



# City of Chicago



R2022-972

Office of the City Clerk

## Document Tracking Sheet

|                                 |   |
|---------------------------------|---|
| <b>Meeting Date:</b>            | 9/21/2022   |
| <b>Sponsor(s):</b>              | Martin (47)<br>Rodriguez Sanchez (33)   |
| <b>Type:</b>                    | Resolution  |
| <b>Title:</b>                   | Call for subject matter hearing(s) on city's transgender hiring practices, accessibility of all-gender restrooms and assessment of complaint process of Equal Employment Opportunity Commission |
| <b>Committee(s) Assignment:</b> | Committee on Health and Human Relations   |

**RESOLUTION**

**WHEREAS**, recent state legislation across the country has targeted the rights and protection of transgender individuals; and

**WHEREAS**, in March 2022, for example, Florida Governor Ron DeSantis signed into law HB 1557, which prohibits the education of students about sexual orientation or gender identity in certain grade levels; and

**WHEREAS**, in May 2022, Oklahoma Governor Kevin Stitt signed into law SB 615, which restricts multiple-occupancy bathroom or changing room usage exclusively to male and female students, based on the gender listed on their birth certificate; and

**WHEREAS**, in the past year, 53% of transgender and non-binary youth seriously considered suicide and 19% attempted suicide, according to a study by the Trevor Project in 2022; and

**WHEREAS**, 23% of transgender individuals experienced one or more forms of mistreatment or discrimination in the workplace due to their gender identity and 77% took action to avoid workplace discrimination in the year prior to the survey, according to the 2015 U.S. Transgender Survey; and

**WHEREAS**, in June 2016, the Chicago City Council approved the Chicago Human Rights Ordinance, prohibiting gender identity discrimination; and

**WHEREAS**, violations of the Human Rights Ordinance are investigated by the Equal Employment Opportunity Commission (EEOC); and

**WHEREAS**, the City of Chicago Diversity and Equal Employment Opportunity Policy affirms the prohibition of discrimination based on gender identity in City of Chicago hiring practices; and

**WHEREAS**, City of Chicago e-learning tools, onboarding paperwork, and application tracking software such as Taleo display the applicant and employee's full legal names rather than provided preferred names; and

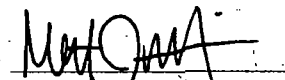
**WHEREAS**, all-gender bathrooms are not currently required in City of Chicago facilities; and

**WHEREAS**, there is currently limited available information on the number of transgender individuals employed by the City of Chicago; and

**WHEREAS**, the Office of the Inspector General received \$597,097 in funding from the City of Chicago in the FY 2021 budget to carry out compliance reviews of City employment practices and training to promote equity in the workplace, which made up 5.4% of the Office's \$10.9 million budget; and

**WHEREAS**, the City of Chicago provides all employees with an Ethics Training program that includes information on conflicts of interest and sexual harassment, but does not include a standardized discrimination training; now, therefore

**BE IT RESOLVED**, That we, the members of the City Council of the City of Chicago, hereby call upon the Health and Human Relations Committee to hold subject-matter hearings on the City of Chicago's transgender hiring practices; the current status of City of Chicago software that incorporates name and gender; the availability and accessibility of all-gender restrooms in City of Chicago facilities; and an assessment of complaint processes, responses, and jurisdiction of the EEOC.



Matthew J. Manin  
Alderman, 47th Ward



Rossana Rodriguez-Sanchez  
Alderwoman, 33rd Ward