

**CITY OF LONG BEACH
HUMAN RELATIONS COMMISSION**

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February 8, 2018

Honorable Mayor and Members of the City Council
City of Long Beach
333 W. Ocean Boulevard, 14th Floor
Long Beach, CA 90802

RE: Transgender in the Workplace - A Guide for Municipalities.

Honorable Mayor Garcia, Members of Long Beach City Council, and City Manager Pat West:

In September 2017, the League of California Cities Gay-Lesbian-Bisexual-Transgender Caucus Board in association with the California Gay Lesbian Bisexual Transgender Leadership Institute developed and published "Transgender in the Workplace, A Guide for Municipalities." This is a comprehensive presentation of Best Practices and Policy recommendations for California cities. In addition to findings and suggestions, there are sample ordinances/policies from The City of West Hollywood, Santa Clara and Santa Rosa. This important project was funded by several sources but, most notably, by Congressman Alan Lowenthal and Long Beach Mayor Robert Garcia.

The Long Beach Human Relations Commission is presenting this letter of recommendation to the Mayor, City Council, and City Manager to adopt these workplace policies for the protection of transgender and gender non-conforming employees, including employees of the Long Beach Police Department and Long Beach Fire Department. As this report points out, 47% of transgender workers report being unfairly denied a job and 78% report being harassed, mistreated or discriminated against in the workplace.

This comprehensive guide includes best practices regarding privacy, dress codes, discrimination, training, employee recruitment, health insurance, names & pronouns, and restrooms. It also includes guidelines for managers, supervisors and city personnel. Importantly, it presents workplace transition plans for both employees and managers.

The City of Long Beach is clearly one of the primary leaders in California in setting a standard for inclusion, diversity, equity, respect and full inclusivity. We whole-heartedly encourage you to adopt these protections for transgender individuals working in this great city. Finally, we hope that embracing these best practices will mean that more openly transgender and gender non-conforming people will join the workplace. They will know that they are safe, valued and joining a workforce that understands the benefits of inclusive employment practices.

Every California city needs to have explicit policies protecting their employees. No one can be left out of such protections. Whom we include publicly states who we are. The City of Long Beach adopting these guidelines is a simple statement that we believe in Equity in all Human Relations. The purpose and function of the Human Relations Commission is to “promote full acceptance of all citizens in the community in all aspects of community life, to recommend to city council measures, including legislation, which will serve to improve positive human relations and the elimination of discriminatory practices, and to enhance and improve mutual understanding and respect for all citizens of the community.” It is in this context that the Human Relations Commission submits this recommendation with a hope and vision of Long Beach where our city continues to embrace values of justice, equity, respect and dignity for all its residents.

Respectfully,

Amy Eriksen, Chair

Human Relations Commission