

**RESOLUTION ESTABLISHING A
NONDISCRIMINATION STUDY SUBCOMMITTEE**

WHEREAS, the City of Winston-Salem has had nondiscrimination strategies in place for City employment, City-issued grants, and City-issued contract procedures. One of the first steps taken by the City occurred in 1975 with the establishment of the Human Relations Commission (HRC). HRC's original focus included studying race relations and forms of discrimination; and

WHEREAS, other North Carolina cities that have passed nondiscrimination ordinances include Durham, Greensboro, Hillsborough, and Carrboro. Raleigh elected to follow a more measured approach in light of issues regarding authority and threatened lawsuits. Raleigh updated its nondiscrimination policy ordinance, which encourages community leaders to oppose discrimination in all forms; and

WHEREAS, current endeavors demonstrate the City's efforts to prohibit discrimination, City Council members have asked staff to continue expanding nondiscrimination efforts to broaden the classes of people protected; and

WHEREAS, a Nondiscrimination Study Subcommittee of the Human Relations Commission (HRC) is an ad-hoc citizen subcommittee focused on Lesbian, Gay, Bisexual, Transgender, Queer, and/or Questioning, Intersex, and Asexual and/or Ally (LGBTQIA+) matters. The subcommittee will consist of at least two HRC members and complete the work plan within eighteen months; and

WHEREAS, the goals of the subcommittee include advising the HRC and City Council on critical issues and opportunities facing the LGBTQIA+ community; recommending policies and procedures that advance social and economic equality for the LGBTQIA+ community; hosting

public engagement opportunities such as town halls and forums; supporting efforts of this community through coalition building; and provide a report to HRC and City Council; and

NOW, THEREFORE, BE IT RESOLVED that this resolution shall become effective upon adoption by the Mayor and City Council of the City of Winston-Salem, North Carolina.