

Gay and Lesbian Activists Alliance of Washington, DC 2014 Questionnaire for D.C. Mayoral Candidates

PUBLIC HEALTH

1. Will you act to ensure that the District provides transgender-inclusive health insurance to all D.C. Government employees, to include coverage for sex affirmation surgery (also known as sex reassignment surgery)?

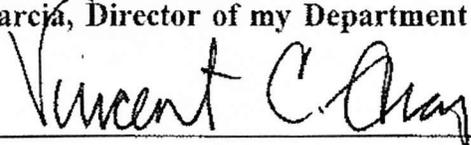
I am committed to eliminating transgender exclusions in health care across the board. On March 3, 2013, my Department of Issuance, Securities, and Banking (DISB) issued a bulletin that struck trans-exclusionary language from the insurance plans operating prohibits discrimination based on gender identity or expression by insurance companies. The bulletin clarifies the District Official Code § 31-2231.11(c), the District's Unfair Insurance Trade Practices Act, which DISB interpreted to make it illegal to refuse to insure, refuse to continue insuring, or limit the insurance coverage to an individual on the basis of gender identity or expression and a host of other areas. The DISB bulletin makes clear that discriminatory language barring certain services to transgender individuals is not enforceable. Furthermore, health insurance companies with this type of discriminatory language in their policy have 90 days from the issuance of the bulletin to update their policy forms.

In practical terms, this means that health insurance policies and the practices of health insurance companies covering individuals or groups in the District cannot refuse health coverage to individuals who are transgender. Prior to this new directive being issued, numerous health insurance companies operating in the District had explicit policies that excluded transgender women and men from many of the same services that they provided to their non-transgender patients. Some of the services denied to transgender individuals, but approved for other patients included: mastectomies for breast cancer; and hormone replacement therapy.

While the 2013 DISB Bulletin was an important step towards equality, I have come to the conclusion that additional steps are necessary to include coverage of sex affirmation surgery. I have directed my Chief of Staff to convene an ad hoc task force of all relevant agencies to determine next steps. I expect to make an announcement on how I will implement those recommendations in the next few weeks that will ensure people receive the coverage they deserve.

2. Will you submit budgets that target funds to address health disparities in the LGBT population, including in mental health and substance abuse treatment?

I will submit health budgets that include target funds that address health disparities in the LGBT population, including mental health and substance abuse. I will be working closely with Dr. Joxel Garcia, Director of my Department of Health, in order to properly target



funds. DOH and my Office of GLBT Affairs will be conducting a LGBT Health Survey this year, which will result in a transgender-inclusive LGBT Health Report. A similar report will be released annually and will assist tremendously in targeting funds to address disparities in the LGBT population. To assist in the development of the survey and the resulting report, DOH and GLBT Affairs are working closely with social scientists from the American Institute for Research (AIR).

3. Describe steps you will take to improve performance at the HIV/AIDS, Hepatitis, STD, and TB Administration (HAHSTA), including in HIV prevention, HIV/AIDS surveillance, and mental health services.

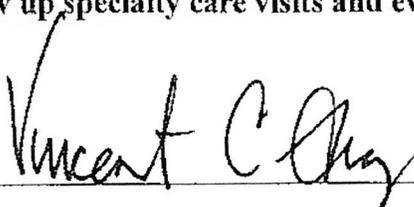
My administration continues to offer an effective, fiscally responsible and culturally competent approach to enhancing our prevention, care and health maintenance efforts in this critical health area. By maximizing current initiatives, establishing better lines of intra-government communication and diversifying resources, the District of Columbia Department of Health (DOH), HIV/AIDS, Hepatitis, STD and TB Administration (HAHSTA) - in partnership with federal, local and regional partners - has been able to achieve major successes in this great struggle against HIV and AIDS.

I take great pride not only as Mayor, but also as a father, friend and neighbor, that during the past three years, we have seen a steadfast decline in the number of newly reported HIV cases – a decrease of over 46%! But, as I have said many times during the past three years, this is not about the Gray administration - this is about the One City that decided to say “enough is enough” to the terrible effects of HIV/AIDS on our residents.

I also take great solace in the fact that the number of deaths among persons with HIV decreased by over 40% in the past couple of years and that means that we – all of us together - were able to cut the awful number of deaths from HIV/AIDS almost in half. We can also be proud of the fact that there is a marked increase in the number of persons linked to HIV/AIDS care services following a positive diagnosis and that is the best gift a community can offer its components – the gift of respect, appreciation and quality of life. In addition, I am proud to report that positive record numbers have been achieved in the areas of condom distribution, counseling and referral interventions.

However, I am the first to admit that much remains to be done. Encouraged as I am by these astounding “figures of light and hope,” as I call them, we continue as a community to be challenged by the presence of notable health disparities as a main component of this pandemic. Women of color, gay and bisexual men, transgender women, and young adults continue to bear an unequal burden of this terrible pandemic.

I intend to continue strictly enforcing new medical provider reporting guidelines that will facilitate timely and practical clinical interventions in newly detected cases. In addition, we are – right now – developing a new initiative aimed at promoting compliance with medical appointments, follow up specialty care visits and even transportation and childcare efforts.



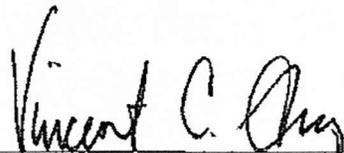
I am not and have not been complacent, nor will I allow anyone working for me to be complacent about this battle. I feel that has been the key to our notable successes in the fight against HIV and AIDS during the past three years.

I will continue to strengthen the HIV/AIDS surveillance efforts that have successfully been revamped and turned into a model of reliable performance and data production. Our partnership with the U.S. Department of Health and Human Services (HHS), Centers for Disease Control and Prevention (CDC), The George Washington University (GWU) School of Public Health, and multiple community-based organizations has been extremely successful in achieving this remarkable feat.

My vision as Mayor, shared by Dr. Joxel Garcia, head of the Department of Health, is one in which during the next few months, we will enhance our efforts in order to develop a stronger HIV Care Network that maximizes opportunities provided by leveraging the benefits of the Affordable Care Act.

I will ask that Dr. Garcia at DOH, together with the HAHSTA team, be ready to address five critical areas of development in our novel efforts to move forward in confronting HIV/AIDS in the District of Columbia. First, we must enhance our housing efforts by jointly developing with our clients, community, and federal partners, a program that enhances access to services, promotes mobility and stability among persons living with HIV and fosters improved health outcomes. We must also be able to implement innovative scientifically proven large-scale prevention approaches aimed at reducing new infections among specific targeted populations, in addition to the general public. The need for a renewed approach to HIV preventive services will be one of my upmost priorities in the next four years. Our efforts must also include a complete redesign of our STD and TB prevention and care efforts in order to conceptualize and develop a comprehensive sexual health and respiratory health program that leverages preventive services under the Affordable Care Act. This effort will include the innovative approach of expanding the clinical portfolio to include women's and men's wellness (HPV, PAP, prostate and pelvic examinations) and respiratory areas, such as asthma, lead exposure and tobacco cessation. In addition, we will also drastically enhance our programmatic monitoring and evaluation efforts by fully implementing a new infrastructure (DC Public Health Information System) that will ensure optimal accountability levels for programmatic performance. This initiative will include the already-in-progress transition to performance-based funding of service providers in order to fully align limited fiscal and human resources with outstanding results that are quantifiable and verifiable.

Finally, I intend to maximize outside resources of every kind in order to match our current efforts. I take great pride in that we are already experiencing the initial results of this policy focus of my administration in the amazing success of Dr. Garcia at DOH in achieving a "first in the nation" objective of bringing the William Jefferson Clinton Foundation - a prestigious global funder of health initiatives - to our city.



JUDICIARY AND PUBLIC SAFETY

4. Will you require the Metropolitan Police Department's gathering and analysis of crime statistics to ensure greater comprehensiveness and objectivity, including on LGBT-related hate crimes and intimate partner violence?

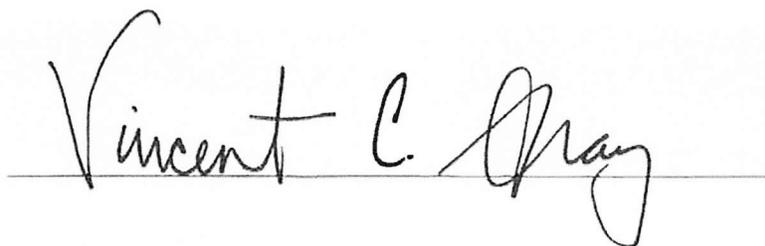
Hate crimes are already tracked by MPD in the field reporting system that officers use to create a police report. Officers are required to indicate whether it is a potential hate crime, and when properly used and monitored by Department leadership, this data provides a comprehensive tabulation of police reports that are created for hate/bias offenses/incidents. The LGBT community has said the culture of MPD is changing, but more work can be done to ensure everyone is properly identifying hate/bias crimes and are providing appropriate service to the victims.

When it comes to intimate partner violence, the MPD does track it to some extent; however, the data at this point is not comprehensive. I believe this is something that can be improved to ensure that victim's services and outreach can be provided to those in need.

5. What will you do to provide alternatives to incarceration for marginalized and at-risk populations like homeless youth and transgender people who resort to sex work for survival?

At-risk populations, such as homeless youth and transgender individuals, can present a unique and challenging situation when entering the justice system. I have long been committed to reducing arrests and incarceration for marginalized and at-risk populations by diverting youth charged with minor crimes before they enter the criminal justice system. I have instituted policies and programs for at-risk populations whereby they are able to tap into alternative programming that focuses on mental and physical health needs, peer-to-peer interactions, family engagement, community engagement, and job skills development. The District is committed to working with community partners to further explore best and promising practices in this area.

More importantly, my administration has taken steps to engage at-risk youth and provide them with opportunities before they participate in high-risk behavior. For example, my


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Office of the State Superintendent for Education has received a grant from the Centers for Disease Control to participate in the Gay, Lesbian, Straight Education Network (GLSEN) Safe Schools Initiative. This initiative instructs charter and public school employees on best practices to address incidents of bullying directed at LGBT youth in their schools. It also teaches school employees how to develop and implement an LGBT-inclusive curriculum, which has been shown to keep LGBT students engaged in school and reduce incidents of bullying directed at them. A hostile school environment has been one of the reasons many transgender youth drop out of school, which can contribute to many resorting to survival sex, given limited employment opportunities.

In addition to these preventive measures, the city recognizes the need for more transitional housing, mental health services and sexually-transmitted infection (STI) testing and treatment for these at-risk populations. The DC Department of Health and the Office of Victim Services have supported organizations that provide STI testing and treatment and organizations that provide emergency services for at-risk populations, respectively. The One City Fund is another means through which drop-in centers, transitional housing, educational and job training programs, mental health services, and addiction recovery projects for at-risk groups can be funded.

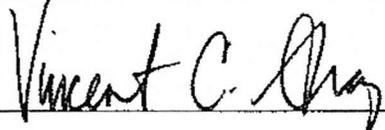
6. Will you budget funds to hire qualified trainers to provide LGBT-inclusive cultural competency training to all police officers, including in the handling of intimate partner violence?

As I develop my FY15 budget, I will consider adding funds to hire qualified trainers to provide in-depth LGBT-inclusive cultural competency training to all police officers, including in the handling of intimate partner violence. This training would be more specialized than the LGBT cultural competency training provided by my Office of GLBT Affairs, which has instructed a number of cadet and older officer classes. The more in-depth training would be similar to what is currently being provided in the Special Liaison Unit (SLU) training, which is taught over several days. Volunteers from Gay and Lesbians Opposing Violence (GLOV), Supporting and Mentoring Youth Advocates and Leaders (SMYAL), Rainbow Response Coalition, and DC Trans Coalition (DCTC) are conducting the SLU training.

HUMAN RIGHTS

7. Will you require that anyone you appoint as Director of the Office of Human Rights have professional training and experience in civil rights law enforcement?

Yes. Anyone I appoint as Director of the Office of Human Rights (OHR) should have professional experience in civil rights law enforcement, as Monica Palacio, the Acting Director and my appointee to the Director of OHR, does. Monica holds a J.D. from the Georgetown University Law Center and a B.A. from Fordham University. She worked with local groups, such as Ayuda, the Washington Lawyers Committee for Civil Rights, and the Latina American Youth Center, and sought solutions to youth and family violence and a wide range of public safety issues facing immigrants and their families. As a



volunteer attorney with the Washington Lawyers Committee for Civil Rights, she served as part of a team of independent local advocates and activists who investigated and exposed civil rights violations involving police harassment and discrimination in education and employment.

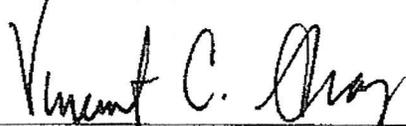
Additionally, she served for four years as a Human Rights Commissioner, where she examined charges of discrimination, reviewed all exhibits and motions or briefs filed in a case, whether or not a complainant had met their legal standard of proof and issued a decision whether or not discrimination had occurred. As the Director of the Language Access Program, she applied her legal training, reviewed complex charges filed by complainants alleging the denial of language access services, and worked with the General Counsel to provide legal analysis in each case.

8. Will you renew, enforce and update as necessary the Mayoral Order mandating explicit inclusion of every class protected under the D.C. Human Rights Act in all D.C. government agency nondiscrimination statements?

Yes, I will continue to renew and enforce the Mayoral Order mandating explicit inclusion of every class or trait protected under the D.C. Human Rights Act in all D.C. government agency nondiscrimination statements. The Order requires agencies to include all 19 protected classes or traits when writing out their non-discrimination statements on materials. For example, an agency cannot say, "We won't hire or discriminate based on race, sex, and religion" only and leave out the other categories, such as sexual orientation, gender identity or expression, national origin, etc. D.C. has one of the most progressive human rights acts in the country, but it is only as effective in practice if the citizenry knows about it. Therefore, it is essential that the government agencies' nondiscrimination statements are comprehensive, so that diverse pools of candidates apply for positions and that the public is aware that the agencies cannot discriminate against them on in providing government services.

9. Given the limited results from trans-inclusive Project Empowerment training, will you establish a project at the Department of Employment Services to increase government hiring from under-represented populations, and will you hire trans persons in your own office?

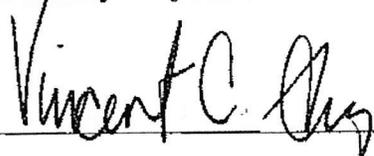
While the trans-specific cohorts of Project Empowerment were groundbreaking, I recognize that it had limited results. According to the July 2013 DC Trans Coalition's (DCTC) Need Assessment, the District's transgender community has an unemployment rate of nearly 50%. This rate is more than double the 19.4% unemployment rate for African Americans and more than five times the 8.5% unemployment rate for the District in May 2013. Moreover, 59% of all transgender individuals in the District earned less than \$15,000 a year, according to the needs assessment. This figure is \$3,000 less than the District's minimum wage. This highlights that the transgender community is subject to severe underemployment. In addition, the DCTC Needs Assessment found that only 20% of transgender individuals in the District do not have a high school diploma. The levels of



education of those surveyed varied from no high school diploma to post-graduate degrees. This underscores that the astronomical unemployment rate cannot be explained by a lack of education.

Therefore, I am in discussions to establish another project at the Department of Employment Services (DOES) to increase government hiring of transgender individuals. One program that is under consideration was created by a DC government employee who is a member of the transgender community and it is based on San Francisco's Transgender Economic Empowerment Initiative (TEEI). This new program would serve 120 transgender individuals annually and facilitate the transition of 78 clients into the workforce annually, similar to TEEI's 150 transgender individuals served annually. The program would be implemented in three phases. Phase I would take approximately 60 days and would include outreach to the transgender community and organizations serving the transgender community, government and nonprofit service organizations, and employers. Outreach to government and nonprofit organizations would occur during the first thirty days and entail the following: education about the program; discussions of staffing needs; and finalizing memoranda of understanding (MOUs). Outreach to the business community would occur during days 30 – 60 and would entail the following: relationship building; educating businesses about the transgender community and the D.C. Human Rights Act; and assessing staffing needs. Phase II would include Beta Testing for the full program. In this phase, approximately ten intakes would be completed weekly, during which experience, education, and job readiness would be evaluated. Program clients will be linked to educational resources, job readiness resources and near-term employment opportunities. In week three of Phase II, job development efforts for specific clients would begin. During Phase III, there would be intakes, job referrals, and job development. Two job fairs will be held annually focusing on the employment needs for the LGBTQ community. If this program is adopted, it would continue until the unemployment rates of the District's transgender community have fallen sharply. In addition to the transgender community, this program is adaptable to other under-represented groups, such as the African immigrant population, which has unemployment rates around 40%. A decision will be made about the adoption and funding of this program in the next couple of months.

Of course, job-training programs will only be effective in so far as employers are willing to hire transgender individuals. I believe in putting into practice myself what I encourage others to do. Last year, I hired a transgender woman of color as a Staff Assistant in my Office of Community Affairs. Transgender women of color are especially impacted by job discrimination directed at the transgender community. What is important to note is that I did not hire her because she was transgender – I hired her because she was the most qualified candidate for the position. I realize though the importance of hiring transgender women and men in leadership positions, not only entry-level positions – that's what full inclusion is all about. While I cannot legally earmark positions for the transgender community, I remain open to hiring qualified transgender candidates in leadership positions and encourage my staff to do the same. And it is working. During the last week of January 2014, OHR hired a Fellow that is transgender. Last year, a transgender cadet entered the police academy. My Office of GLBT Affairs was very helpful in advising MPD



about best practices and reasonable accommodations for those two cadets. In fact, the LGBT cultural competency training that GLBT Affairs has been conducting was undertaken in part to make the work environment more welcoming to LGBT individuals and by extension to encourage the hiring of qualified LGBT individuals.

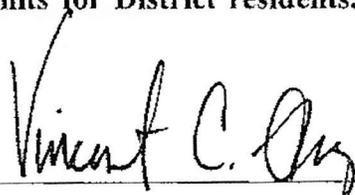
It is important to underscore that the District government is only part of the solution to reducing unemployment rates among transgender residents. The private sector must also play a role. Aside from the jobs program that is under consideration in DOES, my Office of GLBT Affairs has been in discussions with Darren Phelps, the Executive Director of Pride at Work. Pride at Work is a constituency group of the AFL-CIO, which builds ties between the LGBT community and organized labor. Pride at Work identifies trade unions that are seeking to diversify their workforce by outreaching to the LGBT community and other communities. Many trade unions have apprenticeship programs specific to the LGBT community and other communities. While in the apprenticeship programs, individuals are paid a stipend and are guaranteed job placement after successful completion of the apprenticeship. These jobs generally pay quite well, as those completing the programs become Master Electricians, Master Carpenters, or another such title.

YOUTH AND SENIORS

10. Will you act to ensure improved services and treatment for LGBT homeless youth and seniors, including expanding transitional housing and emergency shelter space?

I will act to improve services and treatment for LGBT homeless youth and seniors. Aside from my intention to sign the LGBT Youth Homelessness Act, which had its final reading this week, there are things that must be done to increase transitional housing and emergency shelter space for both LGBT homeless youth and seniors. My Office of GLBT Affairs has trained the staffs at several homeless shelters and senior living facilities in the city in order to make them safer, more welcoming institutions for LGBT youth and seniors. In addition, GLBT Affairs has provided technical assistance to individuals who plan to provide housing for LGBT seniors. For example, Dr. Imani Woody has met with the staff for guidance on what steps she must take before applying for a City Fund grant to support her proposed LGBT senior home, Mary's House. Moreover, the Office of GLBT Affairs has worked with the Age-Friendly DC Initiative to ensure the needs of LGBT seniors are captured, as part of that initiative. GLBT Affairs has also worked to inform community groups of Department of Human Services (DHS) funding opportunities undertaken to expand transitional housing. Director Washington of GLBT Affairs and Director Berns of DHS are collaborating on a joint memo to homeless shelter and transitional housing providers, reminding them that it is illegal to discriminate against the LGBT community. In particular, the memo will clarify for city shelters that transgender women should be welcome in women's shelters and transgender men should be welcome in men's shelters.

I remain committed to expanding the supply of affordable housing as well. This year, I made an unprecedented, historic \$187 million investment to create or preserve 10,000 affordable housing units for District residents. The investment increased funding to the



Housing Protection Trust Fund, Permanent Supportive Housing and Local Rent Supplement Program.

CONSUMERS AND BUSINESSES

11. Will you support strengthening Alcoholic Beverage Control (ABC) reforms by eliminating license protests filed by citizens associations and ad hoc groups, requiring stakeholders to participate in the community process provided by the Advisory Neighborhood Commission?

I support the strengthening of ABC reforms by requiring stakeholders to participate in the community process provided by the Advisory Neighborhood Commission (ANC). The District has a robust ANC process through which Settlement Agreements with ABC applicants and licensees are made. Frivolous licensing protests filed with the Alcoholic Beverage Regulation Administration (ABRA) stand in the way of businesses operating free of special operating protocols. Protests by ad hoc groups of five or more people should not interfere with the issuance of ABC licenses to businesses.

12. Do you pledge to find a suitably located space for The DC Center when the Reeves Center closes?

From the moment the land-swap deal for the soccer stadium began to develop, one of my main concerns was for the DC Center. Early on in that process, I decided that my administration would do anything in its power to ensure the DC Center found an acceptable and appropriate home in both the near-term and long-term. When the DC Center's funding began to dry up due to the announcement of the land-swap deal, jeopardizing its move into the Reeves Center, I authorized my Department of General Services (DGS) to assist the Center with the build out, using over \$70,000 in funds from the DGS budget.

Given that the Reeves Center will be replaced by another structure in 2-3 years, I have instructed DGS to begin looking for another location along the U St. corridor that is at least as large and nice a space as the DC Center has now. In fact, DGS has already identified one possible site right at the U St. Cardozo Metro Station. If that proposed site does not work, DGS will continue looking until a satisfactory location is found.

Your record is part of your rating. Please list any actions that you have taken that may help illustrate your record on behalf of gay, lesbian, bisexual, and transgender people.

In order to fully illustrate my record on behalf of gay, lesbian, bisexual, and transgender people, I must go back to Dunbar High School. I had a friend and classmate there who was a brilliant guy and became the valedictorian of my class. Like me, he was accepted to and enrolled in The George Washington University right after graduating from Dunbar. However, in his freshman year, he was severely harassed by his classmates at GW. You see, this friend and classmate of mine is gay and decided to come out at college. The taunts

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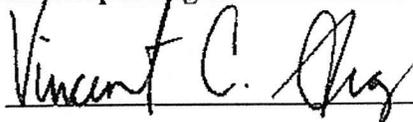
to which he was subjected really impacted him negatively and resulted in him dropping out of school. Can you imagine that? A guy that brilliant being subjected to harassment bad enough that he dropped out. It was a few years after that this friend came out as transgender. I think about her sometimes and wonder what a loss it is to society that she had all these roadblocks put in her way and, as a result, did not reach her full education potential.

Years later, when I became Executive Director of Covenant House, I saw first-hand how LGBT youth are subjected to pressures from society and sometimes their own families that increase their likelihood of homelessness and depression. At Covenant House, we worked vigorously to meet the unique challenges of LGBT youth, especially LGBT youth of color who were often marginalized on the basis of their racial identity and their sexual orientation, gender identity, or gender expression.

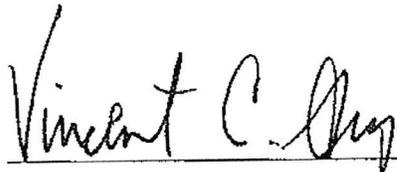
The experience of seeing what happened with my classmate and of seeing the challenges that the LGBTQ clients at Covenant House faced on a daily basis motivated me to advocate for the LGBT community. In fact, I told myself that if I were ever in a position to do something, I would do everything possible to help this community.

That is why I never hesitated for a second to support marriage equality when I was Council Chair. It is the reason that once I became Mayor, I have worked assiduously on LGBT equality issues. Here is a list of some of my accomplishments as Mayor with regard to the LGBT community:

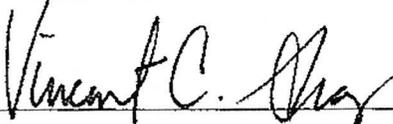
- I reconvened the Mayor's GLBT Advisory Committee, after it had been dormant for several years. This committee, which is currently comprised of 19 community leaders appointed by me, advises the Mayor's Office of GLBT Affairs.
- I launched the DC Government LGBTQ Youth Taskforce, which advises and coordinates all District government-wide LGBTQ youth programs. The Mayor's Office of GLBT Affairs facilitates this task force.
- With a mandate from me, the Dept. of Employment Services (DOES) and Office of GLBT Affairs launched the District government's first-ever transgender employment initiative under DOES' Project Empowerment Program. The transgender-specific cohorts of Project Empowerment were designed to increase training and employment opportunities for transgender residents of the District.
- My Office of Human Rights (OHR) launched the ground-breaking "Transgender and Gender Identity Respect Campaign" in 2012. The campaign, a first-of-its-kind in the nation, was designed to: increase understanding of transgender and gender nonconforming people; curtail incidents of discrimination and violence directed at this population; and increase reporting of discrimination to OHR.



- I mandated my Office of GLBT Affairs to facilitate and support LGBT cultural competency trainings for all District government agencies under my authority. In FY12, the focus was on managers within those agencies and 99% of them were trained in person or through an online module. In FY13, the training was rolled out to non-managers in agencies under my authority. As a result, 49% of the non-management employees (10,036) were trained in FY13. The training will continue until all District employees under the Mayor's authority are trained on best practices for interacting with the District's large LGBTQ population. In addition, my Office of GLBT Affairs trained several federal government agencies, homeless shelters, and senior living facilities that interact on a regular basis with LGBTQ District residents and visitors, including: the Court Services and Offender Supervision Agency (CSOSA); the John L. Young Women's Shelter; and Stoddard Baptist Nursing Home.
- I created a Bullying Prevention Task Force, which created a Model Bullying Prevention Policy for the entire city. All youth-serving organizations in the District must create a plan for addressing bullying, which disproportionately impacts LGBTQ youth.
- My Office of GLBT Affairs launched the District government's first-ever LGBT Employee Resource Group to connect members of the LGBT community who work in the city government. This resource group works to ensure that these employees are represented and included in all levels of the District government.
- In February 2013, I authorized his Office of GLBT Affairs to enter into a partnership with the US Attorney's Office of the District of Columbia to solicit community impact statements from the LGBTQ community in cases where there is a hate bias enhancement on the basis of the victim's actual or perceived sexual orientation, gender identity, or gender expression. In addition, community impact statements are solicited in cases where the enhancement has not been added, if the victims are LGBTQ and give the office permission to solicit statements. These statements are given to the judge prior to sentencing and may influence the length and severity of sentences for defendants who have already been found guilty of a crime.
- In keeping with my commitment to fairness, the Mayor's Department of Insurance, Securities, and Banking (DISB) and Office of GLBT Affairs released a bulletin on March 2013 that prohibits discrimination in health insurance on the basis of gender identity or expression. Prior to the bulletin's release, insurance companies in the District routinely denied insurance to transgender residents or denied coverage of routine services procedures for transgender residents.



- I convened a LGBT Leadership Forum in September 2013 to inform community stakeholders about the launch and benefits of the District's healthcare exchange under the Affordable Care Act.
- In May 2013, I held the District's first-ever Youth LGBTQ Town Hall, to learn the concerns of LGBTQ youth first-hand.
- My Office of GLBT Affairs convenes monthly meetings of the Violence Prevention and Response Team (VPART), which is comprised of members of the Metropolitan Police Dept.'s Gay and Lesbian Liaison Unit and community activists. The VPART convenes to listen and review all crimes involving GLBT residents and passes along recommendations to the Office and MPD.
- My Department of Corrections (DOC) convenes a Transgender Advisory Committee, which meets on a quarterly basis to ensure that transgender inmates are treated with dignity and respect. In 2013, DOC's Transgender Advisory Committee updated DOC's "Gender Classification and Housing Policy" and issued "Procedures for Transgender Shaving Services."
- With funding secured by my Office of the State Superintendent for Education from the Centers for Disease Control, the city is participating in the Gay, Lesbian and Straight Education Network (GLSEN) Safe Schools Initiative, which instructs charter and public school employees on best practices to address incidents of bullying in their schools. Moreover, it teaches school employees how to develop and implement an LGBT-inclusive curriculum, which has been shown to reduce incidents of bullying directed at LGBTQ students. Since the initiative's implementation in 2012, there have been 102 DC Public School and DC Public Charter School employees, who have completed the GLSEN 1 ½-day training.
- In keeping with my commitment to make DC an age-friendly city for all residents, I have instructed my staff to gather input from LGBTQ older adults on their needs and ideas to make the District more inviting for its senior residents.
- Pursuant to my dedication to equality, the District joined amicus briefs in two cases – *Hollingsworth v. Perry* and *Windsor v. United States* – urging the Supreme Court to strike down laws that banned same-sex marriages and that barred same-sex couples that were legally married from receiving federal benefits.
- I signed into law the "JaParker Deoni Jones Birth Certificate Equality Act of 2013," which allows individuals undergoing gender transition to have their original birth certificate sealed and receive a new birth certificate, which



accurately reflects their gender identity and name. My Office of Policy and Legislative Affairs and Office of GLBT Affairs provided guidance to the Council on this legislation.

- I signed into law the “Marriage Officiant Amendment Act of 2013.” This law simplifies the process for authorizing a civil celebrant, a temporary officiant, the Mayor, Council members, and the marrying couples themselves to solemnize a marriage. This removes a barrier for many same-sex and opposite-sex couples, who may not want a member of the faith community or the judiciary to solemnize their wedding. In November 2013, I utilized this simplified process and became the first Mayor in the District’s history to perform a same-sex wedding.

