



## ACTIVISM AND SOLIDARITY FROM NEW YORK

On June 12th, 49 people were killed and 53 were injured inside Pulse, a gay nightclub in Orlando, Florida. This night marked the deadliest incident of violence against the LGBT community in American History. Thousands of people gathered outside New York City's Stonewall Inn to honor the victims of the deadly mass shooting. Beneath rainbow flags and signs supporting the LGBT community, New Yorkers of all ages, races, and sexual identities mourned silently in front of the historic club before listening to speeches from a variety of local activists, celebrities and elected officials. We extend our condolences to all of the family members and friends who lost their loved ones on June 12, 2016. It is important to acknowledge that if you or anyone you know has been affected by this tragic event, you can speak with someone via the NYC GLBT hotline at (212) 989-0999. The National GLBT hotline can also be contacted by phone at 1-888-843-4564 or by email at [help@GLBThotline.org](mailto:help@GLBThotline.org). DEP's Employee Assistance Program (EAP) also provides resources to employees experiencing difficult times like these. For more information please contact EAP at (212) 306-7660. All information shared with these resources is confidential and can be done so anonymously.

***"We mourn the tragic loss of the innocent, beautiful people...let's all today pledge an allegiance of love to them and to their families who are suffering so deeply. They are sons and daughters. They were fathers and mothers. They are all our brothers and sisters."***  
- Lady Gaga

**Emily Lloyd**

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To discuss EEO related concerns or learn about resources available through this office contact the EEO Office at (718) 595-3400 or [EEOOffice@dep.nyc.gov](mailto:EEOOffice@dep.nyc.gov)

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## EQUALITY NEEDS YOU

June is the month dedicated to the celebration of Lesbian, Gay, Bisexual, and Transgender pride within our community. LGBT Pride Month highlights the achievements of the new Stonewall National Monument<sup>1</sup>—the birthplace of the LGBT equality movement—and to celebrate, commemorate, and educate our diverse community. The Stonewall Riots, which occurred on June 28, 1969 in Manhattan, was the start of a social awakening based on the need to eliminate discrimination against the LGBT community. Exactly a year later, the first gay pride march was held by the Christopher Street Liberation Day Committee to commemorate the anniversary of the riots.

This year marks the 47<sup>th</sup> anniversary of the first Pride March. On May 31, 2016, President Barack Obama proclaimed June as LGBT Pride Month. The 2016 proclamation noted the LGBT community's achievements over the last few years including Executive Order 2014 which prohibits discrimination against Federal employees and contractors based on sexual orientation and gender identity, and the 2015 Supreme Court decision that guarantees marriage equality in all 50 states. (Office of the Press Secretary, 2016).<sup>2</sup>

<sup>1</sup>President Obama Designates Stonewall National Monument (2016). Retrieved from <https://www.whitehouse.gov/blog/2016/06/24/president-obama-designates-stonewall-national-monument>

<sup>2</sup>Presidential Proclamation-LGBT Pride Month (2016). Retrieved from <https://www.whitehouse.gov/the-press-office/2016/05/31/presidential-proclamation-lgbt-pride-month-2016>

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*"Last year's landmark Supreme Court decision guaranteeing marriage equality in all 50 States was a historic victory ...For every partnership that was not previously recognized under the law and for every American who was denied their basic civil rights..."*  
(Office of the Press Secretary, 2016)<sup>2</sup>

***"According to the 2013 National Compensation Survey, 28% of married civilian workers have access to survivor pension benefits for spouses, while 15% had access for unmarried same-sex domestic partners."***  
(U.S Department of Labor: Advancing LGBT Workplace Rights, 2016)<sup>3</sup>

<sup>3</sup>The U.S Department of Labor: Advancing LGBT Workplace Rights (2016). Retrieved from <https://www.dol.gov/asp/policy-development/lgbt-workers.htm>

## #LOVEWINS

According to the Human Rights Campaign (2015)<sup>4</sup> in a 5-4 ruling, the Supreme Court of the United States found bans on same-sex marriage to be unconstitutional.

<sup>4</sup> Marriage Center (2015). Retrieved from <http://www.hrc.org/campaigns/marriage-center>



## NYC PRIDE PARADE 2016

On Sunday, June 26, 2016, New Yorkers participated in the 47<sup>th</sup> annual Pride Parade. As the LGBT community celebrated this year's theme *Equality Needs You*, the Pride March set a new record of 32,000 marchers surrounded by cheering New Yorkers. The marchers consisted of non-profit members, community organizations, corporate partners, small businesses, political candidates, and activists. This year's honored guests were Barbara Poma, the owner of Pulse, and Pulse's manager: Neema Bahrami. Before the conclusion of the March at the historical Stonewall Inn, Mayor Bill de Blasio shared a few words. "When we talk about New York values, our values are inclusion, tolerance, and understanding diversity—that's what we believe in and celebrate today."<sup>5</sup>

<sup>5</sup>NYC Pride Parade 2016: Thousands celebrate in the biggest LGBT pride march in the world (2016). Retrieved from <http://www.amny.com/news/nyc-pride-parade-2016-thousands-celebrate-in-the-biggest-lgbt-pride-march-in-the-world-1.11969133>



"NEARLY ONE IN TEN  
LGBT EMPLOYEES LEFT A  
JOB BECAUSE THE  
ENVIRONMENT WAS  
UNWELCOMING."<sup>6</sup>

**70%**

"OF NON-LGBT  
EMPLOYEES BELIEVE IT IS  
"UNPROFESSIONAL" TO  
DISCUSS SEXUAL  
ORIENTATION OR GENDER  
IDENTITY."<sup>6</sup>

**23%**

"OF LGBT INDIVIDUALS  
FEAR THEY MIGHT NOT BE  
OFFERED DEVELOPMENT  
OR ADVANCEMENT  
OPPORTUNITIES."<sup>6</sup>

**87%**

"PERCENTAGE OF  
FORTUNE 500  
COMPANIES THAT HAVE  
NON-DISCRIMINATION  
POLICIES BASED ON  
SEXUAL ORIENTATION"<sup>7</sup>

<sup>6</sup> Lesbian, Gay, Bisexual, Transgender Workplace issues (2015). Retrieved from <http://www.catalyst.org/knowledge/lesbian-gay-bisexual-transgender-workplace-issues>

<sup>7</sup> Diversity Best Practices, Resource Guide (2016) <http://www.diversitybestpractices.com/contact-us>



NYPD officials exhibited police sport utility vehicles outfitted in rainbow stripes and marquee with the words "NYPD OUT AND PROUD." Mayor Bill de Blasio stated that the vehicle was a true act of

<sup>8</sup>In New York, Gay Marchers Weigh Pride, Prejudice and the Police (2016) Retrieved from <http://www.nytimes.com/2016/06/24/nyregion/in-new-york-gay-marchers-weigh-pride-prejudice-and-the-police.html?action=click&contentCollection=us&module=NextInCollection&region=Footer&pgtype=article&version=newsevent&rref=collection%2Fnews-event%2F2016-orlando-shooting&r=1>

## LGBT WORKPLACE INITIATIVES

Although LGBT Pride Month is a great opportunity for all people to eliminate prejudice by embracing and celebrating diversity, there are still many ways in which the LGBT community is discriminated against. According to the American Psychological Association (APA, 2016)<sup>9</sup>, discrimination against LGBT persons in the workplace is a significant factor in the differences in socio-economic status, or SES, for LGBT individuals. SES are disparities in the distribution of wealth, income, and access to resources that affect the entire U.S. population. It is of great importance that employers and employees understand that discrimination and unfair treatment against LGBT persons still remains legally acceptable in the United States. This is why activists, community organizations, and individuals have been fighting for change since the Stonewall riots.

<sup>9</sup>Lesbian, Gay, Bisexual, and Transgender Persons & Socioeconomic Status (2016) Retrieved from <http://www.apa.org/pi/ses/resources/publications/>

### Interested in joining the 2017 Pride Parade?

Stay tuned for more details at <https://www.nycpride.org/events/the-march/>  
Volunteer for upcoming events at <https://www.nycpride.org/volunteer/>

## EXECUTIVE ORDER 16 SAME-SEX BATHROOMS



### ALL GENDER RESTROOM

Anyone can use this restroom,  
regardless of gender identity  
or expression.

On March 7, 2016 Mayor Bill de Blasio signed Executive Order 16 that requires City agencies to ensure that employees and members of the public are given access to the City's single-sex facilities consistent with their gender identity without being required to show identification, medical documentation, or any form of proof or verification of gender (Mayor's Office, 2016)<sup>10</sup>. Executive Order 16 follows the recent legal enforcement guidance issued by the NYC Commission on Human Rights. It clarifies that any employer, public accommodation, or housing provider that denies access to bathroom or single-sex facilities based on gender identity can be prosecuted for violating the NYC Human Rights Law. Executive Order 16 is applicable to City-owned buildings, including City agency offices, public parks, pools, playgrounds, certain museums, and recreation centers.

<sup>10</sup>Mayor de Blasio mandates City facilities to provide bathroom access to people consistent with gender identity. (2016). Retrieved from <http://www1.nyc.gov/office-of-the-mayor/news/223-16/mayor-de-blasio-mandates-city-facilities-provide-bathroom-access-people-consistent-gender#/0>

## WORDS OF HOPE FROM THE WHITE HOUSE



"We've got work to do when LGBT people around the world still face incredible isolation and poverty and persecution and violence, and even death... We have work to make sure that every single child, no matter who they are or where they come from or what they look like or how they live, feels welcomed and valued and loved."<sup>11</sup>

-President Obama

<sup>11</sup>Mallin, Alexander. "President Obama Calls Orlando Shooting an 'Act of Terror'" ABCnews. ABC, n.d. Web. Retrieved from <http://abcnews.go.com/US/president-obama-deliver-statement-orlando-shooting/story?id=39794617>

## WHAT IS EEO?



The Equal Employment Opportunity (EEO) Office ensures that the workplace is free of illegal discrimination and harassment based on an individual's actual or perceived religion, race, creed, color, national origin (including alienage and citizenship status), age, gender (including pregnancy, gender identity and expression), disability, status as a victim of domestic violence, retaliation, genetic predisposition, marital status (including partnership status), military status, and sexual orientation, while supporting the principles of equality and diversity. It also recognizes that educating employees about anti-discrimination laws is an important component of maintaining and achieving an equal, safe, productive, and healthy working environment.

*"Part of social progress is understanding that a person is not defined only by one's sexuality, race, or gender."*

- Tim Cook, CEO of Apple Inc.

**Equal Employment**



**Opportunity**

*"To deny people their human rights is to challenge their very humanity!"*

-Nelson Mandela, Former President of South Africa & South African civil rights activist