



AMPLIFYING LGBTQ+ VOICES SINCE 1978

Q VEGAS

FEBRUARY 26-MARCH 4, 2025

DEI AND THE ROAD AHEAD

AN EXCLUSIVE SERIES BY Q VEGAS

**THE LAS VEGAS
MUNICIPAL SCORECARD**



Whether you're a local or tourist, we always feature our favorite spots along with all the new and exciting things our city has to offer.

This week we kick off an exclusive series by QVegas entitled *DEI and the Road Ahead*. This editorial series will highlight Las Vegas leaders who champion Diversity, Equity, and Inclusion (DEI) in their industries. Through their stories, we'll explore the ongoing impact of DEI and why they remain committed to driving meaningful change in the community.

Our first story focuses on Southern Nevada's municipalities. HRC Municipal Equality Index (MEI) scores progress in LGBTQ+ inclusion. Las Vegas leads with a perfect score, while North Las Vegas, Henderson, and smaller towns have areas to improve.

Check out entertainment options with *What We're Watching* and what's happening in Las Vegas now and in the coming weeks!



Russ White & Garrett Pattiani
Publishers, QVegas & QLife Media



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View this week's horoscopes at qvegas.com/horoscopes-are-a-drag.

SCORPIO

FEBRUARY 2025



Oh honey, get ready to sashay through February 2025 with all the fierce Scorpio vibes! The cosmos is twirling the spotlight right onto you, darling. Embrace those emotions, let them glitter like rhinestones on a sequin gown. Expect drama, passion, and a touch of mystery in your love life. Work the runway of opportunity, and remember, confidence is your most fabulous accessory. Let your intuition guide you, and don't be afraid to sparkle, my lovely!



CAESARS
ENTERTAINMENT



LUXOR



MGM RESORTS
INTERNATIONAL



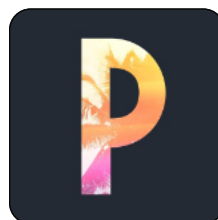
WYNN RESORTS



VIRGIN HOTELS
LAS VEGAS



THE VENETIAN RESORT
LAS VEGAS



PALMS
RESORT & CASINO

Hotels

These hotels have a current HRC Corporate Equality Index score of 100.

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caesars.com

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The Cromwell
Flamingo
Harrah's
Horseshoe (formerly Bally's)
The LINQ
Paris
Planet Hollywood

THE VENETIAN RESORT LAS VEGAS

venetianlasvegas.com

These hotels have actively demonstrated support for the LGBTQ+ community but do not have a current HRC CEI of 100

MGM RESORTS INTERNATIONAL

mgmresorts.com

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Bellagio
The Cosmopolitan of Las Vegas
Delano
Excalibur
Luxor
Mandalay Bay
MGM Grand
New York New York
Park MGM
Vdara

WYNN RESORTS

wynnlasvegas.com

Wynn Las Vegas & Encore Las Vegas

PALMS RESORT & CASINO

RESORTS WORLD LAS VEGAS

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SAT MAR 1

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KORI KING

FRI MARCH 14

DRAG RACE S17 VIEWING PARTY

EPISODE AT 8 PM | PERFORMANCE AT 10:30 PM | MSG AT 12:30 AM

LANA JA'RAE

SAT MAR 15

ULTRA BRUNCH

DOORS OPEN AT 12 PM | SHOWTIME AT 1 PM | MSG AFTER THE SHOW

FRI MARCH 21

DRAG RACE S17 VIEWING PARTY

EPISODE AT 8 PM | PERFORMANCE AT 10:30 PM | MSG AT 12:30 AM

ACACIA FORGOT

SAT MAR 22

ULTRA BRUNCH

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SAT MAR 29

DOORS OPEN AT 10 PM | SHOWTIME AT 11:30 PM | MSG AT 12:30 AM

SUZIE TOOT

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Latin Thursdays

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ON DAN RUIZ BLANCO // SAHARIE AND TS IMPERIAL BELLS

SHOWTIME AT 12:00AM

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DRAG RACE
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ALEXIS MATEO

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SHOWTIME 1PM

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chris COX

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OUR VEGAS



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10 PM
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MAR 3

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DRAG RACE LIVE



DRAG BRUNCH



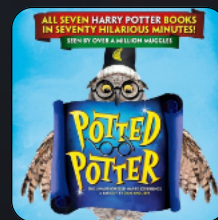
FRANK MARINO



AUSSIE HEAT



MAGIC MIKE LIVE



POTTED POTTER



MISS BEHAVE'S
MAVERICKS



MAD APPLE



AWAKENING



DONNY OSMOND



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U2 • UV



ATOMIC SALOON SHOW



ILUMINATE



CARROT TOP



DITA VON TEESE



ZOMBIE BURLESQUE



CHASE BROWN



JIMMY KIMMEL'S
COMEDY CLUB



DIVA ROYALE



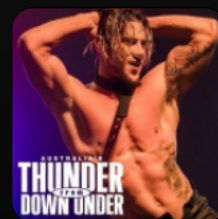
WOW - THE VEGAS
SPECTACULAR



ROUGE



CHIPPENDALES



THUNDER FROM DOWN
UNDER



RAIDING THE ROCK
VAULT



PENN & TELLER



DISCO SHOW



VEGAS! THE SHOW



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EXPERIENCE



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DEI AND THE ROAD AHEAD

AN EXCLUSIVE SERIES
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Diversity, Equity, and Inclusion (DEI) are essential components of municipal governance, ensuring that all residents, regardless of identity, have equitable access to services, opportunities, and protections. The Human Rights Campaign's (HRC) Municipal Equality Index (MEI) serves as a benchmark for evaluating how well municipalities across the United States support LGBTQ+ individuals through policies, services, and enforcement. With the release of the 2024 MEI report, it is crucial to examine the standing of municipalities in Southern Nevada, including Las Vegas, North Las Vegas, Henderson, Boulder City, Mesquite, and Clark County. This article provides a deep dive into municipal DEI efforts in the region, areas of strength, and opportunities for growth.

Understanding the HRC Municipal Equality Index

The HRC Municipal Equality Index evaluates cities based on five key criteria:

1. Non-discrimination laws – Legal protections against discrimination in employment, housing, and public accommodations.
2. Municipality as an employer – Policies ensuring inclusive workplaces, such as equitable benefits for LGBTQ+ employees.
3. Municipal services – Dedicated services and resources for LGBTQ+ communities.
4. Law enforcement – Engagement with LGBTQ+ communities, bias-free policing, and enforcement of hate crime laws.
5. Leadership on LGBTQ+ equality – Public leadership, inclusive programming, and engagement with advocacy organizations.

Each municipality is scored on a scale from 0 to 100, with additional bonus points awarded for pioneering initiatives.

Las Vegas: A Model for Inclusion

Las Vegas has emerged as a leading city

for LGBTQ+ equality, earning a perfect score of 100 in the 2024 MEI. This distinction reflects a sustained commitment to diversity and inclusivity. The city's high ranking is due to several strong policies and initiatives:

- **Comprehensive Non-Discrimination Protections:** Las Vegas enforces city-wide policies that explicitly prohibit discrimination based on sexual orientation and gender identity in employment, housing, and public accommodations. This extends beyond municipal employment to include private sector businesses.
- **Workplace Inclusion:** The city ensures that municipal employees receive equitable healthcare benefits, including coverage for transgender-specific healthcare needs. Additionally, all city contractors must comply with non-discrimination standards.
- **LGBTQ+ Liaison and Outreach:** Las Vegas actively maintains an LGBTQ+ liaison within the city government to address community concerns, and the Las Vegas Metropolitan Police Department (LVMPD) includes a designated LGBTQ+ liaison officer to improve trust and safety.
- **Municipal Services for the LGBTQ+ Community:** The city offers specialized support for LGBTQ+ youth, seniors, and those experiencing homelessness. Programs such as The Center in Las Vegas serve as critical resources, providing health services, legal aid, and community-building initiatives.
- **Public Leadership in LGBTQ+ Equality:** Las Vegas officials, including the mayor and city council members, consistently advocate for LGBTQ+ rights and support initiatives such as Pride events, awareness campaigns, and local policies that reinforce DEI efforts.

Clark County: Challenges and Opportunities

Clark County, encompassing Las Vegas,

North Las Vegas, Henderson, Boulder City, and Mesquite, represents Nevada's most populous and economically significant region. While Las Vegas itself has made substantial progress, the county as a whole still faces challenges in achieving full municipal equity.

North Las Vegas

North Las Vegas has made moderate progress in LGBTQ+ inclusivity but has yet to reach the standards set by Las Vegas. According to the 2024 MEI, North Las Vegas still lacks several key protections:

- No transgender-inclusive healthcare coverage for municipal employees.
- No explicit city-wide non-discrimination protections beyond employment.
- No dedicated LGBTQ+ municipal services.

Improving these policies would significantly enhance North Las Vegas' MEI score and provide greater security for LGBTQ+ residents.

Henderson

Henderson, Nevada's second-largest city, has shown improvement in recent years but still lacks robust protections in areas like contractor non-discrimination policies and specific LGBTQ+ programming. Henderson has a thriving community but would benefit from additional LGBTQ+ liaison services and expanded municipal outreach efforts.

Boulder City & Mesquite

Smaller townships such as Boulder City and Mesquite face unique challenges due to their size and demographics. These cities often lack the resources and infrastructure needed to implement comprehensive LGBTQ+ policies. However, there are opportunities to build partnerships with Clark County to ensure that LGBTQ+ residents in these areas have access to essential protections and services.



The Role of Nevada's Statewide Policies

Nevada, as a state, has played a crucial role in advancing LGBTQ+ protections. State-level policies include:

- **Statewide Non-Discrimination Laws:** Nevada prohibits discrimination based on sexual orientation and gender identity in employment, housing, and public services.
- **Gender Marker and Name Change Laws:** The state allows transgender individuals to update gender markers on identification documents without requiring surgery.
- **Hate Crime Protections:** Nevada enforces hate crime laws that specifically include LGBTQ+ individuals, ensuring added legal protections.

Despite these advancements, the state government can sometimes restrict municipal autonomy, preventing cities from enacting additional protections beyond what state law allows. This highlights the need for continued advocacy at both the local and state levels.

The Importance of Community Partnerships and Advocacy

While municipal policies are critical, grassroots organizations and advocacy groups play an essential role in advancing DEI efforts. Groups such as Silver State Equality and The Center in Las Vegas work alongside local governments to promote equity and inclusion. In 2024, Silver State Equality endorsed pro-LGBTQ+ candidates and advocated for policies that expand protections and resources for marginalized communities.

Steps for Continued Progress in Southern Nevada

Although Southern Nevada has made remarkable progress, there are still areas that require further improvement:

- **Expansion of LGBTQ+ Healthcare Benefits:** Ensuring that all municipalities provide transgender-inclusive healthcare

benefits to city employees would be a significant step forward.

- **Strengthening Non-Discrimination Protections:** While Las Vegas has comprehensive protections, other municipalities in Clark County should follow suit by enacting stronger non-discrimination laws.
- **Enhanced LGBTQ+ Liaison Services:** Every city should establish dedicated LGBTQ+ liaisons in law enforcement and city government to ensure that issues affecting the community are directly addressed.
- **Greater Public Leadership on LGBTQ+ Issues:** City officials and local leaders should continue to advocate for DEI policies and work with organizations to create inclusive programming and safe spaces.
- **Increased Support for LGBTQ+ Youth and Seniors:** Cities should invest in community centers and programs that cater to LGBTQ+ youth, seniors, and vulnerable populations.

Conclusion

Southern Nevada has made impressive strides in fostering an inclusive and equitable environment for LGBTQ+ individuals. Las Vegas serves as a model city, earning a perfect MEI score, but other municipalities within Clark County have room to grow. By implementing stronger protections, expanding municipal services, and fostering public leadership, these cities can ensure that every resident, regardless of identity, has access to the rights and resources they deserve.

As advocacy groups and policymakers continue to push for inclusivity, the future of municipal DEI in Southern Nevada looks promising. However, achieving full equality requires ongoing commitment, collaboration, and a willingness to evolve in response to the needs of a diverse and dynamic population.

DEI and the Road Ahead is a new editorial series that will spotlight influential leaders across the Las Vegas community, exploring the evolving impact of Diversity, Equity, and Inclusion in their industries and lives. Through these conversations, we will highlight how these changemakers have championed DEI initiatives, the challenges they've faced, and why they remain committed to fostering inclusive spaces. From corporate executives and nonprofit advocates to entertainers and policymakers, this series will shed light on the lasting importance of DEI in shaping the future of Las Vegas—ensuring that progress isn't just a trend but a sustained movement.



Municipal Equality Index

A NATIONWIDE EVALUATION OF MUNICIPAL LAW

2024



View the complete HRC MEI at reports.hrc.org/municipal-equality-index-2024

WHAT WE'RE WATCHING

The streaming landscape in 2025 offers a diverse array of shows and films, many of which thoughtfully incorporate LGBTQ+ themes and characters.

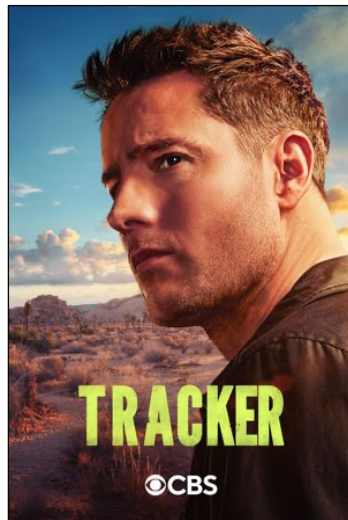
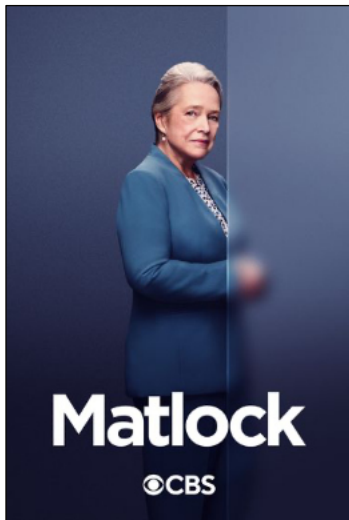
The Pitt delves into the personal and professional lives of healthcare workers in a Pittsburgh hospital, exploring the complexities of their relationships, including those within the LGBTQ+ community. In the *Matlock* reboot, Kathy Bates portrays Madeline Matty Matlock, a seasoned attorney reentering the legal field. The series features Sarah Yang, a first-year associate played by Leah Lewis, who embarks on a romantic relationship with Kira, an IT specialist portrayed by Piper Curda, highlighting LGBTQ+ representation in the workplace. *Elsbeth* centers on the astute attorney Elsbeth Tascioni, with episodes addressing diverse narratives, including LGBTQ+ characters and storylines.

The third season of *The White Lotus* continues its tradition of weaving intricate tales of guests and staff at a luxury resort, delving into themes of sexuality and identity, with LGBTQ+ characters playing pivotal roles.

Prime Target follows a mathematics student uncovering a conspiracy and includes an authentic representation of queer romance within the thriller genre. *Reacher* returns with its titular character confronting new challenges; while the series primarily focuses on action and mystery, Alan Ritchson's towering 6'3"

muscular physique perfectly embodies the raw strength and intimidating presence of the iconic ex-military investigator.

Paradise presents a narrative set in a futuristic society. *Conclave* delivers a shocking plot twist and tension to the Vatican power struggle. *Have I Got News for You* maintains its satirical commentary on current events, occasionally featuring LGBTQ+ guests and topics, contributing to broader representation in media.



Las Vegas is set to host a series of exciting live performances in 2025, featuring top-tier talent across multiple genres.

Drag superstar **Alyssa Edwards** brings her **Crowned** tour to the House of Blues on April 17, promising a dazzling display of charisma, uniqueness, nerve, and talent. Comedy fans can catch **Whitney Cummings'** Big Baby Tour at The Venetian Resort on May 25 and **Chelsea Handler's** residency at The Cosmopolitan with added dates in July, August, and November. **Jonathan Van Ness**, known for his hilarious and heartfelt performances, will bring **Hot & Healed** to The Venetian on April 19.

For music lovers, **Joan Jett & The Blackhearts** will rock the House of Blues on select dates in June, while pop icon **Katy Perry** is set to ignite T-Mobile Arena on May 17 with The **LIFETIMES** Tour. **Kelly Clarkson** starts a new residency at The Colosseum at Caesars Palace with **Studio Sessions**, running in July, August, and November. Meanwhile, the **Backstreet Boys** are taking over the Sphere in July with their **Into the Millennium** show, promising a nostalgic yet futuristic experience.

This lineup ensures an electrifying mix of pop, rock, comedy, and LGBTQ+ entertainment, making Vegas the ultimate destination for live events in 2025!





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thecenterlv.org

ACLU
aclunv.org

ADL
lasvegas.adl.org

ALCOHOLICS TOGETHER
alcoholicstogetherlasvegas.com

BEARS LAS VEGAS
bears.lv.org

COMMUNITY COUNSELING CENTER OF SOUTHERN NEVADA
cccfsn.org

HENDERSON PRIDE
hhendersonpride.org

HUMAN RIGHTS CAMPAIGN
hrc.org

IMPERIAL ROYALE SOVEREIGN COURT OF THE DESERT EMPIRE
irscdei.org

LAMBDA BUSINESS ASSOCIATION
lambdalv.com

LAS VEGAS MEN'S CHORUS
lvmenschorus.org

LAS VEGAS PRIME TIMERS
lasvegasprimetimers.com

LEATHER UNIFORM CLUB OF LAS VEGAS (LUC OF LV)
lucoflv.com

LEGACY COUNSELING
legacycounselingandworkforceconnections.com

MAMA DRAGONS
mamadragons.org

NEVADA GAY RODEO ASSOCIATION
ngra.com

THE PRIDE TREE
thepridetree.lv.com

SILVER STATE EQUALITY
silverstateequality.org

SOUTHERN NEVADA ASIAN PACIFIC ISLANDER QUEER SOCIETY
snapiqs.org

YOUNG: EQUAL
youngequal.org

COMMUNITY EVENTS



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HIV Resources

AID FOR AIDS OF NEVADA (AFAN)
afanlv.org

AIDS HEALTHCARE FOUNDATION (AHF)
aidshealth.org

FARABI WELLNESS CENTER
hplv.com

GOLDEN RAINBOW
goldenrainbow.org

HORIZON RIDGE WELLNESS CLINIC
hrc.lv.org

SIN CITY SISTERS OF PERPETUAL INDULGENCE
sinsitysisters.org



STI Testing

THE ARLENE COOPER COMMUNITY HEALTH CENTER
thecenterlv.org

AIDS HEALTHCARE FOUNDATION (AHF)
aidshealth.org

HUNTRIDGE FAMILY CLINIC
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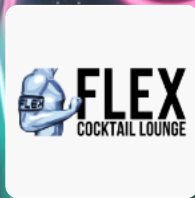
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