

**A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, URGING THE FLORIDA LEGISLATURE TO ADOPT SENATE BILL 438 (SB 438), THE FLORIDA INCLUSIVE WORKFORCE ACT, A BI-PARTISAN ACT THAT PROMOTES FAIRNESS AND MODERNIZES STATE LAW BY PROHIBITING DISCRIMINATION BASED ON SEXUAL ORIENTATION AND GENDER IDENTITY; AND, FURTHER, DIRECTING CITY CLERK TO TRANSMIT A COPY OF THIS RESOLUTION TO THE ENTITIES LISTED HEREIN.**

**WHEREAS**, the Florida Inclusive Workforce Act, as set forth in Florida Senate Bill 438 (SB 438), is bi-partisan legislation that promotes fairness and equal opportunity by adding sexual orientation and gender identity as impermissible grounds for discrimination in the area of employment; and

**WHEREAS**, SB 438 would amend and modernize Section 760.01, et. seq., of the Florida Statutes (the "Florida Civil Rights Act of 1992") and would also provide remedies for discrimination by employers in the workplace and for specified unlawful practices by employment agencies, labor organizations, joint labor-management committees, and others based on sexual orientation and gender identity; and

**WHEREAS**, in its 2018 Corporate Equality Index, the Human Rights Campaign Foundation reported that ninety-one percent (91%) of Fortune 500-ranked businesses include sexual orientation in their nondiscrimination policies and eighty-three percent (83%) include gender identity in such policies, reflecting a link between strong anti-discrimination laws and the ability to draw the best and the brightest talent; and

**WHEREAS**, the adoption of the Florida Inclusive Workforce Act will provide one more tool to ensure that all people are treated fairly and equally; and

**WHEREAS**, the Mayor and City Commission support the adoption of the Florida Inclusive Workforce Act as it would be in the best interest of residents and businesses alike throughout the State of Florida.

**NOW, THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA**, that the Mayor and City Commission hereby urge the Florida Legislature to adopt Senate Bill 438, the Florida Inclusive Workforce Act, a bi-partisan Act that promotes fairness and modernizes State law by prohibiting discrimination based on sexual orientation and gender identity; and, further, direct the City Clerk to transmit a copy of this Resolution to the Miami-Dade County League of Cities, the Florida League of Cities, and the Miami-Dade County Legislative Delegation.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

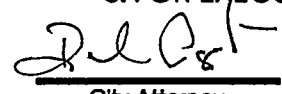
**ATTEST:**

\_\_\_\_\_  
Dan Gelber, Mayor

\_\_\_\_\_  
Rafael E. Granado, City Clerk  
(Sponsored by Commissioner John Elizabeth Aleman)

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APPROVED AS TO  
FORM & LANGUAGE  
& FOR EXECUTION

 2-4-19  
\_\_\_\_\_  
City Attorney                      Date