

The Denver Gay, Lesbian, Bisexual, Transgender & Queer Commission (LGBTQ) Commission partners with the community to advance social, economic, and political equality for lesbian, bisexual, transgender, and queer people using our unique position within the City and County of Denver. Our purpose is to advise the Human Rights and Community Partnership's Executive Director and the Mayor on the critical issues and opportunities facing the LGBTQ community by recommending legislation, policies, programs, procedures, or administrative actions that advance LGBTQ rights, as well as to support efforts to organize, educate, and mobilize the LGBTQ community through coalition building and coordination with allied individuals, groups, and organizations.

The Commission forms its annual goals based on extensive feedback from LGBTQ community members and stakeholders (such as through its April 2014 community listening session) and Denver's score on Human Rights Campaign's Municipal Equality Index. In 2016, the Commission accomplished the following through three subcommittees:

- **Public Policy:**
 - Worked with Denver City Council and community organizations to require that all Denver single-occupancy bathrooms be gender neutral
 - Made state level policy recommendations on issues such as conversion therapy bans, birth certificate modernization, and discriminatory religious freedom bills
 - Worked with the Denver Anti-Discrimination Office to update the Denver Anti-Discrimination Ordinance to reflect correct terminology, remove exemptions to gender identity protections, and narrow religious exemptions to match state law (still in progress)
- **First Responders:**
 - Made a formal recommendation for an LGBTQ liaison for the Denver Police Department
 - Held its Fourth Annual LGBTQ Stakeholder breakfast to connect leadership in Denver's first responders to the community
- **Health and Human Services:**
 - Worked with numerous organizations and stakeholders to help identify resources to address the unmet needs of Denver's LGBTQ homeless population, particularly families, youth, and seniors.
 - Focused on increasing beds for vulnerable populations, mandating training for shelters receiving city funds on laws, policies, and best practices, and leveraging the role of the City and Denver's Road Home to ensure shelters are providing equitable services to the LGBTQ homeless.
 - Worked toward obtaining better data through a point-in-time survey.

In 2017, we will continue our work in the areas of Public Policy, Safety, and Services and will focus specifically on the following:

- Recommend more explicit work by the City & County of Denver Human Resources Department on LGBTQ employee recruitment, retention, training, and support
- Partner with the new HOPE Office on housing and homelessness issues
- Work with Denver Health to ensure culturally competent LGBTQ-inclusive services
- Expand Liaison position to all First Responder Departments (Sheriff, Fire, EMT)
- Continue to recommend policies that advance LGBTQ equality and progress