

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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**RESOLUTION PROMOTING GENDER-INCLUSIVE AND GENDER-NEUTRAL
LANGUAGE IN COUNTY LEGISLATION, REGULATIONS, AND RESOLUTIONS**

WHEREAS, the County of San Mateo is committed to advancing the rights, protections, dignity, and inclusion of all its residents and employees; and

WHEREAS, the State of California recognized that many transgender, nonbinary, and gender non-conforming individuals are in the state and that there is a necessity for gender inclusivity in state-issued identification documents, legislative drafting guidelines, anti-discrimination laws, and policies related to employment, healthcare, and public facilities; and

WHEREAS, in 2018, the State of California passed a resolution (ACR-260) for the use of gender-neutral pronouns and gender-inclusive language in the drafting of legislation, and for state agencies to participate in efforts to use gender-neutral pronouns and avoid the use of gendered pronouns when drafting policies, regulations, and other guidance; and

WHEREAS, on June 15, 2020, the United States Supreme Court determined that gender identity is a protected category in relation to Title VII of the Civil Rights Act of 1964; and

WHEREAS, it is now a more common and increasingly suggested practice to use gender-neutral and gender-inclusive language in the drafting of legislation regulations, and resolutions where appropriate; and

WHEREAS, gender identity is a person's understanding, definition, or experience of their own gender, regardless of sex assigned at birth; and

WHEREAS, misgendering someone (using the wrong pronouns) can have negative impacts on their mental health, self-confidence, and sense of inclusion; and

WHEREAS, the use of "they" as a singular pronoun is inclusive of transgender and gender variant individuals.

NOW, THEREFORE, IT IS HEREBY RESOLVED that the County shall use gender-inclusive and gender-neutral language in any new legislation, regulations, and resolutions where appropriate to advance equity and inclusion for all individuals and promote a culture of equity and belonging.

BE IT FURTHER RESOLVED that the County continues to offer trainings including those relating to LGBTQ+ diversity, gender identity and/or the County's Transgender Policy to promote a respectful and welcoming work environment.

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