

**LGBT Programs, Policies and Outreach**

The City of Tempe has a long history of support for the LGBT community. The following are key dates and events exemplifying Tempe’s commitment to inclusiveness.

* **Provide Domestic Partner Benefits – 1999**
	+ Includes Health, Dental and Vision insurance.
* **Includes sexual orientation, gender identity and familial status as protected classes under City of Tempe workforce**.
	+ Currently in Arizona employers may discriminate against the LGBT community without repercussions. The City of Tempe protects LGBT employees against workplace discrimination by expanding the federal law (Title VII) to include sexual orientation, gender identity and familial status.
* **Bereavement leave (5 days)**
* **FMLA**
	+ Domestic partner coverage is not required under FMLA. An employer, in this case the city, can extend coverage to those not identified under the Act, which the City of Tempe has opted to do.
* **LGBT protection extends to Procurement Contracts**
	+ *The City is an equal opportunity, affirmative action employer.  Offeror hereby covenants that it shall not discriminate unlawfully against any employee or applicant for employment, nor shall it deny the benefits of this Contract, to any person on the basis of race, religion, color, national origin, ancestry, physical or mental disability, age, veteran status, marital status, sex, gender,* ***sexual orientation or gender identification.****Offeror agrees and covenants that it will comply in all respects with the applicable provisions of Executive Order 11246, Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Vietnam Era Veterans’ Readjustment Assistance Act, the Rehabilitation Act, Arizona Executive Order No. 99-4, and all other applicable state and federal statutes governing equal opportunity.*
* **LGBT included in Supplier Diversity as a HUB (historically underutilized business)**
	+ The City of Tempe has made it a key business goal to ensure that historically under-utilized businesses are given every opportunity to participate in and benefit from the City's procurement program. The City has elected to define this business group as "historically under-utilized businesses" or HUB suppliers. This group of firms is made up of small businesses, women owned, and minority owned companies, partnerships, and sole proprietorships. The Diversity and Procurement Offices are in the process of examining the expansion of that definition to include LGBT.
	+ It is important to note that most agencies do not acknowledge LGBT companies, but the City of Tempe is considering expanding their definition to include this group.
* **Affinity Group – Gay/Straight Alliance – created in 2006**
	+ Mission : “*To create a more equitable and safe work environment for all employees through increased awareness and education about sexual orientation and gender identity.”*
* **Provide LGBT Diversity Training – created in 2010**
	+ Included as part of the city’s Inclusion Training, the LGBT Diversity Training covers topics such as definitions, statistics, EEOC laws, City of Tempe employment protection, and the business case for LGBT inclusion.
* **Transgender Workforce Education -- 2010**
	+ A half-day workshop was presented for city supervisors, featuring Donna Rose, a national expert on transgender issues. This workshop helped supervisors in understanding the needs of transitioning employees and proactively identifying possible impacts to the work areas.
	+ The Diversity Office and City Attorney’s office created **Transgender Guidelines** **for the Workplace**, which is a tool for supervisors with transitioning employees.
* Included LGBT as a topic for community education program (*Who’s Your* *Neighbor?* Brown bag luncheon)
* **Recruitment Outreach -- 2008**
	+ The Diversity Office and the Diversity Steering Committee created a *Citywide Recruitment and Outreach Committee*, which established best practices for recruitment and retention of under-represented groups. Through this committee, outreach was done to various LGBT publications, employment fairs and regional networks (i.e. The Greater Phoenix Gay and Lesbian Chamber of Commerce, GPGLCC). A strategic plan with recommendations was created and presented to the City Manager and Human Resources Manager for adoption.