

City of Tallahassee
LGBTQ Initiatives & Programs

The Mayor and City Commission have had a long history of being supportive of the LGBTQ+ community in Tallahassee going back to 2009, despite state limitations, when the City was the first municipal government in North Florida to offer domestic partner benefits. The following provides some examples of how the City has shown its support of the LGBTQ+ community.

The Mayor and City Commission have been supportive of state legislation to expand discrimination protections to the LGBTQ community in Florida and have been consistent leaders at the local level. In 2009 the City expanded anti-discrimination policies to include sexual orientation and gender identity. The City's mandatory discrimination and harassment training for all employees includes coverage of the organization's protection of LGBT employees in its discrimination policies. That same year, the City enacted domestic partner benefits and began providing access to healthcare and other city benefits to registered domestic partners.

In addition to policy and legislative leadership, the City supports LGBTQ+ events and organizations. Since 2016, the City of Tallahassee has been an official sponsor of the annual Equality Florida Tallahassee Gala. Equality Florida is the largest civil rights organization dedicated to securing full equality for Florida's lesbian, gay, bisexual, transgender and queer (LGBTQ) community. The City has been an official co-sponsor of the Tallahassee Pride Festival since 2016 and the Mayor has presented Proclamations in recognition of the festival every year since.

To ensure that the City remains responsive to the needs of the LGBT community in Tallahassee, Mayor Dailey created the Mayor's LGBTQ+ Advisory Council in 2020 to advise him and the City Commission on LGBTQ+ issues in the city.



LGBTQ+ Advisory Council

In February 2020, Mayor Dailey [established](#) the Mayor's LGBTQ+ Advisory Council, one of the first of its kind in the state. This Council advises the Mayor and City Commission on LGBTQ+ issues in the city.

Conversion Therapy Ban

On April 8, 2020 the City Commission unanimously approved a ban on conversion therapy.

Below are additional highlights of the City's policies and action taken to support our LGBTQ+ employees and citizens:

HRC Municipal Equality Index

Over the years, the city has consistently rated high on the HRC Municipal Equality Index, receiving perfect scores a number of times, including most recently in 2020. Tallahassee’s most recent MEI Scorecard is included below. Additionally, Tallahassee was highlighted in the 2020 MEI publication as one of four Success Stories for our commitment to the LGBTQ+ community and our ability to score well on the scorecard despite being in a state that lacks adequate LGBTQ+ protections.

SCORES
Full scorecards for each city at hrc.org/mei

STATE	CITY	I. Non-Discrimination Laws	II. Municipality as Employer	B. Municipal Services	IV. Law Enforcement	V. Leadership on LGBTQ+ Equity	STANDARD POINTS	PLUS POINTS	TOTAL SCORE
CONNECTICUT	Waterbury	●	●	●	●	○	63	4	67
DELAWARE	Bethany Beach	●	○	○	○	○	35	2	37
	Dover	●	○	○	○	○	52	2	54
	Middletown	●	○	○	○	○	28	2	30
	Milford	●	○	○	○	○	47	2	49
	Newark	●	○	○	○	○	54	2	56
	Rehoboth Beach	●	○	○	○	○	54	4	58
	Smyrna	●	○	○	○	○	40	3	43
	Wilmington	●	○	○	○	○	63	5	68
FLORIDA	Cape Coral	○	○	○	○	○	48	1	49
	Coral Gables	●	○	○	○	○	90	1	91
	Daytona Beach	●	○	○	○	○	30	0	30
	Fort Lauderdale	●	○	○	○	○	100	10	110
	Gainesville	●	○	○	○	○	68	7	75
	Hialeah	●	○	○	○	○	40	0	40
	Hollywood	●	○	○	○	○	80	3	83
	Jacksonville	●	○	○	○	○	81	0	81
	Miami	●	○	○	○	○	70	6	76
	Miami Shores	●	○	○	○	○	81	1	82
	Oakland Park	●	○	○	○	○	90	9	99
	Orlando	●	○	○	○	○	98	17	115
	Pembroke Pines	●	○	○	○	○	70	3	73
	Port Saint Lucie	○	○	○	○	○	63	0	63
	St. Petersburg	●	○	○	○	○	97	14	111
Tallahassee	●	○	○	○	○	92	14	106	
Tampa	●	○	○	○	○	98	16	114	
Wilton Manors	●	○	○	○	○	96	18	114	

City Contractor Non-Discrimination Ordinance

As a general practice, the City includes the following nondiscrimination language in all City contracts. This language mandates that City contractors shall not discriminate against any Federal, State or Local protected class, which includes sexual orientation and gender identity as protected classes. The City strives to foster an environment, not only within the City government structure, but also within the City contractors’ structure, that prohibits discrimination against all Federal, State and Local protected classes.

The Contractor shall not discriminate, directly or indirectly, against any employee or applicant for employment on the basis of race, color, creed, religion, sex, age, handicap, disability, sexual orientation, gender identification, ancestry, national origin, marital status, familial status, or any other protected class pursuant to Federal, State or Local law. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment, advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor shall post in conspicuous places, available to employees and applicants for employment, notices as provided by the City setting forth the provisions of this nondiscrimination clause. The Contractor shall incorporate this provision in all subcontracts for services provided under this Agreement.

Inclusive Health Benefits

The City’s health care plan is compliant with Section 1557 of the Affordable Care Act which prohibits discrimination on the basis of gender identity. As such, gender reassignment surgery and services related to gender dysphoria or gender transition are covered if deemed medically necessary and all clinical criteria is met.

The City's Youth Bullying Prevention Policy

Both the City's Anti-Harassment & Discrimination Policy and the Working Conditions Policy apply to all employees, officials, volunteers, vendors, independent contractors, and recipients of and participants in City services, including youth. Both policies are clear about prohibiting harassment and bullying. Additionally, the City's Parks and Recreation Department apply these policies as part of their operating procedures. The Department's webpage reinforces the city's anti-harassment and anti-bullying policy with the following language:

The Parks, Recreation & Neighborhood Affairs Department is committed to making programs and community recreation settings safe for patrons, participants, employees and volunteers, free from physical and emotional harm. That includes bullying or harassment based on race, color, national origin, religion, sex, sexual orientation, or gender identity which will not be tolerated.

City Provides Funding for Programs Providing Services to LGBTQ Homeless

The City provides over \$2.5 million annually to assist non-profit organizations in the provision of services to targeted populations. Included in this annual allocation is funding for Capital City Youth Services (CCYS), a facility for homeless youth. The center manages the Going Places Street Outreach Program which focuses on LGBTQ youth.

The City is also major funder of the Big Bend Homeless Coalition that runs the LGBTQ-inclusive Hope Community Center. The center provides emergency shelter/temporary housing, case management, and support services for families and women moving out of homelessness and into stable housing.