

## IMPACT STATEMENT

**Legislation title:** Direct all City bureaus to convert existing single-user gender-specific restrooms into all-user restrooms within 6 months of passage of this Resolution, to develop a plan to increase the number of all-user restrooms Citywide, and to implement gender-neutral policies.

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**Presenter name:** Jamie Dunphy

**Purpose of proposed legislation and background information:**

The City of Portland is committed to removing barriers to a safe and inclusive workplace for employees, to creating spaces which are welcoming to all visitors, and to treating all people with respect and dignity. Direct access to restrooms is a safety, equity, and public health concern, and restrooms should be available to all persons, regardless of status. This Resolution directs all City bureaus to convert existing single-user gender-specific restrooms into all-user restrooms within 6 months of passage, to develop a plan to increase the number of all-user restrooms Citywide, and to implement gender-neutral policies. The City's Civil Rights Code, Title 23, and Human Resources Administrative Rule 2.04, respectively, speak to the City's obligation to provide reasonable and appropriate accommodations, and its commitment to non-discrimination. This legislation is an affirmative step to promote equity and inclusion in City facilities and policies.

**Financial and budgetary impacts:**

This Resolution directs that an inventory of single-user gender-specific restrooms be generated, and that the signage associated with those restrooms be updated to reflect that all users are welcome. A cost associated with that work cannot be precisely identified because the inventory has not been generated, although it is believed that the cost per individual facility will be minimal. Costs associated with other components of this Resolution will be reviewed and approved by Council at a future date.

**Community impacts and community involvement:**

Community partners listed below assisted in the crafting of this Resolution:

- The Sexual Minority Youth Resource Center (SMYRC)
- The Q Center
- Public Hygiene Lets Us Stay Human (PHLUSH)
- Multnomah County Chair Deborah Kafoury's office
- Basic Rights Oregon

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

<b>Fund</b>	<b>Fund Center</b>	<b>Commitment Item</b>	<b>Functional Area</b>	<b>Funded Program</b>	<b>Grant</b>	<b>Sponsored Program</b>	<b>Amount</b>