

INFORMATION PACKET

Friday, November 4, 2022



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C.A.S.P.E.R.

Communication Accountability Stewardship Professionalism Efficiency Responsiveness

The Grid

A working draft of Council Meeting Agendas

November 8, 2022 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
Drug Court Update (MEMO DUE)	Information Only	4:35	20 min
Ice Arena Subsidy & Expansion (MEMO DUE)	Direction Requested	4:55	30 min
Fire Station Safe Zones and Cameras	Direction Requested	5:25	30 min
North Platte Subdivision Master Plan (MEMO DUE)	Direction Requested	5:55	30 min
Agenda Review		6:25	20 min
Legislative Review		6:45	20 min
Council Around the Table		7:05	20 min
Approximate Ending Time:			7:25

November 15, 2022 Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Pre-Meeting: Winds Henge					
Approval of 11/1 Regular Meeting Minutes					C
Approval of 11/1 Executive Session Minutes					C
Approval of 10/15 Special Meeting Minutes					C
Approval of 10/18 Minutes					C
Approval of 10/18 Executive Session Minutes					C
Establish Public Hearing for Transfer of Ownership for Retail Liquor License No. 37 From Charger Holdings, LLC d/b/a Yellowstone Garage Located at 355 West Yellowstone to 307 Repair, Inc. d/b/a Yellowstone Garage Bar and Grill, Located at 355 West Yellowstone.	C				
Public Hearing: Transfer of Ownership for Retail Liquor License No. 36 From Urban Market Wines, LLC d/b/a Urban Bottle Wine & Spirits, Located at 410 South Ash Street to Occasions by Cory, LLC d/b/a The Drinkery – A Modern Bar + Venue by Cory, Located at 410 South Ash Street.		N			
Public Hearing - Ordinance approving a vacation, replat, subdivision agreement and zone change for the Pasadena Addition.		N			
2nd Reading: Non Discrimination			N		
2nd Reading: Private Intrusion Alarms			N		

The Grid
A working draft of Council Meeting Agendas

November 15, 2022 (continued) Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Approving and Ratifying the Wyoming Department of Transportation Highway Safety Program Grant FFY2023 Sub-Award Agreement Between the Wyoming Department of Transportation Highway Safety Program and Casper Police Department.				C	
Approving and Ratifying the Wyoming Department of Transportation Highway Safety Program Grant FFY2023 Sub-Award Agreement Between the Wyoming Department of Transportation Highway Safety Program and Casper Police Department.				C	
Authorizing a Lease Agreement with the Natrona County School District for Use of Lot 12 at the Ford Wyoming Center to Conduct Drivers' Education Classes				C	
Authorizing Amendment No. 1 to the Agreement with HA Baseball LLC D.B.A Casper Horseheads for the Use and Operation of the Mike Lansing Baseball Stadium Concessions Stand.				C	
Authorizing Change Order No. 1 with Chalk Buttes Landscaping, Inc., for a price increase in the amount of \$37,829.67 and a contract time extension of sixty (60) days, as part of the Cemetery Irrigation Improvements, Project 21-029.				C	
Authorizing an Agreement with Crown Construction, LLC., in the amount of \$174,038.00 for the Casper Regional Landfill Leachate Forcemain Extension, Project No. 21-012B.				C	
Authorizing a Contract for Professional Services with Golder Associates USA, Inc., in the amount not to exceed \$188,802.03, for the 2023 to 2027 Casper Solid Waste Annual Title V Reporting Project No. 22-072.				C	
Authorizing a Procurement of Goods Agreement with Core and Main LP, in the amount not to exceed \$99,640.55, for Supplying Water Meters and Water Meter Components for Use in the City of Casper Water Distribution System.				C	
Authorizing a Professional Services Agreement with BCV Systems, LLC., 1815 A E. Seminole St. Springfield, MO 65804, in the amount of \$158,394.00, for the aeration blower controls upgrade project located at the Wastewater Treatment Plant (WWTP).				C	
Resolution on LWCF Grant - Parks				C	
A resolution authorizing a Professional Services Contract for transit services with Natrona County for Fiscal Year 2023.				C	
A resolution authorizing a Professional Services Contract for transit services with the Town of Evansville, a Wyoming municipality, for Fiscal Year 2023.				C	
A resolution authorizing a Professional Services Contract for transit services with the Town of Bar Nunn, a Wyoming municipality, for Fiscal Year 2023.				C	
Approving the Vacation and Replat creating the Valley West Business Center No. 2 Addition, and the associated Subdivision Agreement.				C	

The Grid
A working draft of Council Meeting Agendas

November 22, 2022 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
Council Goals Update	Information Only	5:45	45 min
Council Leadership Process	Direction Requested	4:35	10 min
Golf Subsidy	Direction Requested	4:45	30 min
Unsafe Structures Update	Information Only	5:15	30 min
Agenda Review		6:30	20 min
Legislative Review		6:50	20 min
Council Around the Table		7:10	20 min
Approximate Ending Time:			7:30

December 6, 2022 Councilmembers Absent:

Regular Council Meeting Agenda Items	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Pre-Meeting: One Cent Community Projects Applications and Reports					
Approval of 11/15 Minutes					C
Public Hearing for Transfer of Ownership for Retail Liquor License No. 37 From Charger Holdings, LLC d/b/a Yellowstone Garage Located at 355 West Yellowstone to 307 Repair, Inc. d/b/a Yellowstone Garage Bar and Grill, Located at 355 West Yellowstone.		N			
2nd Reading - Ordinance approving a vacation, replat, subdivision agreement and zone change for the Pasadena Addition.			N		
3rd Reading: Non-Discrimination Ordinance			N		
3rd Reading: Private Intrusion Alarms			N		

December 13, 2022 Councilmembers Absent:

Work Session Meeting Agenda Items	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
Recreation/Sports Subsidy	Direction Requested	4:35	30 min
Council Leadership Straw Poll	Direction Requested	5:05	10 min
Utility Rate Model Review	Direction Requested	5:15	45 min
Project SAFE Update	Direction Requested	6:00	45 min
Agenda Review		6:45	20 min
Legislative Review		7:05	20 min
Council Around the Table		7:25	20 min
Approximate Ending Time:			7:45

The Grid

A working draft of Council Meeting Agendas

December 20, 2022 Councilmembers Absent:

	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Premeeting: COLA 30 min					
Approval of 12/6 Minutes					C
3rd Reading - Ordinance approving a vacation, replat, subdivision agreement and zone change for the Pasadena Addition.			N		

December 27, 2022 Councilmembers Absent:

CANCELLED - No Work Session	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			

Future Agenda Items

Council Items:

Item	Date	Estimated Time	Notes
Formation of Additional Advisory Committees			
Excessive Vehicle Storage			
Graffiti Abatement & Alternatives			After January 2023
Safe Place Program Implementation & Resolution			
Code Enforcement - Municipal Code?			
Class and Compensation Study Follow-up			After January 2023
Parking Garage Lease			Summer 2024
Detox Funding Discussion			
LGBTQ Advisory Committee Update			
Budget Amendment #2 Discussion			
Livability/Marketing Follow-up			
Special Event Permitting Process			
Banner Health and Fire Agreement			

Staff Items:

City Inspectors Authority/Oversight of Licensed Contractors			
Recreation Refunds			
Sign Code Revision			
Speed Limit Ordinance Review			
Part 2 Ford Wyoming Center			
SRO Contract			
Sponsorships and Naming Rights (Tentative)			
Poplar St. and CY St. Intersection			
Judge's Quarterly Update			Rekurs Quarterly
Enterprise Proforma Review			
Rocky Mountain Power Update			
Ford Wyoming Center Subsidy			
Capital Budget Review	#####		
Tentative Budget to Council	May 9, 2023		
Council Budget Review	May 22 & 24		

Potential Topics-- Council Thumbs to be Added:

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Future Regular Council Meeting Items:

Summary Proposed Budget to Council	6/6/2023		
Est. PH - Adopt FY24 Budget	6/6/2023		
PH & Adoption of FY24 Budget	6/20/2023		

Retreat Items:

Economic Development and City Building Strategy

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
		6:00p - Council Meeting	11:30a -Drug Court (Engebretsen) 1:00 p -Civil Service Commission (None)	7:00p -Youth Empowerment (Pacheco)		
 6	7	8	9	10	 11	12
4:30 p.m. - Casper Youth Council (Gamroth, Pacheco)	5:00 p.m. - CNFR (Cathey, Knell)	4:30p -Council Work Session	11:30a -DDA (Gamroth) 6:00p -Amoco Reuse JPB (Sutherland)	4:30p -Parks & Rec Advisory Board (Engebretsen) 5:30p -Platte River Restoration Advisory Committee (Pacheco, Pollock-alternate) TENTA-TIVE 6:00p - Planning & Zoning (Knell) 7:00p -Youth Empowerment (Pacheco)	Veterans Day City Offices Closed	
13	14	15	16	17	18	19
	8:30a -Historic Preservation (None)	11:30a -Regional Water JPB (Cathey, Knell, Sutherland, Pollock) 4:00p -Chamber of Commerce (Cathey) 6:00p - Council Meeting		7:00a -Mayors/ Commissioners 11:00a -Housing Authority (Gamroth) 4:00p -Contractors' Licensing Board (Engebretsen) 5:30p - City County Board of Health (Humphrey) 7:00p -Youth Empowerment (Pacheco)	3:30p -LGBTQ Advisory Committee (Pacheco, Pollock)	
20	21	22	23	24	25	26
		11:30a -Travel & Tourism (Engebretsen) 4:30p -Council Work Session	11:30p -NIC (None) 5:15p -CAP (None)	 Thanksgiving Day City Offices Closed	 Black Friday Day after Thanksgiving City Offices Closed	Christmas Parade
27	28	29	30			
	12:00p - Disability Council (Pacheco) 12:30p -Senior Services (Engebretsen) 4:00p -OYD Advisory Committee (Pollock, Gamroth)		7:00a -CPU Advisory Board (Cathey) 2:00p -Metro Animal Task Force (Pollock, Gamroth, McIntosh)			

From: Earla Checchi <checchi@wyomuni.org>
Sent: Wednesday, October 26, 2022 1:16 PM
Subject: WAM Winter Workshop

Good afternoon,

WAM Winter Workshop will be held January 25-27, 2023 at Laramie County Community College, 1400 E College Dr, Cheyenne in connection with the 2023 Legislative Session starting on January 10. Please come join us for an opportunity to talk with your Legislators, learn new things, meet new people, have great food, and discuss issues with your peers.

Below is the registration link with hotel information. If you have any questions, please let me know.

https://www.ciclt.net/sn/events/e_signup.aspx?ClientCode=wam&E_ID=500101&RegType=ATT

Regards,
Earla

Earla Checchi

Finance/HR Manager

Wyoming Association of Municipalities

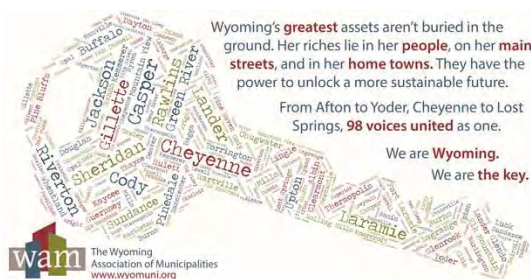
315 W. 27 Street

Cheyenne, WY 82001

307.632.0398

www.wyomuni.org

www.facebook.com/wyomuni





AGENDA

LGBTQ ADVISORY COMMITTEE

Friday, November 18, 2022 - 3:30 p.m. – 4:30 p.m.

City Hall - 200 N. David St. - Downstairs Meeting Room

**Enter from the west side of the building*

OR

Join virtually: [Click here to join the meeting](#)

Phone: 307-314-2685

Conference ID: 151 375 276#

1. Approve October 21, 2022, Meeting Minutes
2. Status Report to Council
3. Ongoing Business
 - o Non-Discrimination Ordinance – Kate
4. Other Business
5. Adjourn

Next Meeting: December 16, 2022 3:30 p.m.



CITY OF CASPER LGBTQ ADVISORY COMMITTEE MEETING

Friday, October 21, 2022, 3:30 p.m.

City Hall, Downstairs Meeting Room, and Microsoft Teams Online

MINUTES

The meeting began at 3:30 p.m. with the attendance of City Manager, Carter Napier, City of Casper staff member, Heidi Rood, and the following committee members: Alex Petrino, Christy Jourgensen, Darrell Wagner, David Esposito, Gage Williams, Hollie Brogan, Jill Felbeck-Jones, Kate Allen, Kelly Stiefvater, Riley Jourgensen, and Skylar Cooper

Absent: Mayor Pacheco, Athne Machdane, Grace Niemitalo, Kody Allen-Sambrano, Shannon O'Quinn, and Natrona County School District Representatives Marie Puryear and Dirk Andrews

New Members – Thank You Outgoing Members

On behalf of Mayor Pacheco, City Manager Carter Napier welcomed the new advisory committee members, Alex Petrino, David Esposito, Hollie Brogan, Kelly Stiefvater, and Skylar Cooper; and provided a letter of appreciation from the Mayor to outgoing members, Athne Machdane, Grace Niemitalo, Jill Felbeck-Jones, Kody Allen-Sambrano, and Shannon O'Quinn.

Approve September 16, 2022, Meeting Minutes

Motion to approve September 16, 2022, minutes made by Darrell Wagner and seconded by Kate Allen with no objections.

Advisory Committee Rules and Expectations

Chair, Gage Williams provided the Advisory Committee's Rules and Expectations for review and discussion. No additional questions or input were provided.

New Chair-Co Chair

Motion to appoint Alex Petrino as the advisory committee co-chair was made by David Esposito and seconded by Riley Jourgensen, with no objections.

Non-Discrimination Ordinance

An Ordinance Amending Chapter 9.08 – Offenses Against the Person, of the Casper Municipal Code, to Add Section 9.08.020 "Malicious Harms Based on Race, Color, Religion, Sex, Sexual Orientation, Gender Identity, Gender Expression, National Origin, or Disability."

Kate Allen provided an overview of the ordinance for the new members. The first reading of the ordinance will be a public hearing at the November 1, 2022, City Council Meeting.



Visit Casper

Darrell met with Visit Casper to discuss a new initiative Visit Casper is rolling out called Proud to Host the Best and extended an invitation for involvement from the LGBTQ advisory committee.

The meeting was adjourned at 5:00 p.m.

Next Meeting Date

November 18th, 2022, **3:30** p.m.

DRAFT

Advisory Committee Roles and Expectations

The primary purpose of advisory committees is to provide judicious advice, from a citizen's perspective to the Mayor and City Council, which is the Unified Government's elected policy-making body.

Terms for committee members will be one or two years, depending on members' availability to the LGBTQ+ Advisory Council.

All members are expected to attend all meetings on Fridays from 3:30-4:30; while it is desired that members participate in person, there will always be an option to join virtually. After three consecutive missed meetings (without adequate reasoning), your position on LGBTQ+ Advisory Committee will be addressed. While there is no expectation, members can and should attend City Council Meetings, subcommittee meetings, and the Casper PRIDE Event when needed.

Members should come prepared for each meeting by reading the agenda and the minutes from the previous meeting. If a meeting is missed, each member is responsible for keeping up on current information and/or actions that need to be taken before the next meeting.

The Chair and co-chair or the subcommittee leaders must follow up on actions that must be completed before the next meeting.

Each member will respectfully participate in the group's discussions and work assignments without dominating the discussion or activity of the committee.

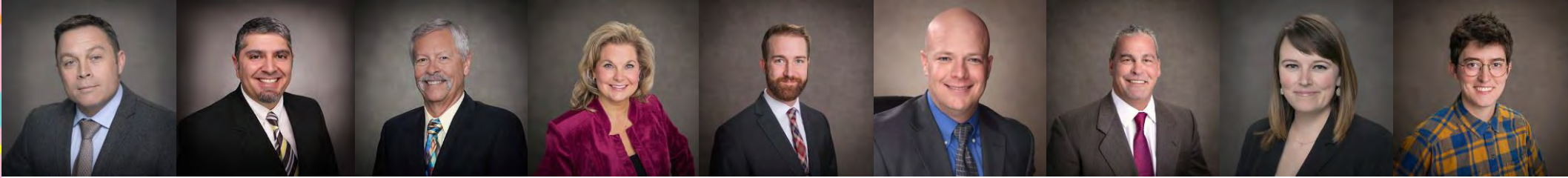
Members will strive to appreciate differences in approach and point of view, whether from each other, the community, the Mayor and City Council, or staff.

All members will ensure that everyone has a fair, balanced, and respectful opportunity to share their knowledge and perspectives.

Committee members will respect the limitations of their individual and collective authority. The committee's role is to advise the Mayor, City Council, and/or staff. Please remember that committee appointment does not empower you to make final decisions unless authorized by State law or the group's enabling ordinance or to supervise staff.



CASPER
LGBTQ
ADVISORY
COMMITTEE



Thank You!

PRESENTATION TO CASPER CITY COUNCIL WORK SESSION

July 27, 2021

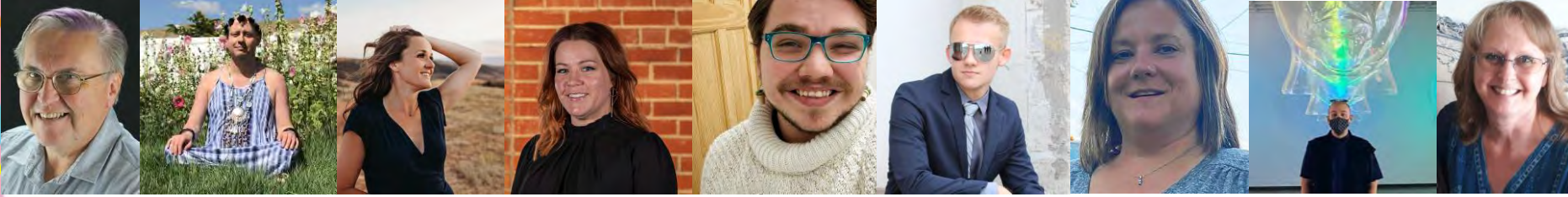




Nondiscrimination Resolutions

Resolution 18-23 states it is the policy of the City to **reject discrimination of any kind and to respect the inherent worth of every person, without regard to race, color, religion, national origin, sex, gender identity, age, marital status, sexual orientation, family status, veteran status, disability and source of income.** The City affirms that its personnel policies protect employees and potential employees from discrimination based on sexual orientation and gender identity.

Resolution No. 18-24 states it is the policy of the City to **reject discrimination of any kind against any person.**



Casper LGBTQ Advisory Committee

Resolution No. 20-33 approving the creation of an **LGBTQ Advisory Committee** for the **City Council**

Committee began meeting November 2020



Visibility of the Resolutions

To increase the visibility of the nondiscrimination resolutions, the committee requested that the City staff include a link to the statement so that it would appear on the City's homepage.

YES!





Conversation with NCSD and CC

February 19, 2021



- Guests: Chris Delaney, Dirk Andrews, Marie Puryear, Michael Britt, Kelly Green and Elaine Monterastelli
- Policies and procedures to address LGBTQ bullying
- LGBTQ Student Safe Place
- Sharing of resources across entities and institutions
- NCEA Social Justice Committee



Casper Pride 2021- Reimagined

- **Participation in Casper Pride** with a booth to collect feedback from the community and increase the **visibility and awareness** in the community of the Advisory Committee.
- 5 days – over 400 volunteer hours
- 12 events
- 1,700 attendees from 10 Wyoming cities and 14 states
- 32 vendors
- 34 sponsors



Tell Us Your Story of Discrimination “Reimagined”

- Recently moved here and was shocked to find only one physician listed on the Casper Pride website who was an inclusive/accepting provider and they are in Laramie hours away...
How do I find safe care in Casper?
- I would never have to worry about being fired because I am LGBTQ+ in Wyoming
- I reimagine schools welcoming all LGBTQ students
- I would like for schools to welcome LGBTQIA+ students instead of favoring non-members
- I want a way for **trans kids to have their preferred names and pronouns used by teachers**, even if their parents are transphobic
- I reimagine transgender or gender non-confirming students can use the bathroom they prefer with no discrimination or fear
- I imagine a world where bathroom harassment is a distant memory
- Trans students in student bathrooms
- Feeling safe at school
- I reimagine our Non-Discrimination Resolution becoming an ordinance
- To be comfortable being me everywhere



Recommendation: Support Resolution 18-23 & 18-24 with a City Ordinance

A resolution is a formal expression of the opinion or will of an official municipal body adopted by a vote.

A municipal ordinance is a rule, law or statute adopted by a municipal legislative body.

RESOLUTION NO.18-24

A RESOLUTION STATING THE POLICY OF THE CITY OF CASPER TO PROMOTE A DIVERSE COMMUNITY AND ENSURE THAT DISCRIMINATION OF ANY KIND IS NOT ACCEPTED

WHEREAS, Casper is a diverse community with a long tradition of pursuing full equality for all of its citizens; and,

WHEREAS, the City Council of Casper, Wyoming believes that all people should be treated equally and fairly; and,

WHEREAS, the City Council of Casper, Wyoming believes that all of our people should live free of discrimination.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING, THAT: the City of Casper, in regular session duly assembled, states that it is the policy of the City to reject discrimination of any kind against any person.

PASSED, APPROVED AND ADOPTED THIS 20th day of February, 2018.


APPROVED AS TO FORM:

ATTEST:

Fleur D. Tremel
City Clerk

CITY OF CASPER, WYOMING,
A Municipal Corporation

Ray Pacheco
Mayor



RESOLUTION NO. 18-23

A RESOLUTION STATING THE POLICY OF THE CITY OF CASPER TO PROMOTE A DIVERSE COMMUNITY AND ENSURE THAT DISCRIMINATION OF ANY KIND IS NOT ACCEPTED

WHEREAS, Casper is a diverse community with a long tradition of pursuing full equality for all of its citizens; and,

WHEREAS, the full inclusion and acceptance of lesbian, gay, bisexual, and transgender (LGBT) citizens is fair and just; and,

WHEREAS, we affirm the right of LGBT citizens in Casper to live free of discrimination in all of its forms; and,

WHEREAS, discrimination in all of its forms including: on the basis of race, color, religion, national origin, sex, gender identity, age, marital status, sexual orientation, family status, veteran status, disability and source of income is wrong and presents a stumbling block to the pursuit of full equality.

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING, THAT: the City of Casper, in regular session duly assembled, it is the policy of the City to reject discrimination of any kind and to respect the inherent worth of every person, without regard to race, color, religion, national origin, sex, gender identity, age, marital status, sexual orientation, family status, veteran status, disability and source of income. The City affirms that its personnel policies protect employees and potential employees from discrimination based on sexual orientation and gender identity.

PASSED, APPROVED AND ADOPTED this 20th day of February, 2018.


APPROVED AS TO FORM:

ATTEST:

Fleur D. Tremel
City Clerk

CITY OF CASPER, WYOMING
A Municipal Corporation

Ray Pacheco
Mayor



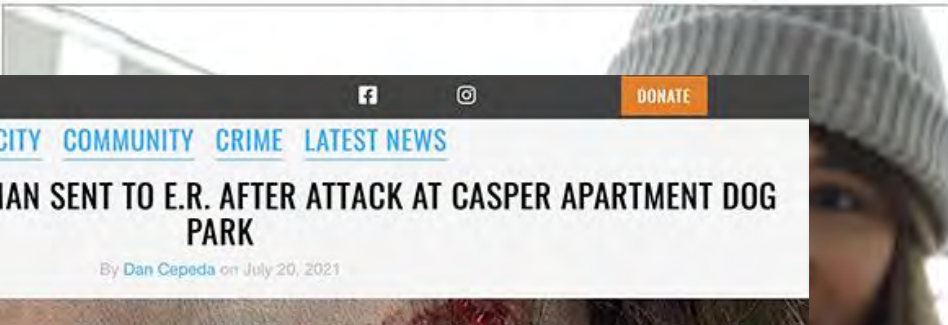


Transgender woman cancels Wyoming magic shows after threats

July 18, 2021

NEWS ▶

Death Threats Force Trans Magician to Cancel Wyoming Shows



Morning Mix

A Wyoming bar sold a shirt promoting violence against gay people miles from Matthew Shepard's murder site

Listen to article



An image from Google maps shows the Eagle's Nest bar in Cheyenne, Wyo.

By Jonathan Edwards
 July 15, 2021 at 7:07 a.m. EDT

Sales of T-shirts advocating violence against LGBTQ peo — a state where the murder of a gay college student more inspired hate-crime laws across the country — stopped t because the shirts sold out.

LATEST NEWS VOICES SUPPORT WYOFILE COVID-19

Is LGBTQ Pride political? Schools struggle with the answer



You' the f
 Get inbox

Teachers and administrators at Natrona County High School, under pressure from students, took down some Pride posters and left others, according to district officials and several students who spoke to WyoFile. In some instances, teachers had participated with students to create and hang the posters.

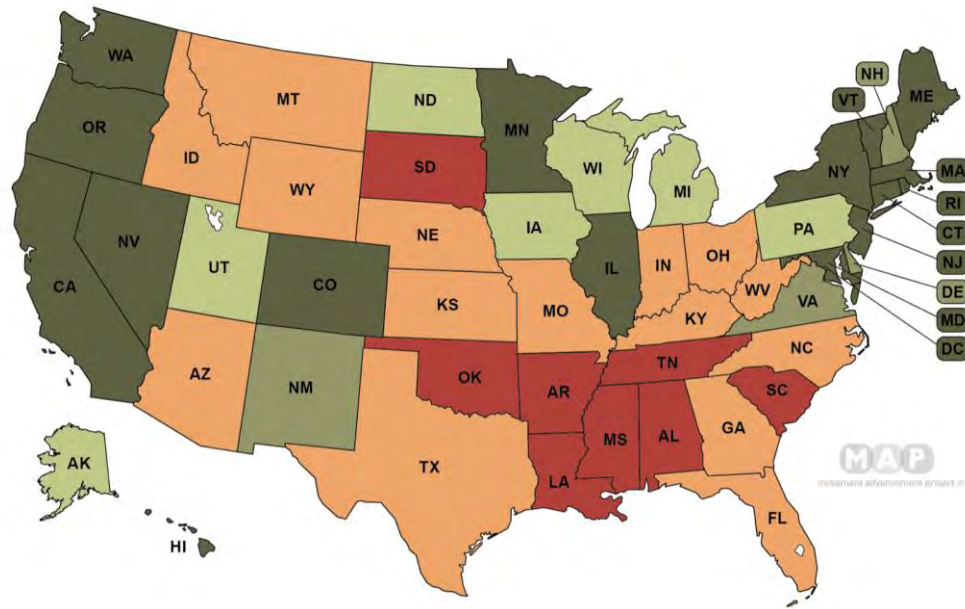
on two

“The entire effort to rein in the library – and Campbell County government to pull the plug on Oz’s performance – would establish an **unsustainable precedent of giving in to outrage; one that would only deprive the community of the diversity it desperately needs.**”

- Rusty Bell, County Commissioner, **Campbell County (WY)**



SNAPSHOT: LGBTQ EQUALITY BY STATE



- High Overall Policy Tally (16 states, 0 territories + D.C.)
- Medium Overall Policy Tally (4 states, 1 territory)
- Fair Overall Policy Tally (7 states, 0 territories)
- Low Overall Policy Tally (15 states, 4 territories)
- Negative Overall Policy Tally (8 states, 0 territories)

MONEY

Supreme Court decision aside, some states are better – and some are worse – for LGBTQ community

Hristina Byrnes, John Harrington and Grant Suneson 24/7 Wall Street
Published 7:00 a.m. ET Jun. 19, 2020 | Updated 2:05 p.m. ET Jun. 19, 2020

...sodomy laws). Such laws are considered archaic and frequently lead to abuse and discrimination against HIV-positive individuals and harms public health efforts.

- ### 49. Wyoming
- **LGBTQ population:** 3.3% – 9th lowest (total LGBTQ people: 15,000)
 - **CenterLink pride centers:** 7 per 100,000 LGBTQ people – 2nd highest (total: 1)

Just 3.3% of Wyoming's population identifies as LGBTQ, the ninth lowest such share of any state. Relatively low numbers of LGBTQ state residents could reflect lower likelihood of identifying as LGBTQ and a generally less hospitable state for the community.

Wyoming is the state where Matthew Shepard, a gay college student, was beaten and left to die in the town of Laramie in 1998, in an incident that shocked the nation. There have been other incidents against gay people in recent years, and a gay man who was bullied committed suicide in 2016. Tragic incidents such as these are unfortunately common across the country, but considering the general inhospitable environment in the state, including lacking laws that would protect basic LGBTQ civil rights, these incidents take perhaps additional meaning in Wyoming. Still, there are people in Wyoming who continue to struggle for equal rights under the law. The cities of Casper and Cheyenne held their first pride marches in 2017. Also, about 22,000 people came out in support of University of Wyoming diver Scotia Mullin, an openly gay athlete, who received All-American recognition.



Statistics from the National LGBT Chamber of Commerce, Washington DC

LGBTQ employees average 15-25% of the work week worrying about discrimination, being fired or violence in the work place for being LGBTQ

2/3 of fortune 500 companies cited non-discrimination laws as a major factor in opening new offices and relocating headquarters

“The interesting truth of **bias crimes bills is that it is essential to economic development recruitment**, and more so, it is just the right thing to do. When you look around this country, organizations of all kinds have supported the passage of inclusion and diversity laws. Churches, bar associations, police organizations, civic groups, business organizations, and others have all joined forces across America because they know **treating all people with dignity and respect regardless of their differences is the right thing to do.**”

- Dale Steenbergen CEO and President of the **Greater Cheyenne Chamber of Commerce**



Report Statistics from UCLA School of Law Williams Institute (2017)

15,100

LGBTQ adults live in Wyoming

8,700

LGBTQ people aged 16+ are in Wyoming 's workforce

78%

of Wyoming residents think LGBTQ experience discrimination in the state

6%

of Wyoming adults are protected from discrimination based on sexual orientation and gender identity

Survey data indicate that discrimination against LGBT people occurs in Wyoming. In response to one recent survey of LGBT people in Wyoming, **more than one-third of respondents reported that they had experienced workplace harassment** and **one quarter said they had experienced employment discrimination because of their sexual orientation or gender identity**.² Another survey of LGB[TQ] people in Wyoming found that **29% of respondents reported that they had been discriminated against in employment opportunities**; **20% reported that they had been terminated from a job**, and **17% reported they had experienced housing discrimination** because of their sexual orientation.



Safe Place Program

Safe Place

- FREE to join
- Builds community relationships
- Train your staff to:
- Call 911 when a victim of a hate crime, or any crime comes in (even if they don't want the Police Called)
- Let Victim remain there until Police Arrive

Safe Place Program

Mission Statement

SPD Safe Place is a unique partnership with the business community and schools that serve a critical role in assisting the victims of these crimes. Businesses and schools that participate place an easily recognizable decal at their entrances. This symbol is a signal for victims of hate crimes that this location has partnered with the police, will call 911 on their behalf and allow them a safe place stay on the premises until the police arrive.

Over 7,000 businesses throughout Seattle currently participate in the program. Nearly 300 police agencies throughout the United States, Canada and Europe are actively working with SPD to initiate Safe Place in their communities.

Requirements for Safe Place businesses:

- 1) If a Victim of a Crime, especially of a Hate Crime comes into your business that you call 911 on the victims behalf as soon as is practical. This is not an optional, this is mandated by the program!
- 2) Let the victim remain on the premise until police arrive. What happens if the Victim Leaves? Ask them to stay. DO NOT make them stay against their will. Call 911 back and give a good physical description of the victim and direction of travel.





Seattle Safe Place Program GOALS

Wyoming is one of 3 states without hate crime laws

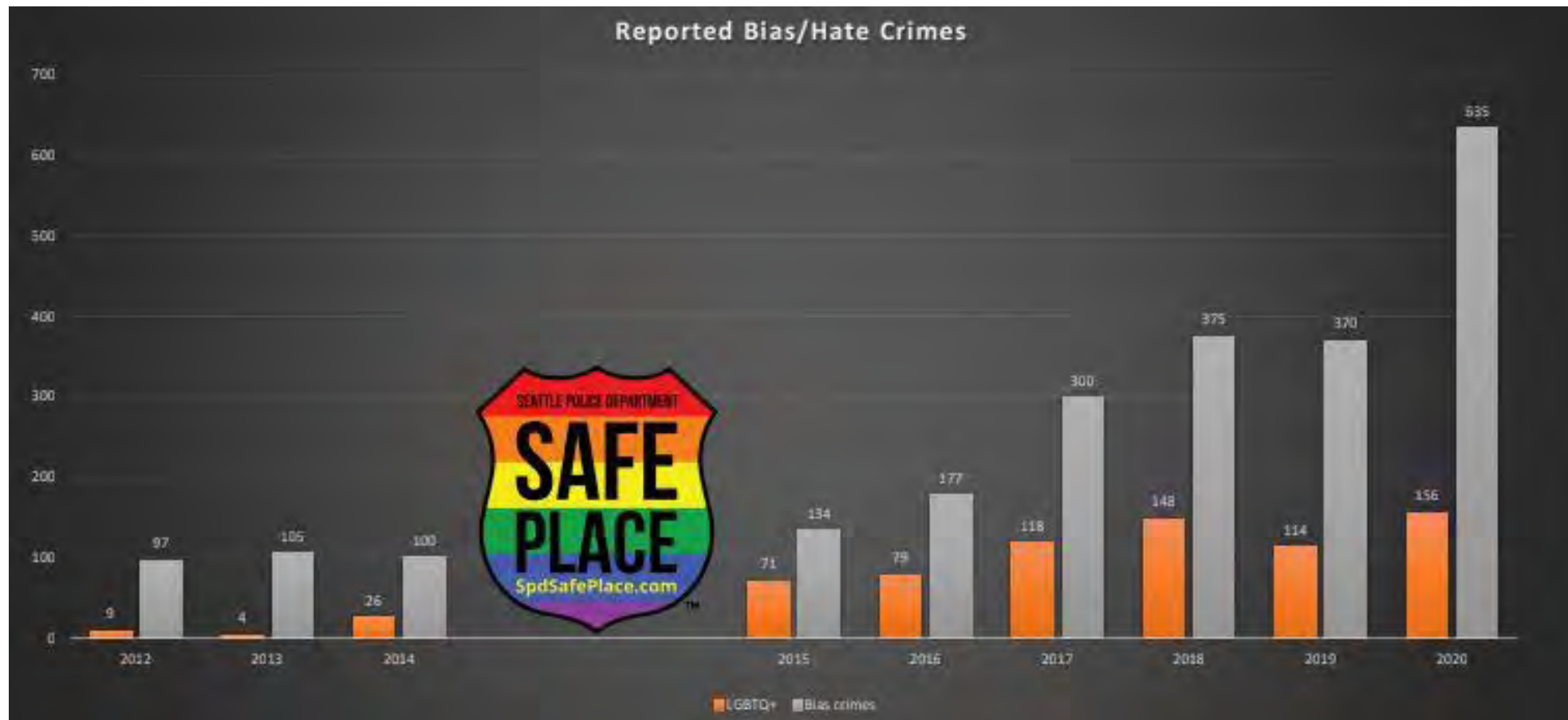
This program could help ensure that no crime in Casper goes unreported

This program improves the relationship between LGBTQ+ members and other marginalized groups to encourage reporting off all bias crimes

Seattle has great success from this program since it's implementation in 2014

Seattle Safe Place Program RESULTS

reported crimes before and after the program began





Seattle Safe Place Program GOALS

During Seattle Pride of 2014, 8 violent crimes happened against LGBTQ individuals that were not reported until a later date, and therefore non convictions came from them.

After implementation in late 2014, Pride of 2015 again saw **8 hate crimes**, but all of them went reported, which **resulted in 7 convictions**

The numbers of LGBTQ Hate crimes reported continue to rise, going from 26 in 2014 to 156 in 2020, and other biased crimes going from 100 to 645

We have heard from members of the community that they do not feel safe in Casper. **This program will increase trust between the city, police departments, and marginalized groups**

Recommendation: Support the implementation of “Casper Safe Place” Program

To promote all crimes to be reported and to improve police and city relationships with marginalized groups.





Thank You!

JOIN US!

Advance Casper & Visit Casper

OPEN HOUSE



Thursday, December 8th

4:00-6:00 pm

At our offices, 139 W 2nd St.

**Meet new Visit Casper CEO and enjoy
food, drink & mingling!**