

City of Alameda LGBTQ Action Plan (Draft)

Existing City Partnerships, Programs, Services and Actions

- Alameda Recreation and Parks Dept partners with Alameda Pride for Pride in the Park and supporting QTAC (Queer Teen Alameda Center) and its activities such as monthly drop—in center and Queer Prom
- 2025 Mayor's 4th of July Parade Grand Marshall was Jeramie Andehueson, Founder of Alameda Pride, with Alameda Pride contingent at the front of the parade
- Acknowledged in the City of Alameda Sanctuary City ordinance
- The City Charter and City staff MOUs were updated to gender neutral language
- Alameda Police Dept policies are changed to gender neutral language as they are updated
- Increased inclusivity of bereavement leave for City staff with broader language to include non-traditional familial relationships.
- Conduct civil service marriages for everyone
- Alameda Free Library holds Pride month programming at all locations and carries a wide variety of non-traditional family and LGBTQ themed books
- Annual Pride month proclamation read at a City Council meeting
- Public restrooms are converted to all gender inclusive restrooms as they are renovated
- City Council adopted Legislative Agenda includes sexual orientation under the guiding principles and as a specific legislative focus area to "Support human rights, services, access to healthcare, and protection from discrimination for people who identify as LGBTQ+."
- Inclusive pride flag is flown during Pride Month at City Hall, City Hall West and the ARPD office
- June – "I am Alameda" economic development campaign lifting up LGBTQ owned businesses
- Communication on city platforms promoting LGBTQ events and activities
- Funding for Alameda Family Services youth mental health services at AUSD schools, including supporting LGBTQ+ youth
- Support ACCYF youth advocacy committee that held listening sessions with LGBTQ students at AUSD middle and high schools and hosted a community meeting, all of which supported the founding of QTAC
- Included with DEIB employee training
- APD tracks hate crimes and incidences including LGBTQ+
- APD provides ongoing procedural justice and implicit/explicit bias training and awareness for all staff

- Numerous policies regarding discrimination that includes all protected classes including LGBTQ+ and continually assesses and improves policies to ensure equitable, non-biased decision-making, hiring and promoting

Opportunities

- Add Domestic Partner registry
- Prioritize funding for gender neutral restrooms at the Library and other public facing facilities
- Celebrate International Transgender Day of Visibility in March
- Additional targeted economic development support for LGBTQ-owned businesses
- Include resources for LGBTQ individuals and families, particularly for the transgender community, on the City website
- Dashboard of progress on action plan
- Gender neutral restrooms at Veteran's Building where QTAC is held. ADA funds could support creating accessible and gender neutral restrooms
- Coordination with AUSD and LGBTQ Roundtable
- Resources on how to identify health care and gender affirming care
- How to make housing more inclusive
- Programs to support LGBTQ seniors at Mastick Senior Center
- Culturally sensitive resources and services/support
- History of the LGBTQ community broadly and locally
- Review census demographic data to identify aggregate number of Alameda residents identifying as LGBT
- Include inclusive demographics on all City surveys