

To: Honorable Mayor and Members of the City Council

From: Jennifer Ott, City Manager

Date: September 15, 2025

Supplemental Memo regarding Agenda Item 7-A, Recommendation to Review and Provide Input on the City of Alameda Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ) Action Plan.

SUPPLEMENTAL INFORMATION

This memo is being provided to supplement the staff report already published for the September 16, 2025 City Council meeting.

As described in the staff report, staff continued to solicit feedback on the LGBTQ Action Plan and met with the Library Board on September 10, 2025 and the Recreation and Parks Commission on September 11, 2025. The LGBTQ Action Plan (Exhibit 1) has been updated to include their feedback and the Opportunities section revised to organize the ideas into categories based on the amount of staff and funding resources required for implementation.

Respectfully submitted,
Amy Wooldridge, Assistant City Manager

Exhibit:

1. LGBTQ Action Plan

City of Alameda LGBTQ Action Plan

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 that is highlighted at the front lobby and carries a wide variety of non-traditional family and LGBTQ themed books year-round as well as recently hosted a Trans Film Mini-Fest that was well attended with meaningful dialogue among families
- 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

Minimal.staff.and.funding.resources.required

- Add Domestic Partner registry
- Celebrate International Transgender Day of Visibility in March
- Include resources for LGBTQ individuals and families, particularly for the transgender community, on the City website
- Educate the community about LGBTQ rights and resources
- Include inclusive demographics consistent across all City surveys (already.included.on.most)
- Identify existing census data on LGBTQ communities
- Explore collaborative opportunities with the Alameda Unified School District (AUSD) including the LGBTQ Coordinator and LGBTQ+ Roundtable
- Encourage including pro-nouns in City signatures for email, memos, etc.
- Request pro-nouns and preferred names when hiring for the City
- Identify opportunities to partner with other East Bay cities
- Make stories local and share stories of LGBTQ Alameda residents
- Include gender neutral restrooms at the Aquatic Center (two.are.already.included?with.showers)
- Review and address any City website search engine improvements to ensure LGBTQ and other resources are easily searchable and found.

Limited.staff.and.funding.resources.required

- Additional targeted economic development support for LGBTQ-owned businesses
- Ensure anti-bullying policies for all City programs
- Ensure LGBTQ sensitive training for staff working in community programs such as Library and Recreation and Parks

Significant.staff.and.funding.resources.required

- Prioritize funding for gender neutral restrooms at the Library and other public facing facilities

Required.resources.either.variable.or.unknown

- Join lawsuits to support LGBTQ community rights, when appropriate
- Develop a consortium with immigrant communities and other at risk communities
- Develop and support a network of people to actively advocate and support

- Assess how policies such as anti-bullying can be applied to organizations and businesses that either rent facilities or are in an agreement to do business with the City.
- Consider ways that community volunteer leaders, such as coaches in athletic organizations, can be provided, or required to provide, LGBTQ sensitivity and anti-bullying trainings.