



CITY OF BALTIMORE
MAYOR BRANDON M. SCOTT

TO	The Honorable President and Members of the Baltimore City Council
FROM	MacKenzie Garvin, Director, Mayor's Office of Employment Development <i>MacKenzie Garvin</i>
CC	Mayor's Office of Government Relations
DATE	May 30, 2025
SUBJECT	25-0021R – Informational Hearing – Well-being of Lesbian Women in Baltimore

Position: Favorable

BILL SYNOPSIS

The Mayor's Office of Employment Development (MOED) has reviewed City Council Resolution 25-0021R - Informational Hearing – Well-being of Lesbian Women in Baltimore for the purpose of providing an update to the Council on services provided in support of the well-being of lesbian women in Baltimore City.

SUMMARY OF POSITION

MOED is responsible for management and oversight of federal, state and City funds allocated for workforce and for designing and implementing strategies that improve outcomes for job seekers and employers.

At MOED we understand the unique barriers that lesbian women face when seeking and maintaining employment. Despite the 2020 the U.S. Supreme Court decision in *Bostock v. Clayton County* that Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on sexual orientation and gender identity, discrimination against LGBTQ, there are still many employment challenges facing this community. According to a 2023 UCLA School of Law Williams Institute study examining the experiences of discrimination and harassment of nearly 2,000 LGBTQ workers, 47% have experience discrimination or harassment in the workplace at some point in their lives. This same study found that 33% of LGBTQ employees reported that they had left a job at some point in their lives because of how they were treated by their employer based on their sexual orientation or gender identity.

MOED is an agency that is deeply committed to serving individuals facing barriers to employment. We are an agency that works with any person regardless of race, religion, sexual

orientation or gender. To serve this commitment, MOED staff have had productive meetings with the Mayor's Office of LGBTQ Affairs focused on developing a workforce development programming tailored for the LGBTQ community. Additionally, we have shared platforms like Unite Us and the Access Points Flyer, which help connect community members to essential resources and services. These tools will complement any workforce initiatives by ensuring wrap-around support.

MOED will continue to seek opportunities to broaden our network of partners that work with LGTBQ individuals and provide services to any person that may seek or assistance.

FISCAL IMPACT

As drafted, this Resolution has minimal fiscal impact on MOED.