

City of Minneapolis
Request for Committee Action

RCA #: RCA-2026-00572

TO COMMITTEE(S):

#	Committee Name	Meeting Date	Submission Deadline
1	Public Health, Safety & Equity	Jun 17, 2026	Jun 4, 2026

FROM: City Council

LEAD STAFF: Ivonne Hernandez, Ward 9

PRESENTED BY: Council Member Jason Chavez,
Council Member Aurin
Chowdhury, Council Member
Aisha Chughtai

SUBJECT:

Welcoming City for All Genders - Rules of Construction to recognize all genders

ACTION ITEM(S)

#	File Type	Subcategory	Item Description	Public Hearing
1	Ordinance	Code Amendment	Passage of Ordinance amending Title 1, Chapter 3 of the Minneapolis Code of Ordinances relating to General Provisions: Rules of Construction, amending Section 3.80 to recognize all genders.	Yes

WARD / NEIGHBORHOOD /ADDRESS

#	Ward	Neighborhood	Address
1.	All Wards		

BACKGROUND ANALYSIS

This chapter governs the Rules of Construction which are the interpretive rules that apply to every ordinance in the entire Code. By updating the gender reference provision from “masculine, feminine, or neuter” to “any gender includes all genders,” it modernizes the code by removing outdated language that refers to the genders of people in the binary or in a manner that marginalizes individuals. The updates enable all genders to be recognized in the Code using language that respects the diversity of peoples’ gender identities. These rules govern how the entire Code is interpreted, and this amendment brings every existing ordinance that uses gendered language into alignment with the City’s commitment to gender inclusivity.

Racial Equity Impact Analysis (REIA)

SECTION 1: BACKGROUND

DOES THIS IMPACT ONE OF THE CITY’S GOAL AREAS?

Policy Goals

- PUBLIC SAFETY
- PUBLIC HEALTH

Operational Goals

- WORKFORCE
- COMMUNITY ENGAGEMENT

DESCRIBE THE IMPACT ON SELECTED GOAL AREAS.

Public Safety: When City laws are interpreted through gender-inclusive language, it reduces the risk that gender-expansive people are excluded from protections or treated inconsistently by City systems.

Public Health: This ordinance ensures that any gendered language that may exist in Code provisions on public health services and benefits will be interpreted with maximum gender-inclusivity.

Community Engagement: This ordinance has been created with teachers, parents, service providers, 2SLGBTQIA+ People and organizations that support the wellbeing of 2SLGBTQIA+ People. Ongoing community engagement and outreach includes surveys, tabling, events.

Workforce: City employment-related ordinances, including those relating to workplace benefits and protections, are all interpreted under these rules. This ordinance ensures that any gendered language that may exist in those provisions is not a basis to exclude gender-expansive City employees from the plain reading of workforce benefits and protections across the Code.

WHO PARTICIPATED IN COMPLETING THIS ANALYSIS?

Ward 9 Office

SECTION 2: DATA

LIST THE SPECIFIC GEOGRAPHIES THAT WILL BE IMPACTED AND THE RACIAL DEMOGRAPHICS OF CONSTITUENTS IN THOSE AREAS:

This ordinance applies citywide across all 13 wards of Minneapolis. According to the 2020 U.S. Census, approximately 42 percent of Minneapolis residents identify as people of color, including Black or African American (18.9%), Hispanic or Latino (10.4%), Asian (5.8%), American Indian and Alaska Native (1.2%), and multiracial residents (5.2%).

WHAT DOES AVAILABLE DATA TELL YOU ABOUT HOW CONSTITUENTS FROM BIPOC COMMUNITIES CURRENTLY RELATE TO THE DESIRED OUTCOME COMPARED TO WHITE CONSTITUENTS?

BIPOC constituents, particularly those who are also 2SLGBTQIA+, are more likely to experience the consequences of exclusionary language in the law. If ordinances are interpreted through a framework that does not recognize the full diversity of genders in the community, the people most harmed by ambiguous or exclusionary readings are those who already face compounded barriers, including BIPOC transgender, non-binary, and gender-expansive residents who interact with City systems.

WHAT DATA IS UNAVAILABLE OR MISSING? HOW CAN YOU OBTAIN ADDITIONAL DATA?

- Disaggregated data on how BIPOC gender-expansive residents interact with City systems compared to white gender-expansive residents
- Community awareness data on how many 2SLGBTQIA+ residents know their rights under the City's existing ordinances

SECTION 3: COMMUNITY ENGAGEMENT

USING THE INTERNATIONAL ASSOCIATION OF PUBLIC PARTICIPATION (IAP2) [PUBLIC PARTICIPATION SPECTRUM](#), WHICH PARTICIPATION STRATEGY(S) WAS USED WHEN ENGAGING THOSE WHO WOULD BE MOST IMPACTED?

- CONSULT

DESCRIBE THE ENGAGEMENT AND WHAT HAVE YOU LEARNED?

The primary engagement was a community presentation with 2SLGBTQIA+ residents and community members directly impacted by the issues addressed in the ordinance. Community members affirmed that the City's existing protections were insufficient against the current federal threat environment, particularly around surveillance, data-sharing, and access to care. There was strong demand for codified and enforceable commitments. A key topic was how language matters.

SECTION 4: ANALYSIS

HOW DOES THE OUTCOME FOR THIS ORDINANCE, AMENDMENT, OR POLICY HELP THE CITY ACHIEVE RACIAL EQUITY?

By updating the interpretive rules of the entire Code, this amendment ensures that every ordinance that uses gendered language is read inclusively for all genders. BIPOC transgender, non-binary, and gender-expansive residents are the most likely to be harmed by any exclusionary interpretations of gendered language, and the least likely to have the resources to challenge those interpretations.

SECTION 5: EVALUATION

HOW WILL IMPACTS BE MEASURED? WHAT ARE THE SUCCESS INDICATORS AND PROCESS BENCHMARKS?

Success will be measured through monitoring how the updated language is applied.

HOW WILL THOSE WHO ARE IMPACTED BE INFORMED OF PROGRESS OVER TIME?

There should be updated reports to the Public Health, Safety, and Equity Committee.