



POST-ELECTION COMMUNITY GUIDE

Who we are:

OutFront Minnesota is our state's largest LGBTQ+ advocacy organization.

Grounding:

As our communities navigate the landscape following the 2024 election, we know that many are seeking guidance in an uncertain landscape and ways to engage in the work that is ahead.

We don't have all the answers, but we have some, and we have each other.

It is essential that LGBTQ+ Minnesotans and our allies know:

- We expect significant and sweeping actions that are harmful to LGBTQ+ communities over the next two years; particularly during the first 100 days of this presidency.
- We anticipate that harmful policies and rhetoric will also lead to an uptick in individual acts of bullying, harassment, and violence.
- We know that many of these changes are likely to most acutely impact trans and gender expansive individuals, BIPOC members of our community, immigrants, asylum seekers, and those receiving government services.
- Many of the proposed federal actions will be litigated, delayed, or stopped. Many of them will cause harm just by being proposed.
- We have robust protections in Minnesota and leaders who are committed to protecting our communities; this will insulate us against many of these changes.
- Our communities are strong and resilient. We are going to need support, steadfast allies, and all the tools available to us, but we've got this.

The Political Landscape:

Following the 2024 election, Republicans control the White House and hold narrow majorities in both chambers of the United States Congress. Here in Minnesota, Democrats hold the Governorship, the Minnesota Senate, and the Minnesota House is tied - requiring a power sharing agreement between party leadership.

As we head into 2025 we are expecting that there will be rollbacks to supportive LGBTQ+ policies and attempts to pursue harmful policies at a federal level.

However, at a state level, Minnesota has established strong state protections that have served LGBTQ+ individuals throughout changing federal administrations; those remain in place. Our state is better insulated than many to support and protect our LGBTQ+ communities and we have a long history of resilience in the face of challenges.

We will work to uphold hard-fought protections here in Minnesota.



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How We Can Prepare:

For individuals within Minnesota's LGBTQ+ communities we encourage people to consider some steps that may help prepare for a shifting landscape in 2025. Every individual's situation is going to be different, so these are general pieces of advice, not universal guidance.

- For individuals who are pursuing name/gender marker changes:
 - Complete a legal name change in Minnesota as soon as you are able. Note that for those with a Minnesota birth certificate, you can request a gender marker change at the same hearing.
 - Complete passport and social security changes before January 20, 2025. The federal government does not currently require a doctor's letter to make these changes.
 - We expect that state-level document processes (ie. driver's license) will not change, but we encourage individuals to change these in alignment with federal documents.
 - Please note: We are currently advising that individuals not pursue "X" gender markers on federal or state level documents given the uncertainties around how they may be handled.
- For all members of our community:
 - Consider getting or renewing a passport.
- For all members of our community:
 - Ensure that you have care established with a primary care provider and with any necessary specialists who regularly support your health needs.
- For those individuals taking or considering medication that might face restrictions or supply challenges under the next administration (ie. gender affirming care, reproductive and sexual health care, HIV/AIDS prevention and care)
 - Ensure that you have an established prescription.
 - Where feasible, consult with your health care provider about options for having a reserve supply of medication and supplies that you may need in case of disruption.
- For those considering surgical procedures or care around reproductive or gender health:
 - Review your plans, locations of potential providers, and - where appropriate - consider accelerating timelines.



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- For all those in community:
 - Ensure that you have legal protections in place that may be important to you, including legal documents like power of attorney, power of medical attorney, wills, and other directives that are relevant to your situation.
 - Ensure that financial and other relevant documents are in order, have named beneficiaries, and reflect your legal name and gender.
 - Create a folder that includes copies of basic legal and medical documents for you that can be easily accessed, especially if traveling out of state.
- For those in committed relationships:
 - Ensure that you have the legal recognition and protections for your relationship that make sense for you - including legal marriage or other legal documentation (including the options above) to help ensure that your wishes are clearly established and upheld.
 - Create a folder that includes copies of basic legal and medical documents for you and any relevant partner(s), especially if traveling out of state.
- For those with kids:
 - If you have a child that is not biologically related to you, consider initiating a second parent adoption process to ensure that you have additional protections for your family and rights as a parent.
 - Create a folder that includes copies of basic legal and medical documents for your child that can be used, especially if traveling out of state.
- For individuals who are not currently American citizens:
 - Ensure that documentation you have is in order, up to date, and readily available for you. Consider securing a Minnesota drivers license if you do not currently have one.
 - Consult with an immigration rights attorney and/or legal services organizations serving immigrant, asylum seeker, and refugee communities.
 - For all members of our community, particularly those with public presence:
 - Take some basic steps to conduct a digital safety review and where appropriate take additional steps to protect your digital security and identifiable personal information you may wish to keep private.
- For individuals who may organize or take part in non-violent direct action and public demonstrations:
 - Be mindful of personal and community safety considerations and relevant state and federal laws.



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- For all members of our community:
 - Follow along with trusted organizations - like OutFront Minnesota and our many community partners - to get up to date information and alerts about action steps, community rallies, and other support spaces.
 - Find community and connection; whether through formal networks and organizations or through informal groups and spaces - we can support and sustain one another!

These steps are precautionary, and may not be necessary for everyone, but we believe it is important that our community has the best tools and resources available to feel prepared.

We recognize that all of these steps take time and resources. There will be some pro bono offerings for services that we will amplify to help ease that burden for those who might need it. We know that it may not be enough. We urge those in community who are able to step up and share resources and services with those who need additional support.

Some individuals in our communities have expressed concerns about how a future administration might utilize lists of name and gender marker changes, medical records, and other data collected by the government at a local, state, or federal level. We take these concerns seriously. We know that governments can use these tools for harm, but we also recognize that having consistent documents that reflect our lived realities can be beneficial to many and help to alleviate concerns about day-to-day discrimination including in the workplace, health care settings, and in interactions with law enforcement. We encourage everyone to assess these risks for themselves. Be assured that there will be strong legal and public pushback against any attempts to target or harm our community through the use of government data.

Some individuals in our communities have also asked about guidance around moving abroad. Everyone's situation is unique, but we believe that we have resources and tools to continue to support and advocate for our communities here. We also recognize that many of the same challenges we face in the United States are part of the global landscape. We must all continue to work in solidarity to support our communities here and throughout the world.



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Shared actions we can take:

Regardless of what actions you may want to take on your own, there are many ways we can step up and support one another as shared communities.

These are five actions that will help to support all of us:

- **Connect** - Take part in community events and gatherings as we process this moment and move forward into what is ahead.
- **Follow** - Connect OutFront Minnesota and other trusted resources to get up to date information about changes to policy, community resources, and to be alerted to action steps.
- **Give** - Support LGBTQ+ led and serving organizations. Our community organizations are more essential than ever.
- **Share** - Be sure to share guides and resources so that those in your networks have access to helpful information, community events, and up to date messaging.
- **Step Up** - We all have different skills, resources, or talents we can bring to this moment. Whether it's in formal ways or in your own networks - consider how your work can help to sustain and support those around you.

As we move through this moment - be sure to take time to process your feelings, to seek support where you need it, and to remember the power that we have as individuals and communities to make change.

We have always been here, we will always be here, and we will get through this. We've got us.

Forward, together.

Local Resource List:

- OutFront Minnesota | outfront.org
- Gender Justice | genderjustice.us
- Family Tree Clinic | familytreeclinic.org
- QUEERSPACE Collective | queerspacecollective.org
- Twin Cities Pride | tcpride.org
- PFund Foundation | pfundfoundation.org
- Quorum | twincitiesquorum.com
- RECLAIM! | reclaim.care
- Transforming Families | tffmn.org
- The Aliveness Project | aliveness.org
- Clare Housing | clarehousing.org
- Our Space | ourspacemn.com
- MN POC Pride | mnpocpride.org
- Queer Equity Institute | queerequityinstitute.org
- TIGERRS | tigerrrs.org