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# INFORMATION PACKET

Friday, October 27, 2023



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

**Communication Accountability Stewardship Professionalism Efficiency Responsiveness**

## The Grid

### Working Draft of Council Meeting Agendas

<b>November 7, 2023 Councilors Absent:</b>					
<b>Regular Council Meeting Agenda Items</b>	<b>Est. Public Hearing</b>	<b>Public Hearing</b>	<b>Ordinances</b>	<b>Resolutions</b>	<b>Minute Action</b>
Pre-Meeting: Community Engagement Follow-Up					
Pre-Meeting: FY25 Budget Calendar					
Pre-Meeting: Utility Billing Ordinance Changes					
Approval of 10/17 Minutes					C
Approval of 10/17 Executive Session Minutes (2 sets)					C
Approval of 10/24 Special Meeting Minutes					C
Bright Spot: Epilepsy Foundation Proclamation					
Est Public Hearing: LAD 160 Chinook Trail Filing	C				
Est Public Hearing: Utility Billing Ordinance Amendments	C				
Est Public Hearing: Board of Examiners & Appeals & Contractor Licensing	C				
Est Public Hearing: Approving a Plat and Zone Change for the Proposed Lower Brothers Addition Subdivision.	C				
Public Hearing: Bar & Grill License - America		N			
Public Hearing- Bar and Grill License - Rialto		N			
Public Hearing - Bar & Gril License Old Town		N			
Postpone PH & Re-establish for Nov. 21 - Ordinance Approving a Zone Change of 350 and 410 SE Wyoming Blvd, from PUD to C-2					C
3rd Reading: DUI Ordinance Amendment			N		
3rd Reading: Camping Ordinance			N		
3rd Reading: Parking & Dwelling Restriction Ordinance			N		
Authorizing Change Order No. 1 with Crown Construction, LLC, for a time extension of 119 calendar days and a Contract price increase of \$5,495.00, in relation to the Casper Regional Landfill Leachate Force Main Extension, Project No. 21-012B.				C	
Authorizing Amendment #5 to the Professional Services Contract with Stateline No. 7 Architects, in the amount of \$14,097.60 for the City Hall Renovations and Addition (Project SAFE), Project No. 20-004.				C	
Authorizing an Agreement with Casper Electric, Inc., in the amount of \$3,358,626, for the Sam H. Hobbs Waste Water Treatment Plant (WWTP) Motor Control Center (MCC) Replacements, Project No. 17-081.				C	
Authorizing Amendment Number One to the Fiscal Year 2021 Transportation Alternatives Program Subrecipient Agreement Between the Wyoming Department of Transportation and the City of Casper.				C	
Authorizing an Agreement with Crown Construction, LLC, in the amount of \$100,220, for the Compost Yard Building Upgrades, Project No. 22-081.				C	
Authorize a contract with HDR Engineering, Inc., for ongoing studies, tasks, and activities concerning water rights and water supply activities, in an amount not to exceed \$100,000.				C	
Parks and Rec Master Plan				C	
Authorizing the acceptance of the Wyoming Department of Homeland Security, (SHSP) Grant, in the amount of Fourteen Thousand, Four Hundred Ninety-One Dollars and 94/100 (\$14,491.94).				C	
System Investment Charge Appeal					
Executive Session: Personnel & Land Acquisition					

<b>November 14, 2023 Councilors Absent:</b>			
<b>Work Session Meeting Agenda Items</b>	<b>Recommendation</b>	<b>Begin Time</b>	<b>Allotted Time</b>
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
CBC Design	Direction Requested	4:35	60 min

Leadership Selection and Removal Process	Direction Requested	5:35	60 min
Project Safe	Direction Requested	6:35	40 min
Code Enforcement Follow-up Part 1 (Assessment of Vehicle Towing Fees)	Direction Requested	7:15	40 min
Transit Bus Pass Program	Direction Requested	7:55	20 min
Agenda Review		8:15	20 min
Legislative Review		8:35	20 min
Council Around the Table		8:55	20 min
Approximate Ending Time:			9:15

<b>November 21, 2023 Councilors Absent:</b>					
<b>Regular Council Meeting Agenda Items</b>	<b>Est. Public Hearing</b>	<b>Public Hearing</b>	<b>Ordinances</b>	<b>Resolutions</b>	<b>Minute Action</b>
Approval of 11/7 Minutes					C
Bright Spot: Casper Police Department CALEA Accreditation Award					
Public Hearing: LAD 160 Chinook Trail Filing		N			
Public Hearing: Ordinance Approving a Zone Change of 350 and 410 SE Wyoming Blvd, from PUD to C-2		N			
Public Hearing: Utility Billing Ordinance Amendments		N			
Public Hearing: Board of Examiners & Appeals & Contractor Licensing		N			
Public Hearing: Approving a Plat and Zone Change for the Proposed Lower Brothers Addition Subdivision.		N			
Leadership Selection & Removal Process				C	
Water and Conservation Grant Application					
Executive Session: Personnel					

<b>November 28, 2023 Councilors Absent:</b>			
<b>Work Session Meeting Agenda Items</b>	<b>Recommendation</b>	<b>Begin Time</b>	<b>Allotted Time</b>
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
Casper Housing Authority Update	Information Only	4:35	20 min
One Cent Process Debrief	Direction Requested	4:55	30 min
Center Street Underpass	Direction Requested	5:25	45 min
Ford Wyo Center Part 2	Direction Requested	6:10	30 min
Business Incentive Options	Information Only	6:40	30 min
Agenda Review		7:10	20 min
Legislative Review		7:30	20 min
Council Around the Table		7:50	20 min
Approximate Ending Time:			8:10

<b>December 5, 2023 Councilors Absent:</b>					
<b>Regular Council Meeting Agenda Items</b>	<b>Est. Public Hearing</b>	<b>Public Hearing</b>	<b>Ordinances</b>	<b>Resolutions</b>	<b>Minute Action</b>
Pre-Meeting: Judge's Quarterly Report					
Approval of 11/21 Minutes					C
Approval of 11/21 Executive Session Minutes					C
2nd Reading: LAD 160 Chinook Trail Filing			N		
2nd Reading: Ordinance Approving a Zone Change of 350 and 410 SE Wyoming Blvd, from PUD to C-2			N		
2nd Reading: Utility Billing Ordinance Amendments			N		
2nd Reading: Board of Examiners & Appeals & Contractor Licensing			N		
2nd Reading: Approving a Plat and Zone Change for the Proposed Lower Brothers Addition Subdivision.			N		
Executive Session: Personnel					

<b>December 12, 2023 Councilors Absent:</b>			
<b>Work Session Meeting Agenda Items</b>	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
Utility Rate Model Review	Direction Requested	4:35	60 min
Agenda Review			20 min
Legislative Review			20 min
Council Around the Table			20 min
			Approximate Ending Time:

<b>December 19, 2023 Councilors Absent:</b>					
<b>Regular Council Meeting Agenda Items</b>	Est. Public Hearing	Public Hearing	Ordinances	Resolutions	Minute Action
Approval of 12/5 Minutes					C
Approval of 12/5 Exec Session Minutes					C
3rd Reading: LAD 160 Chinook Trail Filing			N		
3rd Reading: Ordinance Approving a Zone Change of 350 and 410 SE Wyoming Blvd, from PUD to C-2			N		
3rd Reading: Utility Billing Ordinance Amendments			N		
3rd Reading: Board of Examiners & Appeals & Contractor Licensing			N		
3rd Reading: Approving a Plat and Zone Change for the Proposed Lower Brothers Addition Subdivision.			N		

<b>December 26, 2023 Councilors Absent:</b>			
<b>Work Session Meeting Agenda Items</b>	Recommendation	Begin Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested			
Meeting Follow-up		4:30	5 min
		4:35	
Agenda Review			20 min
Legislative Review			20 min
Council Around the Table			20 min
			Approximate Ending Time:

## Future Agenda Items

### Council Items:

Item	Date	Estimated Time	Notes
Formation of Additional Advisory Committees			
Livability/Marketing Follow-up			
Special Event Permitting Process			
Funding for Sidewalk Repairs/Homeowner			
Naming City Garbage Trucks			
Judge's Quarterly Update	3/5/24 6/4/24	15 minutes	Recurs Quarterly
Leadership Straw Poll			December
Liquor Establishment Incentive Program			
Liquor Overserving Legislation			

### Staff Items:

Fire Station 1			
Downtown Parking Kiosks			November
Code Enforcement Follow-up Part 2 (Time Frame for Addressing Violations)			
Code Enforcement Follow-up Part 3 (Assessment of Administrative Fees)			
Code Enforcement Follow-up (Abatement Responsibility for Sidewalk and Street Vegetation Obstructions)			
Code Enforcement Follow-up (Funding Source for Condemnations, Dangerous Buildings, and Demolitions)			
Dangerous Building Processes			April
Audit Presentation to Finance Committee	January 23, 2024		
Capital Budget Review	March 12, 2024		
Tentative Budget to Council	May 7, 2024		
Budget Review Sessions	5/20/24 & 5/22/24		
Summary Proposed Budget to Council	June 4, 2024		

### Potential Topics-- Council Thumbs to be Added:

City Facility Retention & Subsidization			
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### Future Regular Council Meeting Items:

Establish Public Hearing: FY25 Budget	6/4/2024		
Public Hearing: FY25 Budget Adoption	6/18/2024		
Urban Forestry Grant			
Utility Ordinance			

### Retreat Items:

Economic Development and City Building Strategy			
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# OCTOBER 2023



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3 All Staff Training 6:00 pm- 8:30 pm	4 Chamber Conference 7:00 am- 12:00 pm	5	6	7 Diocese of Wyoming Banquet 5:30 pm-10:30pm
8 Meals on Wheels Autocross 7:00 am- 11:00 am	9 CNFR Committee Meeting	10	11	12	13 Rumors of Fleetwood Mac 6:00 pm- 10:00 pm	14 WHSAA State Marching Band 12:30 pm- 10:00 pm
15	16 Columbus Day	17	18 TIPS Training 6:00 pm- 8:30pm	19 Chamber Business to Business Expo	20	21 Dancing with the Stars of Casper 6:00 pm- 10:00 pm
22	23 CPD Testing 7:00 am-11:00 am	24	25	26 Casper College Mike Rowe After Hours 6:00 pm- 9:00 pm	27	28
29 Science Zone Trick or Treat Trail 2:00 pm- 7:00 pm	30	31	1	2 WHSAA State Volleyball	3 WHSAA State Volleyball	4 WHSAA State Volleyball

## **Casper's Council for People with Disabilities (CCPD)**

### **MEETING NOTES**

**Monday, August 28, 2023, at 12:00 PM**

Participation in person at Nowcap Services, 345 N. Walsh Dr. in Casper

or

Virtually via Microsoft Teams

Voting Members in attendance: Austin Berlin, Chairperson; Bonnie Wilson, Vice Chair; Ethan Yonker, Treasurer; John Wall, Stephanie Singer; Scotia Sutherland; Dawn Lacko; Charles Fitz; Maureen Barnes; Ardell Breed and Jenny Miller

Absent: Excused: Teka Perry; Absent: Marty Wood and Copper Mack

Guest: Tina Bennett/Ada Coordinator for WILR -Provided Handouts

Justin Farley/ Advance Casper (Fly Casper) a Casper Alliance

Alternates/Liaisons: None were present at the time of the meeting.

1. Roll Call
2. Introduced Guests
3. Treasurer's Report: Invoice for the rental of the Port-A-Potty to be paid at \$280.00 to D. K. Hauling/Thank you.
4. Bank balance is \$1519.00.  
Motion to accept the treasurer's report by Maureen.  
Second by Charles  
All in favor-Aye. No descents. Motion passes to accept the treasurer's report as is.
5. Review and approve the minutes from July's meeting. John so moved; Ardell seconded. All in favor say Aye. No Nays. Motion to accept last month's minutes has passed.
6. City Report from Ethan Yonker. Ethan states that the city is contemplating possible changes to their Facebook page. Will keep us updated.

#### **Old Business:**

1. Nominations for open office positions:  
**Chairperson:** Bonnie, Dawn, Austin, and Stephanie  
Withdrawn: Dawn and Austin

**Vice Chairperson:** Scotia, Bonnie, Stephanie, Austin, and Copper  
Withdrawn: Stephanie, and possibly Copper (possible resignation)

Bonnie read Masha Flinn's letter of resignation as secretary and on the Board. The board accepted her resignation. Ethan will get a letter from the mayor to Masha for her dedication and years of service.

**Secretary:** Maureen and Dawn  
Withdrawn: Dawn

2. John motioned to accept Maureen as the new secretary  
Charles seconded. All in favor-Aye. No Nays.  
Motion passes to appoint Maureen as the new CCPD Secretary.  
Congratulations Maureen.
3. Discuss any updates from committees since previous CCPD meeting to address and establish priorities as listed below:

*QOL Committee-Ethan Yonker, Chairperson*

- No new information on the transportation grant
- Charles spoke to council about an information committee about snow removal with possible code enforcement.
- Justin Farley reached out talk about Advance Casper (Fly Casper) Casper Alliance wants to meet with the council. Ethan will set up the meeting.

*Events Committee- Maureen Barnes, Chairperson*

- Bonnie suggested that the council needs a banner for activities around town so people will know who we are.
- Ardell made a motion to take the request to city council for approval. Scotia seconded. All in favor-Aye, no nays. Motion passes to request a banner from the city council.

*Public Relations Committee-John Wall, Chairperson*

- John has received information from Allisa about the google map. John and Austin will set up a meeting with her.



- John and Austin will meet with her about our Facebook page.
- Disability Peer Advocacy Conference is August 29<sup>th</sup> thru the 31<sup>st</sup> at the Ramkota from 9 am to 4 pm. John will be attending.

**New Business:**

Charles had some concerns about the 12-24 Club being on the resource map.

We adjourned at 12:46 PM

## **Casper's Council for People with Disabilities (CCPD)**

Meeting Minutes, September 25, 2023, 12:00pm

Participation via Microsoft Teams Online & In-Person at

Nowcap Services, 345 N. Walsh Dr. Casper

Attendees; Voting members: Bonnie Wilson, Chairperson; Ethan Yonker; Treasurer, Stephanie Singer, Dawn Lacko, John Wall, Charles Fritz, Marty Wood, Scotia Sutherland, Ardell Breed, Austin Berlin; Vice Chair, Maureen Barnes; Secretary.

Liaisons/Alternates: Scott Dresher, Zulima Lopez

Guests: Rob Johnson and Sara Bieber

1. Roll Call
2. Introduction of Guests
3. Treasurer's Report: Ethan reported no expenditures or deposits, so amount remains at \$1500.19, Dawn motions to approve the treasurer's report, John seconds. All in favor-Aye. Motion passes to accept the treasurer's report.
4. Bonnie suspends vote on last month's minutes until our October meeting as no one received them.
5. Scott Dresher reports that they are still working on the new passes. The bus tracker is up and running. There are fixed route trackers as well as live trackers. Scott apologizes that they are having problems because of lack of employees. He has no control over that. Dawn stated that at a home meeting at Nowcap, participants have concerns for accessibility to the Assist Buses. Scott explains that he has staff shortages on six routes. Trying to get more part-time employees is tough right now.

**Quality of Life Committee:** Chair: Ethan Yonker:

Ethan has heard back from Wings for All. Advance Casper and director of the airport would like us to meet on October 6<sup>th</sup> for discussion on the possibility of instituting this program here in Casper.

**Events Committee:** *Chair: Maureen Barnes*

Maureen states that we met and designed a banner for us to use at events so people know who we are and who we represent. Banner needs forwarded to the council to approve it. Dawn pulled up our mockup for everyone to see. Ethan will email the QR code that will be placed on the banner before it is forwarded to be approved by the council. It will be two by three.

**PR Committee:** *Chair: John Wall*

John reports that he finally has a working computer and phone in order to complete his tasks. Austin is working with John to help update Google Maps.

**New Business:** Rob Johnson is an Executive Director of Wyoming Health Council. They are the ones to connect with to help with accessibility issues for the disabled. He is working with University of Wyoming for the collection of data to help in areas that may have been missed. They are a statewide agency, and they are working on an interactive map for accessibility for the state for the disabled. He would like a member of our council to sit on their board. He feels it would be in both our best interests.

The council has received 3 resignations from council members. They are Jenny Miller, Copper Mack and Masha Flinn. We have accepted their resignations. That leaves 3 vacancies on our council that we must fill. Now comes Sara Bieber a nurse practitioner who has applied for one position on our council. She states that she always wants to help people that want to have more say and what can we do and what do we need for our community to be as inclusive as we can be. Sara spoke to the city council and they in turn urged her to apply to our council. Bonnie motioned to accept Sara to the council, John seconded. All in favor-Aye. Motion passes to accept Sara Bieber to the CCPD. Ethan will draft a memo to the city council to accept Sara t their next meeting.

Bonnie states that still leaves two spots that we must fill. Ethan requests if we need to advertise for the vacancies. Bonnie and all agree. Austin will post vacancies on our Facebook page.

Bonnie requests that Ethan get a draft of a letter of thanks to Masha for her years of service that needs to be signed by the mayor.

Bonnie suggests that Stephanie Singer take the chair of the events committee since Maureen has taken over the position of secretary. All in agreement. Bonnie also asks Eathn to send out the list of members with what committee they are on since so much has changed. Ethan will do so. Ardell states that she will be away for the next couple of weeks so she will need to be on Teams or Zoom. Ethan stated that he will arrange that for her. Bonnie calls for adjournment at 12:38 pm.

Next meeting will be on October 23, 2023, at noon at Nowcap Services and on teams or zoom.

**CASPER'S COUNCIL OF PEOPLE WITH DISABILITIES**  
**City of Casper, Wyoming**

**Approved 7/16/2019**

**Revised 4/21/2020**

**Revised 3/14/2023**

# **Bylaws of the Casper's Council of People With Disabilities**

## **City of Casper, Wyoming**

### **Article I – Name**

1. The name of this organization shall be Casper's Council of People with Disabilities (hereinafter referred to as the CCPD).
2. The official slogan of the CCPD shall be Equal Access, Equality, and Opportunity – For all People!

### **Article II – Mission**

The CCPD's mission is to be an educational and solution-oriented advisory board serving as a catalyst for promoting self-advocacy, equality, accessibility, and opportunity for all people regardless of their disability.

### **Article III – Purpose**

The purpose of the CCPD shall be to serve as an advisory Committee to the Casper City Council and City Manager and staff members of the City of Casper, Wyoming, on the problems and concerns of people with disabilities as they relate to activities of daily living; including employment, recreation, transportation, architectural accessibility, or any other area of concern to people with disabilities in Casper.

1. Develop goals and objectives for addressing issues affecting people with disabilities by:
  - a) Establishing priorities to support the disabled community.
  - b) Develop proposals for presentation to the City Council.
2. Promote improvement in the quality of life for Casper citizens with disabilities by
  - a) Encouraging inter-agency coordination among service agencies and programs relating to people with disabilities and refer disabled persons to appropriate services.
  - b) Participate with and offer recommendations to City staff on past, current, and future projects.
  - c) Bring awareness to and educate the community on issues relevant to people with a disability or handicap.

### **Article IV – Membership**

The City Council for Casper shall appoint the members of the CCPD. The Chairperson of the CCPD may submit recommendations for appointments to the City Council for consideration after approval by the CCPD membership.

1. The CCPD shall consist of between twelve (12) and sixteen (16) members as follows: up to four (4) executive officers and between eight (8) and twelve (12) members of whom a majority shall consist of persons with a disability or handicap, caretakers, family, parents or legal guardians of persons with disabilities.
2. The CCPD may also consist of non-voting community partners/liaisons of up to twelve (12) potential liaisons.
3. Term of Service:
  - a) Each member/liaison shall serve a term of three (3) years.
  - b) Re-appointments may be made at the direction of the Council with the recommendation of the Chairperson.
  - c) Resignation of CCPD members shall be submitted to the Council and CCPD Chairperson in writing two (2) weeks prior to the effective date.
4. The Mayor shall appoint a member of the City Council to act as a non-voting liaison to the CCPD. The City Council will approve the appointment by minute action at a regular Council meeting.

#### **Article V – Officers**

1. The officers of the CCPD shall be Chairperson, Vice-Chairperson, Secretary, and Treasurer and shall, along with up to two (2) members at large, constitute the Executive Committee.
2. Officers serve a term of one (1) year. A member may only serve two (2) years as an officer in any three-year term. If more than one three-year term is served, a member may never serve more than two (2) consecutive years as an Executive Officer. An exception to this would be if there were not enough nominations or members to fill the offices.
3. Election of Officers:
  - a) The election of Officers shall be held at the September meeting or at a special meeting of the CCPD if an office vacancy should occur.
  - b) The CCPD Chairperson of the regular meeting prior to elections shall invite nominations from the floor. Any person nominated from the floor must signify his or her willingness to serve, if elected.
4. Removal of an Officer:

An Executive Officer may be removed from his or her office by a two-thirds majority vote of the entire CCPD for misuse of their office or for lack of performing their duties.

## **Article VI – Consensus, Voting, and Quorum**

1. The CCPD operates upon a consensus-building format. In the event a consensus cannot be reached by the CCPD, the Chairperson shall call for a vote.
2. A vote is required for the election of officers, bylaw changes, financial expenditures, set policy, and anytime the Chairperson deems a vote necessary. Yeas and nays of a vote shall be recorded in the minutes.
3. Quorum: As defined in “Robert’s Rules of Order Revised,” fifty (50 percent plus one (1) of the entire CCPD membership constitutes a quorum. No vote may be taken unless the requirement of a quorum has been met.

## **Article VII – Duties of the Membership**

1. The Chairperson of the CCPD shall perform the following duties:
  - a) Determine and compose meeting agenda(s).
  - b) Facilitate all meetings.
  - c) Create special committees in addition to the set standing committees as the Chairperson deems necessary.
  - d) Assign a Chairperson to all standing and other committees.
  - e) Designate projects as deemed necessary.
2. The duties of the Secretary shall be:
  - a) Take, complete, and disburse in a timely manner the minutes of meetings of the CCPD.
  - b) Compose correspondence as requested by the Chairperson and/or CCPD in the conducting of CCPD business.
  - c) The Secretary shall maintain the accuracy of the member roster.
  - d) The Secretary shall furnish all new members with the CCPD bylaws.
  - e) Maintain a book or record covering a time period of not less than three (3) years or more than five (5) years of the CCPD minutes.
3. The Duties of the Vice-chairperson shall be:
  - a) In the absence of the Chairperson, the Vice-chairperson shall assume and fulfill the duties of the Chairperson.
  - b) In the absence of the Secretary, the Vice-chairperson shall assume and fulfill the duties of the Secretary.
4. The duties of the Treasurer shall be:
  - a) Ensure the membership of the CCPD is trained on and follows established policies regarding the handling of cash, check, deposits, and purchases for the CCPD.



- b) Deposit all donations to the CCPD per established policies.
  - c) Approve all purchases for CCPD based on available budget. All expenditures may be reimbursed only after full approval of the CCPD.
  - d) The Treasurer shall maintain financial records which shall be available for inspection, as requested.
  - e) The Treasurer shall provide a monthly financial report to the CCPD.
5. The entire membership of the CCPD shall perform the following duties:
- a) Promote self-advocacy for people with disabilities.
  - b) Perform such designated duties within the CCPD as required.
  - c) Belong to and participate on at least one of the standing committees or of the current Chairperson's formed committees.
  - d) Attending meetings regularly. After two (2) missed meetings, a member of the Executive Committee will contact the member. After unexcused absence from three (3) consecutive meetings or four (4) meetings annually shall automatically cause the chairperson to declare a vacancy.
  - e) Assume personal responsibility for promoting the purposes of the CCPD whenever and wherever possible.

#### **Article VIII – Meetings**

1. The CCPD shall meet monthly on a day, time, and place mutually agreed upon by the majority of CCPD members.
2. The Chairperson or three (3) or more members of the Executive Committee may call special meetings.
3. Notice of special meetings shall be given to each member 24 hours prior to such meetings.
4. The CCPD Chairperson or a Committee Chairperson may call meetings of the various committees as deemed necessary.
5. All meetings of the CCPD shall be open to the public and shall be posted on Casper's website.
6. Time for public comment is to be included on the agenda.
7. Specific projects and/or business by anyone other than CCPD members or liaisons wishing to be added to the agenda must be requested in writing to the CCPD Chairperson at least two (2) weeks prior to the meeting at which the business is to be introduced.

## **Article IX – Standing Committees**

The CCPD shall have three (3) standing committees that will address specific subject matter. The three (3) standing committees shall be: Quality of Life (QOL), Public Relations (PR), and Events (EVT) committees.

- a) The majority of the CCPD business shall be referred to the appropriate standing committee for accomplishing specific tasks with recommendations given to the CCPD as a whole for action.
- b) Committees should meet as often as necessary and verbal or written progress reports shall be given to the CCPD Chairperson at each monthly meeting.

### **1. Quality of Life (QOL) Committee:**

- a) From the membership of the CCPD, the CCPD Chairperson shall appoint a Committee Chairperson.
- b) A majority of CCPD projects will fall under the QOL committee.
- c) The QOL Chairperson may recruit other persons to the QOL committee who are not CCPD members. These individuals are voting members of the committee only and shall not be voting members of the CCPD as a whole.
- d) QOL committee will address issues of equal access and opportunity for all venues and forums. This includes, but is not limited to: buildings, transportation, parks and recreation, pedestrian sidewalks, curbs and pathways, education, employment, or any other area of concern to people with disabilities in Casper.

### **2. Public Relations (PR):**

- a) Public Relations (PR) is the actions of the CCPD in promoting the CCPD's activities, information, resources, and goodwill between itself and the Mayor, City Council, City Manager, government, the public, the community, etc., through the spoken word, internet, print and/or broadcast media.
- b) Executive Officers may participate in PR activities or communication without the consent of the CCPD membership. However, if time allows, all PR activities should be presented to the CCPD beforehand.
- c) A PR Committee Chairperson shall be appointed by the CCPD Chairperson to maintain the accuracy and appropriate information of all printed material and the CCPD web postings, with final content requiring the CCPD's approval.
- d) Any voting member may represent themselves as a CCPD member and promote for the CCPD and its projects. However, any communication stating a CCPD endorsement must have the CCPD memberships' express consent and approval.
- e) No member shall take a public stand on an issue in the name of the CCPD, unless the CCPD has agreed upon that issue.
- f) Any and all advertisements of or for the CCPD through the internet, print, or broadcast media must be submitted to and approved by the CCPD membership.

- g) Executive Officers shall have complete access to the CCPD's web postings.
- h) The PR Chairperson may recruit other persons to the PR Committee who are not CCPD members. These individuals are voting members of the committee only and shall not be voting members of the CCPD as a whole.

**3. Events Committee:**

- a) From the membership of the CCPD, the CCPD Chairperson shall appoint an Events Chairperson.
- b) The Events Committee shall maintain a tentative schedule of events for the upcoming calendar year. This calendar shall be updated as necessary.
- c) The Events Committee shall annually plan a CCPD community awareness and education Town Hall Meeting event in a month selected and approved by the CCPD membership. In addition, the Events Committee shall provide information to the Public Relations Committee to raise community awareness.
- d) The Events Committee shall annually acknowledge by Council's proclamation, print, television, and/or plan events in conjunction with Disability Awareness and Disability Employment months.
- e) The Events Committee shall plan participation in annual community events, such as Parade Day, tree lighting ceremonies, etc.
- f) Fundraising may be achieved in person or through events by means of donations to offset expenses for current and future events, or for a specific CCPD project.
- g) Any voting member may represent themselves as a CCPD member and promote and/or fundraise for the CCPD and its projects.
- h) Voting CCPD members may take non-cash donations.
- i) CCPD members may issue a temporary receipt upon receiving a donation and retain a copy for the CCPD Treasurer. They should inform the donor that an official receipt will be mailed from the CCPD Treasurer.
- j) An accounting of all donations will be provided annually to the City's Finance Department and the City Council.
- k) The Events Chairperson may recruit other persons to the Events Committee who are not CCPD members. These individuals are voting members of the committee only and shall not be voting members of the CCPD as a whole.

**Article X – Chairman's Special Committees**

- 1. The Chairperson may establish committees in addition to and apart from the standing committees to meet specific goals and objectives of the CCPD.
- 2. Membership:
  - a) From the membership of the CCPD, the Chairperson shall appoint a Chairperson for each committee, as necessary.

- b) The Chairperson of each committee may recruit other persons to their committee who are not CCPD members. These individuals are voting members of the committee only and shall not be voting members of the CCPD as a whole.
3. Duties:
- a) Committees should meet as often as necessary and verbal and/or written progress reports shall be given to the CCPD Chairperson at each monthly CCPD meeting.
  - b) The majority of the CCPD business shall be referred to the appropriate committee for accomplishing specific tasks with recommendations given to the CCPD as a whole by that committee for action.

#### **Article XI – Bylaws**

- 1. Upon the election of new officers, the CCPD’s Executive Committee shall review the Bylaws to maintain timeliness and accuracy.
- 2. These Bylaws may be amended in any regular meeting of the CCPD by a two-thirds vote of the quorum present, providing the proposed amendment or amendments have been submitted in writing to the members of the CCPD thirty (30) days prior to the meeting, at which time such amendment or amendments shall be voted upon.

#### **Article XIII – Parliamentary Authority**

The rules contained in “Robert’s Rules of Order Revised” shall govern this organization in all cases to which they are applicable and when they are not inconsistent with these Bylaws.

*\*\*\* The remainder of this page is intentionally left blank \*\*\**

Approved by a majority vote of the CCPD and attested to by:

Chairperson,

Bonnie Wilson

Date: 10/23/2023

Vice-Chairperson,

Austin Berlin

Date: 10/23/2023

Treasurer,

[Signature]

Date: 10/23/2023

Secretary,

Mawreen Barnes

Date: 10/23/23

Filed at: The Natrona County Clerk's Office

cc: City Manager's Office  
City Clerk's Office  
City Attorney's Office



CASPER  
LGBTQ  
ADVISORY  
COMMITTEE

**STATUS REPORT**

October 24, 2023



# Casper LGBTQ Advisory Committee

Resolution No. 20-33 approving the creation of an [LGBTQ Advisory Committee for the City Council](#)

## Current Members

David Esposito (Chair)  
Alex Petrino (Co-Chair)  
Skylar Cooper  
Gage Williams  
Kate Allen  
Riley Jourgensen  
Christy Jourgensen  
Darrell Wagner  
Kelly Stiefvater  
Heidi Rood (City of Casper Liaison)  
Vickie Skates (NCSD Liaison)  
Sgt. Stedillie and Sgt. Broneck (CPD Liaisons)

## New Members as of October 2023

Shannon Poste  
Rob Johnston





# Recent Accomplishments & Items for Today

## Accomplishments:

- NDO information updated and more accessible on the City's website <https://www.casperwy.gov/>
- Continued relationship with the NCSD#1 and Casper College
- Community involvement at Pride in June

## Agenda items:

- Data Collection from Pride
- New relationship with Human Rights Campaign
  - MEI Updates
- Continued partnership with Casper PRIDE
  - Casper Cares- next steps





# 2023 Pride Survey Results - Demographics

- 147 unique individuals
- Respondents between 10-75 years old
  - 25 under the age of 18
  - Majority under 50
- Wide ranges of sexuality, gender identity, gender expression, education, race, and socio-economic status



# 2023 Pride Survey Results - Identified Needs

- Gender neutral bathrooms
- Affordable Housing & food assistance
- More LGBTQ+ inclusive spaces, businesses, and events
- Suicide prevention support groups
- Support for LGBTQ youth
- LGBTQ Center
- Mental health resources
- Non-religious-based homeless shelters
- LGBTQ-affirming job opportunities
- Support/protections via legislation



# 2023 Pride Survey Results - Pressing Issues

What do you believe are some of the most pressing issues LGBTQ+ individuals face in Casper? (Most common responses from respondents)

- Lack of queer-inclusive safe spaces to socialize
- Bullying and discrimination in the school district and in the community
- Anti-LGBTQ+ sentiment socially and in state legislation (lack of understanding/acceptance)
- Lack of local resources for safe spaces, healthcare (especially affordable, trans-inclusive healthcare), and general support



# Municipal Equality Index (MEI) Update

- Historical Data
  - 2015 Casper Score: 3/100
  - 2022 Casper Score: 20/100
- Gains made in the last 6 months
- Direct relationship with HRC now
- Plans for going forward

# 2022 Municipal Equality Index - Casper (20)



## CASPER, WYOMING 1/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD

### I. Non-Discrimination Laws\*\*

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	0/0	5/5
Housing	0/0	0/0	0/0	5/5
Public Accommodations	0/0	0/0	0/0	5/5
<b>SCORE</b>	<b>0 out of 30</b>			
<b>FLEX</b> Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
<b>FLEX</b> Protects Youth from Conversion Therapy	+0	+0	+0	+2

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		7/7	7/7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0/0	3/3
Inclusive Workplace		0	2
<b>SCORE</b>	<b>14 out of 28</b>		
<b>FLEX</b> City Employee Domestic Partner Benefits		+0	+1

### III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	0	5
NDD Enforcement by Human Rights Commission	0	0	2
LGBTQ+ Liaison in City Executive's Office		0	5
<b>SCORE</b>	<b>0 out of 12</b>		
<b>FLEX</b> Youth Bullying Prevention Policy for City Services		+0/+0	+1/+1
<b>FLEX</b> City Provides Services to LGBTQ+ Youth		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ People Experiencing Homelessness		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ Older Adults		+0	+2
<b>FLEX</b> City Provides Services to People Living with HIV or AIDS		+0	+2
<b>FLEX</b> City Provides Services to the Transgender Community		+0	+2

## CASPER, WYOMING 2/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
LGBTQ+ Liaison/Task Force in Police Department	0	10
Reported 2020 Hate Crimes Statistics to the FBI	0	12
<b>SCORE</b>	<b>0 out of 22</b>	

### V. Leadership on LGBTQ+ Equality

This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ+ Equality	3	5
Leadership's Pro-Equality Legislative or Policy Efforts	1	3
<b>SCORE</b>	<b>4 out of 8</b>	
<b>FLEX</b> Openly LGBTQ+ Elected or Appointed Leaders	+2	+2
<b>FLEX</b> City Tests Limits of Restrictive State Law	+0	+3

**TOTAL SCORE 18 + TOTAL FLEX SCORE 2 = Final Score 20**

CANNOT EXCEED 100

\*\* On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ+ inclusive comprehensive non-discrimination laws since it will likely take additional litigation for Bostock to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY FLEX PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](http://HRC.ORG/MEI). All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [mei@hrc.org](mailto:mei@hrc.org).



# 2022 Municipal Equality Index - Laramie (70)



## LARAMIE, WYOMING 1/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD

### I. Non-Discrimination Laws\*\*

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	5/5	5/5
Housing	0/0	0/0	5/5	5/5
Public Accommodations	0/0	0/0	5/5	5/5
<b>SCORE</b>	<b>30 out of 30</b>			
<b>FLEX</b> Single-Occupancy All-Gender Facilities	+0	+0	+1	+2
<b>FLEX</b> Protects Youth from Conversion Therapy	+0	+0	+0	+2

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		7/7	7/7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0/0	3/3
Inclusive Workplace		0	2
<b>SCORE</b>	<b>14 out of 28</b>		
<b>FLEX</b> City Employee Domestic Partner Benefits		+0	+1

### III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	0	5
NDD Enforcement by Human Rights Commission	0	0	2
LGBTQ+ Liaison in City Executive's Office		5	5
<b>SCORE</b>	<b>5 out of 12</b>		
<b>FLEX</b> Youth Bullying Prevention Policy for City Services		+0/+0	+1/+1
<b>FLEX</b> City Provides Services to LGBTQ+ Youth		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ People Experiencing Homelessness		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ Older Adults		+0	+2
<b>FLEX</b> City Provides Services to People Living with HIV or AIDS		+0	+2
<b>FLEX</b> City Provides Services to the Transgender Community		+0	+2

## LARAMIE, WYOMING 2/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
LGBTQ+ Liaison/Task Force in Police Department	0	10
Reported 2020 Hate Crimes Statistics to the FBI	12	12
<b>SCORE</b>	<b>12 out of 22</b>	

### V. Leadership on LGBTQ+ Equality

This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ+ Equality	5	5
Leadership's Pro-Equality Legislative or Policy Efforts	3	3
<b>SCORE</b>	<b>8 out of 8</b>	
<b>FLEX</b> Openly LGBTQ+ Elected or Appointed Leaders	+0	+2
<b>FLEX</b> City Tests Limits of Restrictive State Law	+0	+3

**TOTAL SCORE 69 + TOTAL FLEX SCORE 1 = Final Score 70**

CANNOT EXCEED 100

\*\* On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ+-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for *Bostock* to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

PTS FOR SEXUAL ORIENTATION 0 PTS FOR GENDER IDENTITY 0 FLEX PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](https://hrc.org/mei). All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [mei@hrc.org](mailto:mei@hrc.org).



# 2022 Municipal Equality Index - Cheyenne (28)



## CHEYENNE, WYOMING 1/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD

### I. Non-Discrimination Laws\*\*

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	0/0	5/5
Housing	0/0	0/0	0/0	5/5
Public Accommodations	0/0	0/0	0/0	5/5
<b>SCORE</b>	<b>0 out of 30</b>			
<b>FLEX</b> Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
<b>FLEX</b> Protects Youth from Conversion Therapy	+0	+0	+0	+2

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		7/7	7/7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0/0	3/3
Inclusive Workplace		0	2
<b>SCORE</b>	<b>14 out of 28</b>		
<b>FLEX</b> City Employee Domestic Partner Benefits		+0	+1

### III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	0	5
NDO Enforcement by Human Rights Commission	0	0	2
LGBTQ+ Liaison in City Executive's Office		0	5
<b>SCORE</b>	<b>0 out of 12</b>		
<b>FLEX</b> Youth Bullying Prevention Policy for City Services		+0/+0	+1/+1
<b>FLEX</b> City Provides Services to LGBTQ+ Youth		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ People Experiencing Homelessness		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ+ Older Adults		+0	+2
<b>FLEX</b> City Provides Services to People Living with HIV or AIDS		+0	+2
<b>FLEX</b> City Provides Services to the Transgender Community		+0	+2

## CHEYENNE, WYOMING 2/2 2022 MUNICIPAL EQUALITY INDEX SCORECARD



### IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
LGBTQ+ Liaison/Task Force in Police Department	0	10
Reported 2020 Hate Crimes Statistics to the FBI	12	12
<b>SCORE</b>	<b>12 out of 22</b>	

### V. Leadership on LGBTQ+ Equality

This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.

	MUNICIPAL	AVAILABLE
Leadership's Public Position on LGBTQ+ Equality	2	5
Leadership's Pro-Equality Legislative or Policy Efforts	0	3
<b>SCORE</b>	<b>2 out of 8</b>	
<b>FLEX</b> Openly LGBTQ+ Elected or Appointed Leaders	+0	+2
<b>FLEX</b> City Tests Limits of Restrictive State Law	+0	+3

**TOTAL SCORE 28 + TOTAL FLEX SCORE 0 = Final Score 28**  
CANNOT EXCEED 100

\*\* On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ+-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for *Bostock* to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

PTS FOR SEXUAL ORIENTATION PTS FOR GENDER IDENTITY FLEX PTS for criteria not accessible to all cities at this time.

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](http://HRC.ORG/MEI)

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [mei@hrc.org](mailto:mei@hrc.org).





# Casper Cares Update

- Marketing and communications focus from the City vs training and education of businesses
- Partnering with Casper Pride's current focus on safe businesses
- Collaboration with CPD on what trainings are currently offered to law enforcement
  - *Annual sensitivity, diversity and anti-bias* training
  - *CALEA Accreditation-* forbidding any discrimination on interactions with individuals regardless of their gender, gender identity, or gender expression





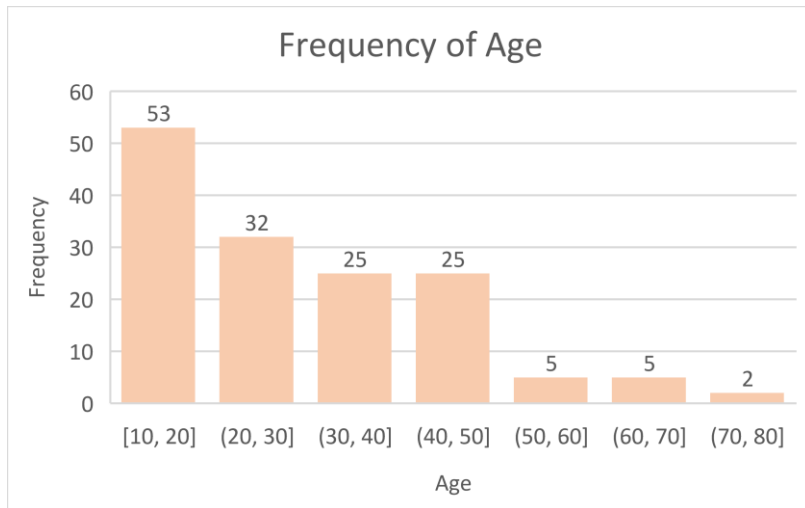
Thank You!

Questions?

2023 Casper Pride Fest at David Street Station Survey Results

Collected June 10, 2023 at the LGBTQ+ Advisory Committee booth

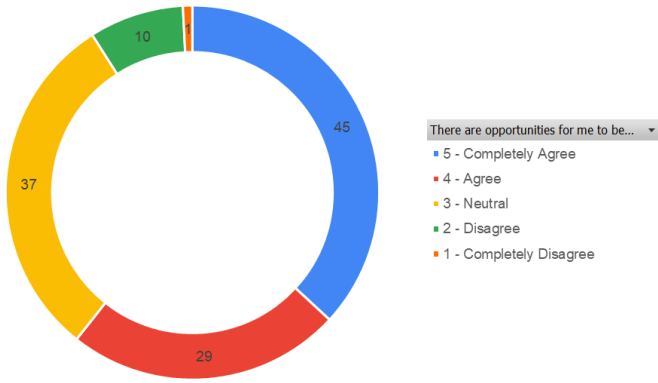
Total respondents: 147



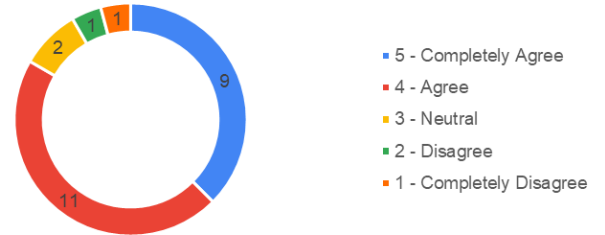
Ages 18 and Over		Ages 17 and Under	
Gender Identity/Expression	Count of Gender Identity/Expression	Gender Identity/Expression	Count of Gender Identity/Expression
Cis woman	59	Gender	
Gender Nonbinary/Fluid/Queer	24	Nonbinary/Fluid/Queer	9
Cis Man	21	Cis Woman	8
Prefer not to answer	6	Prefer not to answer	3
FTM Transgender	5	FTM Transgender	3
MTF Transgender	4	Cis Man	1
Two Spirit	2	Intersex	1
Gener nonbinary/Fluid/Queer	1		
<b>Grand Total</b>	<b>122</b>	<b>Grand Total</b>	<b>25</b>

Ages 18 and Over		Ages 17 and Under	
Sexual Orientation	Count of Sexual Orientation	Sexual Orientation	Count of Sexual Orientation
Bisexual/Pansexual	43	Bisexual/Pansexual	10
Straight	33	Gay	4
Gay	13	Lesbian	4
Lesbian	9	Straight	2
Asexual	5	Omnisexual	1
Queer	4	Prefer not to answer	1
Bisexual/Pansexual, Queer	4	Asexual	1
Bisexual/Pansexual,	2	Identity not listed (Please Specify)	1
Prefer not to answer	2	Lesbian,	1
Polysexual	1	Gay, Asexual	1
Omnisexual	1		
Identity not listed (Please Specify)	1	<b>Grand Total</b>	<b>25</b>
Bisexual/Pansexual, Queer, Asexual	1		
Bisexual/Pansexual, Identity not listed (Please Specify)	1		
Lesbian,	1		
Gay, Asexual	1		
<b>Grand Total</b>	<b>122</b>		

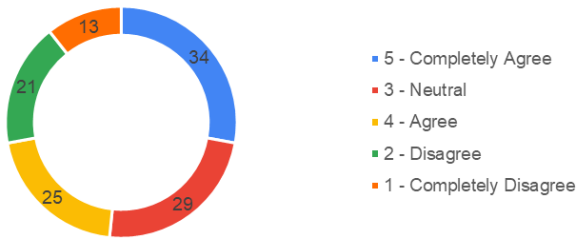
There are opportunities for me to be active and engaged in the community. Ages 18 and over. Total - 122



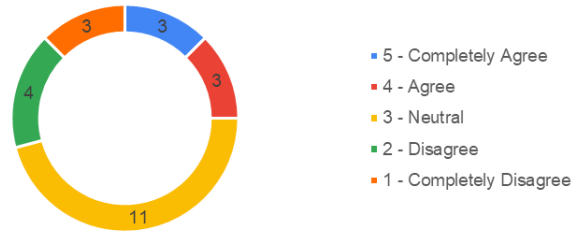
There are opportunities for me to be active and engaged in the community. Ages 17 and under. Total - 24



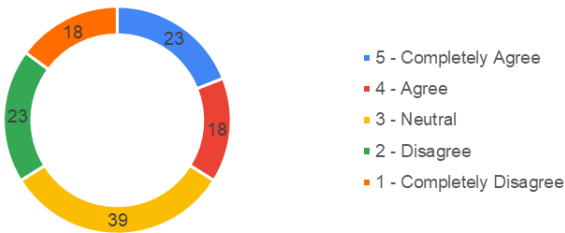
I understand how our city government works and the issues/priorities of their efforts. Ages 18 and over. Total - 122



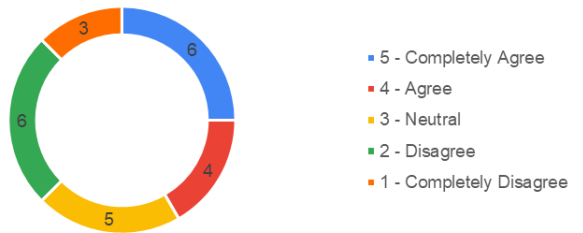
I understand how our city government works and the issues/priorities of their efforts. Ages 17 and under. Total - 24



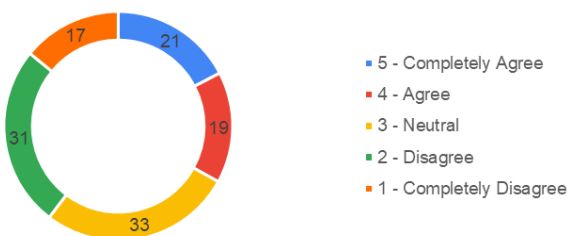
I feel like I have the opportunity to participate in our city government and provide input. Ages 18 and over. Total - 121



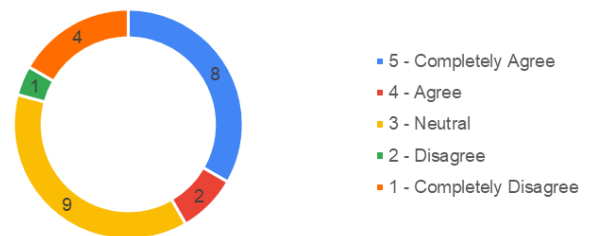
I feel like I have the opportunity to participate in our city government and provide input. Ages 17 and under. Total - 24



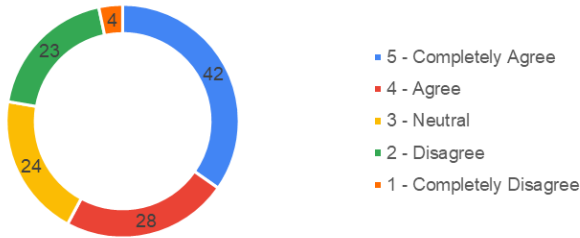
I feel like my perspective matters as it relates to the decisions shaping our community. Ages 18 and over. Total - 121



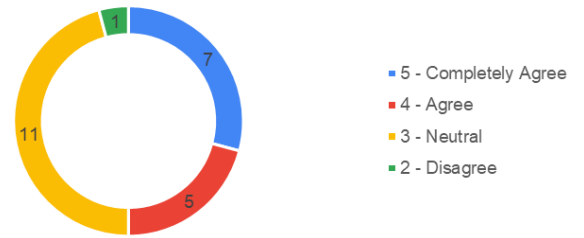
I feel like my perspective matters as it relates to the decisions shaping our community. Ages 17 and under. Total - 24



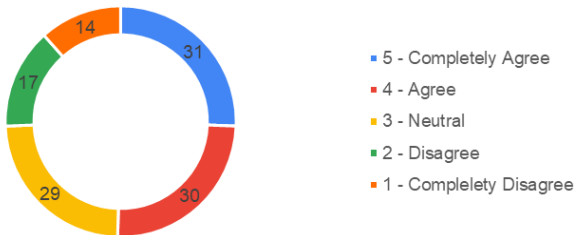
I feel confident in my ability to find work in Casper that is of interest and meaningful for me. Ages 18 and over. Total - 121



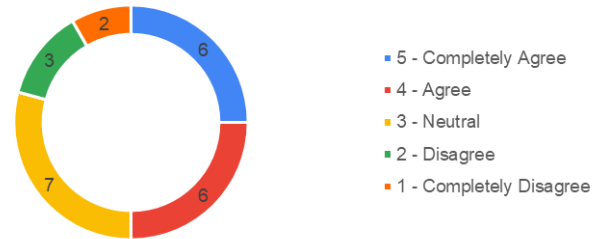
I feel confident in my ability to find work in Casper that is of interest and meaningful for me. Ages 17 and under. Total - 24



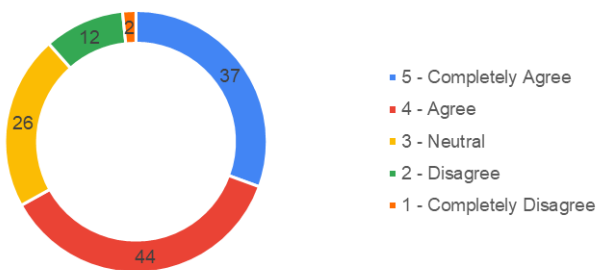
I feel like I will be treated fairly if I need to contact the Casper Police Department. Ages 18 and over. Total - 121



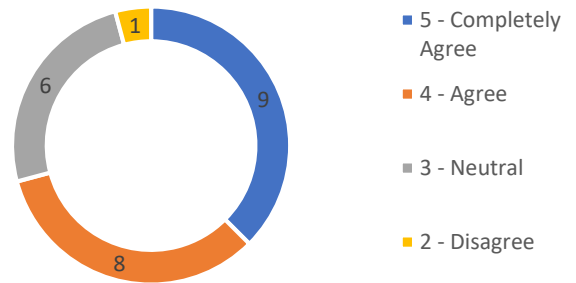
I feel like I will be treated fairly if I need to contact the Casper Police Department. Ages 17 and under. Total - 24



I feel safe in the downtown area. Ages 18 and over. Total - 121



I feel safe in the downtown area. Ages 17 and under. Total - 24



# Human Rights Campaign – Municipal Equality Index (MEI)

## What:

The MEI examines how inclusive municipal laws, policies, and services are of LGBTQ+ people who live and work there. Cities are rated based on non-discrimination laws, the municipality as an employer, municipal services, law enforcement and leadership on LGBTQ+ equality.

## Who:

Cities are rated on a scale of 0-100, based on the city's laws, policies, benefits, and services. There are 100 standard points and 22 flex points (flex points are awarded for items which apply to some but not all cities). All public scores are capped at 100 points.

## How:

The information reflected in the MEI is gathered by the MEI team and compiled into draft scorecards using publicly available information. Cities are offered an opportunity to review the scorecards, ask any questions, and submit any additional information they wish the MEI team to consider for rating. Our team sends out a letter in March to mayors and city managers notifying them that their cities will be rated by email and certified mail, followed by a draft scorecard sent to the mayors and city managers in June also via email and certified mail. The feedback window lasted six weeks. Finally, cities are sent their final scorecards before the final report is released to the public. Equality Federation state groups are able to review the scorecards and provide feedback to the MEI team prior to publication as well.

The City of Casper was one of 506 cities rated in 2022.

2022 Final Score            20 /100

2023 *Projected* Score    65 / 100

*Scores are not final and subject to change until published in the Spring of 2024*

## What was different this year compared to 2023?

The City of Casper and the Council's LGBTQ Advisory Committee took a proactive approach to meet with MEI and provide additional documentation to reflect the City's standards for credit.

## Human Rights Campaign – Municipal Equality Index (MEI)

<b>Section</b>	<b>Description</b>	<b>2022 Final Rating</b>	<b>2023 Projection</b>
<b>Non-Discrimination Laws</b>	This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.	0 / 30	<b>30 / 30</b>
<b>Municipality as Employer</b>	By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.	14 / 28	<b>16 / 28</b>
<b>Municipal Services</b>	This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.	0 / 12	<b>5 / 12</b>
<b>Law Enforcement</b>	Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.	0 / 22	<b>10 / 22</b>
<b>Leadership on LGBTQ+ Equality</b>	This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.	4 / 8	<b>4 / 8</b>

# CASPER YOUTH COUNCIL MINUTES

Chamber of Commerce

October 22, 2023

**1. ROLL CALL** Casper Youth Council met at 4:30 p.m., Sunday, October 22, 2023

**Present:** Sara Loghry, Finn McCoul, new member Caitlynn Johnson, and Advisor Elissa Campbell

**Absent:** Beau Griffith, Allie Scroggins, Anna Koehmstedt, and Councilor Kyle Gamroth

**Guests:** Mayor Ray Pacheco

**2. Old Business:**

- Re-launch survey January 2024
- Determine podcast hosts/topics/dates
- Student Forum in November at KW?

**3. City Mayor Pacheco**

- Discussion regarding Casper's housing challenges and Mayor's participation in Housing Reform
  - i. Housing shortage
  - ii. Land shortage
  - iii. Regulation vs Deregulation
- Discussion regarding Transient/Homeless challenge
  - i. Increase in transient population
  - ii. Mental/behavioral health issues
  - iii. Ordinance changes
  - iv. Don't want to criminalize being house-less; provide support and focus on criminal actions
- Discussion regarding MET (money, ego, turf) and Hyper Political Tribalism
- Discussion regarding potential CYC focus: mental health advocacy, creating a healthy youth population

**4. Next CYC meeting will be Sunday, November 5th from 4:30-5:30p**

- Elissa to extend an invitation to City Manager and City Attorney

**5. Adjourned 5:39pm**

Submitted by ECampbell

