

RESOLUTION NO. _____

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-fair and inclusive language also helps reduce gender stereotyping, promotes social change and contributes to achieving gender equality; and

WHEREAS, the City recognizes that gender-neutral or gender-inclusive 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-inclusive 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-inclusive 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-inclusive language, rather than gender-specific language.

Section 3.

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

Section 5.

City officers and staff, including boards, commissions, and committees, shall strive to use gender-inclusive 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:

ABSTAINED:

Phyllis D. Clark, City Clerk

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

Diane Wolfe Marlin, Mayor