



# **LGBTQUIA+** **Advocacy**

## **West Norriton Township**



# Introduction

## **Adoption of Non-Discrimination Ordinance**

- Establishment of a Human Relations Commission
- Proclamation of June as Pride Month in Township

## **Human Rights Campaign – Municipal Equality Index**

- The MEI examines how inclusive municipal laws, policies, and services are of LGBTQ+ people who live and work there.
- Appointment of LGBTQUIA+ Liaisons for the Township and Police Department



# Non-Discrimination Ordinance

Adoption and Impact of Non-Discrimination Ordinance

# History

## Board of Commissioners adopted a Non-Discrimination Ordinance on August 14, 2018

It is of high public importance to adopt appropriate legislation to insure that **all persons**, regardless of actual or perceived race, color, age, religious creed, ancestry, sex, national origin, handicap, use of guide or support animals because of blindness, deafness or physical handicap of the user or the user is a handler or trainer of support or guide animals, or sexual orientation, gender identity or gender expression enjoy the **full benefits of citizenship** and are afforded **equal opportunities** for employment, housing and public accommodation.

The population of the West Norriton is reflective of the general population of the United States, in that it consists of a diverse array of persons representing different characteristics



# Human Relations Commission

- The Human Relations Commission is dedicated to promoting the value of diversity and addressing discrimination based on age, race, color, gender identity, religion, creed, culture, socioeconomic status, sexual orientation, ancestry, national origin and mental or physical disability.
- The HRC conducts public trainings, educational sessions, informational seminars, and community activities to promote diversity, equity and inclusion in West Norriton Township. The HRC works with the Pennsylvania Human Relations Commission to address complaints made by West Norriton residents related to discrimination in housing, employment, education and public accommodations.

# Interesting facts

- In the absence of federal or state non-discrimination protections, many municipalities have taken action to protect their LGBTQ friends, family, and neighbors from discrimination. These local nondiscrimination ordinances (NDOs) do so by prohibiting discrimination based on sexual orientation and/or gender identity in private employment, housing, education and/or public accommodations.

## Quick Facts About Pennsylvania

Percent of Adults (18+)  
Who are LGBTQ

**4.1%**

*Gallup/Williams 2019*

Total LGBTQ  
Population (13+)

**490,000**

*Williams 2020*

Percent of Workforce  
That is LGBTQ

**5%**

*Census 2018; Williams 2020*

Total LGBTQ  
Workers

**307,000**

*Williams 2020*

Percent of LGBTQ  
Adults (25+) Raising Children

**27%**

*Gallup/Williams 2019*

## SEXUAL ORIENTATION

35% OF STATE POPULATION FULLY PROTECTED  
0% OF STATE POPULATION PARTIALLY PROTECTED

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### CITY AND COUNTY NUMBERS:

**3** counties out of **67** have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

**70** cities have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, and public accommodations (full protections).

**0** municipalities, not including those listed above, have an ordinance prohibiting discrimination based on sexual orientation in private employment, housing, or public accommodations (only partial protections).

## GENDER IDENTITY

35% OF STATE POPULATION FULLY PROTECTED  
0% OF STATE POPULATION PARTIALLY PROTECTED

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### CITY AND COUNTY NUMBERS:

**3** counties out of **67** have an ordinance prohibiting discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

**70** cities have an ordinance prohibiting discrimination based on gender identity in private employment, housing, and public accommodations (full protections).

**0** municipalities, not including those listed above, have an ordinance prohibiting discrimination based on gender identity in private employment, housing, or public accommodations (only partial protections).

[https://www.lgbtmap.org/equality-maps/non\\_discrimination\\_ordinances/policies](https://www.lgbtmap.org/equality-maps/non_discrimination_ordinances/policies)





# Pride Month

## TOWNSHIP OF WEST NORRITON MONTGOMERY COUNTY, PENNSYLVANIA

### RESOLUTION NO. \_\_\_\_\_

#### A RESOLUTION OF WEST NORRITON TOWNSHIP RECOGNIZING JUNE 2021 AS LGBTQ+ PRIDE MONTH

**WHEREAS**, the Township of West Norriton cherishes the value and dignity of each person and appreciates the importance of equality and freedom; and

**WHEREAS**, all are welcome in the Township of West Norriton to live, work, play, and every family, in any shape, deserves a place to call home where they are safe, happy, and supported by friends and neighbors; and

**WHEREAS**, the Township of West Norriton denounces prejudice and unfair discrimination based on age, gender identity, gender expression, race, color, religion, marital status, national origin, sexual orientation, or physical attributes as an affront to our fundamental principles; and

**WHEREAS**, Pride month began in June of 1969 on the one-year anniversary of the Stonewall Uprising in New York City after LGBTQ+ and allied friends rose up and fought against the constant police harassment and discriminatory laws that have since been declared unconstitutional; and

**WHEREAS**, the Municipality appreciate the cultural, civic, and economic contributions of Lesbian, Gay, Bisexual, Transgender, Queer, (LGBTQ+) community which strengthen our social welfare; and

**WHEREAS**, it is imperative that young people in our community, regardless of sexual orientation, gender identity, and expression, feel valued, safe, empowered, and supported by their peers and community leaders; and

**WHEREAS**, despite being marginalized, LGBTQ+ people continue to celebrate authenticity, acceptance, and love.

**NOW THEREFORE BE IT RESOLVED** that the members of this Board of Commissioners declare the month of June 2021 as LGBTQ+ Pride Month in the Township of West Norriton and urge residents to recognize the contributions made by members of the LGBTQ+ community and to actively promote the principles of equality, liberty, and justice.

**IN WITNESS WHEREOF**, the Board of Commissioners of West Norriton Township, Montgomery County, Pennsylvania has caused this Resolution to be adopted this 8th day of June 2021.

Attest:

Board of Commissioners  
West Norriton Township

\_\_\_\_\_  
Jason M. Bobst, Manager

\_\_\_\_\_  
Martin Miller, President





# Key Allies

Reformed Church of the Ascension, United Church of Christ  
1700 West Main Street, West Norriton, PA

"As an open-and-affirming congregation, we welcome those of every gender, sexual orientation, gender identity and expression, just as we welcome into our family of faith people of every ability, age, race, nationality, economic and social status, faith background, marital standing and family structure."

-Dwayne A. Mosier, Pastor.  
WN HRC Commissioner



# Key Allies

Norristown Area School District  
Board of School Directors



West Norriton Township Police Department



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WN HRC Commissioner



# Human Rights Campaign Municipal Equality Index



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™



equalityfederation

# What is the MEI?

The MEI examines how inclusive municipal laws, policies, and services are of LGBTQ+ people who live and work there. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and leadership on LGBTQ+ equality.

This is not a ranking of a city's atmosphere or quality of life. It is an evaluation of the city's law and policies, and an examination of how inclusive city services are of LGBTQ+ people. Some high-scoring cities may not feel truly welcoming for all LGBTQ+ people, and some low-scoring cities may feel more welcoming than their policies might reflect.



# West Norriton's Score

**85 out of a possible 100 (FY 2023)** “

- City of Philadelphia scored 100
- New Hope scored 81

## **Based on 5 categories:**

1. Non-Discrimination Laws
2. Law Enforcement
3. Municipality as Employer
4. Leadership on LBGTQIA+ Equality
5. Municipal Services

*LGBTQ+ people everywhere deserve to live in welcoming places that are focused on building equality for all. Since its launch 11 years ago, the main priority of the Municipal Equality Index remains supporting and celebrating the work cities do to serve LGBTQ+ people in the places they call home*

**Jodee Winterhof**, Human Rights Campaign Senior Vice President of Policy and Political Affairs

An LGBTQ liaison to the City Executive, either the Mayor or City Manager's office, is responsible for looking at city policies and services through an LGBTQ lens and speaking up when a policy or service might exclude LGBTQ people.

This position is also known to be a friendly ear to constituents who want to bring LGBTQ-related issues to the city government but are fearful they might be dismissed or misunderstood.

# LGBTQ+ Liaison

**Job duties for an LGBTQ Liaison to the City Executive could include, but are not limited to:**

- **Assisting, advising, and consulting with the mayor, city manager, city council and other city officials on LGBTQ issues;**
- **Providing training or organizing a training with an expert for city employees on LGBTQ topics, including creating an inclusive workplace for LGBTQ employees, etc.;**
- **Developing and implementing strategies to address the needs of vulnerable groups within the LGBTQ community (youth, people experiencing homelessness, older adults, people living with HIV or AIDS, transgender, non-binary, or bisexual persons, people of color, etc.);**
- **Meeting with business owners, community groups, and individuals of the LGBTQ community to identify unique needs and solicit feedback on relevant laws, policies, and services;**
- **Serving as a representative of the city government at LGBTQ community events;**
- **Identifying and attending trainings and/or conferences related to LGBTQ issues;**
- **Implementing a city government recruitment program that actively advertises to the LGBTQ community; and**
- **Developing and maintaining an open, trusting relationship between the LGBTQ community and city officials, including the mayor, city manager, and city council.**



# Next Steps



## **Ban the practice of Conversion Therapy by Medical and Mental Health Professionals on Minors in West Norriton Township**

- Protect Minors from the physical, psychological, behavioral and mental health injuries caused by Conversion Therapy, including, but not limited to, the unwarranted guilt and anxiety caused by Conversion Therapy that can lead to anxiety, depression, decreased self-esteem, substance abuse, homelessness, self-harm, and/or suicide; and
- Prevent Medical and Mental Health Professionals from misrepresenting to the public that their practice or business operations within the Township can change the Sexual Orientation or Gender Identity or Expression of a Minor or otherwise possess any scientific credibility or clinical utility

# Questions?

Thank you to the PA Municipal League

