



Legislation Details (With Text)

File #: 18-1008 **Version:** 1 **Name:** CD 9 - Preferred Name and Pronoun Policy

Type: Agenda Item **Status:** Approved

File created: 11/5/2018 **In control:** City Council

On agenda: 11/13/2018 **Final action:** 11/13/2018

Title: Recommendation to request City Manager to work with the Department of Human Resources to create a Preferred Name and Pronoun Policy for all City Employees, and return to the City Council within 90 days for review and adoption.

Sponsors: COUNCILMEMBER REX RICHARDSON, NINTH DISTRICT, COUNCILWOMAN LENA GONZALEZ, FIRST DISTRICT, COUNCILMEMBER JEANNINE PEARCE, SECOND DISTRICT, COUNCILMEMBER ROBERTO URANGA, SEVENTH DISTRICT

Indexes:

Code sections:

Attachments: 1. 111318-R-31sr.pdf

Date	Ver.	Action By	Action	Result
11/13/2018	1	City Council	approve recommendation	Pass

Recommendation to request City Manager to work with the Department of Human Resources to create a Preferred Name and Pronoun Policy for all City Employees, and return to the City Council within 90 days for review and adoption.

Long Beach is widely recognized for its lesbian, gay, bisexual, transgender, and queer (LGBTQ) inclusive policies and laws. As a known champion for equality of its residents, the City of Long Beach is equally committed to fostering an inclusive, non-discriminatory work environment that respects and supports its employees.

A preferred name is a name that may be used in place of one's legal first name. Implementation of a Preferred Name and Pronoun Policy creates the opportunity for employees to be identified with the name and/or pronoun they identify with. As Staff considers ways to implement this policy, City identification badges, internal and external directories, name plates, email domains, and signatures indicative of one's preferential pronoun should be considered.

Following our local educational institutions Long Beach City College (LBCC) and California State University, Long Beach (CSULB), and municipalities such as the City of West Hollywood and City of Santa Rosa, Long Beach should also acknowledge the need for a non-discriminatory and inclusive setting by implementing Preferred Name and Pronoun Policy for its employees.

There is no significant fiscal impact for the creation of this policy.

Approve recommendation.

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