



RECOMMENDATION TO COUNCIL

LGBTQ Quality of Life Advisory Commission

Recommendation Number: 20260309-008: LGBTQ Legal Navigation and Community Safety Coordination

WHEREAS, LGBTQIA+ residents in Texas increasingly face confusion and risk due to evolving state policies and administrative requirements related to identity documents, civil rights protections, and access to services; and

WHEREAS, timely access to accurate education, navigation support, and trusted referrals can prevent avoidable crises that may lead to housing instability, employment disruption, and disconnection from essential services; and

WHEREAS, community stakeholders have identified a need for practical assistance including support with name and gender marker changes, tenant and workplace rights navigation, and connections to trusted nonprofit service providers; and

WHEREAS, LGBTQIA+ residents and visitors continue to report concerns about safety, harassment, and accessibility in public spaces, particularly during major community events and peak nightlife hours; and

WHEREAS, community-based, non-enforcement safety strategies such as de-escalation training, bystander intervention, and coordinated safe-walk partnerships can reduce harm and strengthen community confidence; and

WHEREAS, the City of Austin Equity Office and Human Rights Division are positioned to coordinate civil rights education, community navigation, and harm-prevention programming across City departments and community partners; and

WHEREAS, the LGBTQIA+ Quality of Life Commission has identified coordinated legal navigation and community safety infrastructure as one of its highest priorities for the year;

NOW, THEREFORE, BE IT RESOLVED that the LGBTQIA+ Quality of Life Commission recommends that the Austin City Council direct the City Manager to establish a pilot LGBTQ Legal Navigation and Community Safety Coordination Program.

BE IT FURTHER RESOLVED that the Commission recommends the creation of one full-time employee (FTE) LGBTQ Program Administrator or Manager position to lead, coordinate, and implement this program, and that this role be housed within the City's Equity Office for cross-departmental coordination and community alignment.

BE IT FURTHER RESOLVED that this FTE would be the direct point of contact at City of Austin for the LGBTQ+ community to include responsibilities coordinating City services, supporting

community education, facilitating navigation & referral pathways, and working with nonprofit and community-based organizations that provide related services.

BE IT FURTHER RESOLVED that program activities may include:

- Know-your-rights education and informational materials
- Legal navigation and referral support, including assistance related to name and gender marker changes
- Tenant, employment, and civil rights navigation resources
- De-escalation and bystander intervention training
- Coordination of community-based safety efforts such as safe-walk partnerships during major events and peak activity periods

BE IT FURTHER RESOLVED that the Commission recommends an initial allocation of \$100,000 to support program coordination, community partnerships, training, and educational activities associated with this pilot effort.

BE IT FURTHER RESOLVED that the program be focused on education, navigation, coordination, and harm prevention, rather than direct service provision, leveraging nonprofit and community partners where appropriate.

BE IT FINALLY RESOLVED that the Commission requests an evaluation following the pilot period, including participation levels, coordination outcomes, service referrals, and community partner feedback, to inform future program development and potential expansion.

Date of Approval: March 9, 2026

Motioned By: Secretary Benson

Seconded By: Commissioner Rivas

Vote: 9-0

For: Chair Coyne, Vice Chair McLeod, Secretary Benson, Commissioners Brown, Davis, Fierro-Pérez, Knutson, Pituk, Rivas

Against: None

Abstain: None

Off the dais: None

Absent: Commissioners Bandit, Johnson, Krueger, Neal

Attest: *Ryan Sperling*

(Ryan Sperling, Staff Liaison)