



CITY HALL · ONE FRANK H. OGAWA PLAZA 4TH FLOOR · OAKLAND CALIFORNIA · 94612

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July 29, 2022

Asha Reed, City Clerk
1 Frank H. Ogawa Plaza
Oakland, CA 94612

RE: Financial Analysis of “Gender Inclusive Language” ballot measure

Dear City Clerk Reed:

I am pleased to submit an impartial financial analysis of the “Gender Inclusive Language,” ballot measure which would amend the City Charter in its entirety to replace gender specific language with gender neutral and gender inclusive language.

The Office of the City Auditor prepared this analysis in accordance with Municipal Code Section 3.08.210, which requires the Office to prepare an impartial financial analysis of each measure qualifying for ballot placement.

If you have any questions, please contact Michael Houston, Assistant City Auditor at 510-238-3114.

Sincerely,

A handwritten signature in black ink, appearing to read "Courtney A. Ruby". The signature is fluid and cursive, with a large loop at the end.

Courtney A. Ruby, CPA, CFE
City Auditor

Summary

The City Charter adopted in 1968 contains outdated and gendered language including referring to City Officers and City employees using the masculine pronouns “he,” “him,” and “his.” This Measure, if approved by a majority of the voters, would amend the City Charter in its entirety to replace gender specific language with gender neutral and gender inclusive language, including using gender neutral pronouns such as “they,” and replacing nouns like “fireman” with “firefighter.”

Financial Analysis

This measure will have a very minimal financial impact to the City. If approved, the City Charter will be updated in its entirety to replace gender specific language with gender neutral and gender inclusive language, including gender neutral pronouns.

Our independent analysis is based on the best information available at this time.