscrimination Protections.

"I move to authorize the Mayor to sign a letter of support to urge passage of LGBTQ Nondiscrimination Protections."

The reasons for the recommendation are as follows:

- Letter is to raise the visibility of the current lack of protections and highlight the support of local leaders
- Ketchum would represent Idaho, one of 29 states currently lacking protections

Current Report

The campaign to urge the passage of LGBTQ Nondiscrimination Protections is being led by Freedom for All Americans, the bipartisan campaign for comprehensive nondiscrimination laws for LGBTQ Americans, and Mayors Against LGBTQ Discrimination, a coalition of more than 400 municipal leaders dedicated to securing inclusive nondiscrimination protections for all, including LGBTQ individuals.

The letter of support is specifically on behalf of municipal leaders from the 29 states currently lacking statewide nondiscrimination protections, including Idaho. The letter will be shared directly to Members of Congress and publicly through social media prior to the start of the 2021-22 Congressional Session.

This effort is part of the overall campaign to pass the Equality Act, a bill providing comprehensive protections for the LGBTQ community in employment, housing, health care and public spaces.

Sustainability Impact

There is no sustainability impact.

Financial Requirement/Impact

There is no financial impact.

Attachments: Letter of Support



City of Ketchum

December 7, 2020

Honorable Members of Congress
United States House and Senate
Washington, D.C. 20510

Dear Member of Congress,

As municipal leaders representing the 29 states which lack comprehensive nondiscrimination protections for our LGBTQ constituents, we urge you to act and pass federal protections to provide security to our citizens and consistency throughout our states and nation.

All too often, lesbian, gay, bisexual, and transgender people experience discrimination in housing, health care, public spaces such as hotels and restaurants, and in other areas of public life. According to a recent study, more than 1 in 3 LGBTQ Americans faced discrimination of some kind in the past year, including more than 3 in 5 transgender Americans. That is something no American should have to face.

Where possible, mayors, city councilors, county executives and other officials have enacted a wide range of local laws and ordinances prohibiting discrimination. More than 400 local and county ordinances have been enacted in the 29 states currently lacking comprehensive protections, and more than 660 have passed in all fifty states - from Miami, Florida to Anchorage, Alaska. The list of cities and counties includes localities large and small, from major population centers such as Phoenix, Philadelphia, and Dallas, to smaller cities and towns such as Whitefish, Montana; Beckley, West Virginia; and the 334-person town of Vicco, Kentucky.

These local ordinances have helped make communities more inclusive and send the message that everyone is welcome. They have made workplaces stronger, too – because when everyone can focus on doing their jobs and providing for their families, we all thrive. However, these efforts are simply not enough.

This patchwork of protections is unworkable for LGBTQ people who are vulnerable where they live and when they travel, for national businesses who wrestle with different standards in different places, and for people on all sides of the political spectrum who support fair and consistent treatment for their LGBTQ neighbors. Even when protections exist, each time an LGBTQ resident commutes to another city for work, or visits other states, their level of protection changes, sputtering in and out like frustrating cell phone reception. Usage and enforcement of these protections can vary widely from city to city. This creates a confusing tangle of local ordinances, state laws, court opinions and administrative rulings, which is nearly impossible for the average person to navigate. Landlords, employers, and businesses, especially those with multiple locations, lack a uniform landscape to inform their personnel policies and determine the scope of their obligations. Only comprehensive federal legislation can resolve this patchwork and provide clear and consistent guidelines for all to follow.

As local leaders, we have been having these conversations in our communities for years. After all, municipal leaders represent the level of government most closely connected to our communities. We see first-hand the harms that result when individuals are denied equal treatment. And when our LGBTQ constituents face the concrete and wide-ranging effects of discrimination - from eviction, to loss of a job, to denial of health care coverage - it is typically local governments providing the essential services and assistance needed to support them.

As elected officials we have the obligation to ensure through legislation that all are treated equally under the law – it is the golden rule of democracy. And in every state across the country, a supermajority of Americans supports common sense protections for the LGBTQ community. It’s time for Congress to fulfill its responsibility and pass a federal law making clear that no one should face discrimination because of who they are, who they love or what zip code they call home.

It is time to pass nondiscrimination protections for LGBTQ people at the federal level. America is ready. And now, as elected officials, Congress, it is in your hands.

Thank you.

Sincerely,

Neil Bradshaw
Mayor