

City of Minneapolis

Request for Committee Action

RCA #: RCA-2026-00559

TO COMMITTEE(S):

#	Committee Name	Meeting Date	Submission Deadline
1	Public Health, Safety & Equity	Jun 17, 2026	Jun 4, 2026

FROM: City Council

LEAD STAFF: Ivonne Hernandez, Ward 9

PRESENTED BY: Council Member Jason Chavez,
Council Member Aurin
Chowdhury, Council Member
Aisha Chughtai, and Council
President Payne

SUBJECT:

All-gender and sexuality Welcoming City ordinance – Title 7.5

ACTION ITEM(S)

#	File Type	Subcategory	Item Description	Public Hearing
1	Ordinance	Code Amendment	Passage of Ordinance amending the Minneapolis Code of Ordinances by adding a new Title 7.5 entitled “Welcoming City for All Genders and Sexual Orientations,” to codify the City’s status as a city that welcomes	Yes

#	File Type	Subcategory	Item Description	Public Hearing
			and protects people of all genders and sexual orientations.	

WARD / NEIGHBORHOOD /ADDRESS

#	Ward	Neighborhood	Address
1.	All Wards		

BACKGROUND ANALYSIS

Since taking office in January 2025, the Trump Administration has pursued an aggressive campaign against 2SLGBTQIA+ rights, issuing executive orders, threatening federal funding, and implementing policy changes that target gender-affirming and intersex care, restrict gender expression, and roll back decades of civil rights protections.

In this ordinance, the City of Minneapolis uses its local authority to protect its 2SLGBTQIA+ residents from these attacks. The ordinance declares Minneapolis as a Welcoming City for people of all genders and establishes Minneapolis as a safe-haven for gender-affirming and intersex care. The ordinance prohibits the City from accepting or distributing grant funds conditioned on limiting rights based on gender, gender identity, gender expression, or sexual orientation. It bars City resources from being used, or City employees from acting, to interfere with individuals' ability to receive gender-affirming or intersex care and prohibits data-sharing agreements that could be weaponized to enforce outside bans on that care.

The ordinance also requires that the City's employee health plan offers coverage that addresses the healthcare needs of the intersex community and includes gender-affirming care benefits. The ordinance mandates all-gender restrooms in newly constructed or remodeled City buildings. The ordinance establishes accountability mechanisms including requiring a complaint mechanism for members of the public, as well as an annual report of the administration's outreach and engagement efforts to the 2SLGBTQIA+ community.

At a moment when federal protections are being dismantled, it is essential that Minneapolis remains a place where every resident can live, access care, and exist freely regardless of who they are.

Racial Equity Impact Analysis (REIA)

SECTION 1: BACKGROUND

DOES THIS IMPACT ONE OF THE CITY’S GOAL AREAS?

Policy Goals

- PUBLIC SAFETY
- PUBLIC HEALTH

Operational Goals

- WORKFORCE
- COMMUNITY ENGAGEMENT

DESCRIBE THE IMPACT ON SELECTED GOAL AREAS.

Public Safety: This ordinance provides protections for 2SLGBTQIA+ residents from government-facilitated harm by prohibiting City personnel and resources from being used to interfere with or investigate individuals for seeking lawful gender-affirming care. It bars data sharing agreements that could expose residents to outside enforcement and provides that no person can be denied access to a City restroom consistent with their gender identity. The violence and hate speech instilled by the federal government against transgender and gender non-conforming people have created unsafe, toxic and inhumane practices across the country, forcing people to flee from their homes, into the shadows and even ending their lives. As local government, this ordinance is a beginning step to provide additional protections for its 2SLGBTQIA+ residents.

Public Health: The ordinance supports access to evidence-based, medically necessary care by requiring the City’s employee health plan to offer coverage for gender-affirming care benefits and coverage that addresses the healthcare needs of the intersex community. It establishes Minneapolis as a safe-haven for seekers of gender-affirming and intersex care, including independently living minors, and prohibits City resources from being weaponized against individuals because they are providing or receiving lawful healthcare.

Community Engagement: This ordinance has been created with teachers, parents, service providers, 2SLGBTQIA+ People and organizations that support the wellbeing of 2SLGBTQIA+ People. Ongoing community engagement and outreach includes surveys, tabling, events. Additionally, an annual report regarding the City's engagement efforts will be presented annually.

Workforce: The City of Minneapolis is an equal opportunity employer. The ordinance requires the City's employee health insurance plan to offer coverage that includes gender-affirming care benefits and coverage that addresses the healthcare needs of the intersex community.

WHO PARTICIPATED IN COMPLETING THIS ANALYSIS?

Ward 9 Office

SECTION 2: DATA

LIST THE SPECIFIC GEOGRAPHIES THAT WILL BE IMPACTED AND THE RACIAL DEMOGRAPHICS OF CONSTITUENTS IN THOSE AREAS:

This ordinance applies citywide across all 13 wards of Minneapolis. According to the 2020 U.S. Census, approximately 42 percent of Minneapolis residents identify as people of color, including Black or African American (18.9%), Hispanic or Latino (10.4%), Asian (5.8%), American Indian and Alaska Native (1.2%), and multiracial residents (5.2%).

WHAT DOES AVAILABLE DATA TELL YOU ABOUT HOW CONSTITUENTS FROM BIPOC COMMUNITIES CURRENTLY RELATE TO THE DESIRED OUTCOME COMPARED TO WHITE CONSTITUENTS?

2SLGBTQIA+ people of color face higher rates of uninsurance, provider discrimination, and language access gaps compared to white 2SLGBTQIA+ peers. Trans people of color report significantly higher rates of being denied care or harassed by medical providers.

WHAT DATA IS UNAVAILABLE OR MISSING? HOW CAN YOU OBTAIN ADDITIONAL DATA?

? Minneapolis-specific data on gender-affirming care access rates broken down by race/ethnicity

? Local data on how often City surveillance or data systems have been used in ways that negatively affect 2SLGBTQIA+ residents

? Provider-level data on care denials or discrimination complaints by race in Minneapolis

SECTION 3: COMMUNITY ENGAGEMENT

USING THE INTERNATIONAL ASSOCIATION OF PUBLIC PARTICIPATION (IAP2) [PUBLIC PARTICIPATION SPECTRUM](#), WHICH PARTICIPATION STRATEGY(S) WAS USED WHEN ENGAGING THOSE WHO WOULD BE MOST IMPACTED?

- CONSULT

DESCRIBE THE ENGAGEMENT AND WHAT HAVE YOU LEARNED?

The primary engagement was a community presentation with 2SLGBTQIA+ residents and community members directly impacted by the issues addressed in the ordinance. Community members affirmed that the City's existing protections were insufficient against the current federal threat environment, particularly around surveillance, data-sharing, and access to care. There was strong demand for codified and enforceable commitments.

SECTION 4: ANALYSIS

HOW DOES THE OUTCOME FOR THIS ORDINANCE, AMENDMENT, OR POLICY HELP THE CITY ACHIEVE RACIAL EQUITY?

This ordinance advances racial equity by addressing the barriers that 2SLGBTQIA+ people of color face at the intersection of race, gender identity, and healthcare access. BIPOC 2SLGBTQIA+ residents experience higher rates of care denial, provider discrimination, uninsurance, and housing instability than their white peers, and are more likely to be harmed by data sharing with outside actors. The ordinance's restrictions on use of City resources, restroom access requirements, employee health plan mandates, and ongoing reporting and outreach requirements together create protections that are most consequential for those facing the greatest barriers, meaning the communities who may most experience the benefits of this ordinance are disproportionately communities of color.

SECTION 5: EVALUATION

HOW WILL IMPACTS BE MEASURED? WHAT ARE THE SUCCESS INDICATORS AND PROCESS BENCHMARKS?

Success will be measured through the biannual complaint reporting requirement, the annual outreach and engagement reporting, and confirmation that the employee health plan offers coverage for gender-affirming and intersex care.

HOW WILL THOSE WHO ARE IMPACTED BE INFORMED OF PROGRESS OVER TIME?

Through the annual process of publicly available reporting required under this ordinance.