

Employment and Housing Non-discrimination – Gender Identity & Expression

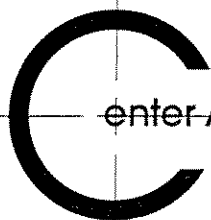
- Currently the Milwaukee non-discrimination ordinance (Chapter 109) protects people who have been discriminated against based on sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status, sexual orientation or familial status. Transgender and gender non-conforming people are not currently protected. We need to fix the current language to cover transgender people so that all people have the protections they need to support and house themselves and their families without discrimination. According to a 2002 poll commissioned by the Human Rights Campaign Foundation, 61 percent of Americans believe that the country needs laws to protect transgender people from discrimination
- Transgender people are people who are born one gender and express or identify a different gender. Research shows transgender people do not “choose” their identity. Transgender people experience some of the worst forms of employment and housing discrimination.

A 2007 study by the Williams Institute at the UCLA School of Law indicated that 20 to 57 percent of transgender respondents experienced employment discrimination based on their gender identity. According to a 2007 Center Advocates/FORGE survey of transgender City of Milwaukee residents, more than 20% of the respondents have been denied a job because of their gender identity, 7% unfairly disciplined, and 5% have experienced housing discrimination. Discrimination included denial of employment or housing, being fired from a job, reprimanded or disciplined, eviction or other forms of discrimination, because of their gender identity and expression. 12% of the respondents have experienced housing or employment discrimination because of a partner/friend or family member’s gender identity and expression.

- The proposed fix to the non-discrimination ordinance would allow transgender people who have faced housing and/or employment discrimination to file a complaint with the cities Equal Rights Commission. It will also give the city the power to reprimand city licensees that discriminate.

Stories from the Milwaukee Survey

Center Advocates, the Milwaukee-based equal rights organization, and FORGE, a transgender organization, have extensively surveyed the transgender community. Many respondents told us they weren't hired for jobs they were qualified for; including a transgender man who was told the job was filled by a better-qualified applicant, though the position was advertised as still vacant for months afterward. One transgender woman told us about a temporary agency that told her only to "do it" at home, and another reported being passed over for a promotion for her own "safety." We heard from a transgender woman whose landlord told her not to dress like a woman outside of her home.



Center Advocates, Inc.

What follows is a listing of the 25 biggest cities in the United States based on the latest population estimates from the U.S. Census Bureau as of July 1, 2005.

Bolded cities have non-discrimination protections that include gender identity and expression

1. **New York City, New York 8,213,839**
2. **Los Angeles, California 3,845,541**
3. **Chicago, Illinois 2,842,518**
4. Houston, Texas 2,076,189
5. **Philadelphia, Pennsylvania 1,463,281**
6. Phoenix, Arizona 1,461,575
7. **San Diego, California 1,263,756**
8. San Antonio, Texas 1,236,249
9. Dallas, Texas 1,213,825
10. San Jose, California 912,332
11. Detroit, Michigan 886,671
12. **Indianapolis, Indiana 784,118**
13. Jacksonville, Florida 782,623
14. **San Francisco, California 739,426**
15. Columbus, Ohio 730,657
16. **Austin, Texas 690,252**
17. Memphis, Tennessee 672,277
18. **Baltimore, Maryland 640,064**
19. Fort Worth, Texas 624,067
20. Charlotte, North Carolina - 610,949
21. Nashville, Tennessee - 607,413
22. **El Paso Texas - 598,590**
23. **Boston, Massachusetts - 596,638**
24. **Washington, District of Columbia - 582,049**
25. Milwaukee, Wisconsin - 578,887

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