



Date: November 13, 2018

To: Honorable Mayor Robert Garcia and Members of the City Council

From: Councilmember Rex Richardson, Ninth District *RR*
Councilwoman Lena Gonzalez, First District *LG*
Councilmember Jeannine Pearce, Second District *JP*
Councilmember Roberto Uranga, Seventh District *RU*

Subject: Preferred Name and Pronoun Policy

RECOMMENDATION:

Request the 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.

Discussion

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.

Fiscal Impact

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