

1 [Supporting California State Senate Bill 491 (Bradford) - Fair Employment Act
2 of 2017]

3 **Resolution supporting California State Senate Bill 491, the Fair Employment Act**
4 **of 2017, authored by Senator Steve Bradford, which would establish local**
5 **enforcement of California’s employment discrimination protections.**

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7 WHEREAS, The Fair Employment and Housing Act (FEHA) already prohibits
8 discrimination based on race or color, religion, national origin or ancestry, physical
9 disability, mental disability or medical condition, marital status, sex or sexual orientation,
10 age, and pregnancy, childbirth, or related medical conditions; and

11 WHEREAS, The Act is silent on the question of whether municipalities can
12 participate in the enforcement of the Act, neither granting permission nor banning local
13 enforcement activities; and

14 WHEREAS, Any form of discrimination deprives people of their human dignity,
15 health and financial stability; and

16 WHEREAS, Californians have rights not to be discriminated against in the
17 workplace and housing decisions, many do not know that these rights exist; and

18 WHEREAS, There remains a large gap in hiring practices, specifically for people
19 of color; and

20 WHEREAS, Discrimination in hiring remains a persistent challenge for African
21 American workers; and

22 WHEREAS, African Americans are underrepresented in supervisor and
23 managerial positions and about half as likely to hold them as white workers; and

24 WHEREAS, 8% of Black workers are in management positions compared to 15%
25 of white workers; and

1 WHEREAS, These statistics are related to the enforcement of anti-discrimination
2 laws; and

3 WHEREAS, Lack of enforcement of anti-discrimination laws is a problem that is
4 well documented and is a pattern that needs to be reversed; and

5 WHEREAS, SB 491 would begin the process of establishing local enforcement of
6 California’s employment discrimination laws; and

7 WHEREAS, SB 491 would require the California’s Department of Fair
8 Employment and Housing (DFEH) to establish a workgroup that would determine the
9 process of local enforcement of California’s employment discrimination laws and draft
10 legislation to implement a process for local enforcement; and

11 RESOLVED, That the San Francisco Board of Supervisors of the City and
12 County of San Francisco urges the California Legislature and Governor Brown to
13 support and pass SB 491; and, be it

14 FURTHER RESOLVED, That the San Francisco Board of Supervisors of the City
15 and County of San Francisco directs the Clerk of the Board to transmit this resolution to
16 the California State Legislature and Governor Jerry Brown.

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