

VALLAS ★ ★ FOR ★ ★ MAYOR

Paul Vallas has been a lifelong ally of the LGBTQ+ community working with innovators like Dawn Clark Netsch, and reaffirmed his position three decades ago when he first allowed same sex domestic partners in all of the City's contracts allowing them to be covered by their partner's insurance. Paul's work has always been about ensuring that those who need the support get it regardless of their race, religion or sexual orientation. Paul sees the need for equity in all city processes for all Chicagoans.

- ★ **Working to create officer training that prepares them to assist on calls within the LGBTQ+ community** – Many individuals that identify as LGBTQ+ feel as if officers responding to calls do not understand the needs and dynamic of the community. As mayor, Vallas will work to ensure that all CPD officers are trained and prepared to deal with issues such as trans-violence and non-heteronormative couples. It is important that we protect the most vulnerable in the city and part of the most vulnerable are within our transgender community, especially those trans individuals that identify as a minority. It is important that those who identify as LGBTQ+ know that when they call the CPD, they do not have to fear being misunderstood or treated unfairly.
- ★ **Ensuring the community is safe at the times it can be most vulnerable** - Northalsted is a vibrant neighborhood that is frequented by everyday Chicagoans regardless of how they identify. The Northalsted Community is an area that is known for its nightlife. It is crucial that in order for these neighborhoods to thrive we must protect Chicagoans when they are out particularly at times of day when there is a heightened risk to their safety. A Vallas administration will work with stakeholders to develop a CPD Neighborhood Outposts (OPs) in all neighborhoods that will be staffed with CPD Officers that will assist in ensuring safe passage to individuals at the most vulnerable times in the late evening in addition to regular beat officers that will patrol the neighborhood.
- ★ **Ensuring that we hold those accountable who commit acts of hate and other crimes** - A Vallas administration understands that in order to deter crime and acts of hate and violence the perpetrators of such acts must be held accountable. As mayor, Paul will utilize the "Home Rule" clause of the Illinois Constitution to create a "Chicago Public Safety Ordinance" that will have clear consequences outlined for those who choose to commit crime and intimidate others. A Vallas administration will ensure that anyone who threatens the safety of our city will face the consequences of those actions. A Vallas administration will ensure that CPD officers are able to do their job to keep our neighborhoods safe whilst ensuring we are following the consent decree and holding our officers equally as accountable for any errors on their part.
- ★ **Promoting inclusion education into all the CPS schools** – As mayor, Vallas will work closely with community organizations and the CPS to develop a curriculum that teaches students in the schools the importance of human rights. Paul will ensure that "character education" is a key centerpiece in the learning experience of students. Allowing students to take on service learning opportunities and working with diverse sets of people will teach them about collaboration and respecting others regardless of their identified class or status. A Vallas administration will work with neighborhood organizations like Paul did with the Attic Program in Philadelphia to develop safe spaces within the schools where students who identify in the LGBTQ+ community can receive support services.
- ★ **Ensuring compliance within city infrastructure** – It is important that we ensure state equality laws are being followed within the entire city. As mayor, Vallas will continue to ensure equality in the employment practices of City Hall and will work with community members to ensure that all businesses within the city are being equitable in the hiring process. This involves working and partnering with community organizations to provide access to resources to individuals within the LGBTQ+ community that may need them. A Vallas administration will ensure that all City offices comply with the obligations of providing their staff with adequate healthcare coverage even in situations where the individual seeks to transition to the gender they identify with.
- ★ **Development of a Northalsted NRZ** - Neighborhood Revitalization Zones (NRZs) represent a different kind of partnership and cooperation between communities and government which shifts the impetus of planning to the local level and provides a mechanism for relief from burdensome state and local regulations. A committee of individuals representing key stakeholders such as neighborhood residents, business owners and employees serve on a board that directly relates to dealing with the issues that a particular neighborhood is facing and having a direct line of communication with the Mayor's Office of the City of Chicago. NRZs were created to push past the "red-line" that often keeps communities from being able to progress forward by allowing them to petition local leadership to shift compliances to help bolster the safety and growth of the neighborhood. NRZs can also sponsor specific neighborhood initiatives and raise funds for things that are most pertinent to the community they represent.
- ★ **Equal access to services and businesses** - A Vallas administration will make sure that every company doing business in the City of Chicago does not deny service to any individual on the grounds of sexual orientation or gender identity. Complaints against business owners will be taken seriously and we will have the Office of Equity and Racial Justice conduct a full investigation. The Vallas administration will take a zero-tolerance policy on every form of discrimination and will ensure that businesses comply or risk losing their opportunity to operate in our great city.
- ★ **Ensuring that LGBTQ+ owned businesses are represented in all city contract hiring** – Part of running a city that is equitable for all is ensuring that the members within the community, regardless of gender or sexual orientation are considered for City contracts and grants. As mayor, Vallas will ensure that these companies are brought to the bidding table and are given the same opportunity as other corporations when it comes to receiving city contracts. LGBTQ owned and run businesses should be allowed to receive the opportunities they are offered as a minority owned business. We will empower the LGBT Chamber of Commerce as well as our local Chambers with the resources they need to do the important work they are doing in the community.

As mayor, a Vallas administration will bring all these clear and necessary changes, ensuring that people not only today but for the generations to come are free to be their most authentic self. We don't need special protections, we need human protections and it all starts with the basic respect for human dignity.