

RESOLUTION NO. DRAFT

A RESOLUTION REGARDING THE IMPLEMENTATION OF GENDER-INCLUSIVE LANGUAGE IN OFFICIAL WRITTEN AND VERBAL COMMUNICATIONS BY THE CITY OF URBANA

WHEREAS, the City of Urbana ("City") is a home rule unit of local government pursuant to Article VII, Section 6, of the Illinois Constitution, 1970, and may exercise any power and perform any function pertaining to its government and affairs, and the passage of this Resolution constitutes an exercise of the City's home rule powers and functions as granted in the Illinois Constitution, 1970; and

WHEREAS, the City recognizes that gender-neutral language is a generic term covering the use of non-sexist language, inclusive language, or gender-fair language, that the purpose of gender-neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm; and

WHEREAS, the City recognizes that using gender-neutral language also helps reduce gender stereotyping, promotes social change and contributes to achieving gender equality; and

WHEREAS, the City recognizes that gender-neutral language is more than a matter of political correctness, that language powerfully reflects and influences attitudes, behavior, and perceptions; and

WHEREAS, the City believes that all individuals living in or visiting the City should be treated fairly and with respect and dignity; and

WHEREAS, the use of gender-neutral language by the City can be expected to further enhance and demonstrate the City's commitment to being a safe, inclusive, diverse, and welcoming community; and

WHEREAS, ever-increasing awareness exists that language matters, and in particular with regard to the subtle and not so subtle, and intended and unintended consequences of language, including implicit or explicit bias; and

WHEREAS, linguistic conventions that differentiate and identify people by perceived gender may fail to respect the broad spectrum of sex, gender, gender identity, and gender expression living, working, and visiting our community;

NOW, THEREFORE, BE IT ORDAINED by the City Council of the City of Urbana, Champaign County, Illinois, as follows:

Section 1.

The City shall update the Urbana City Code to replace instances of gender-specific language with appropriate gender-neutral language.

Section 2.

When brought forward to future Committee and Council meetings all future additions, amendments, or other changes unspecified here to the City Code will utilize gender-neutral language, rather than gender-specific language.

Section 3.

All future proposed Resolutions & Ordinances will utilize gender-neutral language, rather than gender-specific language.

Section 4.

The language used in the conduct of routine parliamentary proceedings during meetings, staff presentations, official videos, and other verbal communications, whenever practical and possible, shall utilize gender-neutral language, rather than gender-specific language.

Table Understanding Terminology Relevant to Gender (modified from refs. 1-7)*

Term	Definition
Sex (or birth sex)	Sex, male vs female, is assigned at birth, most often based on the anatomy of the child
Gender identity	A person's sense of being male, female, some combination of the 2, or neither male nor female and is independent of whom you are attracted to
Cisgender	Refers to an individual whose gender matches the birth sex
Transgender man/transman/FTM (female to male)	A person whose sex was assigned female at birth (AFAB), but whose gender identity is male
Transgender woman/transwoman/MTF (male to female)	A person whose sex was assigned male at birth (AMAB), but whose gender identity is female
Gender expression	How a person chooses to express their gender externally, using clothing, hairstyles, make-up, etc.
Gender queer/gender nonbinary	Refers to individuals whose gender identity or gender expression is outside the category of exclusively man or woman
Gender-confirming/gender-affirming health care	Medical treatments (eg, hormones) used to alter bodily characteristics to better align with gender identity

* Terminology and its use continue to evolve.

Section 5.

City officers and staff, including boards, commissions, and committees, shall strive to use gender-neutral language, whenever possible and practicable, in official documents and non-verbal communications pertaining to the City and official City business.

PASSED BY THE CITY COUNCIL this ____ day of _____, _____.

AYES:

NAYS:

ABSTENTIONS:

Phyllis D. Clark, City Clerk

APPROVED BY THE MAYOR this ____ day of _____, _____.

Diane Wolfe Marlin, Mayor