

1 [Urging a Federal Employment Non-Discrimination Act that includes gender identity
2 protections]

3 **Resolution urging a Federal Employment Non-Discrimination Act that includes gender**
4 **identity protections.**

5
6 WHEREAS, In 2007 President Bush pledged to veto the Employment Non
7 Discrimination Act (ENDA) with or without gender identity; and

8 WHEREAS, over 350 national, state, and local LGBT organizations have signed a
9 letter stating that they supported a fully inclusive ENDA and opposed any legislation that
10 leaves anyone behind, while also requesting the Congressional leadership to only introduce a
11 version of ENDA that includes gender identity in their next session; and

12 WHEREAS, The Human Rights Campaign (HRC) supported a non-inclusive ENDA in
13 the last congressional session, without dialogue and discussion with other national LGBT Civil
14 Rights organizations, such as the National Gay and Lesbian Task Force (NGLTF) and the
15 National Center for Lesbian Rights (NCLR);and

16 WHEREAS, The withdrawal of employment protection for individuals based upon
17 gender identity caused tremendous pain for Transgendered persons throughout the United
18 States who felt discarded and marginalized; and

19 WHEREAS, The opportunity exists to unite the LGBT community and advocates for
20 employment non-discrimination by pursuing an ENDA in the 111th Congress that includes
21 protections for gender identity; and

22 WHEREAS, It should be the goal to create meaningful employment non-discrimination
23 legislation that addresses the pervasive and damaging discrimination faced by
24 Transgendered Americans in the workplace; now, therefore, be it,
25

1 RESOLVED, That the San Francisco Board of Supervisors urges all elected officials
2 in the City and County of San Francisco, and State legislators to request that the
3 Congressional leadership introduce the Employment Non-Discrimination Act with gender
4 identity protections included; and, be it

5 FURTHER RESOLVED, That the San Francisco Board of Supervisors urges all local,
6 state, and national Democratic organizations and elected officials to protect lesbians, gay
7 men, bisexuals and transgender people from discrimination by ensuring that a fully inclusive
8 ENDA is introduced, thereby closing a gap and loophole in the existing version of ENDA that
9 bans only sexual orientation discrimination; and, be it

10 FURTHER RESOLVED, That the San Francisco Board of Supervisors recognizes that
11 many members of San Francisco's LGBT Community and elected officials will forgo attending
12 the 2008 Human Rights Campaign Dinner in San Francisco to express disagreement with a
13 strategy that would remove gender identity protections from employment non-discrimination
14 legislation; and

15 FURTHER RESOLVED, That the Clerk of the Board is requested to send this
16 resolution to the Human Rights Campaign and Members of our local State and Federal
17 elected family urging that every step be taken to ensure that gender identity protection is
18 included in ENDA as it is considered by the 111th Congress
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City and County of San Francisco

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Tails
Resolution

File Number: 080912

Date Passed:

Resolution urging a Federal Employment Non-Discrimination Act that includes gender identity protections.

July 8, 2008 Board of Supervisors — ADOPTED

Ayes: 7 - Alioto-Pier, Chu, Dufty, Elsbernd, Maxwell, Mirkarimi, Peskin

Absent: 3 - Daly, McGoldrick, Sandoval

Excused: 1 - Ammiano

File No. 080912

I hereby certify that the foregoing Resolution was ADOPTED on July 8, 2008 by the Board of Supervisors of the City and County of San Francisco.

7-14-08

Date Approved

Angela Calvillo
Clerk of the Board

Mayor Gavin Newsom