



CITY OF BALTIMORE  
MAYOR BRANDON M. SCOTT

<b>TO</b>	The Honorable President and Members of the Baltimore City Council
<b>FROM</b>	MacKenzie Garvin, Director, Mayor's Office of Employment Development <i>MacKenzie Garvin</i>
<b>CC</b>	Mayor's Office of Government Relations
<b>DATE</b>	May 30, 2025
<b>SUBJECT</b>	25-0015R – Informational Hearing – Well-being of the Transgender Community in Baltimore

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**Position: Favorable**

**BILL SYNOPSIS**

The Mayor's Office of Employment Development (MOED) has reviewed City Council Resolution 25-0015R - Informational Hearing – Well-being of Transgender Community in Baltimore for the purpose of providing an update to the Council on services provided in support of the well-being of the Transgender Community in Baltimore.

**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 transgender people face when seeking employment. Despite the 2020 the Supreme Court clarify that federal law prohibits anti-transgender discrimination in employment, there are still many employment challenges facing this community. A KFF Survey/Washington Post Survey conducted 2022 found the unemployment rate for transgender individuals was 14%, double that of the general population (7%). According to the National Center for Transgender Equality, more than 1 in 4 transgender people have lost a job due to bias and three-fourths have faced some type of discrimination at work.

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 transgender individuals and provide services to any person that may seek or assistance.

### ***FISCAL IMPACT***

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