



CATHERINE E. PUGH
Mayor
250 City Hall, 100 North Holliday Street
Baltimore, Maryland 21202

**EXECUTIVE ORDER
2018-02**

**INCLUSION OF LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER (LGBTQ)
OWNED BUSINESSES FOR THE ECONOMIC HEALTH OF THE CITY OF BALTIMORE**

WHEREAS, Baltimore is one of the most diverse cities in the country with large lesbian, gay, bisexual, transgender, and queer (LGBTQ) populations; and

WHEREAS, ensuring the success of our small business community in Baltimore is vital to our growth and improving quality of life for our residents; and

WHEREAS, the Mayor and City Council of Baltimore (City) is committed to providing historically underrepresented business owners equal opportunities to compete and succeed, and is also committed to increasing the number and diversity of supplier options for city procurement practices; and

WHEREAS, the City already provides inclusionary measures for underrepresented business entities that are minority or woman owned (MWBE); and

WHEREAS, the City already adheres to non-discrimination, affirmative action, and equal employment opportunity (EEO) policies that includes LGBT individuals with regards to individual hiring practices; and

WHEREAS, the City recognizes LGBTQ inclusion as a best practice conducted by large corporations based in the region, governments in California, Massachusetts, and Pennsylvania, as well as with multiple municipalities nationwide in an effort to seek a top score on the Human Rights Campaign's Municipal Equality Index; and

WHEREAS, the City is seeking to better understand the LGBTQ-owned business community by creating a database and registry of these types of businesses so that Baltimore may take part in the \$1.7 trillion dollars added to the national economy as well as tens of thousands of jobs created by LGBTQ-owned businesses;

NOW THEREFORE, I, CATHERINE E. PUGH, Mayor of the City of Baltimore, by virtue of the authority vested in me, do hereby issue the following Executive Order:

BE IT ORDERED THAT:

- I. The City shall use best efforts consistent with its Charter and Code to implement procurement policies and practices to specifically recognize and identify LGBTQ-owned business entities in addition to MWBEs. The City may also partner with third party organizations as listed below to provide additional support to these business entities.
- II. Recognition of LGBTQ-owned Business Entity and Certification.
 - A. Baltimore may recognize LGBTQ-owned business entities as those that are owned by 51% or more by LGBTQ individuals.
 - B. Baltimore may recognize the National LGBT Chamber of Commerce (NGLCC) as the certifying organization for any LGBTQ business enterprises (LGBTQBEs).
 1. All processes related to the application for and certification of an LGBTQBE may be handled directly by the NGLCC. Documentation of certification of any LGBTQBEs headquartered and/or operating in Baltimore City may be provided directly to the City from the NGLCC.
 2. NGLCC and/or an NGLCC affiliate or partner may also provide independent scholarship programs, mentorship and leadership training, networking opportunities, and other business development tools to further support LGBTQBEs in Baltimore with the support of the Maryland LGBT Chamber of Commerce.
- III. Inclusion of Diverse Business Entity as an Additional Business Category.
 - A. The City shall use best efforts consistent with its Charter and Code to, in addition to the MWBE checklist, request proof of LGBTQBE certification documentation from any business entity participating in any solicitation of proposals (RFP's), qualifications (RFQ's), or for other information about suppliers and contractors (RFI's).

B. Within any vendor or proposal evaluations (if applicable) and subject to the passage of appropriate legislation, the City shall have the option to include LGBTQBE certification as a separate criterion used to evaluate the strength of a proposal or vendor. The weight of this additional certification shall be determined by legislation. Businesses who may qualify as a combination of MWBE and LGBTQBE-owned may only select one for the purposes of applying for a contract. This order shall not alter existing MWBE goals or state-issued set-asides for vendors.

IV. This Executive Order shall take effect immediately pursuant to its terms.

IN WITNESS WHEREOF, I HAVE HEREUNTO
PLACED MY HAND AND THE GREAT SEAL
OF THE CITY OF BALTIMORE THIS 14th DAY
OF November, 2018.



CATHERINE E. PUGH
MAYOR

Approved as to Form and Legal
Sufficiency by the Law Department of
Baltimore City:

Elena R. DiPietro

