

1 [Urging passage of AB 196]

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4 **Resolution urging passage of AB 196.**

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7 **WHEREAS,** The City of San Francisco has a long history of leadership in the advancement
8 of civil rights, with a strong record in fighting discrimination in the areas of housing and
9 employment; and

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12 **WHEREAS,** The San Francisco Human Rights Commission (“Commission”) conducted a
13 public hearing in May 1994 investigating discrimination against the transgender community;
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17 **WHEREAS,** A Commission finding from the public hearing is that many people, including
18 transgender people and those who do not fit gender stereotypes are subject to severe
19 discrimination in employment and housing; and

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22 **WHEREAS,** A Commission finding from the public hearing is that the economic hardship
23 imposed on some transgender people due to discrimination in employment and housing force
24 many to live in poverty and/or be homeless; and

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27 **WHEREAS,** San Francisco voters added gender identity as a protected class in 1993 to the
28 City’s Civil Service Code and the City and County of San Francisco added gender identity as
29 a protected class in employment, public accommodations, and housing in December 1994 in
30 its Administrative Code (Chapter 12) and Municipal Code (Article 33); and

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2 **WHEREAS,** Further information compiled by the Transgender Civil Rights Implementation
3 Task Force for the City and County of San Francisco demonstrates that many complaints of
4 employment and housing discrimination come from cities and counties all over California that
5 do not protect gender identity in their anti-discrimination laws; and

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7 **WHEREAS,** The San Francisco Department of Public Health in 1999 conducted a study
8 which concluded that the unemployment rate for transgender San Franciscans was 70%
9 while 47% of the same individuals had unstable housing; and

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11 **WHEREAS,** The Transgender Law Center and National Center for Lesbian Rights reported
12 in a recent survey that employment and housing discrimination is a widespread, serious
13 problem for the transgender community; and

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15 **WHEREAS,** The San Francisco Board of Supervisors recognize the impact employment
16 discrimination has on city services when individuals suffer employment discrimination and the
17 burden placed on city government when tenants are evicted based upon discrimination; and

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19 **WHEREAS,** The City of San Francisco supports the principle that no one deserves to lose
20 their job or home because of gender characteristics which have nothing to do with an
21 individual's qualifications as an employee or tenant; now, therefore be it

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23 **RESOLVED,** That the Board of Supervisors of the City and County of San Francisco
24 urges the California State Legislature and Governor Davis to enact into law AB 196 (Leno)
25 which will make progress towards ending discrimination in employment and housing for

1 transgender people by amending the Fair Employment and Housing Act to include “gender”
2 as a protected category, and be it

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4 **FURTHER RESOLVED**, That the Clerk of the Board forward this resolution to Governor
5 Davis, to State Senators John Burton, and Jackie Speier and to Assembly Members Leland
6 Yee and Mark Leno.

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