

RESOLUTION NO. M-2160

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF OLYMPIA, WASHINGTON  
RECOGNIZING INJUSTICE AND HARM AGAINST BIPOC (BLACK, INDIGENOUS, PEOPLE OF  
COLOR) TRANSGENDER AND NON-BINARY PEOPLE AND ADOPTION OF POLICIES AND  
ACTIONS TO PROTECT TRANSGENDER AND NON-BINARY COMMUNITIES**

**WHEREAS**, a reported sixty-six (66) Black Transgender Women have been murdered in the United States between January 2018 and the present day, of which ten (10) deaths have transpired between June 2020 and August 2020; and

**WHEREAS**, Black Transgender Women experience direct and systemic harm at a dangerous and alarming rate, including but not limited to physical and emotional violence, discrimination in healthcare, mental healthcare, employment, housing, and public programs providing basic needs for survival; and

**WHEREAS**, Washington's Law Against Discrimination, Chapter 49.60 RCW, explicitly prohibits discrimination based on "gender expression or identity," and that this protection includes (but is not limited to) employment, housing, health insurance, and places of public accommodation; and

**WHEREAS**, a November 2019 local study with BIPOC (Black, Indigenous, and People of Color) Transgender Women and Non-Binary People in Thurston County found that 89% of its participants experienced housing insecurity, 78% experienced violence and unemployment, 75% experienced employment discrimination, and 55% experienced inadequate medical care and food insecurity; and

**WHEREAS**, a March 2020 local study with Transgender Women and Non-Binary People in Thurston County found that 63% of participants made under \$2,000 a month, 75% of participants were unemployed between 2018 and 2020, and only 38% of participants had adequate health care; and

**WHEREAS**, the harms of discrimination have a significant impact on BIPOC Transgender and Non-Binary People; and reforms will often fail to include these harms unless they are specifically focused on; and

**WHEREAS**, the City of Olympia recognizes that it is illegal discrimination to not allow an employee to use their chosen name and pronouns, and that when a co-worker or supervisor is repeatedly and/or intentionally using the wrong name or pronouns, it may also be considered sexual harassment; and

**WHEREAS**, the City of Olympia recognizes that when a social service agency fails to intervene when a client faces transphobic harassment from other clients or staff, that it is a form of illegal discrimination;

**NOW, THEREFORE, THE OLYMPIA CITY COUNCIL DOES HEREBY RESOLVE** as follows:

1. The City of Olympia recognizes that Black Transgender and Non-Binary Lives Matter.
2. The City of Olympia commits to making its community a safer, stronger, and thriving space for BIPOC (Black, Indigenous, and People of Color) Transgender and Non-Binary People, and especially for Black Transgender Women.

3. The City of Olympia will ensure that City services are equitable to all by providing City staff and its contractors with access to comprehensive workplace diversity training that includes gender identity, transgender equality, implicit bias, and the intersectionality of race and disability.
4. The City of Olympia will work together with local Transgender rights leaders and organizations on data collection and best practices to ensure that BIPOC Transgender and Non-Binary People have fair access to employment and promotion within the City by including transgender and non-binary people in anonymous demographic data collection for employment, current employees, and management, and then use that collected information to improve hiring and HR practices.
5. The City of Olympia will ensure that all social service programs funded by the City are made available to BIPOC Transgender and Non-Binary People by including them in all client demographic collection as a way to identify where transgender and non-binary people are or are not being adequately served.
6. The City of Olympia will ensure that all professional services and bidding contracted with the City will explicitly prohibit transphobic discrimination or harassment, including transgender exclusion policies or practices in health benefits.
7. The City of Olympia commits to developing plans to make all City services and contracted social services equitably available to all through the work of the Social Justice and Equity Advisory Committee/Commission. In that work, there will be an area of focus on transgender and non-binary people, with a specific focus on significantly improving safety and community services for BIPOC Transgender and Non-Binary Communities, and especially for Black Transgender Women. Black Transgender Women, in collaboration with City staff, will be included in developing any plans of action moving forward. Planning efforts will develop model policies, identify barriers, service gaps, health and wellbeing disparities, and create action steps to remove those barriers and set benchmarks to measure success. The City will adopt best practices through input from BIPOC Transgender and Non-Binary community members, who will remain involved and included in implementation as that unfolds.

**PASSED BY THE OLYMPIA CITY COUNCIL** this 15th day of September 2020.

  
MAYOR

ATTEST:

Sean Krier  
CITY CLERK

APPROVED AS TO FORM:

**Mark Barber**  
CITY ATTORNEY