

MIAMI BEACH

OFFICE OF THE CITY MANAGER

NO. LTC# **181-2016**

LETTER TO COMMISSION

TO: Mayor Philip Levine and Members of the City Commission

FROM: Jimmy L. Morales, City Manager

DATE: April 25, 2016

SUBJECT: **Detective Juan Sanchez – Subject Matter Expert on North Carolina LGBT Discrimination Case**

This Letter to the City Commission is prepared to provide information regarding MBPD Detective Juan Sanchez' interview by an attorney from Lambda Legal in the North Carolina Case involving transgender discrimination.

Det. Sanchez is recognized as a national subject matter expert on LGBT rights and the intersection with law enforcement policy and operations. As such, his expertise was sought in this case by the plaintiffs' team that is challenging the new North Carolina law that our Commission has criticized by its recent resolution.

Founded in 1973, Lambda Legal is the oldest and largest national legal organization whose mission is to achieve full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work. The interview by the Lambda legal team with Det. Sanchez was conducted this past Friday in its effort to obtain front-line law enforcement feedback on how the non-discrimination protections offered to transgender citizens do not pose a threat to public safety.

Det. Sanchez has been serving as the MBPD's Lesbian, Gay, Bi-sexual and Transgender (LGBT) Liaison since 2010. In this position, Det. Sanchez serves as a key advisor to the Chief of Police and his staff on LGBT needs. He identifies potential conflict between the Police Department and the LGBT community, bringing any important and current issues to the immediate attention of the Chief and his staff. He conciliates, mediates, facilitates, trains and/or refers services depending on the needs of the Department. He builds partnerships to address tension and potential situations and offers suggestions for resolutions.

Det. Sanchez has been a key advisor to the U.S. Justice Department's Community Relations Service in preparing national law enforcement training in LGBT and Transgender issues for several years. He has designed much of this training, and has traveled the country to teach on these issues, representing the MBPD extraordinarily well in the process.

The North Carolina law is known as H.B. 2, and the lawsuit is Carcano v. McCrory, No. 1:16-cv-236 (M.D.N.C.). Among other things, H.B. 2 singles out transgender people and requires that, in all North Carolina government buildings, they must use the restroom that matches their birth certificate rather than their gender identity. This means that many transgender men can no longer use the men's restroom (and instead must use the

women's restroom), and many transgender women can no longer use the women's restroom (and instead must use the men's restroom) -- a painful situation for many transgender people in the state. To respond to those arguments, a Lambda Legal expert interviewed Det. Sanchez this past Friday about his and our Police Department's experience in protecting transgender people, to confirm that non-discrimination protections are not a threat to anyone.

We acknowledge that because of Det. Sanchez' expertise and assistance provided thus far, there is the possibility that he will be asked to further assist in the plaintiffs' case at some point in the future.

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