



POST-INAUGURATION COMMUNITY GUIDE

Who we are:

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

Grounding:

As anticipated, the incoming White House has issued a series of harmful and sweeping executive actions—including those targeting the LGBTQ+ community.

This is a rapidly moving landscape, the information and guidance in this document represent our best understanding as of January 23, 2025. Please follow our website and social media for the most up-to-date guidance documents.

We know that many in our community are scared and uncertain about what impacts these actions will have. We encourage folks to look to trusted resources to navigate this shifting landscape and seek community space and support as needed.

As a state-based advocacy organization, our most effective tools and organizing power are here in Minnesota—but we will work to coordinate with partners across our state and nation to share this work and support our communities.

We'll get through this together.

What has changed:

Early executive actions are already being implemented across the federal government. As of now, we are most concerned about direct impacts to five groups:

- Immigrant, Refugee, and Asylum Seekers. Numerous executive actions were issued in this space, along with active federal legislation. We urge those in these communities to seek legal resources and representation as you are able and to stay in connection with groups providing guidance specific to these areas of policy.
- Inmates in Federal Incarceration. Executive action has instructed agencies to deny gender-affirming care to those in federal incarceration and to house inmates based on sex assigned at birth. We expect legal challenges, but urge those who are impacted to be in contact with legal representation.
- Those Seeking Federal Document Changes (Passports, Social Security, etc.). For those who have gender marker changes currently being processed by the federal government, we urge you to follow up with federal offices and seek support from your Congressional offices and/or national legal groups as needed. For individuals who did not make these changes before the new administration—we are encouraging people to hold off on seeking any gender marker changes until there is clarity around the process and/or active litigation that puts this portion of the order on hold.



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- **Those With Active Civil Rights Cases.** It is our current understanding that all investigatory actions from the Department of Justice’s Civil Rights division are at least temporarily on pause. For individuals who have sought relief through a civil rights investigation or process, we encourage you to reach out to legal resources.
- **Federal Employees.** Multiple executive actions seek to curtail work around diversity, equity, and inclusion—including ending projects and firing employees. We encourage individuals to document actions taken around their employment, for those with collective bargaining agreements we urge individuals to review those terms and seek support from union representatives.

What may change soon:

- Executive orders have laid out significant and sweeping guidance to federal agencies to implement policies and guidance based on a narrow binary definition of sex assigned at birth. This will result in further impacts to government services, grants, and programs impacting our communities.
- We anticipate changes to policy for military service members who are part of our LGBTQ+ communities. We encourage those who may be impacted to stay updated as continuing changes to policies are moved into action.

What has not changed:

Executive orders are not law. They are instructions to federal agencies to take actions. While many things are evolving rapidly, we want to ground Minnesotans in some essentials:

- **LGBTQ+ People Have Always Been Here, We Will Always Be Here.** While policies can change, we are not going anywhere.
- **Minnesota Law Remains the Law.** Minnesota's robust and longstanding protections for LGBTQ+ communities remain fully in effect here in the state—including the Minnesota Human Rights Act and Safe and Supportive Schools Act. We expect them to be fully enforced in schools, health care settings, social services, workplaces, public accommodations, and more.
- **Gender-Affirming Care Remains Legal in Minnesota.** With the exception of federal inmates, none of the new executive actions place any restrictions on current legal care. Here, in the state of Minnesota, gender-affirming care remains legal and protected.
- **Existing Federal Documents and State Document Processes.** For individuals who hold current federal identification documents with changed gender markers, those documents are still valid. For those seeking changes to state-level documents, the process for changing gender markers and other information has not changed with this order.



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- **Rulings on Workplace Discrimination and Marriage Equality.** The Supreme Court decisions in *Bostock* (employment non-discrimination) and *Obergefell* (same-sex marriage equality) remain unchanged. For Minnesotans, our state-based protections in these areas of law give us additional layers of protection against future actions.

What we can do:

We know that legal challenges are already filed or in the works for many of the orders issued, and whether through litigation, public comment and advocacy, or calls to action—we will have tools to push back where harm is being done to our communities.

For both individuals and organizations, one of the most essential pieces of guidance we can offer is to continue to seek out and share updated, accurate information. It is important that we stay grounded in the facts and provide support and reassurance to our communities.

- **For Individuals:**
 - Follow along with OutFront Minnesota and other partners. There will be resources, community events, and opportunities to take action in the coming days and weeks ahead. Follow along with us and our partners in this space to be a part of that shared work.
 - Ensure that your legal documents and directives are in order. Regardless of your identity or status, we encourage individuals to take the time to review your documents and to have information prepared and readily available—especially if you are traveling.
 - Be an advocate in your circles. Stand up for values of welcome and inclusion and continue to be an advocate in your families, communities, workplaces, organizations, and other spaces.
 - Support the work. Donate, volunteer, and support calls to action from organizations like ours. All of us have a place in the work ahead.
- **For Organizations:**
 - **Support Impacted Communities.** We urge fellow organizational leaders to take time in the coming days to check in and support employees, clients, and partners who are part of affected communities. And, we encourage organizations to step up in whatever ways you can to support those most impacted in Minnesota and beyond.
 - **Stand Strong in Your Commitments.** We know that organizations and institutions will face increasing cultural and political pressure to back down from commitments to support diverse communities. Inclusion isn't just the right thing to do, it's good for businesses and organizations. Don't let a shifting environment deter you from good investments, partnerships, and promises.



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As we move through the coming weeks—be sure to take time to process your feelings, and to seek support, and to offer it to others when you are able.

OutFront Minnesota stands with all the communities impacted by these orders, and we stand ready for the work ahead.

We are not going anywhere.

We've got this.

We've got us.

Stay in touch:

- Follow OutFront Minnesota:
 - [@outfrontmn](#) on [Instagram](#) and [Threads](#)
 - [@outfrontmn.bsky.social](#) on [BlueSky](#)
 - OutFront Minnesota on [Facebook](#)
- Sign up for newsletters and updates:
 - outfront.org/news
- Reach out for help:
 - Anti-Violence Helpline: 800-800-0350
 - Anti-Violence email: avp@outfront.org
 - outfront.org/anti-violence-program