



May 16, 2022

Dear Supervisor of Elections,

Following a legislative session that intensified anti-LGBTQ sentiments in Florida, voting rights and LGBTQ advocacy organizations hosted a listening session with members of the transgender community to learn about their concerns regarding in-person voting in the state, which is home to [over 100,000 transgender adults](#)¹. Attendees expressed fears of being misgendered and discriminated against by poll workers, of being denied access to the ballots because their gender expression does not match their ID, and fears of harassment and voter intimidation at the polls.

These issues *may continue to negatively affect voter turnout* and present barriers to the polls for transgender voters.

To ensure that all voters can safely participate in elections using their preferred method of voting, we urge the Supervisor of Elections Office to adopt this list of best practices and recommendations:

- Institute a non-discrimination policy for poll workers that includes no tolerance for discrimination on the basis of sexual orientation and gender expression.
- Include specific education and training on how to ensure voters whose gender expression does not match their picture ID are able to cast their vote when voting in person.
- Encourage poll workers to display LGBTQ friendly symbols such as pins and/or name tags with the name and pronouns of the individual.
- Display LGBTQ Safe Zone decals on polling locations. These can be obtained through partnerships with local LGBTQ organizations, agencies with LGBTQ inclusivity programs or we can send you the materials.

¹ <https://williamsinstitute.law.ucla.edu/wp-content/uploads/Trans-Adults-US-Aug-2016.pdf>

- Partner with local LGBTQ organizations to promote voter registration and updates to registrations, promote poll worker recruitment, and to educate voters about their voting options and rights. These could include:
 - Poll worker recruitment info sessions.
 - Education about requesting and returning vote-by-mail ballots under new Florida voting law, including assistance with the return of vote-by-mail ballots.
 - Education about voting during the early voting period and initiatives to coordinate voting amongst friends at their preferred early voting site.

Our organizations are happy to provide you with the necessary training and educational resources to incorporate these recommendations into your operations. Please let us know any questions you may have or if you're interested in receiving training on LGBTQ inclusivity, *at no cost*, for you and your staff.

Cordially,

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