

City and County of San Francisco

Department of Human Resources
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Office of Transgender Initiatives
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Director

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City and County of San Francisco Launches Gender Inclusion Policy for Transgender and Gender Nonconforming City Employees

The City formalized its gender inclusion policy for City employees as part of a package that includes a chosen name protocol and HR guidelines to better assist transgender and gender nonconforming employees in the workplace

San Francisco, CA – The Department of Human Resources (DHR) and the Office of Transgender Initiatives (OTI) are pleased to announce the launch of a new gender inclusion policy for the City and County of San Francisco (City). The policy benefits transgender and gender nonconforming City employees, applicants, and contractors.

“Anyone who comes to work for the City should feel welcome, regardless of gender identity or expression,” said Human Resources Director Micki Callahan. “This policy reinforces our values of diversity and inclusion, and provides clear direction for both employees and HR professionals.”

The Gender Inclusion Policy is accompanied by guidance for human resources professionals and transitioning employees. It includes protocols for using chosen names and pronouns, accessing gender-specific facilities, maintaining confidentiality, and more. The new chosen name system allows chosen names to appear on City emails, public administrative systems, and ID badges, regardless of an employee’s legal name.

“This policy package is an important model for the rest of the country, as trans rights are under constant attack by the Federal Government,” said Clair Farley, Director of the Office of Transgender Initiatives and Senior Advisor to Mayor Breed. “We are committed to assuring all of our employees can thrive at work. It is an essential measure in upholding our commitment to diversity and inclusion, and will help San Francisco continue to attract a talented workforce.”

According to a 2015 report by the National Center of Transgender Equality, transgender and gender nonconforming people are three times more likely to experience unemployment than members of the general population (4.3% compared to 12.9%), a disparity which grows even larger for transgender and gender nonconforming people of color (4.3% compared to 17.2%).

DHR is the City’s central human resources organization, using fair and equitable practices to hire, develop, support, and retain a highly-qualified workforce.

The Office of Transgender Initiatives advances initiatives, policies and programs that support thriving transgender and gender non-conforming communities in the City and County of San Francisco.

The full policy is available on the DHR website, <https://sfdhr.org/gender-inclusion-policy-and-tools>.

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