



City Hall  
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## City Council

### Approval of an Ordinance Amending the Olympia Municipal Code to Modify Masculine and/or Feminine Language to Gender-Neutral Pronouns and Job Titles

**Agenda Date:** 2/26/2019  
**Agenda Item Number:** 4.K  
**File Number:** 19-0119

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**Type:** ordinance **Version:** 2 **Status:** Passed

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**Title**

Approval of an Ordinance Amending the Olympia Municipal Code to Modify Masculine and/or Feminine Language to Gender-Neutral Pronouns and Job Titles

**Recommended Action**

**Committee Recommendation:**

Not referred to a committee.

**City Manager Recommendation:**

Move to approve the Ordinance amending the Olympia Municipal Code to modify masculine and/or feminine language to gender-neutral pronouns and job titles, on second reading.

**Report**

**Issue:**

Whether to amend the Olympia Municipal Code to modify masculine and/or feminine language to gender-neutral pronouns and job titles.

**Staff Contact:**

Mark Barber, City Attorney, 360.753.8338

**Presenter(s):**

None - Consent Calendar Item.

**Background and Analysis:**

Background and analysis has not changed from first to second reading.

The City of Olympia values and respects equality and diversity and has a long record of pro-equality legislation and activity.

Gender-neutral language aims to eliminate (or neutralize) reference to gender in terms that describe people or their job titles, and emphasizes the equal treatment of all gender identities with no

discrimination whatsoever.

The Olympia Municipal Code (OMC) currently contains mostly masculine pronouns. The proposed ordinance will authorize Code Publishing Company, the City's codifier of the OMC, to amend the entire OMC by replacing any gender-preference language with gender-neutral pronouns and job titles.

**Neighborhood/Community Interests (if known):**

Amending the OMC to include gender-neutral pronouns and job titles promotes equality.

**Options:**

1. Approve the Ordinance Amending the Olympia Municipal Code to Modify Masculine and/or Feminine Language to Gender-Neutral Pronouns and Job Titles on second reading.
2. Approve the ordinance with modifications and forward to second reading.
3. Do not approve the ordinance.

**Financial Impact:**

Code Publishing Company has quoted \$1,500 to amend the OMC to gender-neutral pronouns and job titles.

**Attachments:**

Ordinance