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Collecting Sexual Orientation and Gender Identity (SOGI) data from Applicants to and Employees of the City and County of San Francisco

Background

The City and County of San Francisco is the largest employer in San Francisco, with approximately 37,000 employees. While the City already collects anonymous demographic information of its applicants, it is currently barred from inquiring and collecting SOGI data due to San Francisco legislative 12E code.

While the code section that currently prohibits the City from collecting employee SOGI data was initially necessary in order to protect LGBTQ employees from potential discrimination, since going into effect in 1985, discrimination and harassment on the basis of sexual orientation and gender identity are now prohibited under federal, state, local law, and City policy.

Proposal

This new proposal will remove the prohibition on collecting SOGI data from applicants to and employees of the City and County of San Francisco. It will also instruct DHR to begin collecting information from applicants by inquiring about SOGI data on new applications moving forward. It will also instruct all departments that are collecting other demographic data of employees and or City Commissioners to inquire about SOGI data as well, so long as this information can be collected anonymously and voluntarily.

This measure addresses the dearth of information regarding key demographics of the City's workforce, with the goal of effectively identifying, measuring, and addressing the needs of City employees and LGBTQ equity issues in the workplace. This proposal builds off

Mayor Breed's Executive Directive that requires City Departments to collect inclusive SOGI data on residents who access City services to include employees and applicants.

Regarding confidentiality and privacy of this information, applications are stored in the employee's official personnel file along other confidential documents and information. The files may not be accessed by anyone except the employee or DHR personnel who fall under confidentiality agreements.