



60 LGBTQ+ Organizations of Kansas City

THANK YOU to the Gay and Lesbian Archives of Mid-America (GLAMA), Mid-America LGBT Chamber of Commerce, Truman Medical Center, Kansas City Passages, Empowering Queer Activists and Leaders (EQUAL), LGBTQIA Center of Inclusion, Kansas City Anti-Violence Project, KC Care Clinic, Thrive Health Connection, PerformOUTKC, KC Public Library Youth Services, The Tenth Voice, The Transgender Institute, Missouri GSA Network, Metropolitan Community Colleges, UMKC LGBTQIA Programs/Services, KU Center for Sexuality and Gender Diversity, PFLAG of Kansas City, Kansas City Coalition for Welcoming Ministries, Center of Spiritual Living, Muslims for Progressive Values, Congregation Kol Ami, Spirit of Hope Metropolitan Community Church, GLSEN of Kansas City, Human Rights Campaign of Kansas City, Heartland Men's Chorous, International Gay & Lesbian Travel Association, Camp Magazine, The Vital VOICE, Hope Care Center, SAVE Inc, University of Missouri - Kansas City, Park University, Rockhurst University, Avila University, AIDS Service Foundation, Midwest Rainbow Research Institute, SURG KC, Black Rainbow, KC Chamber of Commerce, PROMO, BlaqOut KC, KC Diversity Coalition, Pride Haven, KC Gay Latinx, KC Bear Mafia, Latinx Thrive Health Connection, Northland Pride, KC Transformations, Brown Voice/Brown Voice, St. Luke's LGBTQ Health, Austin Strassle, KC Stonewall Sports, Jolie Justus, Ashleigh Manlove, Black Pockets LLC - Zeke's Freedom Foundation, Keith Spare, Greg Razer, UMKC LGBTQIA Faculty/Staff Association, Kansas City Public Schools, and Save Inc.

Important Terms

Important Terms

LGBTQ: Lesbian, Gay, Bisexual, Transgender, and Queer community..

Cis-Gender: A person whose sense of personal identity and gender corresponds with their birth sex

Gender Queer: a person who does not subscribe to conventional gender distinctions but identifies with neither, both, or a combination of male and female genders.

The term “**nonbinary**” can mean different things to different people. At its core, it’s used to describe someone whose gender identity isn’t exclusively male or female. If someone tells you they’re nonbinary, it’s always important to ask what being nonbinary means to them.

Queer: An umbrella identity term used by people who do not conform to norms of heterosexuality and/or the gender binary. A reclaimed slur, often used with a political connotation

**Purpose: a
forward facing,
proactive body.**

A forward facing, proactive body.

LGBTQ Commission (ordinance 200907)-Geographic representation through Council Districts plus mayoral appointments from LGBTQ+ specific areas of expertise. Precedent set with (PIAC/NTDF/BPAC). Expand representation to include BTQ+.

Focused on LGBTQ+ legislation with a forward facing/future oriented mission. Will be complementary and not repetitious of HRC. Also will be a new asset to attract/retain progressive residents/businesses to KC as an inclusive midwest city. (see what Atlanta is doing).

Purpose

Serve as an advisory body to the City Council regarding issues actually or potentially affecting persons within the LGBTQ+ community or the LGBTQ+ community as a whole.

Serve in an advisory and consultative capacity to the City Council and any identified City departments with the aim of improving the ability of the City and its vendors, contractors, and consultants to serve, support, and employ the LGBTQ+ community

Recommend to the City Council measures designed to enhance the health, safety, economic opportunity and affordability, mobility, cultural and learning opportunities, and government access and accountability for the LGBTQ+ community

Coordinate and/or participate in educational programs to promote equal treatment, opportunity, and understanding of persons within the LGBTQ+ community, and facilitate gatherings such as meetings, institutes, forums, or courses of instruction designed to lead to greater understanding and crafting of solutions for issues of concern of the LGBTQ+ community;

Work with other City Commissions to address issues of intersectionality

Create, guide support, and evaluate LGBTQ+ quality of life initiatives

The Commission shall provide an annual report to the Mayor, City Council and City Manager on its activities and recommendations on matters and City programs affecting the LGBTQ+ community in the City

LGBTQ Commission - Structure

The Kansas City Lesbian, Gay, Bisexual, Trans and Queer Commission (LGBTQC) shall be composed of up to thirteen (13) members. Of initial appointments, seven members shall be appointed for terms of four years, and the remaining six members shall be appointed for a term of two years. Thereafter all members shall be appointed for a term of four years. All members shall serve without compensation.

One person from each Council district, each to be appointed by his or her respective council representatives.

Seven representatives from the community at-large comprised of both professionally qualified members and also citizens-at-large who may bring a broader perspective of community affairs, to be appointed by the mayor.

**Human Rights
Commission and the
LGBTQ+ Commission:
Structured to
complement not to
compete**

Human Rights Commission

Charge: Kansas City Commission that hears complaints in the authorized by statute RSMo. 213.020 and 213.135 and as such has the power and authority to hear complaints of violations of RSMo.

Six Task Forces: Youth and Education, Religion, Communications and Media Relations, Law Enforcement, Business and Labor, and **Gay and Lesbian Issues**.

The issue of civil and human rights has never been so explosive or potentially divisive as it relates to issues involving gay and lesbian rights. The commission is committed to eliminating any and all barriers that restrict citizens of this community from the full pursuit of happiness as guaranteed by the Constitution. **The Human Relations Department will investigate all complaints of discrimination, in housing, employment, and public accommodations involving the gay and lesbian community.** It is the hope of the commission that many of the issues can be addressed through heightened public awareness using workshops and seminars.

Human Rights Commission

- Discrimination prevention for all minority groups regarding intersectionality of minorities and Labor, Religion, Law Enforcement, Gay & Lesbian, Communication, Youth and Education.
- Includes a Gay and Lesbian Chairperson, Kelly Kendall, as one component of this commission.
- Prevention focused, reactive to discrimination complaints through monthly hearings, conducts discrimination education and accountability measures.
- Limits involvement in creating and participating in initiatives outside of discrimination mitigation to consolidate resources on administering their focus of *prevention*.
- Does not focus on large scale events such as Pride Week, Convening 60+ LGBTQ support orgs.

LGBTQ+ Commission

- Evaluate/collect data, convene/connect, advocate intentionally, not reactively, Further identify LGBTQ+ KC footprint to better evaluate opportunities and intersectionality.
- Getting out front and leveraging new opportunities.
- Outreach with LGBTQ+ parents, allies, and educators.
- Lead initiatives to strengthen the LGBTQ+ community by working with Visit KC, ADC, EDC, GKC and LGBTQ+ Chambers.
- Inclusive and accurate representation of LGBTQ+ leadership with subject matter expertise.
- Convening, connecting, and amplifying.
- Serve as an advisory body to the City Council regarding issues actually or potentially affecting persons within the LGBTQ+ community or the LGBTQ+ community as a whole.

- Maintain adherence to laws/constitution and anti-discrimination practice, supporting gay and lesbian rights. The Human Relations Department will investigate complaints of discrimination, in housing, employment, and public accommodations involving the gay and lesbian community.
- HRC scope is not specific to Gay and Lesbian issues, it has a broad and discrimination-prevention pervue including pay equity, dress codes, hair, school bulling, ADA, racial profiling.
- Not structured to engage in large scale events-convening-connecting and larger initiatives.
- Serve in an advisory capacity to the City Council and City departments with the aim of improving the ability of the City and its vendors, contractors, and consultants to support the LGBTQ+ community.
- Recommend to the City Council measures designed to enhance the health, safety, economic opportunity and affordability, mobility, cultural and learning opportunities, and government access and accountability for the LGBTQ+ community.
- Coordinate and/or participate in educational programs to promote equal treatment, opportunity, and understanding of persons within the LGBTQ+ community, and facilitate gatherings such as meetings, institutes, forums, or courses of instruction designed to support a greater understanding and crafting of solutions for issues of concern within the LGBTQ+ community.
- Work with other City Commissions to address issues of intersectionality.
- Create, guide support, and evaluate LGBTQ+ quality of life initiatives.

Integrity of an Inclusive Process

An Inclusive Process

Achieving an Inclusive LGBTQ+ Commission will rely on the commitment to an inclusive process. In order to encourage participation and build trust among of the LGBTQ+ community we have:

- Communicated to 60 local LGBTQ+ organizations, relaying the purpose and opportunities for involvement, participation, and representation..
- Gathered recommendations for leadership from 60 local LGBTQ+ organizations for consideration for Mayoral and City Council appointments.
- Communicated with the Human Rights Commission's Gay and Lesbian Chair seeking an understanding of their structure and purpose and outlining ways to work together and support both efforts.

LGBTQ History of Kansas City

LGBTQ History of Kansas City

1966 - The Phoenix Society for Individual Freedom, Kansas City's first gay organization, was created.

1968 - The Phoenix House, Kansas City's first gay and lesbian community center, opens on the southwest corner of Linwood and the Paseo (now MLK Boulevard)

1970 - One of the first feminist groups to be founded in Kansas City, the Kansas City Women's Liberation Union worked to advance feminist causes in the area

1974 - Following the victory in a lawsuit to gain official recognition, the first official gay and lesbian student organization forms on the UMKC campus.

1974 - The Gay People's Union and Gay Community Services collaborated to open Gay Community House at 3825 Virginia. It was Kansas City's second gay and lesbian community center

1975 - The first gay pride festival in Kansas City was held in June 1975. [Read more about this and other gay pride events in Kansas City.](#)

1977 - Anita Bryant's visit to Kansas City led to local protests against hate and intolerance.

1991 - First Openly Gay Candidate for KC City Council Activist Jon Barnet runs for city council in an effort to demonstrate the extent of the gay and lesbian vote in the city.

1991 - Rally held at Kansas City, Mo. City Hall to protest treatment of LGBT Community and lack of effort to combat AIDS

1993 - The Kansas City Council passes an ordinance that prohibits discrimination in housing, employment, and public accommodations based on sexual orientation.

1994 - The Kansas City Council passed the Civil Rights Ordinance creating in its current form the Human Rights Commission. The Commission consists of seven members appointed by the Mayor.

2013 - The US Supreme Court overturns the Defense of Marriage Act, which had defined marriage as between a man and a woman.

2018 - Kansas elects first lesbian women for United States House of Representatives

2018 - UMKC's student body elects first openly gay multicultural student president, Justice T. Horn Jr.

2019 - The Kansas City Council passes an ordinance banning conversion therapy against minors.

2019 - US Congresswoman Sharice Davids leads the first Pride Event held in Johnson County, Kansas

The Anti-Discrimination Ordinance and the Human Rights Commission

1993 - The Kansas City Council passes an ordinance that prohibits discrimination in housing, employment, and public accommodations based on sexual orientation.

Championed by Councilman Emanuel Cleaver and Councilwoman Katheryn Shields, the non-discriminationn passed.

1994 - The Kansas City Council passed the Civil Rights Ordinance creating in its current form the Human Rights Commission. The Commission consists of seven members appointed by the Mayor.

The City of Kansas City, MO, by City Council resolution formed its first Mayor's Human Relations Commission in the 1940s. The Commission sought to end the manifest segregation in Kansas City in concert with other groups such as the National Association for the Advancement of Colored People (NAACP), Congress Of Racial Equality (CORE), etc., throughout the 1950s and 60s.

The Commission consists of seven members appointed by the Mayor. The Commission is a local commission as **authorized by statute RSMo. 213.020 and 213.135 and as such has the power and authority to hear complaints of violations of RSMo.** Chapter 213 in accordance with procedures set forth by the statute

Moving Forward: Potential Challenges

Challenges: Building an Inclusive Commission

- Insufficient data on LGBTQ+ demographics in Kansas Citizens.
- Ensuring this Commission represents our diverse LGBTQ+ community.
- Building trust with local grassroots organizations.
- Timeline for thoroughly conducting outreach, meetings, appointments, and the filling of the Commission.
- Timeline for passing By Laws and rules by the Commission.
- Coming to consensus electing leadership within the Commission.
- Creating realistic expectations around funding requests.
- Relying on other municipalities for best practice

New

Opportunities

New Opportunities for Kansas City

- A seat at the table for the LGBTQ+ Community.
- Improving equity in local non-profit and social services provided within the City.
- LGBTQ+ Rights considered within all City led initiatives.
- Economic Development opportunities per examples in Atlanta.
- Working towards getting a Human Rights Campaign Municipal Index of 100 and gaining the title of the “LGBTQ+ Capital of the Midwest.”
- The opportunity to identify and support intersectionality at the City level.
- Collaborative benefits from connecting the resources and activities of over 60 LGBTQ+ organizations and stakeholder groups.

New Opportunities

- Raise awareness of the LGBTQ+ Community.
- Improve the safety of the LGBTQ+ community, especially the Transgender community within it.
- Collaborate with other commissions, organizations, and community groups to make sure all LGBTQ+ Kansas Citians feel heard.
- Uplift the resources to the community like comprehensive education on HIV/Aids resources.
- Provide additional opportunities to the community.
- Potential to create subcommittees to tackle issues that need collaboration on.
- Opportunity to inspire, provide, and give financial support with scholarship fundraisers to LGBTQ+ youth.

**City of Atlanta's
LGBTQ 
Commission**



LGBTQ HEALTH



Keisha Bottoms



ATL LGBTQ

[Home](#)

[Resources](#)

- [COVID-19](#)
- [LGBTQ Virtual Opportunity Fair](#)
- [LGBTQ Youth](#)
- [Trans Affairs](#)
- [LGBTQ Health](#)
- [LGBTQ Housing](#)
- [LGBTQ Arts, Entertainment & Culture](#)
- [LGBTQ Economic & Community Development](#)
- [Government Liaisons](#)
- [Director of LGBTQ Affairs](#)
- [APD LGBTQ Liaisons](#)
- [AFRD LGBTQ Liaisons](#)
- [Corrections LGBTQ Liaison](#)

LGBTQ Youth

[Board Meeting Agenda/Minutes](#)
[Co-Chair: Matt Keith](#)
[Co-Chair: Pamela Stewart](#)
[Lynn Barfield](#)
[Kia Barnes](#)
[Melissa Carter](#)
[Gabrielle Claiborne](#)
[Paul Conroy](#)
[Lisa Cunningham](#)
[Bill Dickinson, D. Min.](#)
[Dr. T.C. Elliott](#)
[Jason Max F](#)

[Biennial Report 2023-2024](#)



TRANS AFFAIRS



**LGBTQ ECONOMIC &
COMMUNITY
DEVELOPMENT**



LGBTQ HOUSING



LGBTQ ARTS,
ENTERTAINMENT &
CULTURE

LGBTQ Pride Exhibit

In an effort to increase the amount of LGBTQ-focused art on public display in the City of Atlanta, Mayor Keisha Lance Bottoms issued a call for artwork by LGBTQ artists or art that speaks to LGBTQ themes.

Featuring an array of visual art pieces in diverse mediums, this resulting exhibit highlights works related to the LGBTQ community, in honor of National Pride Month and the 50th Anniversary of the Uprising at the Stonewall Inn.



**ADVOCACY & LEGAL
SERVICES**



**GOVERNMENT
RESOURCES**



PARENTS, ALLIES &
EDUCATOR



What Atlanta, GA has accomplished

- The 34-member body makes recommendations to the Mayor that help shape the City's policies and engagements with Atlanta's LGBTQ communities.
- Since 2013 Atlanta has had a perfect 100% score on the Human Rights Campaign's Municipal Equality Index.
- In a poll to the LGBTQ community of Atlanta, 87% of respondents felt "welcomed and advocated for by the city."
- Mayor Keisha Lance Bottoms appointed the City's first full-time LGBTQ Affairs Coordinator in early 2018.
- The LGBTQ Commission works in coordination with the Human Relations Commission to advance policy based on feedback given by HRC through data and reports of discrimination.
- Strengthen ties to law enforcement and public safety departments - Two Atlanta Police Department Liaisons, two Atlanta Fire Department Liaisons, and one corrections Liaison.
- An annually review of the non-discrimination ordinance every year by the Commission and a report is sent to the Council.
- Educate and provide housing to LGBTQ youth and homeless in privately funded housing facilities.
- Since the creation of the LGBTQ Commission, out-of-state investment jumped by 45% in the LGBTQ Community.

Thank you.

Questions