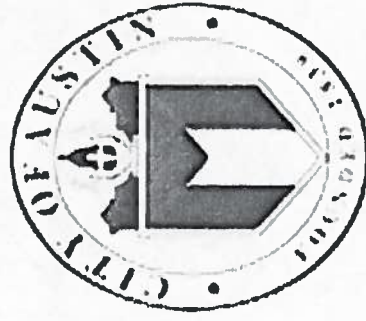


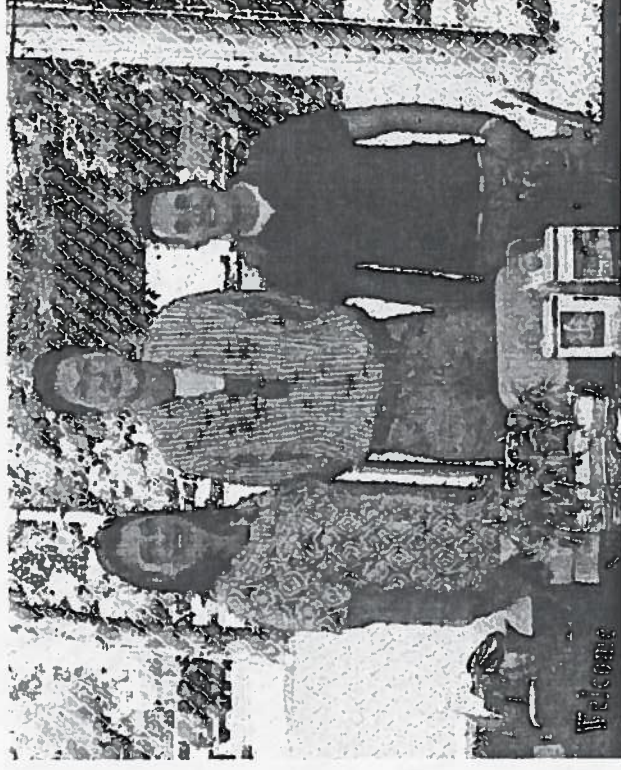


City of Austin Equal Employment/Fair Housing Office

Human Rights Commission
Presentation on LGBT Initiative
February 2013

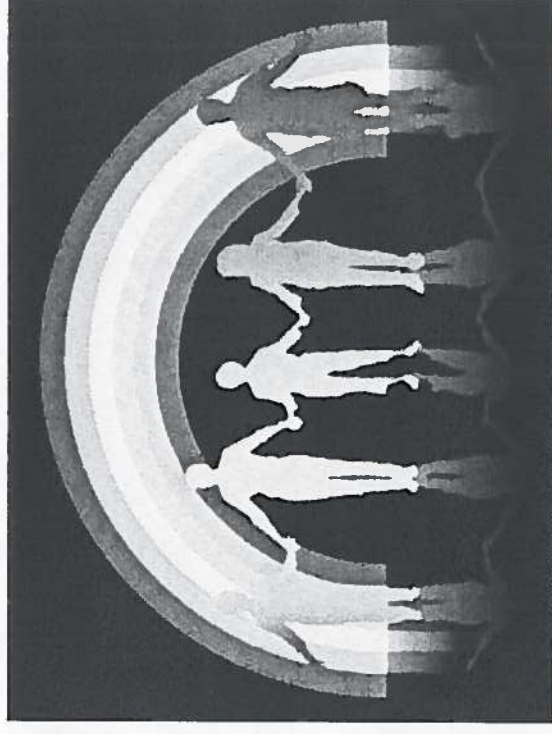
Equal Employment/Fair Housing Office

- Investigations
 - Employment
 - Housing
 - Public Accommodations
- Public Outreach
 - Promote Awareness
- Education
 - Provide training and technical information to employers, housing providers and other stakeholders



HUD LGBT Grant

- **LESBIAN**
 - **GAY**
 - **BISEXUAL**
 - **TRANSGENDER**
 - **PARTNERSHIP**
- WITH AUSTINS’
TENANT COUNCIL**



National LGBT Housing Concerns

Reference: LGBT elder housing summit: part 1 -HUD. (2012). Retrieved February 22, 2013,
from http://www.youtube.com/watch?v=twheqY_kiRg.

- Vulnerable population lacking support of family, and other community supports that do not consider LGBT a valid community.
- Denial of Housing because of perceived HIV/AIDS.
- Denial of Housing opportunity because of disability HIV/AIDS.

National LGBT HOUSING

CONCERNS (CON'T)

- Limited housing choice because of perceptions about LGBT.
- Harassment or rejection when same-sex couples seek housing.
- LGBT elder face discrimination in retirement communities as they seek to downsize housing.
- Transgender report high rates of eviction and homelessness.

LGBT Housing Instability and Discrimination

- Michigan study: disparate treatment based on sexual orientation in 32 out of 120 fair housing tests.
(www.fhcmichigan.org/images/Arcus_web1.pdf)
- Injustice at Every Turn (survey of 6,450 transgender persons): 19% refused housing because of gender identity and 19% homeless at some point because of gender identity.)
www.thetaskforce.org/downloads/reports/reports/ntds_full.pdf)

HUD Modifies its Civil Rights Threshold Requirements

NOFA Funding (Notice of Funding Availability)

- NOFA funding applicants who have received a cause determination from a substantially equivalent state or local fair housing agency concerning a systemic violation in housing pertaining to sexual orientation or gender identity, must resolve the cause determination prior to applying for funding.

HUD Issued Guidance

- Staff instructed to carefully review housing discrimination allegations by LGBT persons for Fair Housing violations or state and local jurisdiction.



2012 Fair Housing Poster Contest Winner Cassiel Thom,
Oregon Home Opportunity Advocacy Network

HUD LGBT RULE March 2012 – HUD

Assisted Programs

- Defines sexual orientation and gender identity.
- Addition of general equal access provision.
- Clarification of HUD “family” definition.
- Prohibition on inquiries in certain contexts.
- Addition of sexual orientation and gender identity to existing FHA equal access provision.

LGBT Rule Definitions

- Sexual orientation – homosexuality, heterosexuality, or bisexuality.
- Gender identity – actual or perceived gender-related characteristics.
- Family – includes persons regardless of actual or perceived sexual orientation, gender identity, or marital status.

The Rule and the Fair Housing Act

- The Fair Housing Act does not specifically include sexual orientation or gender identity as prohibited bases.
- Sexual Orientation and HIV/AIDS covered under COA ordinance.
- Fair Housing violations can include LGBT on the basis of:
 - Disability where someone is discriminated against based on HIV/AIDS status;
 - Sex where someone is discriminated against for non-conformance to gender norms

COA EE/FHO

HUD Grant – LGBT Initiative

- Memorandum of Understanding between the City of Austin Equal Employment/Fair Housing Office and Austin Tenants' Council (ATC)
- Testing, Case Investigations and On-Site Visits
- COA – EE/FHO
 - Monitoring ATC's efforts to conduct Fair Housing paired testing.
 - ATC efforts to generate a media campaign to increase awareness

COA EE/FHO LGBT Initiative

Deliverables

- COA EE/FHO is sponsoring and participating in six Fair Housing presentations based on LGBT issues.
- COA EE/FHO will create and print brochures and utilize radio station media for advertising events.
- COA EE/FHO will process complaints generated by ATC's Fair Housing Testing efforts and these cases will be filed with HUD.

COA EE/FHO LGBT INITIATIVE

- Presentations
 - University of Texas, Diversity Programs (Nov 2012)
 - Two Presentations to PFLAG (Parents Families and Friends of Lesbian and Gays) (JAN 2013)
- Outreach materials
 - Bookmark of EE/FHO Programs and Services Created and disseminated.
 - LGBT Brochure Drafted for review

COA EE/FHO ACCOMPLISHMENTS

- Outreach
 - Austin Aids Walk (Oct 2012)
 - Attended Austin Gay and Lesbian Chamber of Commerce (AGLCC) State of the Chamber Meeting (January 2013)
 - Discussion with Janet Pudnos, *Program Coordinator Austin/Travis County Health & Human Services Chronic Disease Prevention & Control* regarding the LGBTQ cultural competency of their department. (January 2013)
- BOOTHS
 - AUSTIN PRIDE (SEPTEMBER 2012)
 - Austin Energy Resource Fair (Oct 2012)
 - COA DIVERSITY SYMPOSIUM (JANUARY 2013)

COA EE/FHO LGBT INITIATIVE

PLANNING

- Celebrate April Fair Housing Month
- FAIR HOUSING COMMUNITY FORUM
COSPONSORED WITH AUSTIN TENANT'S
COUNCIL
 - Invite key stakeholders to discuss their concerns regarding Fair Housing with the Human Rights Commission.

EE/FHO Newly Hired Staff

Congratulations!

- Jonathan Babiak EE/FHO Administrator
Phone: 974-3262
- Joya Hayes Assistant HR Director
Phone: 974-3246
- Gail McCant Senior Investigator
Phone: 974-3259
- Juanita Martinez Investigator
Phone: 974-3261