

IMPACT STATEMENT

Legislation title: Report on Gender Neutral Documents and Policies

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Purpose of proposed legislation and background information:
On December 17, 2015, City Council adopted Resolution 37175 which instituted a policy for all-gender bathroom facilities and directed that all City bureaus examine their written policies and procedures to evaluate and, if possible, replace gender specific language. The review was to include, but not be limited to, policy documents, rules, regulations, applications, permits, and contracts. The purpose of this Report is to provide City Council with an update on the work done by the City Attorney’s Office and the Bureau of Human Resources. Through this Report, the City Attorney’s Office and Bureau of Human Resources make recommendation to Council requesting direction for next steps to further implement the policy in Resolution 37175.

Financial and budgetary impacts:
No financial or budgetary impact in this Report.

Community impacts and community involvement:
Language reflects the way we think, as well as shapes our thinking. Revising the City’s written policy documents and procedures to reflect gender neutrality is an important step to further the City’s equity goals. The Resolution recognizes a shift away from patriarchal language by promoting inclusiveness for lesbian, gay, transgender, and gender fluid communities, as well as women. This Report documents the steps undertaken by the bureaus in implementing the directive in Resolution 37175.

Budgetary Impact Worksheet

Does this action change appropriations?
 YES: Please complete the information below.
 NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount