

The City Council of the City of Charlotte, North Carolina convened for a Dinner Briefing on Monday, March 02, 2015, at 5:13 p.m. in Room 267 of the Charlotte Mecklenburg Government Center with Mayor Dan Clodfelter presiding. Councilmembers present were John Autry, Michael Barnes, Edmund Driggs, Claire Fallon, Patsy Kinsey, Vi Lyles and LaWana Mayfield.

ABSENT UNTIL NOTED: Councilmember Al Austin, David Howard, Gregg Phipps and Kenny Smith.

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ITEM NO. 1: CULTURAL VISION PLAN AND CULTURAL LIFE TASK FORCE UPDATE

Robert Bush, Arts & Science Council said good evening and thank you all for not just letting us come this evening but for a 40 year partnership that is probably the most important one that the cultural community has in this area. Tonight we're going to try and brief you; I know the detail you've heard in one on one's or small group meetings that last spring reports from the taskforce but we wanted to officially bring those recommendations forward to you and also update you on some work that's already being done around those recommendations. Tonight we're going to just remind you of the role that ASC plays for both the City and the County and the cultural community as a whole, update you on the vision plan and on the taskforce recommendations.

I think it's important to remember that in 1975 the City and the County and the Business Community decided that they were going to begin what is now one of Charlotte's calling cards across the country which is our strong public/private partnerships and if they were going to rather than establish an inside government Arts Council, a Mayor's Office of Cultural Affairs for example, that they were going to do this through the private sector and through a non-profit, the Arts & Science Council and so we have officially served as sort of your sort of official Office of Cultural Affairs since that time. We determine the distribution of any programmatic dollars that you provide for arts and culture. We also do that for the County and the Towns, we raise private monies to support the cultural sector in addition to the funds that you provide, we lead regional cultural planning efforts and we also manage the City and County's public art program. In the past we have also done other work for example in 2002 we were asked to do a facility prioritization of all cultural facilities needs so it's a ride ranging sort of effort. I'm going to turn it over now to Pat Riley who's going to talk about the vision plan and how we get there.

Pat Riley, Cultural Life Task Force said I've been an advocate for the arts now for 25 some years. I served as Past Chair of the ASC and The Greater Charlotte Cultural Trust and most recently the Cultural Vision Plan. This past year in the Charlotte Chamber, I know firsthand what the cultural sector means to each and every one of us who lives here or at some point in time is coming here. Our economic development cultural sector generates about \$202.8 million annually with an economic impact of \$18 million in local and state revenue and we support 6,200 full time jobs. As far as quality of life I can't tell you enough about why companies and individuals move here and parents follow grandchildren here and kids here. The reality is that Charlotte offers a cultural sector that is huge and why companies choose to come here. IBM's recent CEO Global Survey points out that creativity is the most crucial factor now for success of any corporation in America.

As you can see Charlotte Mecklenburg's cultural sector has a very, very wide reach. The blue dots on this map we have mapped out and this reflects individual households that have engaged the local cultural community and this is through transactions of whether it's a ticket purchase, a membership or a determination. This fiscal year there was more than \$3.1 million customer experiences for our cultural institutions, 50% of annual customer experiences are from people outside Mecklenburg County as you can see. Research shows us that the out of resident attendees spent an average of 77% more per person than residents. Patrons that attend events as you can imagine pay for parking, pay for entertainment, dinner and also part of the recruiting of corporations.

Councilmembers Phipps and Smith arrived at 5:19 p.m.

The Cultural Vision Plan; I want to tell you it was intense. That year and a half we engaged 18,000 people and these people were focused groups that were conservatives. There were face to face interviews and I will tell you that government was involved, corporations, I will tell you the education community, non-profit community and most importantly the residents of Mecklenburg County and what they said is to build communities is number one and what they have said to us loud and clear was there is nothing that brings people together of all different types then the cultural piece. They increased ...understanding and progress. Now we'll look at residents said that truly want cultural activity that reflects the changing face of our City and County and for the programs to be relevant, accessible and they want them of course to be affordable. Last but not least to make Arts & Science central to Pre-K through 12 education ensuring students are creative thinkers. In today's environment we talked about the CEO's in the workforces; the arts play a key role in the development of that right brain activity. We have heard these statements from the community before. They articulated the same thing the 1998's Cultural plan. Before the vision plan could be implemented we need to first address the revenue model to stable to stable this effort. So where we're at; we did this year and a half of work, dived deep and we come back and said you know what we can't afford what we have let alone what the citizens are dreaming that we get involved into so therefore another taskforce was formed. The Cultural Life Taskforce was formed and it was created and I was pleased to co-chair that with Valecia McDowell with Moore & Van Allen and she's now going to take you to the last leg of that journey and tell you what we came up with as far as the Cultural Life Taskforce.

Valecia McDowell, Cultural Life Taskforce said I know that we've met with so many of you about the findings from the taskforce but we wanted to give you just a high level overview today, remind you and thank you specifically. Remember this taskforce was formed across the community; you guys were an integral part in building the taskforce from the ground up. It was 23 member group and that included representatives from across the community; north, south, east and west and appointees from the City by the City, the County, CMS, the Charlotte Chamber and the Charlotte Center City Partners as well. In particular we wanted to thank you for appointing Larissa Hunt, Martin Gray and Mohammed to represent the City as a part of that process. Just to remind you about some of the key goals of the taskforce itself we wanted to examine the history and the current state of arts in our community. We wanted to identify very specific challenges in this community to being able to have that kind of stability that we wanted in our cultural sector. We wanted to look specifically at our regions demography, economy and the other factors that really are in interplay with our cultural sector and we wanted to establish recommendations to ensure that we had a healthy, vibrant cultural sector on a going forward basis and that was really the heart of the work that we were doing.

Councilmember Austin arrived at 5:23 p.m.

What were our key findings? We did a deep dive, researched in public and private funding across the country. I think as well mentioned earlier we looked at different models. Some cities, in fact many cities have their cultural sectors run through their mayor's office. Many of them have much more of a public face, we always have public/private partnership, at least here in Charlotte but we looked at different routes and we wanted to make sure that we understood them so we looked at peer cities like Dallas, Cincinnati, Nashville and Denver in particular to see what they were doing well and we could steal from them and what really was unique about our own community that we needed into consideration. Ultimately we determined that Charlotte-Mecklenburg cultural sector is critical to the economic development. You heard what Pat mentioned in terms of statistics on that front. We also realized that the united funding model which has been in large measure driven by workplace giving; that that model is no longer viable as a soul or primary focus for our fundraising so we want to keep that and build on that.

Councilmember Smith said is that because the workforce giving is on the decline? Do you have more competition or is your budgeting expanded beyond that you can rely that heavily on the workforce?

Ms. McDowell said there are multiple factors but really one of the key factors is just how philanthropy is changing across the nation and Charlotte is not immune to that. Our corporate environment has changed dramatically as well so rather than having these very large workplace giving campaigns that are Charlotte driven, Charlotte based, Charlotte companies; take for example some of our largest employers they're raising money for funds for activities across the

globe so there's that level of competition but there's also just in philanthropy now a push by the individual to be closer to the causes that their giving to and we wanted to be responsive to that so we're very fortunate that we have a great workplace campaign and in this community. Again, we embrace it but we want to build on that as well.

Councilmember Howard arrived at 5:29 p.m.

We also realize that creativity and innovation are top skills for the 21st Century workforce; we've heard it over and over again from our business partners and that the cultural sector is key to Charlotte's competitiveness for corporate relocation. Up to this point we also realize that government funding has not quite kept pace with the current population growth and to that end we wanted to thank the City in particular for being a steadfast partner in this process. We look forward to continuing that partnership with the City. You all have really sort of been at the front of this process with us even when other public partners have not kept pace but it's important to realize that the City's population has grown by 44% between 2000 and 2013 for a variety of reasons the funding for the cultural sector has not kept pace with that.

Let's talk a bit about the roles of the taskforce recommendations. We came out of our work with these specific goals; we wanted to restructure the private sector giving, we wanted to engage your government and state government which is part of why we're here. We wanted to reinvent ASC and there's a lot of that work that's ongoing right now and we want to support our cultural organizations very directly so those were the key goals of the taskforce and when we looked at those goals and the idea is sort of that we're outwards of that; it fell into two camps either short-term stabilization activity and longer term strategic planning that we wanted to do. In terms of the short term goals you'll see they fell into three camps; the public sector, private sector and then the ASC and cultural partner's structure. You see at the very top focusing on private sector giving the ASC we realize we needed to reinvent that fund drive we were just talking about to build on it and we want it to be an annual cultural campaign where we touch people through the workplace but elsewhere through Facebook, social media through other community contacts much more directly and have that be an ongoing campaign as opposed to a once a year type activity.

We also realized that we needed to increase our short-term private sector investment so we're looking for a need four \$4 million dollars of additional dollars per year for ten years to strategically invest in things like fundraising and marketing capacity at the cultural groups and you'll hear more about that but I'm very pleased to report that on the private sector front we've made tremendous strides since we identified this goal and I'm hoping you'll be pleased and proud as well so the private sector is stepping up so we really want to see the public sector step up as well. On public sector we do want to work together to craft a comprehensive ... advocacy plan. We want to advocate for the equitable distribution of arts funding at the state level, that work is ongoing, we want to increase the short-term per capita funding which we'll talk about in a bit and that's both from the City of Charlotte, from the County of Mecklenburg and from the towns and we've got some very positive feedback particularly from the towns on that and we've been working closely with the County and I think you all are up to speed on that work and we want to reengage CMS to provide funding for field trips for every grade. There are also some very important structural components to this but in the interest of time I'm going to move on unless you guys have some questions about that.

We have a short-term piece then that's accompanied by the longer term piece on stabilization; private sector again being the first part of that. We need to generate another \$125 million dollars in additional endowment principal over 10 years to ensure the stability of these cultural ... That's over and above the \$44 or \$45 million dollars we were just talking about through the short term stabilization and the planning is a place now to begin that process as a long term stabilization strategy. In terms of the structure again there have been a few of our issues that we could probably spend all day talking about but in terms of the public sector we recognize over the long term that we really need to create a regional cultural coalition that we would invite you and encourage you to participate in and give us ideas about instead of it just being just the ASC or just the City of Charlotte and the County of Mecklenburg that we really are a regional force because we've seen from the tourist dollars that we can draw people into this community utilizing this key advantage that we have, competitive advantage and we want to make sure we continue to utilize that.

We recommended made these recommendations on the private sector investment increases we just talked about. Again, private donor group giving, we wanted to see that up by \$45 million dollars over ten years as we stand here today having this conversation since we made this recommendations the private donor group has already raised \$42.5 million dollars so again the private sector heard the taskforce loud and clear and has stepped up and is continuing to step up. They do it as part of the overall structure and game plan that was set out in the taskforce recommendation. We just talked about the increase in the cultural trust over the years; we also need ASC and the cultural partners to increase their contributed income as well as their earned revenue and that's why we want to have this targeted short-term private sector dollars sit and to help those groups be in a position to raise those funds. Ultimately we're looking at \$700 million dollar increase to the sector over that 10 year period on private sector...

On the flip side of the coin of our public/private partnership we want to look at the public sector investment; the taskforce spent a lot of time working through this the best way to approach it and ultimately we said look we want to track with the growth of our community and so on a per capita basis if we could see an increase per capita in the funding to try and get ourselves leveled....that will be tremendously helpful to the sector and certainly send the right message to the other partners that are contributing to the sector. To that end the taskforce recommend \$1.30 per capita increase from the City of Charlotte, \$1.30 from the County of Mecklenburg and \$1.30 from the towns and that's reflected in this chart as well. Of course the additional \$1 million dollars in funding for the field trip for CMS is also reflected in part of our recommendation from the public sector. As you can see the public sector funding increases that were proposed are less than \$40 million dollars total over 10 years as compared to the \$700 million dollars in private sector funding that was requested and recommended as part of our work.

Mr. Bush said a little bit about what progress we have made since Spring and Summer when all these plans rolled out; we have at ASC begun a fairly intensive effort to restructure our fund drive and we're testing a number of things this year in the campaign one of which was rather than doing the classic sort of kick off lunch to the campaign we actually did 21 free sites around the community where there was free cultural activity on January 10th. In the past we've attracted 300 people to a luncheon; we had 5,000 people participate on that Saturday in that event so clearly the community responded and remembered we provided those key access points across the community. We are looking at major changes to the campaign for next year and as Valecia mentioned the thrive group or the group that Mr. McCall is leading has raised \$42.5 million of their \$45 million dollar goal and we've actually started the process there of getting applications for how those funds will distributed for increased marketing and development efforts beginning in fiscal year 16. We are meeting with every elected body in the County over February and March so you're not the only group that we're speaking too we're out there all over the community. The requests that we submitted not only to the City but to the Towns and the County reflect the recommendations of the taskforce and but at the same time we're trying to be more careful in aligning the interest of specifically local government units in the whole area of what you want to invest in so we'll talk a little bit about that in a second.

The reinvention of ASC; we've done a complete internal reorganization to follow the recommendations of the taskforce report as well as the vision plan. The board is very close to making some decisions on a restructuring of the ASC board and Councilmember Autry has been a big part of those conversations and I'm going into a little bit of detail on that because that's a very important part of the relationship. We have new partnerships with UNC Charlotte who is providing additional support in this area of big data collection that wanted to come from the taskforce recommended it become a primary service and we've actually established quarterly meetings with our peer agencies in the region; all 16 county regions, not just the county that touch us. We're meeting on a regular basis now to talk about collaborative efforts and joint projects that we might be able to achieve in the interim.

The changes at ASC governance; when I came back to Charlotte in 200 and joined the ASC the ASC Board was actually 56 members. That was when Pat was the Chair of the Board and while they were all great board members 56 was a lot of people to manage as you can imagine if you get to consensus and so beginning back in the late 2008, 2009 timeframe we began discussions as many boards did in this community about what size board should be for the non-profit sector and we have brought the board down from 56 to 41 members at this time. The goal now is to

bring it down to 24 members with all of the Directors being elected. A key piece of partnership up until this point has been appointees from City, County, ..., CMS, the towns, the legislature at one point and we realize how critical that relationship is so rather than establishing an Advisory Board to work with us we have come down on the side of fairly intensive new system called with using advisory councils; three on the public sector side; one would be a northern and western part of the county, one would be a southeastern, sort of a south and eastern part of the county and then one for the central part of the county on the public sector side, a private sector Advisory Council that represents major donors on the corporate and foundation side and for the first time one that is an Advisory Council to the ASC Board that represents the cultural sector. That communication has primarily in the past been through staff to staff and we feel that we need to have a stronger connection with the cultural sector as well.

It really comes as a paradox shift because of the old model was we would occasionally, about once every 10 years go out to the community and take a pulse and that's the vision plan process and then the ASC board would deliberate and say this is the direction. This new model is much more influenced by hearing from advisory councils and committees before the direction is determined. We also think that it actually increases the opportunities for not only members of elected bodies to be on the advisory councils that will meet twice a year rather than six times a year like the ASC board has done in the past. The ASC board is going to go to monthly meetings in the new structure so double the number of meetings but we feel that it also gives a chance for example the Northwest Advisory Body would not just have representatives of the three northern towns and the county you would also have representatives from City Council Districts that impact that northern western corridor or the southeastern corridor so you would actually have more opportunities and we also want to make it much more open so that if for example Councilmember Kinsey says well I'd love to do that I just don't have time but I think that this neighborhood representative would be a great person on that public sector council and I will make I connect with that person and listen and hear or find out what's going on. That gives you more of an opportunity to have a bigger voice going forward then the limited number of seats that we've had in the past.

As I said we had made our request to the City back in January with everyone else based on what the taskforce recommendation was which was for \$1,040,000 over the current base of \$2,940,000. We have been listening and we are sensitive to the situation you are in with unknowns from the state and so we are revising our request for Fiscal 16 down and are asking that instead of \$1,040,000 that you consider a \$350,000 increase for next fiscal year so that we step into this increase rather than all in one year. What do you get for that? You get stability of the major institutions which is very important as they transition to this new funding platform, increased grant funding for programs at the grass roots level, a new speaker service programs where we would actually rather than just granting money we would actually employ people to go into specific areas of the community that are traditional underserved to do concerts, exhibitions or performances, we would do residencies where we would place artists in neighborhoods in the city that are in need of us to step up and this is a way that we can help and engage that community in new ways as well as increase educational opportunities for all of our school kids and we're happy to answer any questions you might have. I know you have a busy agenda so if you don't we won't take that as an offence but we're here to answer any questions you might have.

Mayor Clodfelter said we've got time for questions. I do want to reserve about five minutes or so before we go into the Chamber just to sort of share with everybody the ground rules of how we're going to operate once we get in there but we have time for some questions here.

Councilmember Barnes said thank you guys for being here and for your service. I appreciate it. I wanted to ask you questions regarding the government slide; just stuff that runs through my head. The proposal is to reduce the board size from 41 to 24. Did you consider an odd number; 25 or 23? I don't know if you guys have ties very often but...

Mr. Bush said we don't have ties very often and it could end up that there ends up because for example our current Chair, Kevin Patterson, who's sitting over here his actual elected term ends on June 30th of this year and because he'll be the immediate Past Chair he gets to stay on. He gets the joy of staying on for an additional year and so that sort of keeps us in that as well having the odd number but we haven't nailed down the exact number. The big thing is that we know we

need to get to a more entrepreneurial board that can make quicker decisions and move more quickly.

Mr. Barnes said are we the first elected body you've spoken too?

Mr. Bush said no.

Mr. Barnes said what sort of reaction have you had from the others?

Mr. Busch said it's very interesting. The first body that I spoke to was the Town of Cornelius and actually the appointee to the ASC Boards was the first to speak up and say this needs to happen, they're doing the right thing. This new system is better for us. We had a similar reaction in Davidson last week. I think if you speak, if Councilman Austry comes back in you may want to ask him, I think as far as I know he is an advocate of this change that this is for the good of all.

Mr. Barnes said sure. The \$45 million from the private sector would represent a 10 year fundraising commitment. What happens after the 10th year with the private sector?

Mr. Busch said our hope is that after the 10th year of that with the private sector that the individual institutions have the capacity to be raising ever larger dollars. One of the big shifts in this whole system is in the past ASC has been the middleman between the private sector and the groups. We raise the majority of the money and then turn around and grant it to those scholars which has meant that the groups, the muscle that they have for fundraising has not been growing quite like it should and would be in other cities and so we are hoping that through this process of investing in more staff for these development departments, more money and resources in their infrastructure for their development and marketing that we can build the strengths so that our major cultural institutions are more like their peers in other cities where they are raising the vast majority of their own dollars.

Mr. Riley said also we need to mention that most of the cities we studied had close to \$300 million dollar endowment that's putting off that income every year. In this 10 years you saw an additional \$125 million to what we already have there. Then we will match other cities in income each year off of that endowment so the \$45 is short term plus \$125. We will mirror other big cities then at that time to have an endowment that's putting off earnings each year to help with the operations side.

Mr. Barnes said is that over 10 years?

Mr. Riley said yes.

Mr. Barnes said is this in the budget process Mr. Manager?

City Manager Ron Carlee said yes sir.

Mr. Barnes said okay.

Mr. Carlee said I have one calendar piece I need to do with Council at the beginning of this discussion.

Councilmember Driggs said I just wanted to clarify quickly you're talking about \$1.30 per capita increase in the City contribution so that means it goes up by \$1.30 per capita and it goes up as the city grows as well.

Mr. Busch said correct. However, the long-term strategy is that by the end of this ten year period we hope that this regional coalition that we are working on, cultural coalition will build the political will to determine a dedicated revenue stream that will then take us out of all of the local government budgets because the cultural community will have a platform for the future that is stable while the CRVA and Center City Partners and others but a regional effort. We realize that that's a harder thing to do because we have to the stake and that's why it's a 10 year goal, it's not a short-term goal.

Mr. Riley said and we are not the only city at the state right now saying \$8 million dollars for Raleigh and \$500,000 for Charlotte is unacceptable; Asheboro is saying it, Asheville's saying it, all of the other cities are saying it. It's out of sync.

Mayor Clodfelter said the Holy Grail of dedicated revenue stream; everybody wants one. Who else do we have? Any other questions? Well, thank you all. Do you want to introduce everybody else who was here who didn't get to speak?

Mr. Busch said Catherine Horne, the President of Discovery Place, Krista Terrell, our Vice President of Communications and Marketing, Hannah Grannemann who's the President of The Children's Theatre, Bill Farthing who's on the ASC Board and chairing this year's fund drive, Kevin Patterson, our Board Chair, Rebecca Scroggins, our new Government Relations Manager.

Mayor Clodfelter said thank you all for putting this together. It's been a labor that has produced some very, very interesting and useful recommendations. It's been well worth the effort. I hope you feel that already even before you know the final outcome.

Mr. Busch said we look forward to continuing this work together. It's been a joint effort for a very long time and it's going to have to be a joint effort going forward.

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ITEM NO. 2: 2015 CITY COUNCIL REGULAR AND BUDGET MEETING SCHEDULE AMENDMENT

Mayor Clodfelter said thank you for coming for our Dinner portion of the meeting. If you'd like to stay around for the rest of our meeting with us you're welcome to do so. Mr. Manager you said you have one other item for us.

City Manager Ron Carlee said in your Agenda which you may not have with you there are two calendar items we wanted to bring to you tonight. The first and the most urgent is for the March 16th meeting, that is the Zoning Meeting, we'd like to respectfully ask you to convene at 4 p.m. rather than 5 p.m. to go into Closed Session to discuss location of industry or business in Charlotte. This is a significant proposal that we need to be timely on. A large investment, a large number of jobs and we'd like to be able to present it to you so we'd do that first and then have our Dinner Briefing on the Zoning Agenda that night. The second one is a follow-up from our Half Day Retreat; Councilman Austin's Committee talked about that.

Councilmember Austin said the Committee met today and we've got some exciting things planned but one of the things we had in there we wanted to discuss the Focus Area Plan so instead of having a separate meeting all together we decided to do it at the April 6th regular meeting, Monday night so we'll have our discussion so we won't have an additional day of the week to take some time out. I hope everybody appreciates that.

<p>Motion was made by Councilmember Howard, seconded by Councilmember Austin, and carried unanimously to (a) convene the March 16, 2015 Zoning Meeting at 4:00 p.m. in order to go into Closed Session to discuss location of industry or business in Charlotte; and, (b) to hold a meeting regarding the Focus Area Plans at the April 6, 2015 Business Meeting.</p>

Mayor Clodfelter said let me tell you how we're going to roll in here. Each speaker who's going to speak tonight has a list of all of the speakers so they know where they are in order. I'm going to call them in order. There was some discussion about taking the people from Charlotte first and then the folks from out of town but given how long we're going to go tonight that would mean folks from out of town would have a complaint that they were not going to be getting home before tomorrow morning. We're going to take them in order. I'm going to call them out two or three in advance so they have time to get into the Chamber if they're in the overflow room. Some people are going to be in the overflow room. We tried to reserve one section of the Chamber for speakers only. The speakers will have green dots so we know who they are but unfortunately the Chamber was pretty full before we could start reserving spaces so we're going to have a lot of people coming down from upstairs. We'll try to make that flow as smoothly as we possibly can.

Councilmember Kinsey said I just wondered if there was any way when they're introduced that we can find out where they're from.

Mayor Clodfelter said we have a Speakers List that tells you, I hope you all have the Speakers List, if not you'll get one before the meeting starts.

Ms. Kinsey said they'll be one going around the dais?

Mayor Clodfelter said there should be and it tells you the city, we don't have a street address but it tells you the city where their all from.

Councilmember Howard said how many?

Mayor Clodfelter said right now we're up to 97. We're up to 109. I stand corrected.

Councilmember Driggs said I was wondering if they're still signing up.

Mayor Clodfelter said I think they are still signing up. We told everybody when they called into sign that they would have no more than two minutes. I have the discretion to reduce that but frankly folks I feel like that just sets off another side show after we told people two minutes to start now reducing the time again. I'm sorry for that but we felt it was important to tell people when they came what their time limit was when they signed up. We will not take official breaks; you are on your own to take an individual break and take them as you need them and when you need them. That's all that we've got. Those are sort of the ground rules. I do have by the way we have rehearsed with the City Attorney that our law enforcement and security procedures in the event we have a disruptive speaker so I've got that ready to go so I hope we don't have to use that.

Councilmember Lyles said is it possible to have like coffee runs about 9 or 9:30?

Mr. Carlee said absolutely.

Mayor Clodfelter said having coffee set up back here would be a great idea.

Mr. Carlee said we are having pizza brought to my understanding.

Mayor Clodfelter said we have to make sure the staff heard your coffee run. Can somebody arrange the coffee run? I won't be around to see if somebody can.

Mr. Carlee said it would be helpful to know what you're looking for. If you don't want this coffee what would you like for us to get?

Ms. Lyles said a real coffee shop.

Councilmember Mayfield said whatever's close.

Mayor Clodfelter said Mr. Manager, use your discretion. We will evaluate you on your choice but if it comes to a vote we'll never get that question answered.

Ms. Mayfield said I'm trying to understand why we have chosen not to look at Fayetteville when they went through the discussion and look at all the citizens within the city prior to just opening up for and the reason I ask the question is because some people went online and signed up because they knew that they could sign up prior up to Friday whereas other people thought because it wasn't until that Monday, the original meeting date, that they shouldn't sign up until Friday so we have a lot of people outside of the City limits that are signed up and to be perfectly honest I'm not going to speak for any of my colleagues but if you don't live in the City I'm more concerned about what the citizens of the City have to say opposed to someone that lives outside the City that maybe occasionally visits the City.

Mayor Clodfelter said I think your view on that is probably generally shared. We won't take a poll on that but the unfortunate thing is what the people are mixed, we got a mixture of citizens and non-citizens alike all throughout the Agenda. When people were calling the Clerk's office they were not told in advance that they would be taken in any order other than the order in which they signed up. Again, I think getting through this is really getting through it well involves not changing people's expectation of the rules after they've already been told one thing; that's when we start getting into difficulties. I hear you, I respect it. I wish we had told them that on the first instance but we didn't and so I think we take them more as they come now.

I want to say this to you guys for the future; you can think about this for the future your rules of procedure actually say not just on zonings but they say on any Agenda where you have more than four speakers at a time the total time is limited to 10 minutes and the reason I'm not going to enforce that tonight is because you have never enforced it and I feel like if we start enforcing that tonight for the very first time again that's another side show issue that we really don't need. Our best chance of getting through this is keeping as low-key and calm in terms of the process itself as we can. With that we should have an interesting evening.

Ms. Kinsey said in case your sugar level goes down, I haven't had any cake; I have some applesauce mixed with bread that I baked. It will be in the back so we can sneak back there and get some if you want to.

Councilmember Smith said at what point do we stop accepting speakers?

Mayor Clodfelter said when the meeting begins.

Mr. Carlee said I would suggest that it's important for you to articulate that at the beginning.

Mayor Clodfelter said I will do that at the very beginning of the meeting.

The meeting was recessed at 5:55 p.m. to move to the Council Chamber for the regularly scheduled Citizens' Forum.

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BUSINESS MEETING

The City Council of the City of Charlotte, North Carolina reconvened for the Citizens' Forum on Monday, March 2, 2015, at 6:03 p.m. in of the Charlotte Mecklenburg Government Center with Mayor Dan Clodfelter presiding. Councilmembers present were Al Austin, John Autry, Michael Barnes, Edmund Driggs, Claire Fallon, David Howard, Patsy Kinsey, Vi Lyles, LaWana Mayfield, Gregg Phipps, and Kenny Smith.

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INVOCATION AND PLEDGE

Mayor Clodfelter gave the Invocation and led the Council in the Pledge of Allegiance to the Flag.

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POLICY

ITEM NO. 3: NON-DISCRIMINATION ORDINANCE

Mayor Clodfelter said let's talk now a little bit about ground rules and then we'll get into the nights' business. We only have one item on the agenda tonight and that was carried over from our meeting two weeks ago. Here's how we're going to go as of right now we're going to take public comment on that agenda item first before the Councilmembers debate the item or take any motions or actions on the items. We're going to hear from our speakers first because many of you have traveled distances and you have been waiting awhile to talk to us. Right now I have 117 people signed up to speak and so we are closed now for additional speakers. If you have signed in up to this point with the City Clerk we will hear you speak tonight we're going to take

all the speakers if you're here but if you have signed in and not yet check in with the Clerk would you please quietly do that sometime during the meeting just come down and see Ms. Kelly just to let her know you're here. We're trying to keep track of who's here that signed up to speak and who may not have come tonight so we know where we are on our speakers agenda. We've got folk in the overflow room upstairs in Room 267 and some of them they're watching us on video hookup from that Council Meeting Room and so some of them will also be coming down to speak to us.

In accordance with the Council's policy because of the number of speakers that we have signed up tonight we had to place a limit on the amount of time that you have to speak. That limit is two minutes. The two minutes will begin when you come to the microphone. We have microphones on either side here; you can see them right down front just behind the video cameras. You can come to either one of those that you want. If you come up to speak please give us your name and tell us where you're from and then you have two minutes to address us. We're going to have to enforce the time limit very strictly so you can imagine with 117 people wanting to talk to us before we then talk to each other we're going to be here 3 or 4 hours and so we're going to have to be very strict on the speaking. If I ask you to stop and you do not stop you may be disrupting the meeting by continuing to speak and that is a violation of state law. That violation can get you ejected from the Chamber so if I ask you to stop; I understand there are important things that you want to say to us tonight. I respect that but I must have your respect in return for all of your colleagues and friends and neighbors who are here tonight too so they have their chance to speak. Okay? Can we get agreement on that? If so I think we'll be doing fine and I don't want to have to call anybody out that's not what we're here for tonight.

Each of you I think who's checked in with us should have been given a list of the speakers so if you're planning to speak tonight I think you should be given a list of the speakers. Ms. Kelly if they don't have the list is there someplace they can get it? It's up on the screen behind us. I'm going to call the number and the name and I'll call maybe two or three in a row so you know who's on deck.

Councilmember Phipps said I was wondering are we going to get a list of the speakers.

Mayor Clodfelter said I think we are. The Clerk is still printing it because we had the recent updates and she's trying to get the updated list off of her printer over there. You will have it. I'm going to try to call so watch if you are upstairs watching us from upstairs and you're not in the Chamber or if you're out in the lobby and trying to listen to us and you're not in the Chamber when we get to about four or five people before your number on the list come on into the Chamber so you can come right down as soon as your name is called and we don't have to get you down from the second floor or from out in the lobby. If I call your name and you haven't been listening, you've been doing something else, you've been playing Angry Birds or Candy Crush on your cellphone and you haven't been listening then we're going to pass you and you will go to the end of the line. We'll come back at the end but we're going to jump over you if I call your name to come speak and you're not in the Chamber, we'll give you time to get downstairs but if you're not in the Chamber we will move to the end.

I've got a lot of names here; I may get the pronunciations really wrong and I hope you won't hold it against me. I'll try to get as close as I can but again if you've got that list you know who I'm probably trying to pronounce at least making a stab at doing that. I do ask that you be respectful of everyone that's speaking regardless of what you think about what you're saying. That's really important. This process will only work; this whole process that we're engaged in not just tonight but on every night that we meet here, it only works if we listen to each other and we respect each other regardless of what we think. I'm going to ask you to do that. I'm going to ask you to do that and I'm going to trust you to do that so with that we'll get started and we'll hear our speakers. I'm going to call the first three names so you know the order in which you are on deck and then you can see up on the screen...my bad we're not going to start first with the speakers. What we're going to do is to have Mr. Hagemann who's the City Attorney over here he's going to give a brief presentation about what's in our Agenda Book's so you know what it is that we've got in our Agenda materials tonight that's brought you all here. Mr. Hagemann is going to do a brief presentation before I call the start of the speakers. I hope you don't forget the rules in the next five minutes.

City Attorney Bob Hagemann said what I would like to do for the audience here and those watching at home is give a little bit of history of or ordinances here in Charlotte and then talk about the specifics of the proposal and then address a couple of issues that have been discussed I know in the community. The Non-Discrimination Ordinance is essentially dated back to 1964 in this country with the Civil Rights Act of 1964. That federal law included what we refer to as Title II. Title II of the Civil Rights Act of 1964 prohibited discrimination in public accommodations based on race, color, religion and national origin. Subsequent Amendments added age and disability to the list of protect characteristics. Starting in 1975 the City of Minneapolis I believe was the first jurisdiction to protect sexual orientation, gender identity and gender expression and in the 40 years since a number of jurisdictions, I believe 17 states, the District of Columbia and approximately 225 cities and counties have laws that protect against those characteristics. The City of Charlotte four years after the Civil Rights Act of 1964 adopted its own public accommodations ordinance. It modeled itself after the federal law and prohibited discrimination based on race, color, religion and national origin and essentially what the ordinance did then and does today is it prohibits, it makes it unlawful to deny any person the full and equal enjoyment of the goods, services, facilities, privileges and advantages and accommodations because of one of those characteristic. It is a broad regulation and it applies to virtually all business activity in the City and as a statement against discrimination based on those characteristics.

In 1972 the Council amended the ordinance by adding sex. In 1985 as part of a comprehensive rewrite of the entire City Code sex was carved out the prohibition and given a separate treatment and the prohibition to that carve out is only with regard to restaurants, hotels, and motels but even within those facilities there's an exception for restrooms, locker rooms and those kinds of facilities. In 1992 a proposal was brought before the City Council to add sexual orientation to the list of protected characteristics that proposal failed on a 7 to 4 vote. The ordinance is enforceable by criminal prosecution, a misdemeanor as well as the City possibly going into court seeking an injunction. To my knowledge in the last 25 years the City has never enforced the ordinance by criminal prosecution or injunction complaints are processed by the Community Relations Commission through a process known as conciliation and issues have been successfully worked though that conciliation process. Three other ordinances are at issue in today's proposal. Also in 1968 I just mentioned the CRC, the Community Relations Commission that was established as part of that 1968 City Council action. Community Relations Commissions has a charge to make recommendations regarding the elimination and reduction of discrimination within the City of Charlotte. It also has powers to approve plans to eliminate and reduce discrimination as you'll see in a moment there is a recommended or a proposed tweak to the CRC Ordinance.

The third ordinance is the Passenger Vehicle for Hire Ordinance. This is the City's regulation of the taxi cab industry and it has a prohibition today that prohibits companies and drivers from discriminating. That ordinance is in force through the imposition of civil penalties or fines as well as potentially subjecting the owner of the business and operator of vehicles to having their certificates and permits revoked. The final ordinance is a 2003 ordinance dealing with commercial non-discrimination. It states that city contractors may not discriminate against their suppliers, vendors, sub-contractors, commercial customers based on protected characteristics. That ordinance is enforceable by suspending or terminating contracts as well as the possible debarment of a company violating the ordinance for up to two years from doing business with the City.

The proposal before the Council tonight would add marital status, familial status, sexual orientation, gender identity and gender expression as protected characteristics to the passenger vehicle for hire ordinance as well as the commercial non-discrimination ordinance. It would add those characteristics as well as sex to the public accommodation ordinance and delete the 1985 provision that carved out sex for differential treatment. That is the proposal Mayor and Council; I do want to touch briefly on a couple of other legal issues that might be helpful for folks to keep in mind as they speak and as you listen tonight. First of is an existing criminal statute, GS §14-190.9 which is the indecent exposure statute. Now I've quoted the relevant parts there; it is currently a crime in North Carolina for any person to willfully expose their private parts in a public place or in the presence of another person or persons. Public place includes public restrooms in public accommodations. There is an exception that I bolded; "except for those places designated for a public purpose where the same sex exposure is incidental to a permitted activity." That clearly is addressed to restrooms; lockers and showers facilities so a male who

showers in a public shower facility would not, in the men's room, would not be violating this statute. Here's what's important I believe about the statute given the issue before you tonight. If a biological, anatomical male enters a women's restroom today and exposes himself in that restroom that is a crime under the statute. Nothing about the proposal before you tonight would change that. If you were to adopt the ordinance as drafted and proposed that fact pattern would still constitute a crime. Significant though is the exposure of private parts in the presence of another person.

Second, I know Mayor and Council you've received a memo that claims that the proposal would be unconstitutional based on the religious of certain members of this community. Here is a quote from a 1982 Supreme Court decision "when followers of a particular sect enter into commercial activity as a matter of choice the limits they accept on their own conduct as a matter of conscience and faith are not to be superimposed on the statutory schemes which are binding on others in that activity. Granting an exemption operates to impose the follower's religious faith on the person sought to be protected by the law." *U.S. v. Lee, 455 U.S. 252,261 (1982)*. This statement is consistent with numerous court rulings across the country dating back into the 1960's. Regardless of your policy choice and you do have a policy choice; as a matter of Constitutional Law courts have not recognized the right of an individual based on their religious beliefs no matter how closely held to demand an exception from a law of general applicability. You can imagine how if the courts were to allow that kind of exception the kinds of exemptions that a variety of individuals might claim to various laws. You certainly have a policy choice but in my opinion there is no Constitutional right to be exempt based on religious beliefs from an ordinance of the type that's before you.

The final point and this is a more technical point but you've been provided information that claims that this ordinance would violate a provision of the North Carolina Constitution. This is an excerpt from the North Carolina Constitution. It limits local acts on certain subjects, there are a number of subjects, the one that has been cited is (J) regulating labor trade, mining or manufacturing significantly this is a restriction on the power of the General Assembly. It prohibits the General Assembly by acting on these subjects by local acts as opposed to general laws applicable across the State. It is not a limitation on a City Council like this body to enact ordinances under general legislative authority of the type that's before you today.

Mayor Clodfelter said Mr. Hagemann there may be questions for you when we open the matter later in the evening to the Council for discussion so I don't know if you have copies of that slide deck or if they are in our materials already but you may want to think about the idea of having some additional copies available later in the evening as Council gets into its deliberations. You may get some questions about that. Now I'm back on track and we're back with speakers. I forgot one rule; you may see members up here; it's going to be a long evening, get up and walk out from time to time to take a break. Trust me there are cameras and video displays in the backroom behind us here where they'll be going. They'll still be able to see you we're just not going to take an official recesses or breaks this evening. That would prolong the evening so individual Councilmembers you're on your own with respect to your need for breaks and the same would be true for you. I say to you if you've got to get up and take a break for a minute please do so quietly and then return to the Chamber.

Phillip Benham, 761 Harris Street, Concord, NC 28025 said Mr. Hagemann that is the most convoluted bunch of poppy cockeye I've ever heard in my entire life. You have denied Christians a permit, a public assembly permit on the corner of Trade and Tryon for the past 10 years. There is not one person that I know in this room that is less qualified than you to be making those kinds of statements about religious freedom. I'm shocked by it. You never consulted anybody in the church about what was going on here beginning on November 24 continuing to November 9th but you surely did bring the HRC right next to you, Cathryn Oakley to do most of your talking for you. I am stunned by this. You have went underneath the radar of the church and everything else in order to get this ordinance passed. I'm going to ask a simple question and I'm going to do it with Proverbs 18:17; it says this the first to present his case seems right until another comes forward to question him. Today you're going to have some questions and today perhaps you're going to hear for the first time what's really going on in our City, in this whole redefinition of truth. I'm going to ask this question right now, everybody in here for those of you that believe that you're a Christian and believe that Jesus is your savior would you please stand up including you on the dais. Including you on the dais.

Mr. Benham said thank you. Now I'm going to give you the word of God; it says this do you not know that the wicked will not inherit the kingdom of God? Do not be deceived. This is the word of God ma'am. Do not be deceived. Neither the sexually immoral, nor idolaters, nor adulterers, nor male prostitutes, nor homosexual offenders and the word there is arsenokoitēs; that's the Greek word, the original language which means men lying in bed with another man that's found in Leviticus 18:22. Amen.

Ante Pavkovic, P.O. Box 2335, Davidson, NC 28036 said good evening, Jesus Christ is Lord, praise God. I want to remind our elected officials that my wife was at your meeting and she overheard some say you hope the red herring of the bathroom issue comes up so this can just sail through. I want to remind you that that's not a red herring issue and that we're watching you carefully and if you want another army of people to get involved in politics to the degree that they're determined to see that this is your last term than guide and pull a stunt like that and that's what's going to happen. I also have a question; two weeks ago at your dinner meeting since when did the attorney for the HRC become part of City Council and your government? For the life of me it sure seem liked she was a part of you, you deferred to her. You asked her questions that would not be in her best interest to answer. There's no way she's was going to answer it honestly because she has an agenda. I saw no other attorneys representing any other view point but the HRC. Third, these laws lay the ground work whether they're blatantly reverse discrimination but they lay the ground work for that and homosexual activist groups are the ones behind hate crimes, speech crimes, they would be glad to see people arrested for saying homosexuality is sin and abomination and a perversion before God and man and it is not normal. They don't like that talk, they cannot win in the arena of ideas and debate so this small minority of people wants to use the government to bully and overcome the majority and overcome the law of God. Now, lastly I just want to say if they want to be the way they want to be that's fine but they cannot make us acknowledge that what they're doing and how they are is wrong. What are these make pretend new gender distinctions that I'm reading in this law? What is that? That is make believe. It's nonsense, it doesn't exist. You're a male or you're a female and all this other talk is foolishness and we are not going to put up with this. You are not going to persecute Christians and threaten to punish us monetarily or any other way.

Katherine Pavkovic, P.O. Box 2335, Davidson, NC 28036 said I am from Davidson, North Carolina. As my husband mentioned I attended the February 9th meeting of the Charlotte City Council when you discussed proposed additions to the current non-discrimination ordinance. It was mentioned that the proposed changes actually go beyond what the federal law now allows. I urge you not to go beyond what the federal law now allows. You the City Council spoke to and treated the attorney of the pro-homosexual rights group, The Human Rights Campaign, Cathryn Oakley as an expert witness; expert on the subject of the non-discrimination ordinances. By all appearances she was part of the Charlotte City Government. There was obvious collusion between the Charlotte City Government and this radical homosexual rights group. City Councilmembers questioned her as if she was giving an objective, truthful response to their questions. There was not an expert attorney from the majority view that opposes the radical attempt to force business owners under the threat of fines and imprisonment to violate the consciences by rendering services to individuals or groups that they do not approve of. Examples; massage therapists doing couples massages, wedding chapel, florists, bakers and there's so many more. This ordinance would also require that they allow people to use the locker rooms, shower facilities, restrooms that they deem fits their best and I quote Cathryn Oakley, "their true authentic self" as she kept repeating. City Councilmembers who support this ordinance if you are determined to disgrace our City by allowing reverse discrimination by such a tiny percentage of this population and so blatantly take away our rights as business owners and citizens we will make sure that everyone knows who you are, how you voted, what you stand for and that you are not reelected. This is not just about the bathroom issue. I urge you to vote no against all of these proposed additions.

Daniel Parks, 874 Troutman Farm Road, Statesville, NC 28677 said I address you tonight not only as a concerned businessman but as a concerned pastor, husband and father. Firstly, I personally share the concerns and sentiments of some of you that through this ordinance we would be needlessly subjecting our children in some of the places where they are most vulnerable, namely public restrooms, locker rooms, showers and the like to episodes like one in Washington State in which a transgender man was allowed to bear his genitals to high school

girls in the girls sauna shared with their local college. Because one man decided one day he's a she young girls where traumatized and their right of privacy was robbed and they have a right to safety as well and that without repercussions under a non-discrimination ordinance like the one that's being considered. There is no doubt that transgender people have many issues and struggle in many ways that you and I may never understand but to compromise clear logic and to open the most susceptible members of our society up to such dangers is not what those in positions of power are elected to do. Although the bathroom issue is an important one you cannot overlook how this ordinance will affect businesses in Charlotte. Some businesses which will be immediately affected are those that serve the wedding industry; businesses like bakers and photographers and caterers all these that have contracts with the City of Charlotte and hold to basic and biblical morality. You don't have to dig too deep to find cases in other municipalities where businesses have been affected by such ordinances. A photographer in New Mexico, a bakery in Oregon, a florist in Washington are just a few that have suffered discrimination of conscience under such so called non-discrimination ordinances and be sure they HRC, Equality N, the ACLU and other groups like that won't be satisfied with this ordinance alone. It is just a stepping stone to more discrimination against those who hold to a basic and biblical morality. It is agenda that has proven in other cities that those businesses and individuals who disagree will be marginalized, criminalized, silenced and shut down.

Jeannette Wilson, 9216 Stonegate Drive said I'm a mother that's lived in this city with my family for 23 years. I tried to edit this so I didn't come off sounding frustrated or angry but this mama bear is frustrated and I'm angry. The issue before you today is not about discrimination or civil rights. It's about attempting to redefine what is right and what is wrong. The City of Charlotte does not need a new definition. We do not need new ordinances; we do not need to compare ourselves to other cities. We do not need to blaze some new trail that the majority of the people in this city do not agree with. Why does Charlotte need new provisions? Because homosexuals want those who disagree with them to be defeated, penalized because our beliefs are contrary to theirs, because intolerant voices like mine must be silenced. I will not be silent. I know this is not just about the bathrooms. It's bigger than that and we should not be intimidated or bullied into a political corner over it. To say that those of us that disagree now are to feel ashamed this makes my skin crawl and I'm tired of tiptoeing around it. It violates the conscience to think of men dressed and acting like women, choosing a public restroom that real women and children should be able to use with privacy. Not to mention any pervert that feels like sauntering in under that guise. When I think of all the places I go in Charlotte with my family; the library, museums, parks but every outing now is going to be limited to my three year olds bladder size because the little blue woman sign on the door cannot be trusted. This is nonsense. A man's right to choose the ladies room is ridiculous and it's dangerous to the young children in our care. Do what is right tonight, do not redefine it. Vote against any provisions of extending special privilege to this group. To say it's about protecting from discrimination; I know what protection means and I know who needs it. Protect the public, protect our businesses and protect my children instead.

Jason Dellinger, 1064 Riding Trail Lane, Concord, NC 28027 said Proverbs 1:7; the fear of the Lord is the beginning of knowledge but fools despise wisdom and instruction. I'm sure that each and every one of you would like that quality of wisdom and so you have to ask yourself what is the wise choice. See there's two ways you obtain wisdom. One is ask God for it but the second way you receive wisdom is that you fear God. You have to ask the question to yourself what is the wise choice here because I want you to hear this discrimination the word that is thrown around a lot uses terms like disadvantaged, difference or distinction but who are we really discriminating against? Is it not the small children and the mothers that would feel threatened and put in dangerous situations? The word gender dysphoria which is what we're dealing with; listen to the definition of that it is considered a psychological condition marked by significant emotion distress and impairment in life functioning. That's what we're talking about here. You have a choice to make, a decision. Will you make the wise choice? Because God has called you to choose him and choosing him is choosing wisdom. The fear of the Lord is what begins that choice that is wisdom for you. There is no other way that you can obtain that. God has given you this position for one reason alone and that is to bring glory to him. It's to bring glory to the very one who created you and that is the wise choice is voting no. The scripture says in Proverbs that even a fool is right in his own eyes but the end there of leads to death. Please vote no to this bill.

David Benham, 8410 Pit Stop Court, Suite 140, Concord, NC 28027 said before voting tonight please consider the negative social impact of this ordinance. This is what could be coming to Charlotte very soon. In Los Angeles a 33 year old man dressed up as women and allegedly videotaped women in the Macy's bathroom. In Milwaukee registered sex offender dressed up like a women went into the women's locker room at a pool talked with several children before being apprehended. In Washington a man wearing a bra and wig was arrested after being in a women's restroom and later admitted that he showered in the girl's locker at Everett Community College for sexual gratification. Is this what we want in our city? Another negative impact of this ordinance is that it would require business owners like myself to promote or endorse messages or expressive events even when it goes against my conscience. Think about this if you pass this ordinance tonight will family owned printing companies be forced to print brochures promoting transgenderism? Will Muslim owned bakeries be forced to bake cakes for sex change celebrations? On the other hand will gay owned apparel companies be forced to print anti-gay themed t-shirts? The list goes on. Is this really how you want our city to operate? My brother Jason and I have sold thousands of houses in this great city and we've never required our customers to take a sexual orientation litmus test nor have other Charlotte business owners. As a matter of fact research from the alliance defending freedom legal organization could not find in any case in Charlotte a substantiated or even alleged pattern of sexual orientation or gender identity discrimination in this city. In other words discrimination is not an issue here but if this ordinance passes everything changes and it will happen on your watch. The vast majority of Charlotte residents would disagree with this ordinance if they were informed.

Adam Tennant, 520 Cherish Lane, China Grove, NC 28023 said I'm opposed to this ordinance and I'm asking you to vote no against it. Let me share a scripture with you in John 18 Jesus was brought before Pontius Pilate. He said everyone on the side of truth listens to me. Pilate's arrogant response was what is truth? To him it was all relative. In John 7:7 Jesus said that the world hated him because he testified that it's works were evil so Jesus came and he came to declare truth and he was very clear about it. He made it clear that marriages between a man and woman and that all sex outside of marriage is sin so that should clear up the whole gender confusion that we have but it hasn't. The water has been muddied by Satan himself. Whether it is through GLAAD or the HRC the enemy is always pushing his agenda to rob, to kill and to destroy. I am pleading with you tonight don't let them bully you. Do what is right. Stand on the side of truth, stand with Jesus. It's evil to allow men into women's restrooms. It is evil to force Christian business owners to do things that violate their right of conscience. Isaiah 5:20 says whoa to those that call evil good and good evil, who put darkness for light and light for darkness so which side are you on? Jesus said everyone on the side of truth listens to him. I beg you tonight to listen to Jesus. Don't fear the HRC. Don't even fear the voters. You're going to stand before a Holy God on the Day of Judgment; fear him. You're going to stand before Jesus Christ; Pilate tried to wash his hands of the wicked things that he had done. It didn't work for him and it's not going to work for you. You will be held responsible here on this earth and in the life to come so do what is right. Do not pass this wicked ordinance.

Tom Barry, 2686 Saddlewood Circle, Concord, NC 28027 said the Bible says that righteousness exalts a nation but sin is a reproach to any people. By biblical definition practice of homosexuality is a sin. It is against the natural order which God has given to us and is something that brings destruction into the lives of those who participate in it. What's amazing to me is the fact that you guys try to slip this through without really consulting the general population about this. The reason why is obviously you wanted to pander to a certain group of people. The Human Rights Campaign is a very, very militant, very directed group of people. You may not be aware of this but the founder of the Human Rights Campaign and the founder of the Gay and Lesbian Victory Fund, his name is Terrance Patrick Bean, in November when you guys where consulting with the attorney from the HRC he was arrested in Seattle for luring a 15 year old boy into his hotel room basically imprisoning him and performing acts of sodomy on this young man. He was a member in good standing with that organization until he was arrested. You are inviting death and destruction. The Bible says the eyes of the Lord are upon the righteous and his ear is open to their call but the face of the Lord is against those who do evil and sir the lawyer who invited them you are participating Mr. Hagemann in evil in trying to sneak this through and the Lord his eyes are upon you. He is your opponent right now and I urge you to repent.

Thomas Dellinger, 14001 Mallard Lake Road said you've already heard multiple speakers give valid reasons of why you should vote no on this issue. As a husband, a father, a voter and a

business owner here in Charlotte it saddens me to see even the state we are in as a city and a nation. Our forefathers founded this country by protecting God given rights not rights that I deemed as mine but rights given from scripture that's in your Declaration of Independence. Scripture is clear on its stance in Mark 10:6-9, 1 Corinthians 7:12, Leviticus 18:22 and other places these scriptures go against the very foundation on which this issue is constructed upon. As a father and a husband I cannot see how you would ever pass an ordinance that will likely raise the risk of sexual criminal acts. I'm not stating the opposing side would do that. I'm saying that you would allow those heterosexual as well an opportunity to commit this heinous deeds. As a business owner you force my business to now be open to potential lawsuits over an employee's specific feeling to their sexuality. To threaten my private business with this type of liability due to someone's feelings of their sexuality is preposterous. Why granting rights to the opposing side you threaten my God given rights, my beliefs, my safety, my family's safety and my business. In closing my family has enjoyed the parks, the museums and other public venues in Charlotte. I would hate to lose that. I cannot in good conscience allow my family to continue to attend these places if their safety and our beliefs are threatened. Dr. King said this and I'll close with this "on some positions coward's ask the question is it expedient? And then expedience comes along and asks the question is it politic? Vanity asks the question is it popular? Conscience asks the question is it right? There comes a time when one must take position that is neither safe nor politic, nor popular but he must do it because his conscience tells him that he is right." Please don't pass this ordinance. Thank you.

Colby Foster, 1012 Reigate Road said my concern with this ordinance stems from its wording. Gender identity and gender expression do not seem words strong enough to craft laws. They are two subjective to the interpretation of individuals. This is especially dangerous in a modern age where truth is relevant and common sense is offensive. The question should this ordinance pass would be what would a transgender person have to demonstrate to get the access in which they desire. Is it just saying that they feel like a boy trapped in a girl's body or vice versa? Would hair have to be a certain length or clothes a certain fit, her voice a certain pitch. What would afford an individual access to public restrooms to serve those opposite their current sexual orientation? A calming question is why should a person who identifies as transgender not be allowed the same rights as the person who identifies as Christian but this is a bad question. Why? Because it does not also include the question from the opposite party affected which is why should a male who identifies as male be forced to use the restroom with a woman present. As a male who identifies as male this would violate my rights of privacy as well as to create a public disturbance and infringe on public safety. This ordinance is not asking for equal rights he is asking for special rights. Better yet it is asking for special privileges and privileges aren't rights. Every male who has a reproductive organ of a male has the right to use the public male restroom and every female who has the reproductive organs of a female has the right to use the public female restroom. Seeking the use of a restroom of your choice simply because of how you feel or how you identify yourself is seeking special privilege. If I identify as nocturnal can I enter closed city parks at night in order to fit my lifestyle. Would the city accommodate me? Of course not because it violates the laws already in place and infringes upon the safety of others. Mr. Barnes you were quoted in the Charlotte Observer saying "if you send one of your daughters into a public restroom and you see a man go into that restroom you're going to have some concerns." Well Mr. Barnes you are elected by the people and I am here tonight to inform you that the people also share that concern. Please vote against this.

Jason Jimenez, 3690 Privette Road, Matthews, NC 28105 said City Attorney, Mr. Hagemann, here's the problem with what you just stated up there; the constitutionality of equality is about liberty, it's about security, it's about property, it's about humanity. What you stated up there is bad equality. It's giving special privileges and rights to a select few that undermine the rights of those who oppose it. This is not equal rights sir. This is undermining the rights given equally by God so you should be ashamed of yourself. You are a attorney and yet you've allowed HRC and their campaign of Scott Bishop to taint the proposed ordinance here in the City. You should know that and so I pray that you would change your mind in that. To the Council I want to address Councilwoman Claire Fallon; you said "I have feelings for what the LGBT people have gone through and I don't want to make their lives harder but I also don't want to impose something on the general public that they don't understand and they don't want." I think that's well said and so your vote matters. Voting for this ordinance here would undermine the rights of the majority of the people that have elected you in office. Council David Howard you said in the paper that you are seeking a compromise and that your own family has faced concerns. You

know what you're right. We all have concerns. You have concerns, your children have concerns, the City has concerns so voting no is your proper duty. To date the Council has publicly admitted to have been working with the help of Human Rights Campaign and with Scott Bishop to draft and pass this non-discrimination ordinance for quite some time and yet as elected officials you have not worked with those in the community of Charlotte who oppose it so do your job and do it objectively. We're saying loud and clear here today that table this. Do not pass this. Come together with officials and leaders in this community and let us pass something that is constitutional and that does not undermine our human rights.

Kristin McCora, 3714 Armitage Drive said two years ago I was a member of the YMCA and the YMCA that I went to has a really nice locker rooms with saunas and steam rooms and when you go in there there are elderly women breast a blazing and whether you like it or not you get to see their bare breasts and occasionally you get to see their vagina and I know that you say it will still be illegal for someone with a penis to expose his penis in a women's locker room but the bottom line is you won't be able to stop it because if they feel like the women with breasts and a vagina can expose it what's going to make them think that they can't expose their penis? Even if they don't mean to expose their penis they could accidently expose their penis and then the damage has been done. Not only that but you're also opening the door for any pervert who wants to expose themselves to go to another place. We hear on the news in Charlotte all the time some pervert exposed their penis in the park; some pervert exposed their penis at the library and so forth. Why give them another place to go and expose themselves to myself or my daughter. In addition this is a huge safety issue. A few years ago a man went into a BestBuy with a young girl and he almost killed her. The only thing that saved her life was that a woman went in there and stopped him. Now what you're saying is if I see a man go into a woman's bathroom I can't do anything about it because you might want to charge me with discrimination and that is wrong. It's safety; it's not just about transgender people it's about the perverts who want to use this to get into molest little girls. God made us male and female and a lot of people want to make that interchangeable but the bottom line is we are different. This is not about discrimination. It's not about how you feel on the inside. It's not about who you're sexually attracted to. It's about anatomy. If you have a penis you go to the male's bathroom; vagina you go to female. It would only be discrimination if you said they could not use either. Please vote no.

Richard Pope, 11300 Coble Road said as we open the meeting tonight I heard the Mayor say a quote, unquote prayer. You were praying to some identity. It was evident to me that he didn't know who he was praying to. I'm here to tell you that there is a God of the Bible. His name is Jesus Christ, his name is Jehovah. He created all things. There's nothing in this world that he didn't create for his own pleasure. I'm here to tell you tonight every knee in this room; gay, lesbian, straight, it doesn't matter is going to bow to him and give an account to God Almighty. There are two places to go to; one is to hell and the other one is to heaven. To get to heaven you must repent of your sins and be born again. To get to hell just keep doing what you're doing and you will get there real quick. I'm here to tell you that if any molester ever comes in the restroom and molests my little 8 year old granddaughter somebodies going to be hurting and I'm going to hold every one of you accountable and God is too. Amen.

Blessey Marine said I am speaking on behalf of Jessica Mullin who is unable to make it here tonight.

Mayor Clodfelter said Council rules don't allow that. It's not that we don't want to hear what you have to say but we do have to treat everybody under the same set of rules.

Ms. Marrin said she had an emergency that would not allow her to be here.

Mayor Clodfelter said I respect that and I appreciate it.

Jordan Roose, 708 Winding Way Drive, Monroe, NC 28110 said I have a beautiful wife, three beautiful little boys, 5, 3 and 1 and I own and operate a business in the Charlotte area. I come here this evening just wanting to give a perspective of not only a Christian standing for righteousness but a concerned citizen in the Charlotte area. I believe I speak for the majority of citizens. If we could take this room and expand it and invite the entire City in I think you would hear a pretty unified voice by a majority of people who see the implications of this proposed ordinance as mind blowing; the implications as mind blowing; extremely uncomfortable with the

implications of this ordinance passing. In a virtuous attempt to provide equality and security and safety and comfort for all the exact opposite is taking place; the exact opposite. This is not a problem solver. I believe with all my heart this is a problem causer. Many more problems will be brought to the table by the passing of this ordinance then solutions will be given to it. That's what I want to be heard here tonight. We reap what we sow and there are consequences to our decisions and there will be consequences to this both here and now and in eternity. Let's think about that this evening.

Mark Metzger, 300 East John, Suite 118, Matthews, NC 28110 said we've heard it mentioned that the Human Rights Campaign was instrumental in bringing this before you. For those of you who don't know the Human Rights Campaign is a political action committee, well-funded and powerful that seeks to expand the rights of lesbian, gay, bisexual, transgender people and they come to you with a sales pitch and their sales pitch was to make a Charlotte a world class city. Surely you want to be like Los Angeles, surely you want to be like New York and the other cities that have adopted this agenda but when you adopt an agenda that is subjective it is impossible to enforce. Our laws were based on the Bible. Like it or not doesn't matter where our opinions are. You've heard so much about the Bible tonight you'll continue to hear about it because our laws have been based on it. Without it we are foundationless; we'll crumble as a nation. Our nation is only as strong as the families within it. An objective standard is the standard that we encounter when we're on 485. The speed limit is 65 miles per hour. If I feel like going 80 miles per hour I've violated the objective standard. If we take away that objective standard and it's just based on me feeling a little womanly one day and I can enter a women's bathroom or a woman feeling a little manly one day because that is entirely what this ordinance will bring about. It is impossible to enforce. It's impossible even in situations where those perverted individuals would use it as cover to clearly convict someone for showing themselves in a bathroom setting because it's easy to make the excuse that it happened by accident. We're giving cover to those types of behaviors. The comparison with the 1964 Civil Rights Act is extremely distasteful to me. I'm the adoptive father of two young black men, civil rights, the color of our skin has nothing to do with sexual orientation nor should they be able to piggyback on the Civil Rights Act.

Ralph Serrapica, 6318 Crosshall Place, Wesley Chapel, NC 28173 said a dark evil has presided against this nation uncontested for some time. Evil that wants to destroy our history, heritage and legacy as Americans. Our forefathers gave us a godly heritage. By that I mean the Holy Scriptures and the teaching in them. There are revisionists who want to tell you different but fact; for the fact finders and seekers, fact is from the Mayflower Compact to the State Constitutions right up to our US Constitution you see words like divine, creator, rights, freedom. It was the very words of scripture that inspired these men. Men like Washington who said it is impossible to govern a nation without God and the Bible. Here in lies the evil gentleman; certain men crept in. Men who believe they know the Constitution better than the authors who wrote it and with its new found wisdom they voted out prayer from government, our education, voted out the teachings of the Bible, our savior, tenants of the faith which are not only the foundation of our Constitution but our source of blessings. Do you know that our country has done more in its first 200 years than the whole civilization has done in the prior 5,000 years? Our founders were aware of these blessings whereby we have Thanksgiving but we as a society today now don't even want to acknowledge God let alone thank him. Scripture is full of warnings and examples of blessings on the righteous and cursing for the disobedient. Look at our schools, our streets, our media, our children, our leaders. Do you think it's a coincidence we are trying to shut the one from whom all blessings flow out of our lives that these things have come upon us? The Apostle Paul penned these words. It for freedom that Christ has set us free; stand firm then do not let yourselves be burden again by the yolk of slavery we are called to be free but do not use your freedom to indulge in the flesh rather serve one another in love. These freedoms and rights we've been given from our God and not from men and have limits.

Rocky Norkum, 8719 Brideswell Lane said I suffer from a condition known as paruresis. It is also known as shy bladder syndrome or jokingly referred to as stage fright. Paruresis is where the sufferer is unable to urinate in the real or imaginary presence of others such as in a public restroom. Paruresis can go beyond simple shyness, embarrassment, fear of exposure or fear of being judged for not being able to urinate. In severe cases a person can only urinate at home alone or through the process of catheterization. Now I cannot fully express the shame and humiliation I have to confront each time I enter a public restroom. Imagine suffering the physical pain and the emotional defeat while standing at an available urinal unable to bring relief because

of the proximity of others in the same bathroom. Imagine doing a fake shake and a false flush to appear as if you're a normal bathroom user. Right now the whole public restroom culture is set up to lower the awareness of those who have paruresis and is shoving millions into the shadows every year. Studies show that paruresis affects about 7% of the population which is double the 3.4% in the LBGT community. This Amendment sets back the efforts of us with paruresis and our efforts to end real discrimination. We have been advocating for years to end public restrooms all together and move to private facilities. Private restroom should be the pursuit of the LBGT advocates as it would also end discrimination they feel they receive. As it is proposed they are asking to trade one bathroom of discrimination for another bathroom of lesser discrimination and at the same time offending a large portion of the public. It makes no sense when we should end discrimination all together by just having private facilities and not being confrontational with our different lifestyles. Please vote no.

Amanda Brown, 4600 Castleton Road said I strongly oppose all of the proposed changes. There is a simple solution to the bathroom proposal that solution is to require a unisex, single stall restroom in public buildings and facilities. However, these stalls should be paid for by the organizations that advocate for them; not by tax payer dollars. If you want tax payers to pay for these restrooms put this Amendment on the ballot in November and let the people of Charlotte decide. The proposed Amendment that extends the list of classes is disturbing because of the potential denial of freedom guaranteed by the US and the North Carolina State Constitutions. The North Carolina State Constitution states in Article 1, The Declaration of Rights, Section 13 Religious Liberty that all persons have a natural and a alienable right to worship almighty God according to the dictates of their own consciences and no human authority shall in any case whatever control or interfere with the rights of conscience. I am disappointed that Charlotte City Council and the Community Relations Committee have only listened to one side of this matter. Why did you not offer an organization with an opposing view point the opportunity to speak during the month the CRC spent working with the Mecklenburg Political Action Committee. The North Carolina Values Coalition and the North Carolina Family Policy Council are two such organizations you could have involved instead they are relegated to speaking during one evening. We may disagree on many issues in our society today but we need to try to find ways of working together without compromising our principles. We can do this if both sides are willing.

Heather Garofalo, 1052 Antioch Woods Lane, Weddington, NC 28104 said I delight in the diversity that surrounds us this evening. I'd like to speak tonight about an African American hero. This precious little boy grew up in an extreme poverty with a mother of six children raised in a shot gun alley. He had a fire in his neighborhood. It was Ms. Maddie's house that was burning down the community. He knew right then and there I have a dream. He wanted to be a firefighter so he stayed in school. He rose in the ranks to Fire Chief of Shreveport, Louisiana and Atlanta, Georgia. He was recruited by the Obama Administration to the highest position of all time working with FEMA, DHS. For 34 years he embraced the diversity around him and I quote he said "it is my professional and personal mission to service everybody with love, dignity and respect." Well this man was a church goer and he decided to write a men's devotional and distribute it in his community. There were no policies against this. There were only four pages in the entire book that spoke on sexuality. Well activists from this group decided they didn't like the definition of sexuality and they set out to destroy him. They called Mayor Reed. Mayor Reed suspended him for 30 days without pay. As an in depth investigation was conducted it was found that not one time in 34 years did Kelvin Cochran discriminate against a lesbian gay, transgender or any other community. Yet, he was fired. He was fired for exercising his First Amendment rights of free speech and free religious, conscience thought and ladies and gentleman the sexual orientation language that you are about to introduce tonight is alive and well in Atlanta. It perpetuates the idea that if anybody agrees with the definition of sexuality they can be personally destroyed. Furthermore it has been used to discriminate against conservative businesses across the United States forcing the print gay pride flyers and t-shirts, forcing them to actually partake in heterosexual marriage by servicing with photography, cakes and flowers and what happens when they stand up and exercise their Constitutional rights; fined hundreds of thousands of dollars, shut down, life savings; vote no.

Sam Spencer, 647 Dogwood Lane Davidson, NC 28036 said I work in Charlotte and I prefer to pronounce he; him and his. Trans folks fight for their lives every day. That's not hyperbole. We're less than three months into 2015 and at least eight trans women across America have lost their lives due to hate crimes. Two of them have lost their lives since the Council put this item on

the Agenda. Most of them were trans women of color. Because of the daily abuse and harassment they face at least seven trans people have taken their life this year including one in our community. Unfortunately, instead of acknowledging the gender of our trans brothers and sisters and our gender queer siblings the opposition believes that the privilege of cisgender bathrooms is worth denying others their health, their safety and their dignity. That represents a misunderstanding of gender. The sex you're assigned at birth may be between your legs but gender is between your ears. It's between our ears that we find our ability to reason, our ability to create, our ability to dream and our ability to love. Just like gender what makes us yearn for answers and seek our creator rests between our ears. Our gender then comes from a very sacred place; our gender comes from the very place that makes us human. All of us have the power to make respecting gender identity and gender expression the positive act of recognizing our common humanity. This fight belongs to all of us. Dignity and respect may not have come quickly enough for the thousands of people who have suffered violence because of their gender identity and gender expression but these basic protections before you today send the message that anyone who lives in, works in or visits our community is treated with dignity and respect. We can't change history but tonight you have the power to change the future. Please pass these changes in full.

Robert Gladstone, 98 Poplar Woods Drive, Concord, NC 28036 said I just want to urge you in Jesus Christ's name that a City Council is given authority from above and we just appeal to you to lead this city in the fear of the Lord and with moral conviction and courage rather than through the bullying of a small percentage of our population. Listen, the gender that's in our spirit is given testimony by our anatomy. They are consistent so I urge you to recognize God's design and not to put forth an ordinance that blurs that design. The more we lead out of the fear of the Lord the more of God's blessing is on our city. I appeal to you; please I urge you to consider that this moral equation that the ordinance represents does not work. It's not even a lack of computing the equation just dissolves. It's not even like trying to force two plus two equals five it's like trying to force two plus two to equal oatmeal. For every one man that feels uncomfortable in a men's room there are at least 80 women who will feel uncomfortable under the new ordinance. Put another way; that man that feels uncomfortable in the men's room the ordinance would give the right to two restrooms while the women who feel uncomfortable will get zero. That is not equality. That is discrimination and the bathroom issue represents the larger ordinance and its lack of moral clarity and sense so I urge you please vote against the ordinance.

AnnMarie Lloyd, 4327 Poplar Grove Drive said I speak to all but especially to Michael Barnes, Claire Fallon, David Howard and Vi Lyles because you represent all the people not just some of them but all of them. My district representative understands how wrong this ordinance is and I thank that person. Why do we really need this ordinance? The City is tolerant but you are considering voting for a change. The Human Rights Campaign is very powerful but represents a tiny minority. Labels and names for 58 gender identities are found on Facebook many of which are not male or female, female varieties, there are labels for people with no gender. For people who believe they encompass all genders and fluid genders where will they go to the bathroom? How many bathrooms will we need? Will ordinances be made for all of them? This is not just about bathrooms but it's about bullying, it's about bullying businesses. When a gay customer asks a Muslim baker to make a cake for his wedding can the Muslim live by his religious convictions and say no or will he be sued and refused future business by the City. Please don't vote for this.

Jeremiah Gude, 2469 S. Chipley Ford Road, Statesville, NC 28625 said I travel down to Charlotte at least twice a week and I have to go back to what the man just said a couple times ago when he said that gender is between your head. That is wrong because when I was born they made me a male and when my wife was born she was made a female. That was on our birth certificate. What happens when you take away God's standard because when God created us he created us male and female. He does not make mistakes and what you're doing right now is you're allowing each individual person to make up their mind so sir one day you could be a female for 10 minutes to walk into a bathroom if you wanted to but then you could change your mind back to being a male so where does it stop because what's going on here is not just going to stop here. It doesn't stop with bathrooms; it doesn't stop with discrimination because it's not discrimination. What about the Christians in other towns where they have been sued because they could not go against their religious convictions to perform photographs for a homosexual wedding. Where are their rights in this when they can just say no I don't want to do this? What

happens if they are too busy and the people still go after them to tell them that are discriminated against and they're not? Where does it stop? Where does it stop for my family? Where does it stop for my daughters or should I call them my daughters or should I don't know what I call them because we're blurring the lines right now and when you blur the lines and people what is right in their own eyes this is what you get. I implore you to say no to this because when we do what's right in our own eyes we don't hold to an absolute standard everyone does what's right in their own eyes; everyone. Vote no.

Matt Craig (Syfert), 328 West Carson Boulevard said thank you for awakening a sleeping giant. Based on the remarks we're hearing tonight the faith community in Charlotte has woken up. We're called ignorant but we're actually quite informed. We've discovered the HRC is a national activist organization. They're promoting a tsunami of Bills in local governments around the nation to put these Bills into place. Not because they're needed or there's alleged discrimination but because they're useful for advancing an agenda. You may not be aware of that or promoting the agenda yourself but once these Bills are in place they are used and we've given evidence here tonight of the states that they've been used in; New Mexico, Washington, California, Oregon, Colorado, Utah all of used these Bills or seen these Bills used for these discriminations against businesses and so we're deceived by the City Council and The Charlotte Observer in calling this a non-discrimination Bill because it's actually a discrimination Bill against people of faith. We're deceived by the Charlotte Observer that writes these ordinances or merely symbolic or these ordinances have no teeth. Apparently the ignorant people in Charlotte are more informed than people think and they've come out here tonight to express that they do know what's going on and so what's been done in secret as far as the advancing of this work is now being discovered and we're calling you to put a halt to this, to vote no on this Bill tonight or to at least pause it so other parties can join in this discussion so the diversity of Charlotte is truly represented and all sides are heard.

Tami Fitzgerald, 9650 Strickland Road, Suite 103-226, Raleigh, NC 27615 said I would like to present four reasons why this ordinance should be voted down. First of all the ordinance is unconstitutional. It violates the First Amendment rights of every citizen in the City of Charlotte. It violates not only their right to freely exercise their religion but freedom of association and their freedom of speech. Business people that serve the public will be placed in the untenable position of having to choose between following the dictates of their conscience or following the cities new non-discrimination law. Second, the ordinance puts children and women in danger and violates their sense of privacy and security. That's already been discussed I won't elaborate. Third, the ordinance requires the City of Charlotte to engage in impermissible discrimination on the basis of religion and association when it chooses businesses with which to contract and do business by excluding businesses who might have religious beliefs that would be violated by this new ordinance the City is discriminating against those businesses in the contracting process and fourth the ordinance violates Article 2 Section 24J of the Constitution of the State of North Carolina by creating a local non-discrimination ordinance regulating labor and trade. The legal advice given to you by your City Attorney, Mr. Hagemann deserves to get him disbarred. The case of Williams vs. Orange County provides ample legal authority that you cannot enact a local ordinance that includes these types of non-discrimination categories. Second of all the City of Charlotte didn't even seek enacting or enabling legislation from the General Assembly to do this. You of all people Mayor Clodfelter should know that this is a violation of state law and the Dillon Rule but third, the State vs. Smith case held that a local law was invalid even without enabling legislation. In that case the ordinance was based on the police power of the city.

Kristy Star, 8833 Kensington Forest Drive, Harrisburg, NC 28075 said I oppose this ordinance. I have my Master's Degree in Clinical Counseling as well as my LPCA and my research interests have included sexual addiction and abuse and because of the knowledge that I've gained through experiences and research I have concerns for this ordinance. The petition that I will be handing out expresses my concerns and questions over this ordinance which has been signed by others with similar concerns. First of all I want to say that I'm concerned that any man whether he is a transgender person or not can go into women's restroom facilities, locker rooms and showers simply by claiming he identifies more with being a female. I see this opening the door to sexual predators who will take advantage of this. Right now it is considered unacceptable for a man to go into a women's restroom facility. If this law were to pass and it becomes the norm a sexual predator can go into the YMCA locker room and look at women undress and come out of the showers all he wants without having to worry about any risk of

being reported or consequences. A woman could report a man as suspicious or support sexual harassment but how much will law enforcement do if it cannot be prove. Yes, one could say sexual harassment could happen anywhere but is it much different when a woman is in the private setting or she is undressing. I believe women should not have the rights to have privacy for men in restrooms facilities taken away and yes I know law enforcement will still prosecute anyone for assault but at this point it would be too late; the crime has already been committed. I also think of the high percentage of women who have been sexually abused, harassed and violated by men at some point in their lifetime. I think of those women who experienced sexual trauma and now suffer from PDST. Seeing a man in a private setting such as woman's restrooms, locker rooms and showers can be traumatic for these women and produce high amounts of fear and anxiety. I see too much risk for potential harm for women and children to pass the ordinance.

Dr. Leon Threatt, 14227 Buckton Lane, Matthews, NC 28105 said first of all you for the opportunity for all of us to share our beliefs and convictions about this matter. First of all I want to make it very clear that my complaint is not against the LBGT community but against this ordinance that I believe is bad public policy. I also want to encourage each of you who have the decision making power over this matter to please use wisdom and due process in this matter. Do not move hastily through this. This requires considerable thought and consideration which it appears to me that has been absent through this process so please caution this time and think wisely as you move forward with this. It is clearly evident that it's been rushed through without the consideration of all parties in concern so please; please take the time to go through it. I believe that this ordinance is dangerous, deadly and destructive and it needs to be reconsidered. It needs to be wiped out and we need to come back with real solutions that will help perhaps the community of LBGT and not just wipe this thing through as if somehow it can be easily accepted. I also caution all of us who believe differently to use due respect in regard. I was quite challenged by what I saw outside of the Chamber before we started. The kind of disregard and respect for each other was horrifying for me and I caution all of us to use a different tone, a more respectful means in this process. Also, I encourage the Council please, please, please give the kind of time and wisdom this matter deserves.

Mayor Clodfelter said I want to say we're still early in the evening but I really want to thank you all for being very respectful of the speakers, each side of the speakers so far. I really do appreciate that; we all do.

Scott Bishop, 813 Hawthorne Lane said I come before you tonight as a representative of the Charlotte Non-Discrimination Ordinance Coalition which requests updates to several of Charlotte's City Ordinances to protect certain groups of people from discrimination. Tonight we hope and believe that Charlotte's City Council will provide an important update to City Code by banning all discrimination in public accommodations; passenger vehicles for hire and city contracting as well as adding LGBT non-discrimination to the mission of the Community Relations Committee. With these updates gay and transgender residents will not fear discrimination when patronizing a business, when using a restroom or attempting to do business with the City or its contractors. Now we know that you've heard a lot of fearful rhetoric from a small but vocal group of opponents to these important updates; most of whom do not live here in the City of Charlotte. What the other side is saying is simply not true. This anti-discrimination measures are already in place in 17 states and over 200 municipalities around the country. This is not new stuff. The changes simply make the City of Charlotte a safer place for gay and transgender people to live, work, raise a family and find opportunity. It is important for us to remember that despite some harsh language from those opposed to these measures this is not a contentious issue. The voices that are loudest in the room are not always representative of the majority. The next several people you will hear from are members and friends of this coalition. They will tell you why this is important to them, why this is important to the City of Charlotte and we ask that you hear their voices, their needs and that you hear the facts behind these ordinance changes not the fear those opposed are trying to spread. We thank you for your thoughtful consideration and we look forward to your affirmative vote on all our proposed ordinance changes.

Chad Sevearance, 16629 Oakdale Green Drive said I am the President of The Charlotte Business Guild which is LBGT Chamber of Commerce. We are affiliated with the national Gay and Lesbian Chamber of Commerce as well as a diversity partner with the Charlotte Chamber. Over the past few weeks we've spoken with many of our 250 some odd members and businesses

within the LGBT Chamber of Commerce and toiled over the fact that we have Republicans and we have Democrats in our LGBT Chamber because we represent straight, gay, lesbian, transgender business owners and normally we don't take sides on policy and we don't make political statements however this policy directly affects business in the City of Charlotte, North Carolina. It obvious with the recent and most historic impact study done with Charlotte Pride which is the largest LGBT activity or event in Charlotte, North Carolina bringing \$7.5 million dollars to the city in a two day event that the LGBT spending dollars do speak in Charlotte, North Carolina. Also, that the Fortune 100 and the Fortune 500's that adorn all of the arenas and the stadiums and the various venues and places uptown that endow the arts and endow the various programs and opportunities that we have these particular Fortune 500 and 100 companies 97.3% of these companies already have this policy and extensions of this policy in place and are leaps and bounds ahead of our city. Also that we are one of the three in the top 20 cities in the United States alongside if I'm not mistaken Jacksonville and Memphis that do not have these in place and that these are calling cards for job creation and these are calling cards to bring business to Charlotte because when they step their toe into the water of the city they're going to wander if their employees and the best and the brightest and that doesn't just mean the LGBT community. They're going to wander if all of their employees are protected by that particular city.

Ed Williams, 916 Mt. Vernon Avenue said I'm a retired gentleman living quietly on a modest, fixed income. My wife and I moved here 42 years ago as newlyweds. We have a son who will be married soon and we hope produce lots of grandchildren for us. No one in my family is lesbian, gay, bisexual or transgender but some of my friends are. I became active and supportive of these people when three decades ago when one of my friends was taunted and beaten in a bar. His only offence? He's gay. I wondered what kind of people would do that? What kind of community could fail to stand up against the prejudice and ignorance that encouraged such hatred? I've gotten a whiff of it here tonight as my LGBT friends are defined as sexual criminals and potential child predators. I'm an old guy. I remember when the South's restrooms were white or colored. Many whites feared the world would end if racial segregation was outlawed. It didn't. It won't end if you vote yes tonight. Charlotte's a progressive city though sometimes it needs a little push. We're striving to move beyond racism. We're knocking barriers to opportunity for women now it's time to join other progressive cities in assuring some basic protections for our LGBT citizens. When that happens most of you will see little or no difference but our LGBT citizens will see that Charlotte has rejected fear and prejudice and stood up for justice.

Barbara Green, 830 Lamar Avenue said I'm confused on something. Am I allowed to pose a question before I start my two minutes?

Mayor Clodfelter said we're not going to be answering questions tonight. We're here to hear what you have to say.

Ms. Green said okay. I was just curious as to why people that don't live in Mecklenburg County were allowed to have a say on our rules?

Mayor Clodfelter said we take all speakers on all items. We've heard speakers from all across the country and we're taking everyone.

Ms. Green said just curious. Thank you. Rather than preach to the choir I'd like to speak directly to our more vocal opponents on City Council. While I'm here in support of the non-discrimination act I'd like to point that we actually have a lot more in common. I grew up in a conservative Christian Republican family. I taught Sunday school and even became the Superintendent of Christian Education for my church. Just like you Councilman Driggs I've walked the campus of Princeton University with my family and like you Councilman Phipps I've lived Richmond for years before I learned what Councilman Smith knew all along that Charlotte is the place to be. However, none of this prepared me for sitting bedside at Presbyterian Hospital when my 16 year old child was suicidal. At the time she felt she didn't fit in and that there was something wrong with her. The bullying and ostracism was too much to handle. I eventually learned that my child was transgender which is frightening for a parent to hear considering the high rate of suicide, abuse and murder of transgender individuals. This legislation is too late Ash Haftner and the countless others who have already taken their lives because society refuses to accept them for who they are. I am here to make sure that my child who I love more than life itself will be protected and that the rights of all transgender individuals in Charlotte will be both

respected and guaranteed. I relocated my business here 11 years ago because I believe Charlotte to be a world class city. Don't tarnish Charlotte's reputation by making a bigoted vote against this. Charlotte needs to welcome diversity not punish it. My point here is this; anti-discrimination laws exist to protect people not your religious beliefs. Keep your faith but do what is right.

Peter Barr, 5638 Rocky Trail Court said I am General Council of a Charlotte based corporation but today I'm here as a father. I'm not here to make a fancy argument. I'm here on behalf of my wife, my daughter and my son in support of the adoption of these offered Amendments. My son is transgender which means that he female assigned at birth. My wife and worry about his safety, his personal safety and his safety from discrimination. My son was fortunate to transition in a city which did offer him protection from discrimination in housing, hiring, access to medical care and was a tolerant and accepting city. However my son loves Charlotte and may one day have the opportunity to return he's currently a Doctorate student at the University of Louisville and my wife and certainly hope that he comes back here someday. Charlotte's been very good to my family. Both of my kids graduated from Charlotte Latin. Both my wife and I have lived and worked in Charlotte for 13 years. We love to show Charlotte off to visitors. It is a progressive city, it is an inclusive city and we want to keep it that way. Being part of an open, progressive, safe city is important to us and as upper management in a Charlotte based company I will simply second the opinions that I'm sure others will spend time talking about how this is good for business in Charlotte. Many here today are afraid of what they think this ordinance will mean and I understand. Five years ago I knew nothing about the transgender community. I had fears for my son, I felt my world shake under my feet but now I can testify to the fact that he is the same person and I'm willing to discuss this with anybody personally.

Paige Dula, 332 Havenbrook Way, Concord, NC 28027 said while I may not be a resident of your city I do work here, eat here and recreate here. Tonight you have the opportunity to vote on changes to the cities ordinances. While there are many aspects to these changes most of the concerns seems to be focused around public accommodation component; more specifically around restrooms and transgender people. I am a transgendered woman. I work uptown for a Fortune 500 company that has non-discrimination policies in place to protect its employees that are very similar to the ones you are now considering. As an employee I can feel safe knowing that I am protected on the job when I use a restroom that matches my gender identity. However, when I go out to lunch or meet co-workers or friends after work I am not protected. As it currently stands I can be denied service simply because I am transgender. The biggest fear you hear from opponents is that this will allow men to use the women's restrooms. This is simply not true. There will be no bad actors who dress as women just for the opportunity to assault women and children. In 1975 Minneapolis passed a similar ordinance to the one you are now considering and in the 40 years since this has been passed there have been no instances of anyone dressing as women as ruse to enter the restroom. The fact of the matter is transwomen are the more likely victims of violence. In April 2011 Chrissy Pollis was beaten by two women until she lie motionless on the floor of a Baltimore McDonalds simply for using the women's restroom. Several years ago at a rest area in Western North Carolina I narrowly escaped being assaulted myself so I ask you to please do the right thing tonight and vote yes for these ordinances.

Andraya Williams, 2125 Kilborne Drive said I would like to start with a scripture as well; Galatians 3:28 there is neither Jew nor Greek, there is neither slave nor free, there is no male and female for you are all one in Christ Jesus. I'm a transgender woman as well and I've experienced discrimination at Central Piedmont and a lot of people don't know how it feels but it's a very, very embarrassing situation to experience discrimination and segregation especially if something is so simple as restrooms and a lot of people have concerns with their children and the well-being of them. Tran's genders aren't the ones that's sneaking in the women's restroom and molesting or hurting anyone. It's the men dressing as women which would categorize them as drag queens. We're not trying to get drag queens to use the restroom we're trying to get transgender women the equality that we deserve and I also want to say that I was molested when I was younger and I haven't shared that with anyone other than my family and I wasn't molested in the women's restroom or a place where I felt comfortable I was actually in the church that I grew up with by one of the members so using sexual assault as a reason to keep people from using the restroom where they felt comfortable doesn't really make sense because if someone wanted to sexually assault someone they could sexually assault someone whether the law is passed or not. It's not going to stop people from doing what they want to do as far as breaking laws and sexually

assigning people. People can do it in churches, they can do it in women's restrooms whether they dress up as women or not. They can still do it if they please to try to do it.

Bishop Tonyia Rawls, 4921 Albemarle Road said I am a pastor and a business owner as well in Charlotte, North Carolina. I stand before you this evening to ask that you support the proposed amendments to the Non-Discrimination Ordinance before you. Religious freedoms has been used by some as grounds to oppose these Amendments. I want to note that I would be the first person to stand and fight for the right of those people of faith who seek safe places to practice their faith without fear of repercussion and the right within the bounds of the law to establish practices and support those beliefs. When we leave our houses of worship and our homes however to serve the law abiding citizens of this community as bakers and magistrates, restaurateur and others our beliefs cannot be used to restrict or remove the privileges or protections of those we do not agree with. Misinterpretation of Holy Scripture has been used for centuries to rob humanity from some and deny rights to entire populations of people. We must say no to that in our great city. Where do we draw the line? Do you say no to the interfaith couple when they seek to buy a cake for their special day? Do you say no to the family that is out for lunch and their Trans son needs to use the gender appropriate restroom. Do you say no to the person whose gender you cannot figure out but choose to deny them access because you want to air on the side of caution? Where does this really end? Councilmembers please do not allow this to be truth for our great city. I ask you to vote yes for these Amendments and may God bless each of us.

Krista Tillman, 809 Mt. Vernon Avenue said I am a straight ally. I speak tonight representing the thousands of straight allies and straight supporters of the LGBT community. We urge you to vote yes to protect the LGBT civil rights and we urge you to vote yes because we want our Charlotte to be a competitive, a progressive, a compassionate and an inclusive city. For these reasons a yes vote is a vote for the entire community for all adults and all children and our LGBT community. A yes vote recognizes the common sense perspective that a person that presents as a man should be allowed to use the men's restroom not required to use the women's and a person that presents as a woman should be allowed to use the women's restroom. A yes vote affirms any behavior that is illegal and predatory today will still be illegal and totally unacceptable after passage of these ordinances. A yes vote recognizes the facts; we are not reinventing the wheel here in Charlotte. Similar ordinances have been approved in 17 states and over 200 municipalities including Columbia, South Carolina, Charleston, South Carolina, Myrtle Beach, South Carolina and in those communities there is no evidence; none of predatory and illegal behavior as a result of such ordinances. A yes vote affirms our responsibility as leaders of this great community forward by educating with facts and principals not ruling with emotions. I would like to recommend the Council also consider establishing some ways we can have community forums and education on these sensitive issues. To progress as a community we must find ways to better understand. Please vote yes.

Bruce Nofsinger, 2205 Charlotte Drive said I'm a 20 plus year resident of Charlotte, a small business owner for 18 years and my wife and I are parents of a freshman at Myers Park High School. What many of those who have spoken against the long overdue update to the ordinance I want to frame my opinion around the children. Yes, we must and you must think about the children. If you on the City Council fail to vote in favor of the ordinance what will we say to our children now and in years in the future when they ask how and why we codify discrimination in 2015? I remember vividly asking my parents how and why people of different races couldn't marry one another. When we were children many of us couldn't fathom how and why people of color had been required to use different restrooms, different water fountains and different entrances. The only answer adults could muster was well it was just a different time knowing clearly that it was wrong. If I have to answer the how and why question to my child I won't sheepishly blame it on its being a different time. Instead, I'll say that a majority of our City Council failed to appreciate the fact that historically laws and votes aimed at codifying discrimination have always been on the wrong side of history and more important I'll say that the majority of our City Council failed to recognize our LGBT citizens as equal under the law. Please help me and other parents avoid having to explain to our children why the Council failed in this way. Rather please help us point to 2015 as a time when the Council officially ended codified discrimination by fully updating the Non-Discrimination ordinance.

Crystal Richardson, 2437 Reid Oaks Drive said I have been a Charlotte resident for 25 years. Not only was I educated here from Kindergarten through Law School but I pay taxes here, I

spend money here and I hope to raise a family right here in the Queen City but in addition to being a Charlotte citizen I am also a lesbian and today I stand before you as someone who can be thrown out of a Charlotte hotel for who I am; tossed from a taxi in Charlotte for how I was born or refused service at a Charlotte restaurant simply because of who I love. Now this begs the question why does my city protect me from being discriminated against for being black but not for being gay? Therefore, protecting people from discrimination including gay and lesbian people is why I am here today and part of the reason you were elected to serve in this office. The proposed ordinances you consider tonight would finally make these long standing policies more inclusive and as such are about basic fairness and respect. No Charlottean should be turned away from a business or denied services because of who they are and who they love; plan and simple. We've heard a lot about bathrooms today. They've been a focus of many scare tactics circulated against me and others who very protections are up for debate and the City Council is the government body that is thought to be the closest to the people so if we cannot count on you to protect us against the humiliation, harassment and violence then who do we have. I ask you today to vote in support of an ordinance that will bring Charlotte in accord with almost all cities of its size, protect our citizens from discrimination and send a strong message that our city is open for business to all.

Lance Dixon, 1014 Mallard Landing Drive, Monroe, NC 28110 said I appreciate the chance to speak here tonight. This world is fallen, it is dark, it is broken, it's extremely sinful and that is the reason why we're here tonight. This isn't an issue about equality or discrimination this is an issue about sin at the end of the day. I'm a father, I'm a husband, I'm a veteran but tonight I'm just simply here as an ambassador of Christ. My message to you as members of Council is that when the first woman or child is physically hurt, assaulted or even raped in a bathroom if this bill would pass not only will the predator or the person be held accountable but the Council itself will be held accountable by God and whether you believe in the Lordship of Jesus Christ or not he is the final judge, the final say and he will hold everybody accountable for those actions. To all the who identify themselves as transgender or homosexual here tonight please know I do love you. I genuinely love you, the church loves you and I know that has not been said enough tonight and I didn't agree with the signs that are outside either. They should have never been placed outside but the genuine church loves you. I hate your sin. I hate my own sin. I despise it. It's destroying the world, it's destroying America and I'm commanded by God to call you to repentance the same way he called me to it. To turn away from your lifestyle and turn back to the one who created you, who wants to redeem you. I'm asking you to protect the lives of children.

Steve Widdows, 1415 Depot Street, Iron Station, NC 28080 said a lot of the time it's not that I don't know what to do. It's too complicated. No, but I get some imp whispering in my ear hey let's do something new. We know what we need to do and we've got opportunity to easy do it but we like to play around and then the imps get loud and boisterous and we cower down. I've got a security system on my computer and when some heady, high-minded hack comes up trying to get into my computer that security system says no. It doesn't fondle it, it doesn't play around; no. That's what's in front of you. It's wicked and it's going to do ruthless damage to the innocent. If you knew that right now as soon as you put your hand in to molest that right then you're going to be hauled in front of the judge and sentenced executed you wouldn't put your hand in. That day is coming on you.

Janice Covington Allison, 1810 Ferguson Court said I am the North Carolina State Democratic Party Chair of Diversity and Outreach. The North Carolina Democratic Party does not discriminate. We are a party of acceptance. We believe that all citizens of North Carolina have the same rights of any other citizen in our state including the LGBT community. I am here tonight to get full support of the Mecklenburg County Democratic Party Executive Council, the Mecklenburg County Young Democrats and the LGBT Democrats of Mecklenburg County along with the Democratic Women of Mecklenburg County. I didn't get that right. For the passage of the Charlotte City Non-Discrimination Ordinance I would like to remind the City Council that before tonight we said the Pledge Allegiance of the Flag to the United States of America and to the Republic for which it stands. In our Pledge of Allegiance where it says to the republic for which it stands means that regardless of the majorities feelings you cannot violate the rights of a minority. This is the very foundation of our country. The traditional American philosophy teaches that the majority must be strictly limited in power and in the operation of government for the protection of the individuals God given, unalienable rights proclaimed in The

Declaration of Independence and therefore of the rights of the minority. I come here and hope that you the City Council will vote in favor of the Charlotte City ordinance.

Perry Butler, 769 Harris Street, Concord, NC 28205 said I am a second generation native Charlottean. My father served in public service here at Station 1 as a fireman and although I live in Concord I own real estate in Charlotte. I have seen Charlotte grow into a world class banking center and a wonderful, fun, clean city. When given opportunities to move away I have always chosen to stay in this city because I love it. It is my hope that you will oppose the changes to this ordinance tonight. The ordinance will require business owners to do business with individuals and organizations forcing them to promote a group or lifestyle that's not in keeping with the business owner's conscious, convictions, morals or religious beliefs. I have been selling real estate in Charlotte for over 20 years and I have worked with both individuals and couples that are gay. Some of these clients have become very good friends of mine. To the point that I have helped them in multiple real estate deals but with that said in no way shape or form would I like to be forced to work with them or anyone else nor would I want a Christian bakery to be forced to provide cakes for a gay themed event nor would I want a gay baker to provide cakes for an anti-gay event. Good commerce needs to occur organically where the patrons and the business owners select each other on commonality not force. Any patron that chooses a business that they know will not support their event is just looking for trouble in my opinion. I do not support a proposed ordinance that would make myself or my wife feel uncomfortable or put my wife, children or grandchildren at risk. While I do not believe anyone in the LGBT community would individually bring physical harm to my family I do believe this ordinance provides blanket permission for someone to pose as transgender to gain unchecked access to a bathroom or locker room that their physical sex would normally prevent them from entering. If passed I would seriously question whether I would even come to Charlotte to dine or to shop especially if I had my family with me.

Laura Levin, 14207 Delaney, Concord, NC, 28027 said I stand today before you as a proud transgender woman in support of the Anti-Discrimination Ordinance. Because I am a member of the only community that it is okay to discriminate against, to refuse service in a restaurant, a bar, a taxi or a hotel. It seems to have turned into a debate about public restrooms particularly for people who don't blend in with their chosen gender. I find that to be the bathroom inquisition. I'm torn because I want to talk to you today about what it feels like to have a distended bladder that's about to rupture because I'm afraid to use a bathroom. I find myself in a community that seems unfriendly but today I'm here to talk to you as a pediatrician, a member of the medical community and to discuss how refusal to pass this ordinance will impact the transgender and gender non-conforming youth that I deal with. We already face well documented discrimination as outlined in the injustice at every turn by the National Center for Transgender Excellence and the National Gay and Lesbian Task Force documents unfair treatment by students, by teachers and even by administrators. This has led to extreme rates of suicide compared to the rest of the population and as evidenced by a recent loss of a precious soul in our community. Not because of guilt and shame but because of being bullied. Organizations such as the American Medical Association, the American Psychiatric Association, the American Academy of Family Practice and many others who advocate for the physical and mental health of our populations support the non-discrimination of transgendered population. On whose authority can we not do that? I advocate for the gender non-conforming and transgender self-identifying in larger and larger numbers as evidenced by documentations from Norman Spec. Please vote for this ordinance.

John Kirwin, 9339 Cub Run Drive, Concord, NC 28027 said I believe that this unnecessarily violates Christian's rights. I'm going to provide some context approaches a little differently. I'll make my point at the end so please bear with me. Our founding fathers gave us direction in the event that our political leaders begin abusing their power. Governments long established should not be changed for light and transient causes but when a long train of abuse and usurpations pursuing invariably the same object invents as a design to reduce them under absolute despotisms. It is the right, it their duty to throw off such government and to provide new guards for their future security. I believe that in America we're getting close to this. As an example, the IRS is targeting conservative groups, the NSA is spying on us, the government is confiscating our guns, our president rules by fiat and executive order, we are now fined under Obamacare for not buying a certain product, homes and businesses are being confiscated under Agenda 21 and recently a new initiative to imprison parents that do not vaccinate their children was unleashed and this is full blown medical tyranny and it will not be tolerated by the citizenry and it will lead

to civil war. US citizens are reaching a breaking point and if the things that I have mentioned don't represent a long train of abuses then I don't know what does. Now I'm here because this body is considering threatening people with fines and imprisonment for hate speech and not allowing things like men to legally go into a women's locker room. This legislation is madness, its tyranny. The lines between good and evil are being drawn in our society and with all due respect if you plan to go along with this flood of evil to keep your pension then people and God will hold you in derision so we are praying for you that God will give you the courage to say no to this agenda.

Jenny Kirwin, 9339 Cub Run Drive, Concord, NC 28027 said I am a mother of four children, one son and three young daughters. I am also a mental health substance abuse therapist who's worked in the field in the State of North Carolina for 20 years. All of you have taken a solemn oath to support the U.S. and North Carolina Constitutions. The Preamble of the North Carolina State Constitution starts out invoking God as follows, "we the people of the State of North Carolina grateful to Almighty God, the Sovereign Ruler of Nations." Article 6 of the North Carolina Constitution identifies one of the criteria for being disqualified to hold public office as any person who shall deny the being of Almighty God therefore I submit that the very fabric of our state is tied to honoring God. Our state is not organized under any other God; our union acknowledges dependence upon the God of the Bible for his continuance of his blessings that we all enjoy however politically incorrect this is it is at the core of this debate tonight. What we are asking you to consider is not a civil rights issue or a political decision but a moral one, Proverbs 18:5 says "it is not good to show partiality to the wicked or to deprive the righteous of justice." As a licensed professional I'm required to abide by a code of ethics as you all are in serving this county. This proves without a doubt that our society is not completely a-moral. You will not stand alone when you decide to strike down this initiative to allow cross gender bathrooms. Tennessee Circuit Judge Russell Simmons ruled that gay marriage is not a fundamental right. The North Carolina Constitution Section 19 also lists and inalienable rights as race, color, religion or national origin.

Roberta Dunn, 153 Kenway Loop, Mooresville, NC 28117 said I'm a transgender woman and I have lived over eight decades and I have seen changes in civil rights which is just phenomenal. This Amendment to the city's non-discrimination policy is not an overreach. It is actually putting Charlotte in line with the federal governments additions to the Civil Rights Act to protect transgender people based both on Title VII and Title IV in addition to other federal regulations. I have been told that a LGBT person should not be included in the Civil Rights Act because it does not meet the standards of discrimination against African Americans who were hurt by the Jim Crow laws. This is not correct. The Supreme Court also had to overturn discrimination laws against LGBT people. Discrimination is discrimination. What I have heard and read is a concern about male to female transgender people using a woman's restroom. The trauma this would cause of a young girls who is in the woman's restroom. I have not heard the concern of a young boy being in the men's restroom and a woman, transgender or not would walk into the men's room. Is this a double standard? I was told by a City Councilperson a few years ago that he could not support transgender being added to the city's non-discrimination employment policy because a transgender person was in the woman's restroom when his wife was also there. This was so traumatizing that he could not vote for transgender equal rights. Imagine, yes imagine some 50 years ago a US Congressperson or a Senator telling Dr. Martin Luther King, "Dr. King I am sorry but I cannot vote for this civil rights bill because a woman was in the restroom, an African American came into the woman's restroom. I am pleased to tell you that this was unacceptable then and unacceptable now. I ask you all to vote for this and I want you also to know I am a transgender woman not a sexual predator.

Clayton Burch, 1300 West Catawba Avenue, Mt. Holly, NC 28120 said I'm the pastor of Goshen Freewill Baptist Church in Mt. Holly, North Carolina and I'd like to first say I appreciate the opportunity to speak before this Council on an issue that I'm passionately am opposed; 100%. First the Bible clearly states that the choice of these men and women that their making is a perversion of the truth of God and it is a choice because in Genesis 1:27 it says very simply "God made man and woman." God's creation of each individual must clearly include his designation of gender and sex. His wonderful works leave no room for mistakes; no one is born in the wrong body. No matter if the gender modification has a genetic or hormonal, psychological or physiological cause the Bible clearly and constantly labels any sexual activity outside of marriage or not between one man and one woman is sin, a rebellion against God's

plan and the Bible clearly states as well that in the last days there will be perilous times and of course men will do what is right in their own eyes. Secondly, this Council may think that by doing the politically correct thing that everything is going to be better but I believe that the City of Charlotte may be opening the doors for more violence, more hate crimes, discrimination suits and sexual predators than ever before. Historically it has been proven time and time again disregarding and rejecting the word of God will bring his wrath. Thirdly, I'm not promoting hate for we are to love one another but God has explicitly said that we are to hate sin. This issue here tonight is not about using the bathroom it's about sin against God. Finally I challenge this Council tonight to search their consciences and ask themselves one question; in whom do you put your trust?

Kim Moore said when I was 18 years old I was cornered in a room with only one door, a stranger blocked the exit, he proceeded to overpower me with his stature; assault and rape me. It forever changed my life. I was told I wouldn't be able to have children. By God's grace I have a wonderful life now; I'm married and I have five children; fast forward 23 years later I can't believe that I'm even standing here asking you to please protect me and my daughters. This is a zoning issue; this isn't about the LGBT community. This is about evil people who will use that to trap a woman in a room. Please hear me and protect my children and my grandchildren and all the women of Charlotte. I don't think anyone that is legitimately LGBT would actually do this but I do believe the evil people in the world because I faced one down and I've had to live my whole life scared, even scared to come in here before you and testify knowing there would be camera and knowing that some attorneys released that young man to rape another woman after he raped me and so I don't even trust you. I'm begging you to do the right thing. When I walk in the bathroom there's only one door. Just let me get out alive.

Desiree Miller, 2210 Winthrop Ridge Road said a good and just law or ordinance should have two equally important components in it. It should serve the individual and it should protect the individual. If either of those is missing from the equation then it is at best a stupid law and at worst an unjust law. Allow me to elaborate on this particular ordinance. The LGBT community is a minority. The transgender who's struggling with his biological sex from birth is a minority from within the LGBT minority. This ordinance will seek to serve a tiny fraction of our community for the sole purpose of making them feel comfortable. In return it will violate the comfort and service of the vast majority of the community. With regard to protection this ordinance does nothing to protect a transgender from the threat they currently face but in return places thousands of women and young girls in a position of threat. This ordinance is therefore not only intellectually bankrupt but violates the core principles of any fair and just law. It neither serves nor protects individuals it does exactly the opposite. It violates them and puts them in a position of danger or risk. City Councilmembers let me remind you of your very own public statement which is on your website regarding safety. The City of Charlotte will be the safest large city in America; a community in which citizens feel safe in areas where they live, work and spend their leisure time. I urge you to vote no on this ordinance and Mr. Bishop we are not a small group opposing this ordinance and if this passes City Councilmembers you will see in November how large this group, there is a group that opposes this ordinance. Again, I urge you to vote no.

Jason Oesterreich, 800 Town Creek, Concord, NC said the elitist they think of us Christians as simple minded and uneducated I happen to have gone to the University of California San Diego for Political Science and went to Law School at UCLA so I have an education and listen I stand on this book as the inerrant word of God and I'm not ashamed to say it. My message tonight is not for the politicians. It's not for you people sitting up here. It's for the Christians that are sitting at home watching this. This ordinance it's important but it's a small battle in the bigger war and where have you been Christians in the bigger war? We have watched as the fundamental principles and fabric of America, of Christian America have been torn apart and where have we been? The Bible talks to this in Isaiah 56:10-11 he says "his watchmen are blind, all of them know nothing, dreamers line up. All of them are mute dogs unable to bark. Dreamers lying down who love to slumber and the dogs are greedy. They are not satisfied and they are shepherds who have no understanding. They have all turned to their own way; each one to his unjust gain; the last one." You see that's where we are and that's the reason that I'm the 56th speaker tonight. Before me there has been 15 people and yet it's probably more likely than not that this Council will pass this ordinance and the reason is because we've been slumber. God still has watchmen; there still here. God's always going to have his remnant and listen I thank the

Lord that so many of you have come out tonight. I thank the Lord for Councilman Phipps and Councilman Smith and Councilman Barnes who actually stood up for the Lord tonight. Praise the Lord for your bravery. Christians we've got to be willing to put our reputations, our materials on the line; Christ did it for us.

Bob Diamond, 11436 Red Hickory Lane said I asked that slide to be put up and I thank you for doing it. I appreciate that. I live in District 3 in the Steele Creek area. I'd like to draw your attention to this PowerPoint slide up here; if anyone would like to share this you can find it on the Charlotte Christian Patriot Facebook and webpage, what you're seeing is a map that has green and yellow bubbles all over it. These bubbles represent where known sex offenders live. As you can clearly see this map of Charlotte is completely covered up, it is overrun with them. As of February 23rd there are 912 registered sex offenders. There are as many as 20 living at one address where that yellow one is up there. If Charlotte City Council's proposed transgender ordinance passes there's not a single part of Charlotte from Huntersville to the South Carolina line where children in public restrooms would be safe from sex offenders. In fact they are likely to become fertile hunting grounds for child molesters. This ordinance is not about rights it's about wrongs and it is evil. You are elected to represent us your constituents; not to grind your own axes. Based on my experience as a play gun equalizer you're acting like bullies. You have chosen to poke you're fingers in our chest and are daring us to do something about it. Does anyone here feel like me? Is this what you expected when you voted for them if not speak loudly and clearly at the next election because I'm going to.

Sheryl Chandler, 4803 Crownvista Drive said I'm a 32 year resident here in Charlotte. Recently I read an article about a lesbian couple who was raising a child. They asked their four year old child every single day what he feels like being that day; they inquire do you feel like being a boy today, a girl today or something else. This couple is so driven and determined to create a genderless child and a genderless culture that they are most certainly confusing their four year old son. The news article revealed that there are many other more homosexual parents raising children in similar fashion. Fifty-eight; Facebook now 58 gender choices and if a person can't identify with one of those 58 they are now free to utilize the brand new option of filling in the blank. This creates an infinite number, the sky is the limit. Your ordinance will open Pandora's Box in Charlotte. As our society ventures further and further down the slippery slope we risk unfathomable gender confusion which will further break down the family unit and will eventually destroy the stability of our culture. As policy makers you should fully understand the repercussions of the denigration of the family; increased high school dropout rates, increased crime, increased poverty and increased welfare. This ordinance will further the damage. Councilmembers you hold incredible power tonight. I beseech you to consider all of your constituents. While I sympathize with their plight there is no legitimate reason to impose the psychological struggles of a tiny yet vocal group on everyone else; invading our privacy and restricting our First Amendment rights to exercise religious liberties. This tiny yet vocal group needs truth, not accommodation. This issue was settled 5,000 years ago when God clearly pronounced in the first chapter of Genesis the very scriptures you put your hand on when you took oath to this office. Male and female he created them; Genesis 1:27. Do the right thing.

Greg Leimer, 4009 Larkspur Lane said this is the very first time I've ever been here. I've been in Charlotte almost all my life. I live in East Charlotte. The thing that probably bothered me the most is how I found out about this which was in the back pages of the Observer or buried in the Observer and I stumbled on it days after this had already been voted on to bring to the table. That bothered me just the way it came out and I thought boy this is a huge decision to make and it's like just kind of under the carpet and it bothered me that something of this magnitude that would affect the entire population of Charlotte would be brought so quickly and kind of under the table. Now it turns out there's a lot of response but initially I found out about this just by happenstance and I have to admit I'm a father of several and I've raised them through the teenage years and presently I have teenage daughter and son and I have concerns that this a very confusing public policy. Especially to just kind of ramrod right through and so teenagers already have issues with self-identity on a number of fronts and then to have to explain this one just really bothered me that we would be so quick in trying to pass something like this so I would ask that you would vote no if for no other reason that we hear this thing out a whole lot more than we have and so I again would ask that you would vote no and I thank you for listening to me.

Michael Brown, P.O. Box 5546, Concord, NC 28027 said I speak to you as a husband, father/grandfather, minister, professor, radio host. I first thank you for taking so much time and listening so attentively and I hope really weighing what's being said. First on a purely legal basis I was quite shocked by the City Attorney's presentation. With all respect it's an extraordinarily biased and misleading based on every major legal analysis I've read especially the reference to biological and anatomical sex which now becomes meaningless because the issue is gender identity and gender expression. Outside I interacted with some on the other side; the pro-side of this bill and I said what if I'm convinced to the core of my being that I am black. Then I was told I am black and I guess if there were minority housing rights I'd be allowed to that. I asked another woman what if I believe I'm a horse can I use the stable. Yes, because you're not hurting anyone. We are collaborating with social madness. The transgender individuals I'm interacting with are very gentle souls. I don't think any of them are sexual predators but you're still imposing their very real struggles of about 3 out of 1,000 people on the entire community. Can we just take a time out and say are we actually having a debate about whether to make bathrooms and locker rooms gender neutral? What planet did we just wake up on? According to Dr. Paul McHugh, former psychiatrist and chief at Johns Hopkins Hospital, sex change is biologically impossible. People who undergo sex reassignment surgery do not change from men to women or vice versa claiming he says that this is a civil rights matter is in reality to collaborate with and promote a mental disorder. Are you aware that there's a human rights activist that says that hospitals do a disservice when they say it's a boy or it's a girl? Please vote no.

Reverend Steve Triplett, 11416 Albemarle Road said I'm Pastor of Fellowship Baptist Church, 11416 Albemarle Road in Charlotte and I'm here tonight not only to appeal to you on the Biblical standards which we have heard already but also in the name of common sense. God has created man and he's created woman; he did not make a mistake. Whenever we say that God made a mistake we tend to bring the wrath of God upon us. That was proven with Sodom and Gomorrah but I want to say something to you. I think we do wise to observe the animal kingdom. In the animal kingdom every animal does exactly as God commanded him to do and they bring forth after their kind. You don't hear about a homosexual horse or a lesbian cow everybody does exactly as God created them to do. I'm remind of the story about a fellow and he was surfing the channels and he came across this talk show and it was two men and they were having discussion about getting married and he got so infuriated about it and he sat down and he wrote down in a little e-mail and it went something like this "well I turned on the television just to watch the evening news what I saw made me want to crawl right in that picture tube. They were talking about a wedding but they only had two men so I fired off an email with invite just for them. Come on down to the farm, come on out to the barn where you won't find two roosters walking arm and arm. They couldn't make the chicken they don't have an egg to hatch when God said love your brother I don't think he meant like that. Well in that little e-mail I commenced to tell them how two mares can't make a stallion, two bulls can't make a cow it takes a male and female for the species to go on. There will be no reproduction if the plumbing is all wrong. Come on down to the farm, come on out to the barn."

Joseph Campbell, 10801 Kingfisher Drive said I am a 15 year resident of Charlotte, NC and also the Pastor of South Charlotte Baptist Church in Pineville, NC. Ladies and gentleman I want to thank you for your service to our community and also for the opportunity to address you this evening. In short while seeking to be kind and gracious in what I say and how I say it I must voice my opposition to this ordinance and in so doing while concerns of safety and privacy and common sense have been put forth as reasons to oppose the ordinance and I agree with those reason my main reason for opposition is simply the truth. In Ephesians 4:15 it says but speaking the truth in love and the truth as already been stated in Genesis 1:27 so God created man in his own image and the image of God created him male and female created he them. An individual's gender whether male or female is not a matter of perception or presentation. It is a matter of the truth. I'm not asking the City Council to legislate morality. I am simply asking you to stand for truth. As such I urge the Council not to vote for this ordinance but to vote against this ordinance.

John Grooms, 5522 Valley Forge Road said I am a Charlotte citizen, a husband and father, a practicing Catholic and a writer and editor. I'm here to urge you to approve the new Anti-Discrimination Ordinance. I have to say on a political level it is astonishing that Charlotte is currently behind the likes of Columbia, Charleston, Myrtle Beach and Latta, South Carolina in passing an ordinance that protects the LGBT community. It's amazing on a level being concerned about civic image also. Beyond that this law is important on a basic human level. It

allows for protections for some of our fellow citizens who sad to say can currently be discriminated against with impunity. These citizens are our brothers and sisters. They deserve better, much better. One of these citizens I'm speaking of is my son Mitch. Until graduation from high school Mitch had been my daughter Marguerite. My wife and I knew something was happening. We're not stupid but we weren't quite ready to deal with gender identity issues. We're a family that hashes things out, studies, over studies issues and we do all this sometimes kind of loudly. After the dust settled what finally was realized by all of us was that well change happens. Sometimes really big, unalterable change and we also saw that no matter what we were still a loving family that stood together and protected each other. In some ways I feel this is what could be happening here. Charlotte like much of the world has changed and we've discussed it and fought over it but at the end of the day we know that our fellow citizens who are not part of the main stream need protections written into law. It's one of the ways....

Edwin McCora, 3714 Armitage Drive said I'm not the best public speaker but I'm going to do it anyway. I want to talk about the track record for homosexuals in public restrooms. They have a name for restrooms where homosexual sex takes place and they're called tea rooms and the watch queen watches for the cops while they go into the restroom and do their business. There was a time when the majority of homosexual arrests in the United States occurred in restrooms and homosexuals of risen above the debate of restrooms. They are no longer known as people who are hanging out in restrooms and soliciting sex from undercover cops and I think we should keep it that way. If you want to be a homosexual you have every right to be that but you don't have the right to make us say that it's not sin and you don't have a right to play it out in front of our children. Let's let the restrooms be restrooms. If you need to use it you're going to go in and use it and get out. They're not the best place to be we just need a safe place to go in change a diaper, sends our kids in use the restroom without worrying about men being in there. This is common sense. I can't believe we're talking about it but I really can't believe we're voting on it but my uncle is a homosexual and I love him. We go to ball games together but he doesn't try to make me say that it's not sin. I love him; one of my favorite family members and I'll always love him. I hope he comes to heaven with me one day but I'm not going to tell him that I condone what he does because I don't. He doesn't try to make and that's why we get along.

Jamie Smith, 11812 Creek Turn Drive said I really appreciate that and really appreciate you inviting us here tonight. I want to give praise to Jesus for my salvation and God for his kingdom. I was born in the south, raised in the south and my grandparents were sharecroppers in the south. They worked the fields, they tortured, they labored and the simple fact to compare this to; inequality to Jim Crow and to all those things that happened then is an utter disgrace. I've watched inequality when a shot gun was shoved in my grandfather's face for being on the wrong side of town. That's happening to anyone who is gay or lesbian or transgender. Also, for the people who say it's between the mind well I'm black that's not between my mind that's on my skin. I didn't have to snip and cut anywhere to become black. I didn't have to put on any wigs, any makeup, any dresses or high heels to become black. No, I was born black and for the simple fact that this is going to be passed and this is going to be hindrance to our children; I'm a father of two little girls and a son and a wife and at what point did it become acceptable where a man could wake up one day, put on a dress, wig, high heels and say I'm going to go in the bathroom with the woman who is trying to nurse her little child or I'm going to go in the bathroom with a four year old little girl is trying to straighten her underwear up because she's just learning to potty train good or she can go in there with the 16 year old who's just trying to learn how to straighten their bra up and sit and watch. That is what you're opening this up to. To sex predators and I just want you to know that you are voted in by the people. As one person said before it is a 100 to 3 that people who are not transgender and who are not homosexual in this city so those people will come, I'm sorry 1,000, thank you, that will come to you and that will not vote you back in if you don't do this and the simple fact for our men up there God created you as the heads of this city.

Pastor McLean Faw, 225 Fremont Street, Matthews, NC 28105 said I wish I could sing my thoughts like the brother did before us but I don't think it would be edifying to everybody here. Thank you for allowing us to express our heart on both sides of this issue. I have two major concerns. I'm sure there are many more. My first is the concern over privacy and protection. I have a wife, I have two daughters in laws and I just have a brand new granddaughter. I'm very concerned about the bathroom provisions in this ordinance that threaten privacy and protection. My second concern is in the area of religious liberty. I believe this ordinance threatens religious

liberty. I'm reminded of a 70 year old grandmother in the State of Washington who owns a floral business. Her business has been threatened, her home has been threatened, her livelihood has been threatened simply because she respectfully declined to perform the floral arrangements for a same sex marriage. She has faithfully employed members of the LGBT community for years. She has served in a business capacity; members of the LGBT community for years. This is simply a heartfelt conviction on the idea of marriage being one man and one woman. Her words are these, "are state would be a better place if we respected each other's differences and our leaders protected the freedom to have those differences." That would be my encouragement to you as a City Council. We want to respect each other's differences and we want to have the protection and freedom to share those differences for these reasons I urge you to vote no.

Hal Jordan, 7200 Benita Drive said I thank each of you who serve on the City Council for the many hours you have devoted to serve your community. I wish to speak against the proposed Anti-Discrimination Ordinance. I have many concerns but I will focus my comments on some of the practical considerations which have not been addressed adequately. Have you considered the possibility of a man or teenage boy entering a woman's restroom claiming to be transgender but who is merely playing an awful prank or fabricating an excuse for voyeurism? How could this activity be challenged and prevented if gender identity is self-declared? Have you considered the cost to add toilets with privacy stalls to replace urinals which have less privacy? For costs and other reasons will unisex bathrooms be the preferred future alternative to replace men's and women's restrooms? Does a person have to dress in a typical gender fashion for the gender restroom that he or she chooses to use and how can you enforce this? Do you believe that this ordinance and its potential unintended consequences are in the best interest of your family? Can you look your wife, husband or children in the eye and say that this is the best that we can do? I hope you will stop to answer these questions and make sure that the ordinance doesn't do more harm than good. I understand everyone's desire to be shown respect but hopefully not by disrespecting the privacy rights and strong preferences of a large majority of Charlotteans.

Reverend Nathan Atwood, 2027 Emerywood Drive said I'm Reverend Nate Atwood of St. Giles Presbyterian Church here in Charlotte. By act of our board I am speaking tonight on behalf of our congregation of approximately 400 souls. I am also the moderator of the 29th General Assembly of the Evangelical Presbyterian Church of America; a denomination of approximately 550 congregations. I urge you on behalf of the many I represent to vote against this ordinance. Here is why; common sense or as Thomas Jefferson might say self-evidence tells us that this ordinance violates the right to privacy. I would suggest that we listen to the mama's of Charlotte. I think it would do us well. Secondly, you have heard time and again that the right to religious liberty is for many at stake in this. Many here do not believe that you understand the depth of violation of conscience that requiring a Jewish or Christian or Muslim baker to cater a gay wedding represents. People of faith often carry out their businesses as a fundamental expression of their faith and who they are. To criminalize the average business man or woman is troublesome indeed surely there is a better way. Finally, there are many blacks in our community who are deeply troubled that their racial identity, we heard this actually just a few moments ago, that their racial identity would be placed on par with what they themselves consider to be sexual immorality. We all believe that race is a civil rights issue. Many in Charlotte do not believe that what they consider to be sexual sin should be civil rights issue as well. Members of the Council perhaps you have been learning tonight that many, many people oppose this ordinance viscerally and the mindset behind it. I urge you to table and consider the consent of Governor.

John Quinn, 12629 Idlewild Road, Matthews, NC 28105 said I don't know that I can add anything to what has been said here tonight by both sides of the folks. I was out here for the rally earlier, got talked to people from the LGBT community. The sense that I have today, I didn't write anything down, I heard about this a couple of weeks ago and I prayed and asked God to show me what he wanted me to say and what I got was that God loves gay and lesbian people. He loves people who love him and he loves you and he loves me. There's no difference in how his love is played out to the people he's created. He created all things and he wants to have a relationship with everybody just like he loves us he wants us to love him back but it's got to be on his terms because he created us and there's a manual to go by that he's given us. This is just a sad time for me that this is even being discussed. All I can say is from a technical point of view I've taken the oath that you folks have taken to uphold the Constitution of the United States and the Constitution of the State of North Carolina and I took that very seriously. I understood that I represented the people, not just one group of people but all the people and it is a very solemn

oath and a very solemn and sobering thing. The process by which this went down is troubling to me and it wasn't any other input it seems and nobody knew about it. You may want to suggest looking at another lawyer; I don't know but God loves everybody here and Jesus said he wants us to love him back. That's all I can say.

Charles Walkup, 1926 Edgewater Drive said I want to tell you about my sister Eloise who was paralyzed from the waist down and used both crutches and braces all her life. Graduating from high school in 1966, before non-discrimination laws for disabilities she later worked at Charlotte Pipe and Foundry. Days before she died in 1993 her co-workers and supervisor visited and told me how adamantly she would not let them treat her any differently than the other employees. Eloise's best friend growing up tried to do everything she could for Eloise and often railed loudly at the perceived unsympathetic way she thought my family treated my sister. Not long ago our niece told me that when she was a teenager accompanying her aunt up some concrete steps one day that had no rail to hold onto she said "here Eloise, let me help you." To which my sister took her crutch and went get out of my way I am not handicapped and she truly wasn't. Had she been raised with misplaced compassion though a mental handicap would have been added to her physical one. Most of us struggle with some kind of problem. For most of my 69 years I've dealt with same sex attraction but I am not gay. That is a false identity that the flesh world puts on people and if we listen to the world's voices we allow it to tell us who we are but I know who I am and I know that everyone of us true identities is God's beloved children.

John G. Hartness, 3512 Winterfield Place said I've lived in Charlotte for the past 20 years. Dr. Martin Luther King Jr. once said I have a dream. Mohandas Gandhi once said be the change you wish to see in the world and Jesus of Nazareth said whatever you did for one of the least of these my brethren you did for me. We aren't talking tonight about special protections, we aren't talking tonight about extra privilege and no matter how stupid some people here think you are we are not talking about bathrooms. We are talking about one of the truths that our founding fathers declared self-evident that all men and women are created equal and that all men and women deserve equal protection under the law. By continuing to treat any of our people as second class citizens we continue to behave as third rate Americans. This is the same argument we have been having in the south since before I was born and the fact that it continues today makes a laughing stock of my city, my state, and the region that I love. Why are we even having this conversation in 2015? Haven't we sat at all the lunch counters? Haven't we crossed all the bridges? Have we not learned all our lessons? Apparently not so in the name of equality I ask you to pass this non-discrimination ordinance and remind you that Jesus said in 1 Corinthians 13:13 and now these three remain; faith, hope and love but the greatest of these is love.

Jessica Gates, 10033 Grand Junction Road, Mint Hill, NC 28227 said I've been living in the south for about seven years now and I grew up in an extremely conservative family in the Seventh Day Adventist religion and the hatred that I saw there for many years left an indelible mark on me. I've had friends who have been beaten, who've been attacked, who've been prejudiced, who've been kicked out of their homes for being gay, lesbian or transgender. I've heard what they've had to say and the marks that that has left for their entire lives. We have a lot of really good people in the south and I'm privileged to know a lot of them who have a lot of different beliefs. It's scary when you start making progress and when you start moving away from the way things have always been. It's never easy, there are always people who are hurt but it's pretty awesome when we start saying that hey everyone is human they just take different shapes sometimes, they have a different belief system. It's okay they're still human, they still have rights. Government is by the people for the people not for some people, not for people I like. Lord knows there are a lot of people I don't like and I would really like to not live in the government that they would like to live in but that's not for me to decide. That is for the people as a whole to decide. Whatever course this discussion and the new laws take I hope that it will be based on the needs and the desires of the people of Charlotte; all of them. I support the right of everyone to have fair and equal representation and protection and I hope this city does too. This isn't just about gays and lesbians and transgender or bathrooms this is about equality and protection for everyone and whether they realize it or not that does include Christians, Muslims, Jews, Atheists, everyone.

Brent Wendel, 2720 South Boulevard, #218 said I am the Vice Chairman of the Hearts Beat As One Foundation based here in Charlotte. I come to you because I'm not a long term Charlotte resident though I do live here now. I resided in Dayton, Ohio for a number of years where many

years ago we passed an ordinance very much like this one and as I remember back I remember that something very strange happened after we passed that Bill. There was still traffic on the Interstate, the churches bell's still rang on Sunday morning, children still went to school, life pretty much went on as it normally would so to all these people who are here threatening you guys to make the right decision I implore you also to do the same thing. A lovely lady that's sitting next to me over here earlier said you guys need to use your head and not your penis. I found that interesting because I would rather you just use your head and don't really care what's behind your zipper. Please pass this ordinance because I as a citizen and a new citizen want more people like me with my mind frame to see Charlotte as home and I think we need to give the world one more reason to take a look around this city and say why isn't Charlotte the capital of North Carolina. Finally in closing a quote from somebody who's very inspiring to me in my life "live long and prosper."

Christian Cano, 6511 Windyrush Road said if I had known this was going to be a Bible study class I would have worn a different hat and since everyone's giving a plug for their churches I'm going to go ahead and give a plug for my church. I'm a member of Holy Trinity Lutheran Church where the loving not judge in church. We support our LGBT community in our family; we work for non-discrimination against all of our brothers and sisters. I'd also like to share with you that I have been here for two years. I chose our family chose to move here because of the image and opportunities here in Charlotte. I live in Councilman Driggs district which is probably the most beautiful neighborhood I've ever lived in in my entire life. My family is from Texas. I'm so proud to say that my hometown of Fort Worth, Texas was the very first city to pass a non-discrimination, the home of the Southern Baptists Seminary, Texas Christian University and Texas Wesleyan College and a great football team that lives in that other city in Dallas. I also wanted to let you know that everywhere I go I carry a picture of my grandfather who was a World War II veteran. He told us to always love our family and always love our country and I've tried to live by that with people I meet. I even carry an American Flag so no one will ever out patronize me or say they're more patriotic than I am and I just realized today that I'm probably also a Conservative Christian. I believe in the American Bible, the US Constitution; that's the Bible that I think we're here to talk about. Not anyone else's Bible. I also believe that I'm a Conservative Christian because I truly believe in conserving the true love that my grandfather taught me to love everyone and I also want to conserve what my grandfather fought for.

Dr. Gabriel Rogers, 4712 Tuckaseegee Road said thank you all for having us tonight and I will not use disrespectful language tonight. I appreciate this opportunity. I stand as the Pastor of Kingdom Christian Church also as a clinician. I am a licensed professional counselor with a LPC and I stand advocating that you not support this Bill, this Agenda tonight; that you would oppose it. This would infringe upon the beliefs of all people. It would cause businesses to embrace values that go inherently against theirs. I am unashamedly a Christian but I in no ways expect the homosexual to print my Bible on their T-shirts if they have a T-shirt business. I think we need to keep a category in place that respects all people. That being said I also stand as a Pastor. You may not have noticed but I'm a black pastor and I am offended when we link the Civil Rights Movement, what Rosa Parks did and what these other great men and women did some black, white, you name it, who stood for our race; our race which you can inherently see and that they fought so that we could eat at the same bathroom counters and ask you to not allow this to be grouped as a civil disposition if you will but then I stand as a clinician. I want you to consider the trauma that a five year old girl is going to have when she's subjected to a man's genitalia who either heterosexual or homosexual has inappropriately exposed himself because he now has a right to enter any bathroom that he might want to go into. Tonight I beg you; I implore you with respect that you would vote against this ordinance. I also stand also on the word of God Bible study or not on that name that's above every name Jesus Christ and I just ask you tonight to consider doing the right thing for all people and don't do reverse discrimination.

Reverend Martha Dixon Kearse, 423 Beaumont Avenue said I'm the Associate Pastor at St. John's Baptist Church just less than two miles up the road from you here. I am yet another Baptist minister and I have come to ask you to approve this Non-Discrimination Bill that you've got before you. I'd like to talk to you about where I come from. I came here in 1985 to teach high school. I was recruited from the College of William and Mary. During the 11 years that I taught in the Charlotte-Mecklenburg Schools I was with countless young people who were bullied and who were put aside and who were treated badly by their friends and I sat by their side and listened to their heartache from that. In the years since I have become a minister, I have

counseled with many, many, many young adults who are walking this path but also adults who have reach middle age and have realized that their churches and their communities hurt them and called them names and bullied them through their whole lives. I have one very important thing that I really wanted to say to you tonight and that is this; every congregation, every synagogue, every mosque, every group of people where there are more than 10 has LGBT people in it whether they welcome them or not is not the issue. They have them, they are in our community and they are part of who we are. We can't do anything about the terrible theology that you have heard tonight and what is taught in churches nor should we ask you to do that. What we can ask you to do is protect people in the public spaces. That is your job so matter what kind of crap theology you may hear through the night, no matter what kind of Bible beating you may be brow beaten with I would ask you to do your job to protect people in the public spaces, to protect people in businesses, to protect them together.

Edward Garrett, 1425 Central Avenue, #406 said I am an attorney and resident of Charlotte and I'm here to ask you to vote yes for the proposed ordinance Amendments. For many people this debate regarding discrimination against gays and transgendered individuals is merely theoretical. Several people here tonight have suggested that such discrimination just simply does not exist. There are many people who have a difficult time believing that such discrimination exists and therefore do not understand the importance of these Amendments however this is not a theoretical debate. I personally have experienced such discrimination based on my sexual orientation. Several years ago I was starting a new career and I was fortunate to land a job interview at a company I was very working in. The interview was going very well and I was excited about my prospects of landing the job. That was until the person interviewing me told me that he did not want to hire a faggot. He did not want to hire a limp wristed faggot that might complain about the work he was hired to do. I've had some tough interviews but I was not expecting that. Reeling from the shock of being confronted with such animosity I don't quite recall what I said in response but apparently I passed his test because the next day he called and offered me the job. I had to turn it down because I knew that I could not ever feel safe in a work environment like that and that's what these Amendments are about; helping to ensure that gay and transgendered individuals feel safe in their daily activities. I no longer worry at my law firm but when I get into a cab, sit down at a restaurant or ask where the restroom is I do wonder does this person want to serve a faggot like me. I apologize if my language causes offence but imagine the offense you would feel if such animosity were directed at you; intended to intimidate and deny you the opportunity to make a living, to catch a cab or a meal or simply use the restroom based on some preconceived notion of who you are. If you find that offensive and believe that that expression of such animosity is unacceptable expression of hate rather than a religious liberty I ask you to vote yes for the ordinance Amendment.

James Walker, 6909 Trinbach Way said with all due respect to all of my predecessors I cannot speak as a Christian or a member of the LGBT community. I would like to just draw a picture using data science. I believe in evidence based policy making so everything that I will cite can be verifiable and I could submit this information in writing. The Human Rights Campaign is a lobby firm and they are entitled to be a lobbying firm. Their firm which makes over \$56 million dollars a year was led by a man Terry Bean who a week before they came before Charlotte was arrested and indicted in federal court on two felony counts of sodomy and one count of sexual abuse of his teenage former boyfriend. I'm sure they did not bring that out. I'm sure they did not bring out the fact that the American Journal of Public Health in 2001 after studying thousands of sexual behaviors among those who are men who have sex with men pointed out that 60% of those who are single use public facilities for anonymous sexual encounters including 43% of those who were in domestic partnerships. Clearly this is a special interest for a special interest group yet according to the North Carolina Department of Justice there were zero incidents of hate crimes due to gender identity in this county. Dissent is not discrimination. If an employer or a community member feels at odds with certain political identity or identity politics they should be free to be able to respect but disagree on a private level. We do not have cases of rampant hate crime due to gender identity.

Francisco Luis White, 518 Willoughby Street, Apartment 3 said to be quite frank we're here tonight debating the second class treatment of people who continuously build, shape and sustain the city. We're here because of a lack of understanding and worse and more so we're here because of a refusal to understand it's not at all dissimilar to the debates I'm sure took place during the height of the Civil Rights Movement. As we always have been lesbian, gay, bisexual

and queer identified individuals and families are contributors to what make this city everything it is today. We are Charlotteans entitled to protection and to accommodations despite those who may feel disdain or those who may express personal moral judgments against us or those who choose to not accept us as their neighbors. I'm originally from Boston but I've lived in Charlotte for almost two years now and I've lived here previously. In Charlotte I've been fired by an employer in the private sector for living authentically, for being who I am, for walking as I walk and loving as I choose to love and it's for these same reasons that I've also been street harassed and sexually assaulted on the streets of Charlotte not in the public restroom. Not by anyone who is trans-identified or queer. Still this is my home, this is my city, this is my workplace, this is where I volunteer, this is where I devote my energy and my spirit and my dollars. I'm here as a black man, the grandson of those who lived in the Jim Crow south, as a same gender loving man and deserving of the same respect and fair treatment any other human being in this room and within the borders of this city is entitled to. You are elected to serve me and in that service to ensure that I am provided equal opportunity to thrive and live a safe, happy life. Make no mistake I will always hold you accountable to that duty and tonight...

Connie Vetter, 6006 Chinaberry Court said first I want to thank you all for your attentiveness and respect. I've been at these meetings before on somewhat similar issues and the disrespect from the dais has been palpable. Thank you for yours tonight. I want to ask my brothers and sisters in the blue shirts to raise your signs high. We've gotten a little bit tired tonight; we've been here a long time let's see it through to the end. I don't have a lot to say I'm going to speak in facts. So fact; gay and transgender people are people. We are part of we the people in the United States Constitution and the Constitution of our great state. We are the people that have a right equality. Fact; replace sexual orientation and gender identity and expression with race and national origin and we are 50 years ago in the Civil Rights Movement; back with many of the same arguments that were wrong then and are wrong now. We decided then that religion does not overcome law and equality as promised in the United States Constitution. Fact; no private individual will be charged with a crime for acting lawfully. No one commits a crime by worshipping as they wish. Fact; this Non-Discrimination Ordinance applies to us all; I'm a lesbian, I'm an attorney, I am a small business owner. I will be required by this ordinance to seek clients I personally disagree with and I accept that as a member of my community and society. It is part of living in a free country, it is a privilege to do so and we are greater for our diversity and equality. Fact; the horrible things that we've had to hear tonight are not true. We gay, lesbian, bisexual, transgender and heterosexual people are a testament to the truth of Gods plan; God may us all. Vote yes to equality, vote yes to the proposal.

Mel Hartsell, 1519 Shannonhouse Drive said I am proud to live, work and vote in Charlotte. As a social worker I see clients all the time who have experienced violent trauma; physical and sexual in nature. I have worked with kids in foster care and with adults in various capacities. The truth is that abuse and violence is most often perpetuated by someone the victim knows as was true in my case but sometimes it is perpetuated in public. For instance a young lady I know has on different occasions been harassed, raped and pistol whipped because she is transgender. Another young lady I knew and worked with took her own life after years of rejection and discrimination by this community. Both of these women lived in Charlotte. Transgender people are a disproportionately higher risk of sexual and physical assault. Unless you believe the lie that this not a real issue; in a national study regarding their experience with public accommodations 53% of transgender individuals have reported being verbally harassed or disrespected, 44% reported being denied equal treatment or service and 8% reported being physically attacked or assaulted. These facts lead to a disproportionate rate of suicide among transgender youth and among adults. Councilmembers there are people who do horrific things and would do these things with or without an ordinance but please don't allow those hypothetical situations to persuade you to allow continued proven harm to transgender people who are also living, voting and paying taxes in this wonderful city. I sincerely hope that you will join the other 200 municipalities who have passed similar ordinances without problem. Whichever way you vote you will be remembered for what happens tonight. Either way we know that Charlotte can be a beacon of justice and we know that we will see justice roll on like river. We hope you will be a part of that.

Joshua Niday, 6364 Thelo Drive said I'm a 21 year old college student here in Charlotte at UNC Charlotte and I've never done anything like this before but I want to thank you for the opportunity to speak and I'm actually opposed to these new Amendments and as I feel that these

Amendments will have negative impacts on our churches, our businesses, public accommodations and places of public assistance and overall the general welfare of our city. If these Amendments were to pass the City of Charlotte could potentially lose business partners that either do not adhere or do not meet these new specifications. In fact your own website says that companies that have been found to have discrimination under these new proposals could be deemed ineligible to be awarded a contract to do business right here in this city costing us investment money and jobs. Also, local businesses, private businesses and businesses such as Hobby Lobby and other businesses that have been built upon Christian values may now be forced to go against their principles or face penalties. Churches can also be negatively impacted by this new ordinance. For example, churches will now be forced to allow anyone to use any bathroom they please under these new proposals. The most controversial is the restrooms under this new proposal restrooms now become a playground for potential sexual predators and I encourage each and every one of you to not pass these proposals as it puts our women and children of the City in danger.

Angela Keene, 8519 Prince George Road said I wanted to thank you for having me here tonight and I wanted to start out by saying that I am respectful of the LGBT community and I think it's important to say that I think that they are people and deserve our respect and certainly deserve opportunities and employment, education; just all the opportunities that are afforded. I do however think that this bill, I'm actually not in support of it because of two main reasons. One, I think that it also does not stand up for the small business owners who are in the minority who might respectfully decline to provide someone service. It's not the majority, it's the minority and I feel like their rights and religious beliefs should also be appreciated as well as long as they're respectful and not in a hateful manner. I also think that the bathroom issue is just not safe. I've got a 7 and a 9 year old little girls and they're just starting to go to the bathroom publically independently or whatever and I just wouldn't feel safe sending them to the bathroom like if I'm at a restaurant or somewhere like that and it would be normal for a man to walk in behind my 7 year old in the bathroom. I think that would just be alarming and unusual. I can't believe this Bill is about that but I do believe that's a major safety concern.

Chris Glenn, 7729 Old Concord Road said I'm not here to debate a lifestyle. I'm here to make a point of safety for women and children. People have talked about facts and reality; this is fact and this is reality right here. On the way over here I had my whole speech lined out and my daughter said daddy can I speak let me say what I want to say I said okay.

Mayor Clodfelter said we've not allowed substitution. I apologize to you but we don't allow substitution of the speakers who have signed up.

Mr. Glenn said I'll read it.

Mayor Clodfelter said let's stop his time and not take away his time so he can back and get him his time.

Mr. Glenn said I'm Laura Glenn. I'm 14 and even though I drive race cars against adults I'm still a kid. I will not feel safe using a public restroom in Charlotte because pedophiles posing as transgender will have a free pass to expose themselves or do whatever to me and other children without fear of being arrested. You can say what you want but this is 2015, we all know it will happen. Ms. Kinsey, Mayor and other members of Council are you going to be there to take responsibility when it happens to me? Will you protect me now or does it have to happen before you protect me? We cannot ordinances and laws that put our children in jeopardy. This is not about them or us or us or them. This is about a 14 year old feeling safe going to a restroom. That's what it's about. It's not about religion; it's not about any of that. It's about an ordinance that takes the feeling of safety away from a child.

Bryan Boyles, 12141 Meadow Post Lane said I'm born and raised in Charlotte, went to Garringer High School, went to UNC Charlotte as well. I want you to know that I had also tweaked my planned speech or message tonight. I went outside earlier to use the restroom and when I was out there at 7:15 tonight a man was being taken out of a women's bathroom just up the hall here by a police officer in this building just across the hall. The man then walked in here and stood at the podium and asked you all to vote in favor of this ordinance. It's already happening. We no longer have to talk about theory or what might happen it just happened two

hours ago. You ask how did that police officer become alerted to ask that man to leave the women's bathroom. You want to know how? Two little girls came running out in terror and fear. We're no longer talking about what might happen. It's already happening. Now I'm saddened to hear of anyone who's assaulted or who might have committed suicide, I have friends who have done the same thing but those asking to be shown love make a bizarre leap from a simple request to an unrelated demand. There is nothing emotional about a bathroom that speaks for or against love or acceptance. A bathroom and a locker room should be a place where people can disrobe in safety. Opening up such a location to all genders makes that location unsafe for children and women just like it did. This is not a conversation about love or acceptance but a conversation about safety, security, protecting the physical well-being of children and citizens of all ages and genders. The responsibility of any government is to promote the good, punish the evil and protect its citizens. In matters that would change directions and more ways than have been in place for so many years should require a number of examples that show actual physical threat if not changed. The argument in favor of this ordinance is not one of physical harm but of sexual preference and how someone wants to conduct themselves or express themselves sexually is not the issue here. Protecting our daughters is now at stake. It used to be considered irreverent to disrespect God's word now it's becoming irreverent to even mention God in public.

Jennifer Roberts, 619 Clement Avenue said I grew up in Charlotte; I'm raising my family here. I'm a wife, a mother and a community advocate. I want to thank you all first of all for being thoughtful and listening carefully to all those speakers here tonight. It's a great display of our democracy. I want to thank all of the speakers for coming here and having their voices heard. Charlotte is one of the fastest growing cities in America in our workforce, our hospitality; our climate and our regional infrastructure are vital assets that attract businesses and people from all over the world. Almost all of our major employers in the private sector have recognized that equality and fairness are lynch pins of this growth and they have worked to accommodate lesbian, gay, bisexual and transgender people in order to draw on their skill sets and add to the rich fabric of our city. Yet Charlotte is one of only three of the nation's 20 largest cities that does not have inclusive Non-Discrimination Ordinances protecting LGBT people in public accommodations. In order to attract and retain talent and maintain our momentum as a premier first century global city we must continue to work to make Charlotte a welcoming city for all people. That is why I support extending Non-Discrimination Ordinances to protect LGBT people in public contracting services and accommodations including non-discrimination based on identity and gender expression. I urge you to do the same. Sometimes doing the right thing takes courage. More than 200 cities including Columbia, Greensboro and Myrtle Beach have passed similar LGBT inclusive ordinances. It is time we did the same.

Dr. Tara Collins, 2730 Commonwealth Avenue, Apartment 12 said I am Dr. Tara Collins, Assistant Professor of Psychology. A couple of things have been troubling me that I've been hearing other people say primarily hearing men talk about the safety of women which I greatly appreciate support of our safety however I fear that the misunderstanding of where and how these sexual assaults of women occur. It is not by the stranger in the bathroom that is already breaking the law if they assault people in bathrooms; that's already against the law. There not so concerned with breaking the law. It's friends and family that are engaging in the sexual assault of women so I encourage people to look at the facts of who is engaging in these activities that are already illegal. In addition I would like to encourage being informed about the nature of sex and gender specifically intersex is a biological sex that is neither 100% male or female in either chromosomes, hormones, genetic or biological structures even which makes it very difficult to separate the two genders into two bathrooms as it is. It's a false dichotomy that isn't real. In addition the idea of gender is the socially constructed expectations based on our biological sex. Therefore society is determining how I should behave because of the genitalia I have which is what gender is. In addition to that the proposed changes are also about marital status and familial status as well as orientation and gender identity and expression so I encourage you to also consider the true discrimination that also exists against singles.

Charles O'Connor, 5628 Plantation Ridge Road said I own a small business in Charlotte and I want to speak to you tonight because I'm concerned with this legislation for several reasons. First briefly from a procedural standpoint for legislation this complex and obviously divisive in our community it seems very rushed and pushed through. I'm concerned that there's an agenda tonight with a three page memo from the City Attorney's office with an eight page attachment from the Human Rights Campaign. I don't know who the Human Rights Campaign is or what

they do but this document is obviously very biased and one sided and it seems to me that there are no corresponding view points from the other side and I'd like to know what actual research was done in regards to some of the concerns. My main objection is one many people have expressed tonight is the concerns with the bathroom. I have two young children, I coach youth sports, girls and boys and I know as a coach we have very strict procedures for what we do with children. We very specifically are never alone with any child just for the mere means of any impropriety and I find it unimaginable that I could sit in a restaurant in Charlotte and watch my 11 year old daughter walk into the bathroom and then watch a man walk right behind her and I have to sit there and wonder for five minutes what may be happening in there. This is very complicated and I don't know how that could possibly be enforced and I want to be clear I'm not accusing anyone from the LGBT community of doing anything like that however the fact of the matter is there are evil people out there. There are thousands of registered sex offenders in and around Mecklenburg County who can take advantage of this law and there is no way to police or govern how to prevent them from representing themselves as a transgender person and walking into a bathroom and picking out a victim as a child. You as Councilmembers have a responsibility to protect everyone and I empathize with the concerns of the transgender community and I don't think anyone should be abused or discriminated against but there are literally thousands of offenders out there.

Brandy Hagler, 1210-1 Green Oaks Lane said I am here as a representative of the ACLU of North Carolina. The ACLU is a non-profit, non-partisan organization dedicated to protecting the individual rights guaranteed by the US and North Carolina Constitutions. The ACLU has more than 12,000 members in North Carolina including many members here in Charlotte. The ACLU of North Carolina strongly supports the passage of a fully inclusive Non-Discrimination Ordinance here in Charlotte that includes protections for lesbian, gay, bisexual and transgender people in the workplace and in the public accommodations. Discrimination of any kind is harmful and should not be tolerated by the law. Discrimination against LGBT North Carolinians in the workplace and in public accommodations violates core American values of fairness and equality by discriminating against qualified tax-paying members of our community based on characteristics that are central to who they are as a person. Since North Carolina currently does not have an inclusive statewide non-discriminative law local protections such as those before you are vital. A point worth reiterating tonight is that of the 20 largest cities in the nation Charlotte is currently one of only three that lack an inclusive ordinance protecting LGBT people from discrimination. Please vote to approve a non-discrimination ordinance that is fully inclusive and does not leave the door open to discriminating against any member of our community.

Sheryl Desloge, 6724 Knollgate Drive said I am discriminating against where I live in terms that I live in East Charlotte. I gave you a discriminatory remark. I am a registered nurse and I've been one for 30 plus years. I have a Bachelor's Degree in Science and I'd like to just address some of the thoughts that come from the medical practice that I've been involved with. Years ago I also worked with my uncle who was a pathologist and we never referred to anything in the medical profession as product of pregnancy, a blob of tissue or anything of such sort so the word, the language that we use can to quote a statistical friend of mine, Mark Twain, he says that "there are lies, there are damn lies and then there's statistics." Statistics, the impression that he was trying to give was that they can be used either way. Discrimination isn't always a bad word. When you are set up with a doctor and he's an Oncologist and he says that discrimination of these tissue cells is important you're going to want to know whether if it's an epithelial type or some other type so I'd like to disseminate that whole discrimination in the sense that I don't believe that the homosexual plus community is going to gain. I really don't think that they're going to gain by the passing of this so I am of a nature that I would appreciate your vote to say no to this ordinance because it's not going to gain the people who don't like you, the people who don't care about you; they're going to hurt you anyway.

Chris Rolle, 1035 Nuggett Court said I am here in support of the ordinance. I have lived in Charlotte for a short time and I've started an internship as a social work student and many of the people I encounter have been discriminated against based on either their sexual orientation or their gender identity. They've been harassed in housing; they've been denied the benefits that they need to be able to live a stable life. This ordinance may not prevent every little big act of discrimination but it codifies that these people are human. They deserve the same rights and they as straight, gay, lesbian, bisexual, transgender or queer they deserve to be able to live as humans

in the community of Charlotte. Thank you for your time and I implore you please vote in support of this ordinance.

Chris Sgro, 337 Gowell Street said I'm the Executive Director of Equality North Carolina, the states LGBT advocacy rights organization with offices in both Charlotte and Raleigh. Like the Human Rights Campaign and the many local groups that have fought for approval of these ordinances we are not a special interest but represent of 250,000, a quarter of a million LGBT and allied North Carolinians. I stand before you to let you know how crucial these protections are for the gay and transgender community here in Charlotte and throughout the state. Crucial to the freedom to patronize businesses that have opened their doors to the public, to the freedom to be judged on our innovation and hard work when contracting with the city, the freedom from discrimination when utilizing essential city accommodations and yes the freedom to not be harassed in bathrooms or anywhere else because trans lives do matter and trans people are being killed. One thing has been clear to me across this City Council meeting tonight; discrimination is alive and well in the City of Charlotte. Both Tammy Fitzgerald and Reverend Harris this week tried to tell me separately that these ordinances weren't important because discrimination doesn't exist and I pose the same question to them that I'll pose to everybody in this room; if discrimination does not exist why are so many in this vocal minority behind me so intent on fighting these ordinances. We have heard much tonight from opponents of the update, praying on people in restrooms or anywhere else is and will continue to be illegal. We have yet to hear a single compelling argument as to why Council should not enact these necessary protections, all of these necessary protections this evening. We are here to talk about facts this evening, we are here to talk about facts not fear and I ask you to support those facts. As Scott said earlier much has been made of this controversy but I would like to remind you that 73% of North Carolinians much less residents of the City of Charlotte support these crucial updates for LGBT people; 73% and so I ask each and every one of you here on Council this evening, even the ones who have previously said that you're opposed to these crucial updates to vote yes.

Reverend B. Jackson-Little, blackson320@gmail.com said thank you for this opportunity to speak to you directly tonight. I am just absolutely appalled at the reason that we even have to be in this room. Speaking as an African-American woman, speaking as one who is half Native American I can tell you about discrimination. This is not discrimination. Discrimination means that you are discriminated against something you are inherently born with. My skin cannot change to be white okay but there are choices that people make and what they do below their waist with their body; that is choice. I don't have choice. What I'm also saying what has been represented here tonight by the 1964 Civil Rights presentation by this attorney is appalling to me the least appalling. You know what attorney you need to go back to law school. The Civil Rights Movement in 1964 was written about race issues and discrimination. It later changed to sex and that sex had to do with given equal opportunity to a man verses a woman in pay and respect on the job. It had nothing to do with what you do below your waist line; nothing whatsoever. I am appalled that this Civil Rights Movement has been hijacked by this movement across this nation and let me tell you what else is more appalling than that; black people never had the ability to have the economic right to buy presidents, to buy judges to make changes in this nation but I can see greater in this room that people have been able to have that economic privilege to buy influence in this nature. This has nothing to do with discrimination.

Diana Travis, 6904 Alexander Road said I'm a native Charlottean; I'm 67 years old, graduated from Myers Park High School in 1965. I know some of you there from high school. I pay a lot of taxes here as a City of Charlotte business owner. We work with the city and we work with the county in a lot of our services. I'm not going to threaten to vote against you if you don't pass this ordinance. I might threaten to not remove the geese from Marshall Park and Freedom Park and the Health Department which is what our company does. Basically I wanted to say that my partner and I of 25 years own seven acres of land here in Charlotte, own a small business and we also pay a huge amount of taxes. This is a civil issue; I want my tax money spent in a way that non-discriminates people and I urge you very hardly to vote for this Amendment and for this ordinance.

Joanne Spataro, 9028 Providence Colony Drive, #C said I have lived in Charlotte 18 years. I started out as a child movie critic at the Charlotte Observer so I've seen things change quite a bit. I'd be remised if I didn't start by saying how proud I am of my two great friends Andrea Williams and Paige Dulla and how beautiful they are and how much they inspire me to be a

better person because you know what; they can't help who they are and they have to wear it every day and I can't help who I am. Maybe you can't see it on my skin but I am a lesbian and I love this city and it would be a shame and it would be very hurtful to be rejected at a restaurant I might like to patronize, a mall, a shop or I want to buy too many hats; let me buy too many hats in peace. Everybody is entitled to their own religious beliefs. That's not what this is about. This is not about indecent exposure, this is not about men wearing wigs and stealing women's pocket books in restrooms. That is the kind of rhetoric that hurts the LGBT community and perpetuates lies and stereotypes. I urge you to pass this ordinance as our protection and life will keep going for everybody else but I will feel a little safer buying my hats at the mall.

Steve Waldner, 7011 Ravenscrest Drive said I live in North Charlotte and I want to thank you Mr. Mayor and the members of Council. I particularly want to thank you Mr. Phipps who represents our area in North Charlotte for your incredible attention to all the speakers tonight. This is a hard decision you've got to make and you have had attentive ears and eyes and I appreciate that. This is certainly a multifaceted ordinance that we're looking at. I think it really is a Constitutional one, it's a faith based one, it's a business and personal freedom one and it really looks at the role of government I believe. I'm a Christian, I'm a business owner, I'm a parent, grandparent and a citizen and speaking to all those who stood up earlier and said that you were Christian we're commanded to speak the truth in love and I haven't always sensed that tonight and so I apologize to those of you who feel different. You're not going to edict us working together well but we just need to do that as people and love each other. As a business owner I've done projects for LGBT customers, we've done so with respect and professionalism but I resent the possibility of threat on me for making a business decision and then being accused that I made that because I denying serving a LGBT person. That's an infringement on my rights as a citizen an as a business owner. I have grave concerns as a parent and as a grandparent. I oppose this as a threat to our freedoms. I think the greater discrimination will take place should the ordinance be approved and I passionately ask you because you've been so attentive tonight; table this, discuss it, pray about it. Do not make a decision tonight. Finally, I think whoever...please table your decision.

Lauren Simmons, 10578 Bunclody Drive said tonight I stand before you as the conscious of the people. We are called to love every person but hate the sin. We are here in the name of Jesus and in love and I will state facts on tonight in the case that you all of stated that there are no cases of individuals who have abused this law and a written article that was titled "The Threat to Women and Girls Presented by Bathroom Bills." There are 16 states including Dallas, California, Pennsylvania, Oklahoma, Massachusetts, Arkansas, Illinois, Michigan, Virginia, Florida, Colorado, New Hampshire, Washington, Oregon, Georgia and multiple times has it been recorded in California alone of the transgender and sex offenders who have been accused and persecuted for misusing this law. I'm not here about whatever's going on it's about the matter of safety. I'm going to stand on the word of God, yes I'm going to do that but there is a reality that we all need to address that is going to abused, they're going to be copycats and there are six states in regards to New Hampshire, Pennsylvania, Florida, Georgia, Dallas and there's one other that I have here but any who all of those states are on this side of the east coast and we're going to be number 7. The blood is going to be on our hands believe it or not and you will have to report so let that rest on your conscious that if it has to happen to me or if it happens to anyone that stood on this podium tonight there are facts, there are statistics that are proven. I'm not speaking of fear I'm speaking fact on tonight that it is happening and it's going to continue to happen and here's the reality whether I know it or not there's a transgender man or woman in my bathroom daily because who's actually going to use the male's bathroom anyway if they are in some type of fear or phobia so no one's told them no you can't go to the hotel or no you can't do that. You can't use it publicly because that's law so you might need to go back and do your research to go and find out the facts because it's documented 24 in this state so I vote no.

Jessica Millicevic, 14312 Arbor Ridge Drive said I want to let you all know in this room today that the man who was pulled out of the bathroom is not a man but a transgender woman name Janice and if the ordinance had been in place she would be able to use the bathroom without fear of humiliation and would not have experienced the pain that she did this evening and I'm here for you Janice. I am a straight ally. I am LGBT activist and I am a mother and I 'm here to stand with my LGBT brothers and sisters and I'm here to urge you to stand up against the bigotry and the fear and the hate and pass this ordinance. Aren't you tired of being the state known as the face of inequality? I know I am. Tonight you can change our states image but more importantly

you can change lives. My very close friend, Bree, is a transgender woman. She's practically my aunt. She has experienced hate and assault for who she is, who she is inherently; not who she decided to be but who she is. The media attention surrounding this ordinance has brought violence that's directly affected her and her community but she's here tonight to stand up for herself and her community and I feel that she is incredibly brave to do so. Pass this ordinance and tell that you are here to protect her, to protect Janice from humiliation and discrimination which is happening in this building and I'm a mother and of course I'm afraid of predators but predators and members of the LGBT community are not synonymous. My children's aunty Bree is not a predator; simply a brave soul seeking justice in a world that seeks to destroy her. Save her, save all of us; pass this ordinance and stand up with me against hate and fear.

Veronica Faith, 375 Starlight Drive, Fort Mill, SC 29715 said I'm a representative of Charlotte metro residents. I will thank the man that stood up in honor to God. I bless you for that. Lord may your truth speak today. No one can do away with your word because your word stands forever and I pray for justice. I want to reject abominations spoken earlier. We do have religious freedom according to the First Amendment of the Bill of Rights thank you very much. May his people stand up; I will stand on this right and I claim it in Jesus name. This country was founded on Christianity and we will stand on God's word. We are to be a voice for children, for the one's that cannot speak for themselves. Do we really want to see our women, our children, our elderly sexually harassed and traumatized? When we allow this Bill what is going to happen to the future. We will lose our right to come against sexual assault we face and will be accused of hate speech. Loss of business is bad but how much more the costs of emotional and physical trauma which guaranteed will happen. Simply said we cannot lose our public safety. How do you justify towards your children, family or any other person if they undergo this sexual assault but you pass a Bill that increases the risk of undergoing such things. I do not wish to share my restroom with men. It is my basic right and being transgendered as they themselves is in between their ears which is equal to all psychological issues. We should not rearrange laws around confusion but offer Council. Since when does identity crisis of three people reign over thousands of others? If we allow this what is next, where does rearranging God's word end? God doesn't make mistakes. He created male and female. Changing your clothes in private doesn't change your DNA which is clearly XX or XY. We cannot base our laws on feelings or out of fear or not following a trend to jeopardize the very safety and morals of our forefathers died for. We can in no way justify that. Can we truly stand before God and allow this to happen. America already is in disgrace for not following up what it once stood for.

Oliver Smith, 9201 University City Boulevard said I am a 19 year old Computer Science Major at UNC Charlotte and the things I have to say today are things that have really been on my mind for a while and I didn't come to advocate for either side but rather talk about something I've been seeing both here and in the gay rights movement in general. When I was standing outside earlier today listening to the speakers I heard a LGBT supporters shouting insulting things at the speakers and it's not the first time I've seen that sort of thing and I've seen Christians instigate arguments and belittle LGBT people and supporters. All these things I've seen in places like here and at my university campus and it's honestly upsetting. Can we not have a difference of opinion without being hateful towards each other? I don't care who's right or wrong but being right doesn't make hateful speech towards the other side any less wrong. I just hope that and ask that in the midst of all this deliberation that we as a people don't lose our unity just because of our beliefs because I can't bear living in a world so hateful that LGBT people would rather die than be who they are or where Christians are scorned for standing up for their own beliefs. I know there will always be hate and fighting but I just ask that everyone stop and think about what they're doing and saying regardless of their side.

Nathan Mundo, 8908 University City Boulevard, #F415B said most of what we've heard tonight from the opposition has come around think of the children which is always used to oppose new things but like other people have said going into a bathroom and just showing other people your private parts is still going to be illegal. There are perverts on both sides of this. There will be people who are not right in their mind no matter what their orientation is we should not have to deny other people their right to feel safe based on these outliers. The only reason we hear about these is because shocking news sells so most of the time transgender individuals use the bathroom fine; nothing happens but when something happens it gets completely blown out of proportion because it's what sells. Religion does not have a place in our law books. I should not fear that I'm going to be denied service at McDonalds because I'm there with my same sex

partner and the cashier does not like that or something like that. I ask you that tonight you vote yes on this ordinance and even if it doesn't pass today it's only a matter of time before it comes back again and it will keep coming back and it will pass at some point but you're just putting Charlotte at a disadvantage against other cities our size because companies will see us; they'll be like oh, we might want to relocate our company there and they will fear that their employees' rights are not being protected.

Coco, 1435 Ventura Way Drive said I am transgender. I hear time and time again, Miss, if you call yourself a Christian, I always call myself a child of God. The last I heard Jesus was not a Christian he was Jew. Let's get facts right. On top of that I do believe everybody want to use Martin Luther King this and Martin Luther King that; I'm going to go over his head to his wife Coretta Scott King, herself; who herself decided to support gay, lesbian, bisexual, transgender people to be married and she supports it; fully. She walked for it. Sometime people want to use God made Adam and Eve not Eve and Evette. It says in Genesis 5:1, 2, when God created both male and female both in them he blessed them and called their name Adam, human being or mankind or people; think about it. What you see right here, I may look like I may be the woman I am that's who I am. Don't deny my sisters or my brothers or anybody not to have no say so. If you call yourself a Christian and you believe in that I applaud you but don't come in here and use Christian and come up there and use hatred because from my understanding Christ was not about hate. Christ was about love and love is for everyone.

The meeting was recessed at 10:02 p.m.

The meeting reconvened at 10:16 p.m.

Greg Farmer, 624 Lex Drive said because your faith is false.

Mayor Clodfelter said Mr. Farmer talk to us about the ordinance okay.

Mr. Farmer said you attack people for being the minority and so therefore our pain is invalid and insignificant. No. Stop calling innocent people molesters. Stop comparing good, innocent, hardworking people to those who would do wrong and make criminal acts despite their sexual orientation. We aren't here fighting for the rights to be seen special or to be held higher than you. We are here to fight for the right to be respected as people. Give good, innocent people the chance, the right to be who they are. Put faith in the belief that doing right by others is still something worth fighting for. Realize that your number one fear are people pretending to be something that they're not and going into a public or private place and taking advantage of children isn't going to change despite what happens today. If people are going to do wrong they're going to do it but what you can decide here today is to give good people the chance to be who they are. To have a safe place and have equal rights just like you, me or anyone else. We are here today to ask for those that deserve the right to enter to be given rights.

Dr. Kristin Uhde, 4811 Roundstone Way said I was born here. It's nice to be back home and I come to you today for I'm for equality for all absolutely. I'm a rape victim and I've spent 23 years working through PTSD, a lot of issues from a violent attack from someone I didn't know and now I'm finally raising twin three year olds and potty training them. I'm not so sure I would have had the same stance 20 years ago but right now I really request you all table it or think about it or say no on behalf of my two three year olds and it's enough to go into a restroom and to be out in public after something violent has happened but to also do that with children, grandchildren and I know no one here would do that but again it's a request for children; please table it or please say no.

Keith Hopkins, 4811 Roundstone Way said I recently moved here from California. I didn't realize there was a color anybody was supposed to wear; I'm just wearing blue. I'm an ordained pastor and first I have to say I'm really encouraged by your patience and all of your patience for four hours or four and a half hours that we've been here and really listening to everybody and I've looked and you've been pretty much engaged. At the same time I'm appalled; I am appalled at what I've heard on the Christian side. I'm appalled at what I've heard on the LGBT side and there's a few people that have stated this. It's like the reality is it's all about love and it's about respect. You can't legislate love. You can't legislate respect so if this is about trying to receive respect that's a wrong reason to do this ordinance. In looking at the ordinance which I read

through, I forget your name City Attorney but I read through some of the things that you wrote and it's poorly constructed so in the way that it is currently right now I would say forget about it and again another funny thing is I was raised in Japan for about seven and half years of my life; there wasn't a different sex bathroom; it was the same. Reality was my mom was like I'm holding it until I get home because I am not going in the bathroom where there's a man and you just do what you got to do in that respect. Now just getting back to respect people we've got to all love each other and we've got to respect each other and we as Christians cannot expect people who aren't to live by the same standards at all and we can't treat them like some of us do.

Richard Adams, 2517 Rosegate said I'm a husband, father and a business owner of multiple restaurants here in Charlotte. Let me preface by saying I do not discriminate when hiring employees and in fact have a number of gay and lesbian workers in my restaurants with some serving in management positions. I am however very concerned for my children, employees and customers and do believe if this ordinance is passed will put my business and family in jeopardy. I have a responsibility to protect the fore mentioned people. Today I've heard that those in favor believe we who are opposed are being bigots and discriminating. In my opinion if this ordinance is passed it's a form of reverse discrimination. It's not only a huge safety issue but it's also a violation of my religious freedom. This ordinance isn't pro-business, pro-family or for the people who voted for you into your office. Ronald Reagan once said, "If we ever forget that we are one nation under God then we will be one nation gone under." Please make a stance and vote no.

Margie Storch, 519 Meadowbrook Road, 8211 said I'm a citizen of Charlotte since 1979. We're a community of many faiths and spiritual perspectives. All have deeply felt beliefs and conflicting ideas so the challenge is how do we get along and I believe that the role of government is to protect the rights of minorities no matter how small or misunderstood. I think that the fears expressed tonight are deeply felt however I think they can be put to rest by looking at the cities that have already passed similar Non-Discrimination Ordinances. I don't believe the problems that we've heard projected tonight have materialized and I urge you to deeply consider the needs and experiences and truths of minority groups when passing and considering policy. My hope for Charlotte is that we will not be known as a city of exclusion but of inclusion. I speak tonight and urge you to support the Non-Discrimination Ordinance as written.

Mayor Clodfelter said as I said at the very beginning if we called your name and you weren't here we'd put you at the end of the list so I'm going to go back through one final time of the folks who's names I called who didn't come down and if they're here you're at the end of the list we'll hear you. (Mayor reads list of speakers that have not spoken.) That concludes our speakers on the Agenda item.

Before I turn it over to the Council at this point I want to say something to all of those of you who stayed with us this evening. I hope you are proud of yourselves. I have heard great passion in this room as we all have tonight and each of you has heard others say things that you deeply disagreed with. I know that's true for all of you in different ways but all of you got through it and you got through it in a way that I hoped we would and that I prayed we would; with civility and respect and a willingness to listen. You should be proud of yourselves. You really should and you should be proud that you share something in common that makes that possible. You should be proud that you have something in common that you are all Americans because this couldn't happen in a lot of places in the world. What happened here in the last four hours of people who deeply, deeply disagree with one another about things they feel are very important could come together and have the kind of discussion you've had just doesn't happen in a lot of places around the world. Cherish it. Whatever happens, whatever this Council decides I want you to cherish that. It's what make this a special city, it's what makes this a special country so thank you for making my job in this part of the meeting and I don't know how the rest of this is going to go that depends on how they make my job but thank you all for making your part of my job tonight very easy and making me proud. I hope you're proud of yourselves too. Alright the matter is now before the Council.

Motion was made by Councilmember Kinsey, seconded by Councilmember Autry to adopt the proposed ordinance amending the City Code by adding marital status, sexual orientation, gender identity and gender expression to the list of protected characteristics in the commercial Non-Commercial Discrimination Public Accommodations and Passenger Vehicle for Hire Ordinances.

Motion was made by Councilmember Lyles, seconded by Councilmember Austin to adopt the proposed ordinance as a drafted Amendment with the addition of a new Subsection C to City Code Section 12-58 to read as follows: Notwithstanding the foregoing the section shall not with regard to sex, sexual orientation, gender identity and gender expression apply to restrooms, locker rooms, showers and changing facilities.

Mayor Clodfelter said now I have an amendment to the main motion

Councilmember Driggs said we have two motions right?

Mayor Clodfelter said no we have an amendment.

Councilmember Lyles said it was amendment.

Mayor Clodfelter said she moved an amendment to the main motion and under your rules of procedure you could consider first the amendment.

Mr. Driggs said so we're voting on the amendment only?

Mayor Clodfelter said the amendment is what is before you now for discussion and debate.

Councilmember Smith said point of clarification from the attorney, that sounded as if that streamlines the ordinance into one single vote and not two separate votes and I want clarification.

Mayor Clodfelter said no, this is an Amendment. You would vote up or down on the Amendment and then based upon the passage of the Amendment you would go back to the main motion either Amended or un-amended.

Mr. Hagemann said that is my interpretation of the motions. There was a main motion and Councilmember Lyles' motion was to amend the main motion.

Mr. Smith said correct but Councilmember Lyles amendment says I move to adopt the proposed ordinance as drafted so if you support Councilmember Lyles's motion you are more than just supporting amendment you are subsequently voting for the entire ordinance. I just want clarification.

Ms. Lyles said I move that we have the following amendment considered for a new Subsection C as I read as follows.

Mr. Smith said that clarification makes it clear that is an amendment to be to the main motion.

Mayor Clodfelter said the chair moves that this is an amendment. This is an amendment not a substitute.

Mr. Smith said I want to be crystal clear that Councilmember Lyles' amendment you are not voting in support of the entire ordinance you're voting in support of the substituted bathroom language and that's going to make sure we're all on the same page.

Mayor Clodfelter said she has proposed that you amend the main motion and that the main motion include an additional Subsection C to the proposed ordinance.

Mr. Driggs said may I ask that the amendment be read again please.

Ms. Lyles said addition of a new Subsection C to City Code Section 12-58 to read as follows: C: Notwithstanding the foregoing this section shall not with regard to sex, sexual orientation, gender identity and gender expression apply to restrooms, locker rooms, showers and changing facilities.

Mayor Clodfelter said we have a proposed amendment to the main motion dually seconded and it's before you now for debate. There is no debate?

Mr. Smith said I'll lead off. I don't think tonight's vote is about solving a problem. I think it's about promoting a political agenda and I think if it's passed it will be a clear message to the City that the City Council has voted to impose the progressive left view of morality on the majority of our citizens. If passed there will be real world consequences for private business who hold an opposing view of the government. In 2014 owner of Hands On Original Christian Outfitters, a private Christian oriented t-shirt business in Lexington, Kentucky was ordered to attend diversity training for refusing to take an order for shirts promoting the Lexington Pride Festival. Never mind another vendor was willing to take the order for free the business owner had violated the Fairness Ordinance passed in 1999 and the suit was filed by a local political action group. This ordinance will allow activists to target local businesses if failure to comply can result in fine.

We are constantly being told by the progressive left that the government should stay out of the bedroom now they want to drag government into the bathroom and your place of business. The Human Rights Campaign is an activist lobbying group headquartered in Washington D.C. MeckPAC is a local political action committee and both led the efforts to write the ordinance. There was no counter balance of opinion. Most of the people in our city want to go to work, spend time with their family and friends with minimal intrusion from the government. Typically they don't speak out but they have spoken out by the thousands in a unified voice that this ordinance if passed will clearly be imposing the political whims of the minority onto the majority.

Councilmember Howard said the first thing I want to do is start off saying that we have one of the most respected attorneys in the state and as well as I'd say the country and just to be clear he took direction from Council to draft an ordinance that we asked for and Bob I want to thank you for that. I know you got beat up a lot tonight but I wanted to make clear he did what this Council instructed him to do. That's what attorneys for cities do so thank you. I also want to say this has been a really hard issue for us all. I don't know if you know that but I'm sitting here now and just in the last three minutes while we were sitting here we've gotten another 20 e-mails. Altogether we've gotten over the last week and half 8,000 individually. Not collectively; individually. We have had a hard time even seeing the rest of our e-mails because of these so trust me we've heard you loud and clear.

I've been clear from the very first time I sat down with the representatives from the LGBT community where I was on this issue and that was with some concerns about the restrooms. I told my friends from the beginning that to filter that I see this through is my own personal experience as a father and a person and I wanted to be respected for that but I promise to do a couple things. I promise to listen, to talk, to learn and then to listen some more. As an elected official I do believe that it is my responsibility to hear all sides so for me this has been about a balance. It's been a balance of remembering what it was like when my daughter was younger and she had to go to the restroom and we would be at a mall and I had to take her into the men's restroom with me. I remember how frightening that was for me. I'll be honest with you it was. Trying to make sure I could just take her in and change her and later on sending her into a restroom by herself.

I want to be clear tonight that I think the rhetoric on both sides has been kind of harsh and for me as it was said earlier by someone I don't think that a true transgender person is who I fear in that situation and I hear all sides are saying that it could not happen, it doesn't happen in other cities but that doesn't change my personal filter and that's what I have to vote on tonight. I also have a new found compassion for what I've heard from parents of transgender men or female and I've tried to balance it. As a matter of fact Council knows that I've shared what I've thought was kind of a proposal to deal with both. I'm not sure that's going to get support tonight but I do think we've all sat around trying to figure out exactly what the best course of action would be to deal with both realities.

As we move forward I do think that safety is important. I will support the amended proposal because I think it moves something forward tonight which is the majority of the proposal which deals with access in public venues such as restaurants and hotels, cabs and other things so I will support that part. I'm hoping we can move forward with at least that part. For some reason there was a desire to continue to the conversation about the restrooms I'd be open to that as well but tonight I'm hoping we can at least move the majority of this policy forward.

Councilmember Austin said with great trepidation I am supporting this ordinance with the modifications. I really had hoped that we had the political will and the political power to be more progressive; I did. We thought we had that earlier today and that changed quite a bit. Over the last couple of weeks I've been in prayer about our vote tonight and what that means to Charlotte. I said at our briefing several weeks ago that it's 2015 and people are still fighting for their civil rights to live out the American dream and that's sad. In the 1960's the Charlotte City Council adopted an ordinance prohibiting discrimination because there were still people in our community who wanted to discriminate because of someone's race and their color. I believe that those City Council members back then decided that Charlotte could not realize its full potential if it did not value all of its citizens regardless of their color or race.

Sadly discrimination still exists today, race still matters to people, gender still matters to people, natural origin and now sexual orientation seems to matter. There are many in this audience who will never know what it's like to feel denied your basic rights because of who you are. Those who say discrimination does not exist there are many here who can tell you stories of being denied service, being asked to leave and other reasons and carried away for no other reasons other than who they are. As I listen tonight and view the thousands of e-mails there's a lot of fear and a lot of fear mongering and that's sad as well.

There is similar fear about marriage equality in North Carolina, critics say that it would destroy the institution of marriage and destroy families. Not surprising in about four months into marriage equality in North Carolina and nothing happened; nothing has happened. Gay people got married, other folks went to work, they came home and they lived their lives so know Charlotte stands at a critical moment in its history will we be bold like 1960's? I don't know what the outcome of tonight will be but I do know that same gender loving people are not going anywhere. We are you're sons, your daughters, your teachers, your nurses; we're in the NFL and the NBA. This is the new civil rights revolution and is indeed a revolution and it begins now.

Mr. Driggs said this has been a tough one. We've had so many e-mails, so much passion on both sides a lot of allegations and fears it's been hard to kind of penetrate all that. A couple of things that I thought were interesting looking at the safety issue for example from a more quantitative standpoint we've been told several times tonight that there is no evidence of any increase in crime against individuals in restrooms in the cities that have adopted the ordinance. Nobody has made the case that there is any evidence of a decrease in crime against transgender people in those restrooms. It seems to me that that is a critical part of the argument if we're talking about safety you have to prove that there is a problem and that that problem was ameliorated by the passage of this ordinance.

I'm just saying this as objective a lot of fears and things that people talk about at the end of the day I would have been interested to know how many crimes have been committed against transgender people in Charlotte and how big has the reduction been in those crimes elsewhere. As far as discrimination is concerned I don't believe that the current status is discriminatory in the proper sense of the word. Discrimination is something like you tell a red haired person they can't sit by the window in an airplane and it's discriminatory because the color of their hair has nothing to do with the position of their seat on the plane. In this case restrooms have everything to do with gender. This is not an irrelevant criteria that's being applied here and the fact is that all over the world there are restrooms for men and restrooms for women because people all over the world recognize that there are material differences between men and women and this is an environment of privacy and it makes sense to separate it.

Now I do recognize that there are some places where there are unisex bathrooms for example and that was pointed out tonight and there are some places where the cubicles are completely private and the shared areas are structured accordingly; the room is designed for unisex use but most

restrooms we have in this country and in Charlotte are designed, if they're designed for use by more than one occupant, are less private than they would be if they had been designed for unisex use so we do have a privacy issue. The important thing on my mind on discrimination is requiring people to use the biologically relevant bathroom does not relegate them to second class status. It does not place an unreasonable burden on them and it does not stigmatize them. It's just as like everybody there is a restroom that they have to use so you can argue about whether or not we should take into consideration their feelings and needs but to characterize it as discrimination against them to say that they have to use the restroom that corresponds to their biological identity is not discriminatory. Otherwise I could argue that I'm discriminated against because I'm not allowed to use a ladies room and I just don't view it that way.

By asking the rules to be modified I believe the Trans genders are in effect requesting discrimination in their favor and not trying to remove discrimination against them. This is why I will support the removal or the amendment that's proposed. I would point out to the real concern of most opponents of the ordinance is that it will lower the barrier between restrooms making it easier for creeps to cross the line. I don't personally believe for example that transgender people are dangerous and I want to emphasize I do not bear them any malice at all. I wish them all the best but I think from the e-mails that I've received and in spite of the fact that the people who spoke up to speak tonight may represent extremes of point of view but most of the e-mails I saw were people just saying I'm afraid for my kids. I'm afraid of the situation where the clarity about which room is which is undermined because an ordinance has been passed that makes it uncertain who is who and that to me is not religious extremism, it's not discriminatory and it doesn't reflect in any way an attitude towards members of the LGBT community. It is just a fear that is created by the lowering of the barriers between the rooms and we are dealing tonight in fear; founded or ill-founded fear.

I think that if people say that those fears are over blown on the part of the opponents of the thing let's look at it this way how many crimes do you think are committed against women and children each year; rape, molestation, kidnap etcetera versus the number of crimes committed against trans genders. In fact in terms of the number and in terms of the size of the social issue there really isn't a contest if only because Trans genders make up about .3% or so of the population. What we're really talking about is fears and preferences of a tiny segment of the population versus the fears and preferences of the majority of the population. Staff analysis indicates of the 5,000 e-mails Council has received by a margin of 7:1 Charlotteans oppose the restroom provision of the ordinance. Council has a responsibility to take actions that are representative of the people we serve if we want to maintain credibility. I believe that the restroom issue is really a democracy question that has been dressed up as a civil rights question in an attempt to give it more moral weight. There may be circumstances where a governing body is compelled by an overarching principal to take action that it knows the majority of the people it represents oppose but to me this is not one of them.

Councilmember Mayfield said I would like to thank all of those that are in attendance tonight, those that were here earlier and those that are watching from home. At the end of the day as a community and a society we want the community to be engaged. This is part of that engagement process. As elected officials we have our responsibilities we need to look at as much information as possible, we individually have done our research, we've talked to each other. I support the original ordinance that was drawn by our City Attorney, Mr. Hagemann. I will not and I cannot support an amendment that does not protect all of our citizens. The counter proposal mentioned could allow a business owner to force one to use the men's room to make all gay people use a restroom labeled gay only. Neither can I give cover to a fellow Democrat who has spoken from this very dais on the no brainer of equality for all regardless of race, ethnicity, sexual orientation or gender identity. Unfortunately some comments tonight were rooted in fear and not facts. I have been asked, really we've been demanded to vote our consciences, to do the right thing, to do the morally right thing and to protect the people. That is exactly what I am doing. I have listened to some individuals take the word of God and use it as a weapon. My God is bigger than some of the hateful things that I have heard this evening. Dr. King's speech was mentioned on more than one occasion tonight and I do find it interesting that they are Bayard Rustin who was an openly gay man who actually organized a lot of the community meetings for Dr. King was not also mentioned when Dr. King's words were spoken.

I honestly in my heart do not believe that those that are against this ordinance are bigots but I do believe that it is my responsibility to support protections for all people. I believe artists and songwriter, Susan Warner, said it best, "excuse me sir what did you say? When you shout so loud it's hard to tell. You say that I must change my ways for I am surely bound to hell. Well I know you'll damn me if you could but my friend that's simply not your call. If God is great and God is good why is your heaven so small? You say you know, you say you've read that Holy Bible upon your shelf. Do you recall when Jesus said judge not lest ye be judged yourself for I know you will damn me if you could but my friend that's simply not your call. If God is great and God is good why is your heaven so small fore with your fists that shake and your eyes that burn what makes you do these things you do? I would not be surprised to learn someone somewhere excluded you but my friend imagine if you would a love must mightier than us all. Oh, if God is great and God is good why is your heaven so small?"

Ms. Lyles said I have to take a really deep breath on this because I want to offer some of the reasons that I'm supporting this Non-Discrimination Ordinance with the amendment. It is a very difficult place to be. I ran on the issue of collaboration. I ran on the idea of moving some things forward in the community. This is a community that I believe in, trust in to know that we may not always make the right decision at the right time but we can make a decision that will move us forward. This may be a very tough way to define forward but I really want us to be seen as a community where we can have the kind of dialog and discussion tonight that we can actually take an action and we can argue it but at some point come to a place where we have a consensus among the Council on something that we can go forward with today. One of the toughest things about this has been the discussion about children and we did get over 8,000 e-mails but I received an e-mail from parents of a 22 year old transgender woman here in Charlotte and her parent's said that we unequivocally and unconditionally love and support her. They said that they prayed for her safety because they know that transgender youth are especially vulnerable to bigotry and violence and there is evidence that there is violence against LGBT youth and especially transgender youth of color so it's very hard to ignore that but at the same time I have to really think about the adults in this community.

If you look at the top ten employers in this community they guarantee those rights including the people in this building; the employees of this government but what happens when they walk outside of that business environment on to the streets what are we doing for them as our citizens. All of you know that while we have these really hard issues. The most important thing is to move us forward in my opinion. We're not going to be able to do that without six or more votes of this Council so as tough as it is and it is a very tough decision I really have heard more than anything that the restroom issue is something that people don't understand and I think Councilmember Driggs said fear. I don't have that sense of fear but I understand others that do and so I think the amended ordinance protecting the three sections; housing, protection and housing for everyone, taxi cabs may be a small thing to a lot of us but it is a way of showing what kind of community we are and actually having as much a protection around the public accommodations with the exception of the bathroom I think moves us forward in a collaborative way as we can. I ask for your understanding that this is a vote that I give because we need to do and do something tonight.

Councilmember Fallon said can I ask Mr. Hagemann a very practical question?

Mayor Clodfelter said of course you can.

Ms. Fallon said understanding we have no home rule. Whatever we pass cannot be upset by Raleigh?

Mr. Hagemann said yes.

Councilmember Phipps said I thank the citizens that sent me all of those e-mails and phone calls and letters some of which, a lot of which I responded to. I support the amended change that affects the bathrooms because I honestly do believe that the widely accepted practice of using sex appropriate facilities, restrooms, I just can't not understand how that is discriminatory and based on the thousands of messages that I've received from my constituents they support that view so I'm going to be supporting the bathroom portion of the amended ordinance. Several speakers tonight talked about how they felt that the decision we're going to be making tonight

given its importance, it's far reaching effects, it needed to be something that needed to have more community input, something that was not rushed or pushed through. One speaker said we need to give the time and wisdom this topic deserves and I'm wondering if that was in fact the case because sitting around this dais not on a Councilmember but as a Planning Commissioner I know on several other high profile issues we've given more attention and detail and ask for more community input then in my opinion we've had here the course of tonight and through a couple of work sessions, dinner sessions that we've had on this issue. I know that there's not an appetite among my Council colleagues to prolong any type of decision in this area by trying to initiate such a community input, taskforce or just to get more views presented. That's one of the things that has consistently concerned me with the decision of this great magnitude and it's still concerns me even now that I don't know that I'm comfortable with the amount of time and discussion, proper notification to people, people are upset that they weren't even aware that this was going on until recently over the last week or so ago and that sort of concerns me with this process.

Councilmember Barnes said I do want to thank everybody who came out tonight to speak on this topic. It has obviously consumed a great deal of energy for you all and for us. I want to preface my comments by saying that I don't have a heaven or a hell to send anybody too and I don't pass judgment on people's lives. For me this issue has come down to a basic matter of public safety and a number of e-mails have come from parents who have talked about their concerns about their small kids being in bathrooms with adults of the opposite sex and people being concerned about their wives being in bathrooms with men and I've had people stop me and ask me questions or share their opinions with me over the last several days and whether you call it fear or not it's the way people are perceiving their environment and I think I take those concerns as valid. I have those same concerns for my kids and it's difficult for me to separate myself from my duties as their father and Roberto was correct about the episode that my wife experienced at work, she was talking about me and that was something that unnerved her and it is not appropriate for anyone to say that her feelings about that experience were not true.

It is also not fair to suggest that I should replace my values with other people's values. You have values, I have values, we all have values and just because I'm sitting here doesn't mean I should replace my values with the values of the people who are e-mailing or calling or speaking tonight. Because I view the fundamental parts of this issue as having to do with public safety I think that by carving out the public accommodations piece we're able to move forward to some extent. The other two pieces as you know concern vendors and private businesses and the taxi services, the PVH Ordinance in Charlotte and so I think we are trying to find a way to reach a compromise and hopefully it will be one that will work.

Councilmember Autry said thank you citizens for coming out this evening and sharing your thoughts with us. You've been sharing them with us for the last month it seems like but it's important information and information that we have to use to make judgments on. I've also heard a lot of talk about sin and choices and eternal judgment and I'm reminded of something that Mario Cuomo once said, "To assure our freedom we must allow others the same freedom even if it occasionally produced conduct by them which we would find sinful." I've also heard a lot of talk about protecting children and like a lot of my colleagues here around the dais I am a parent. I'm also a grandparent and I love my children. All of my children and I don't think anybody who's known me can deny that I also love my grandchildren but my daughter Sarah when I felt held her in the nursery I had no idea how she was going to grow up. She just happened to grow up as a roller derby loving lesbian and I love her and I cannot tell her that she's not worthy of the same protection and consideration and love that her sisters and her brother are because with children you never know what you're going to get and I have small grandchildren and they could grow up to be LGBT, how do I walk back a position of not supporting this ordinance with them when they grow up and enter their own and have their own identity issues. What do I say to them?

I support the original ordinance as recommended by the City Attorney. I do not support the amendment but let's get to it.

Mayor Clodfelter said John, I know you unintentionally misquoted but as Councilmember Howard said this is not an ordinance recommended by the City Attorney it was drafted by the

City Attorney. I know that was unintentional. He's taken some shots tonight but let me say this he works for the majority around this table. He's not off on his venture here.

Mr. Autry said I absolutely support the ordinance as it was drafted and put in the original Agenda. I do not support the amendment because it denies equal protection to all of our citizens.

Councilmember Kinsey said first of all I want to let people know we have been dealing with this since last June or July and I realize that probably you all don't tune into any of our meetings or come sit in our committee meetings but we have been...this is not a last minute decision. We've been working on it for a while and of course I guess it was what? About a month ago or five weeks ago when we decided to put it on the Agenda so it's not a last minute thing and I want to make sure you understand that we're not going to push anything through like that. We're just simply not going to do that. I too prefer the original amendment to the ordinance. I think that does provide protection that I want us to provide but I also want to get something moving and I've sat around this dais before and said well I can hold my nose and vote for something and that's probably what I'll have to do tonight just because I think we need to move ahead and get something on the books. Frankly, we don't have the votes to past the original amendment to the ordinance. We just don't have the votes. Sometimes you have to count votes and I think it's worth, I know it's not what everybody wants. It's not all of what I want either but I think we need to move ahead and if this is a way that we can do that then I will hold my nose and vote for the amendment.

Mr. Smith said I want the record to reflect not everybody at the dais had been involved since last July. My first introduction was at the November 24th Dinner Meeting. I think some Councilmembers have had longer involvement than others but the first introduction I had to it was the Dinner Briefing put on by the Human Rights Campaign and MeckPac at the November 24th meeting and that's when it was asked to put on the Agenda that night but I at least wanted to hear a presentation from staff at a subsequent meeting.

Mr. Phipps said I have a general question as to it was some statements made tonight by some speakers that they were concerned that other views were not considered in the crafting of this ordinance and I just wanted to give the staff a chance to update us on what views were actually solicited in the crafting of the ordinance. Was it just from the Human Rights Commission or MeckPac or did we have other voices of opinion that weighed into the drafting of the ordinance?

Mayor Clodfelter said Mr. Hagemann do you want to field that?

Mr. Hagemann said I would. From my perspective I was asked by a couple of Councilmembers to take a look the proposal that came from MeckPac and HRC. When Council was given the presentation on November 24th I was asked to prepare a briefing memo and to do the technical work of drafting how we would amend our existing ordinances to implement the requests that came from that group. I did not see the need to discuss the language because the language is actually pretty simple in terms of the amendments. It simply inserts the five proposed additional characteristics. We are not cutting from whole cloth. We had existing ordinances on the books and I drafted as directed by Council the amendments.

Mr. Phipps said so does that mean then that the predominant input that we had was just from one side?

Mr. Hagemann said I think it would be unfair to characterize that as some kind of policy debate or discussion. It clearly, the ordinance as presented reflects the requests that came from those who approached the Council; clearly.

Mr. Howard said just out of fairness again to Bob because we're putting him on the spot. If we had instructed Bob, staff, Manager or otherwise to get a second opinion on that they would have gotten that. That's our responsibility so the folks that are not happy that that didn't happen look at us. Don't look at him. That was our responsibility. That was not the City Attorneys. Let's just be clear about that.

Ms. Lyles said I would just like to add that we have looked at a number of different ordinances. When we looked at Houston, we've looked at Columbia, I always tell people I grew up in

Columbia. I moved to Charlotte and there was a reason for that and Columbia did this several years ago and their ordinance was approved, Myrtle Beach, Charleston. We've looked at a number of these and as well the Council actually worked with the City Attorney to ask the question to say can we do this, how do we do that and it was the how do we, meaning the Council so again I reiterate as Councilmember Howard said that this discussion has been around the dais. It may have different levels of participation but that participation could be as deep as you choose to make it.

Mayor Clodfelter said I have no one else asking to be recognized. Is there further debate on the amendment? The matter before you is whether the main motion should be amended with the proposed amendment offered by Councilmember Lyles. Is there any further debate on the amendment? Seeing no further debate I'll call for the vote and I think since we have some expression of division we'll take a show of hands rather than a voice vote.

The vote was taken on the amendment and recorded as follows:

YEAS: Councilmembers Austin, Driggs, Kinsey, Fallon, Barnes, Lyles, Howard, Phipps and Smith

NAYS: Councilmembers Autry and Mayfield

Mayor Clodfelter said the matter is now back before you on the main motion as amended. The motion now before you is the main motion as amended so we'll take debate on that.

Mr. Driggs said I would like to point out further to some comments that have been made tonight. In my experience we were not briefed the same way about the reasons for not doing this that we were about the reasons for doing it. I'm still concerned that we haven't had the opportunity to research this thing the way we might have. My experience with it was it came into Council and the Attorney was instructed to draft the changes before there was any conversation and it took a pretty big push back from a couple of people to say hold on there may be people in this town that don't actually like this and I still haven't had the opportunity to hear from an expert of the caliber of the person that was brought in by the HRC from out of town who was a lawyer and an expert I these matters about what some of the issues might be for example that arise for businesses. The wedding cake example is sighted frequently. I think that's a rather minor side show frankly but you know what about a restaurant that observes the policy and serves transgender individuals and finds their normal clientele stops coming and so their business is impacted by it. There are actually court cases that say that employers may choose who they put in front of the house based upon the impact it has. I'm not convinced that enough thought has been given to this specific ramifications of the public accommodation portion of this.

I don't have a problem with the idea that passenger vehicles for hire should not be allowed to recuse passengers. I think they're on the order of kind of public utility almost and the City can choose what policies it wants to pursue in contracting and I'd like to mention to the point that's been made several times about how employers have all these accommodations for their employees. They are at liberty to do that. What we're talking about here is not adopting a policy that pertains to the employees of the City of Charlotte but we're talking about passing an ordinance that is imposed upon others and so once again I'm not really there yet on this thing. I think we should take a more differentiated look at it and make sure that there is nobody that suffers consequences from it that constitute a violation of their rights. I must point out to the uncomfortable feeling that anybody who opposes any of this is being described as somebody who is hateful or ignorant and I don't think it's helpful to the conversation and that was done by Mr. Bishop again tonight and I've seen it several times; ignorant, ignorant, ignorant. I don't have any animus towards the LGBT people. I'm trying to look at this and just resolve an honest difference of opinion fairly and I don't like being put in a position of being told that I'm ignorant or hateful as a result of my position. As far as the public accommodation ordinance is considered even without the bathrooms I think there are still questions to be answered.

Ms. Fallon said I will vote for the amendment. I can't vote for the third part of it for two reasons. Number one we've had eight months of discussing Uber and Lyft and we still haven't come to a conclusion in public safety. We've also had eight months and nine months discussing mobile food vendors and haven't come to a conclusion. This needs more time for education, for people

to understand, for some of the fear and the name calling to dissipate because this is not the atmosphere you decide anything on. No one wants to take away anybody else's rights but nobody else wants to impose their rights on someone else and that's why I cannot vote for the third part of it. I will vote for the amendment.

Mayor Clodfelter said Councilmember Fallon the amendment has already been adopted so the matter before you now is the three parts with the restroom amendment.

Ms. Fallon said yes, that's what I meant.

Mayor Clodfelter said I just wanted to make sure I understood where you were. I wasn't sure I was following.

Ms. Lyles said I just want to say explicitly that I supported the ordinance as drafted and sent to the Council. I think it is the right thing to do. I do not know or do not believe that we have the votes to pass it and I want to us to move this as far as we can. I don't want to be that person that leaves something behind that we could have accomplished so I'm going to support the ordinance as amended because I believed that we would have those votes to support it. I would have supported the ordinance that was proposed if there were the votes on this Council to do it. Without that we do what we can do at the time that we have.

Ms. Mayfield said it's concerning that when it's all said and done at the end of the day we all know it takes six votes. It's either going to move forward or it's not. If you really paid attention the original ordinance did not receive total support for six or more votes. I do respect the fact that some of my colleagues want to continue the conversation and move it forward but looking at incremental steps I personally cannot support incremental steps. This for me at the end of the day is a conversation about moving forward protections for all of our citizens. A number of people have mentioned the fear they have regarding their children but where is that real conversation for that transgendered child and the protections of that child. I'm not talking about the adult. The majority of the conversation I heard from the podium tonight was about this man going into a women's restroom. We're not talking about the reality of this transgendered woman whether she has gone through complete physical medical surgery or if she is transitioning because the surgery is extremely expensive and if you do not have a company or you are independently wealthy or your family has money you cannot afford the full complete surgery at one time so that person that's looking to use the bathroom whether they are a teenager of which teenagers are coming out we have a seven year old that is transitioning. We have to look at how we protect everyone. All of our children and whether you are three, five, 10 or 102 you are still a child of God and you are still a child of someone and that is not the conversation that I am hearing.

I respect the idea of incremental change. I do not respect the idea of me as an elected official being told that I should tell you what you want to hear in order to get your support but then when the times comes to make a hard decision because it is not easy decisions that we make around this dais. Our role is not to be friends with everyone. This is a city of more than 800,000. A good number of the people that spoke this evening do not live within the City limits of Charlotte. They visit Charlotte, they shop in Charlotte but when I'm looking at the citizens there are going to be times that we are going to vote that we are going to disagree. There are going to be times that we do agree. Mr. Smith and I sit on opposite sides of the aisle but as an individual and as a man I respect him and we're going to be able to have conversation and agree to disagree. There are two of us that cannot support the amendment; that is fine but what the community needs to know is that at the end of the day it is your responsibility to the best of your ability to hold your elected officials accountable but recognize we are not going to always agree and I will suggest and encourage threats do not work as far saying what is going to happen if we don't vote a certain way because we really try to take in as much information as we possibly can and whether I'm re-elected or not hopefully it's based on the work that has been done but this is what I know. When I look back 10 years from now, 15 years from now, two years from now I need to know that I made the decision that protected all of the homeowners, all of the taxpayers, all of the citizens, all of the visitors in the City of Charlotte to the best of my ability. We don't have to agree all the time there will be another motion that will come up that we're going to have support on; this dais, this Council we make hard decisions, that's what we ran for. As a matter of fact we jumped up and down and said pick me, pick me. We're not asking for everyone to agree with it but I will

ask for you to respect the fact that no we did not just make this decision as it was mentioned some of my colleagues go the information in November.

I still say just as those of us and I would gladly admit I was one of the few that went and ask the City Attorney hey someone's bringing a proposal to us what does this look like if we were to move forward. My colleagues that did not support this had the exact same option to say you know what we heard about this in November what is the opposite side of that for us to have a full detailed briefing and discussion. If you chose not to do that it is not my responsibility do it for you. My responsibility is to ask based on the information that was brought to us, I didn't go searching for it, I didn't go digging for it the information was brought to us as your elected body we said what would it look like if we were to do it. We charged the City Attorney to do a job that is the job that he has been hired to do but it is all our responsibility as a body that if you have questions ask. It is not to be a mind reader. It is not to assume and it is not to wait until after the fact and say I didn't know. If we don't know it is our responsibility to do the research and come prepared so I think it's interesting and again I'm going to support the fact that our City Manager listened, our City Attorney listened. We asked questions, they gave us the answer to the questions. If there was question left out on the table I'm going to need us to take some responsibility for not asking.

Mr. Autry said I believe that Mecklenburg County has already passed similar language some time back and I don't think the County has fallen off the face of the earth. I believe that Columbia, South Carolina passed even stronger language and as far as I know it's still down the road on I-77. Charlotte will continue. The struggle unfortunately will have to continue also and about taking more time or what have you I'm just reminded of justice delayed is justice denied.

Mr. Smith said I think a point of clarification the County's language is regarding non-discrimination in hiring practices not a county wide ordinance. We received 5, 6, 7, 8,000 e-mails. Every single one of your e-mails came to my inbox. I scanned all whatever the number was. I responded to absolutely as many of you as I could. An agreement was not required. I think there's some of you in audience who you expressed your opinion of where my position was and you expressed it eloquently and you disagreed. I tried to take the time to respond to as many folks as I could. We got a lot of form letters; it got hard to respond to form letters. If you took the time to pen an original thought I tried to take the time regardless of how short the response was to at least acknowledge that you did send it to me. I appreciate everybody in the community reaching out. You could not whether you are at church; whether you're at Harris Teeter whether you're at Publix you could not walk out in public without somebody rendering an opinion on this matter. Some of it was on display tonight; some of it was more moderated in private discussion when people expressed their opinions on it. I do not support the ordinance. I supported the first amendment. I do not support the ordinance as a whole and I do thank everybody for reaching out and if there are e-mails still coming in and they're non form letters I will still try to reply to those as well.

Mr. Barnes said I have a question for the City Attorney but I want to say something. It is offensive for people to question the values and interests of a parent. There are three of us who have children who are about the same age. It is not right for anybody to question the protection that parents want to provide their children and you're not going to convince me that it's okay for me to forget about my concerns for my kids because of what you think. I respect what you think if you disagree with me but I'm not going to replace my own instincts with yours. I heard what you said Ms. Mayfield but you lost me. Mr. Hagemann, would you please read for us the original ordinance as amended.

Mr. Hagemann said the entire ordinance?

Mr. Barnes said well no, no; the substantive changes so that I'm clear.

Mr. Hagemann said what is before you are amendments to the Commercial Non-Discrimination, Public Accommodation and Passenger Vehicle for Hire Ordinances. To add to the existing list of protected characteristics marital status, familial status, sexual orientation, gender identity and gender expression as protected characteristics. What that means is it would be unlawful if this motion carries for a business that does business or seeks to do business with the City of Charlotte to discriminate against its suppliers, vendors and commercial customers based on one of those

characteristics. It would be illegal for a business that provides goods and services to the general public, that is open to the public, a public accommodation to discriminate against customers based on one of those characteristics and it would be unlawful for a company or driver regulated by the Passenger Vehicle For Hire Ordinance to discriminate against a potential rider based on one of those characteristics. The amendment that was offered would add a provision to the public accommodation provision that essentially states that the non-discrimination language shall not apply with regard to sex, sexual orientation, gender identity and gender expression in the context of restrooms, locker rooms, showers and changing facilities.

Mr. Phipps said I had a question. Some speakers that talked about threats to their right to religious liberty and they cited in my view to be contrasting interpretations of the Constitution as it relates to North Carolina. Can you help explain the discrepancy there?

Mr. Hagemann said as I said earlier tonight courts across the country have been very, very consistent that one cannot excuse oneself from complying with a law of general applicability based on one's religious beliefs and I'll mention two cases that illustrate the point. There was a famous case I believe out of Oregon that went to the US Supreme Court and the this particular religious sect believed in smoking Peyote, a form of marijuana and they claim it was a sacrament within their religious beliefs and therefore they should be free to smoke Peyote despite drug laws and the court said no this is a law of general applicability, this drug statute and you cannot assert a religious based exemption to be free from compliance with the law. Another case and I know it's the case that my little quote that I put up on the slide presentation I believe it was Amish who in the 1980's, forgive me if I'm wrong on the Amish but it was an assertion that their religious beliefs would be violated if they were to pay in social security contributions as an employer and the court says no you cannot claim an exception based on your religious beliefs to a law of general applicability and you can just imagine if the courts were to allow that anybody could claim an exemption to any law whether it's payment of income tax, compliance with the non-discrimination law or virtually anything else that you can think of based on their closely held legitimately held religious beliefs and courts have not opened that door.

Mr. Phipps said I was just still confused as to how North Carolina's statute's read. I thought it seems like it read that there was an out there for religious considerations.

Mr. Hagemann said the North Carolina Constitution protects religious freedoms virtually identically to how the United States Constitution protects religious freedoms and I do not believe a North Carolina court would if testing this ordinance or a similar ordinance would take an approach that differs from how the federal courts have looked at the First Amendment.

Mr. Howard said I don't know if I need to repeat a lot of what's been said but I wanted to reiterate some of what Mr. Barnes said. I tried to say it, the same thing he said. He said it a lot stronger than I did but I don't think you can tell me how to be a parent; you just can't. That is kind of where I'm starting with this one and I've tried really hard to understand what it's like to be a parent of a Transgender person too. I have. As a matter of fact the proposal that I put forth tonight to my colleagues earlier would have probably gone further than any city that's dealt with it by trying to provide a third option, a restroom much like Target and some of the other places have done, a family option that could be a single stall but I don't think the extremes are good either way. Sitting here tonight I see frowns kind of on both sides which means that we're not giving in to either side. We trying to find the best policy for the city which I think is my job. It's not to agree one way or another. It's to do what I feel is best. One of the things that's been said is that man it will be really bad to go out tonight and then say that the right won or the left won. I would hope that we try to figure out a way to make sure that Charlotte wins because that's the goal. I would hope that everybody feels good because what we're trying to do is strike a balance that would move the City forward in some fashion. I'm actually hoping that my colleagues will support this amended action for that reason. I don't know. I could go on; I could tell you that even while we were sitting here tonight Mr. Smith talked about all the e-mails we got. Heck we got e-mails and text messages and e-mails and Facebook, Tweets and all kinds of stuff while we were sitting here let alone while we were before we got here tonight. I would just hope that both sides know how much time we put into this issue. This is not something that we've taken lightly. It's not something we've taken lightly at all and we're trying to do the right thing.

Mayor Clodfelter said I don't have a vote but I've been here before guys. Councilmember Mayfield you talked about what it will be like when you look back and sitting here tonight is sort of like looking back 23 years ago when I sat here and we had this precise issue before us as a Council then. I'm not going to repeat what I said then earlier today. I read again what I said 23 years ago and I still stand by it so I don't need to belabor that further this evening. I'm on record and I stand on it. With that we'll take the vote and we're going to go with a show of hands. Those in favor of the main motion as amended, that's with the amendment on it, please raise your hands.

The vote was taken on the motion and recorded as follows:

YEAS: Councilmembers Austin, Fallon, Howard, Lyles and Kinsey

NAYS: Councilmembers Autry, Barnes, Driggs, Mayfield, Phipps and Smith

Mayor Clodfelter said the motion as amended is defeated. Are there any motions on the agenda item? If not that concludes the agenda item. Is there anything else to come before the Council this evening?

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ADJOURNMENT

The meeting was adjourned at 11:39 p.m.



Stephanie C. Kelly, City Clerk, MMC, NCCMC

Length of Meeting: 7 Hours, 26 Minutes

Minutes Completed: May 7, 2015