

Amending Chapter 53 of the D.R.M.C

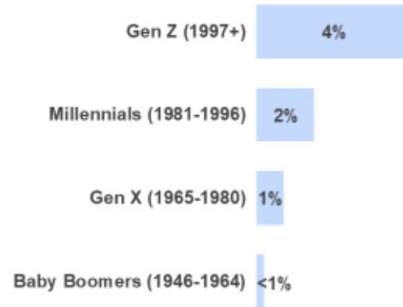
Substituting the Term *Menstrual Hygiene Products* in
Place of the Term *Feminine Hygiene Products*

Why Representation Matters

“Representation equals validity. Without representation, people cannot feel like they belong” – Ben Pechy, Writer and Diversity & Inclusion Consultant

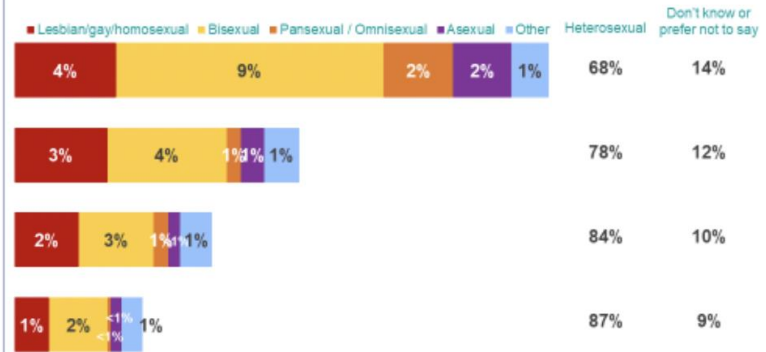
GENDER IDENTITY AND SEXUAL ORIENTATION BY GENERATION (GLOBAL COUNTRY AVERAGE)

% describing themselves as “transgender”, “non-binary/non-conforming/gender-fluid” or “in another way”*



*rather than “male”, “female” or “prefer not to say”

% identifying as



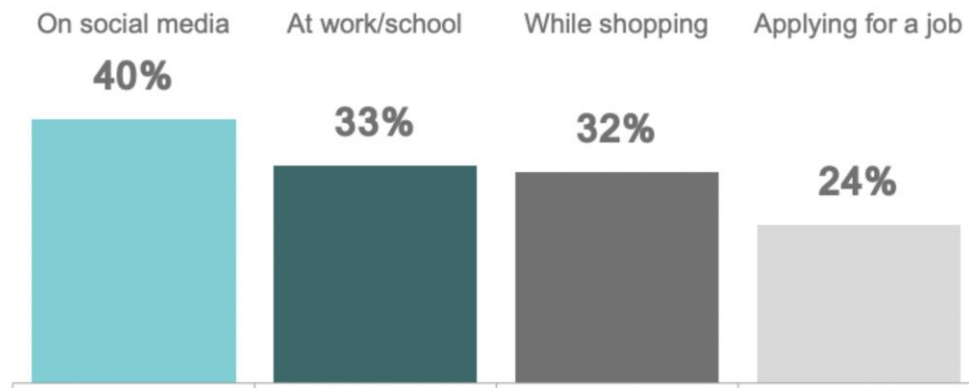
© Ipsos | LGBT+ Pride 2021 Global Survey



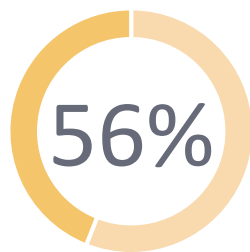
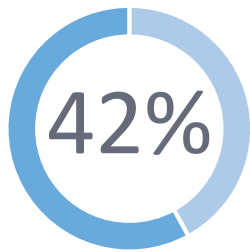
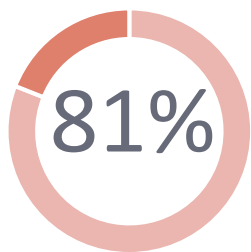
Why Representation Matters

Gender-neutral language shifts cis-centered dialogue creating more inclusive spaces.

Places where LGBTQ+ experienced discrimination*



*among those who experienced discrimination in the past year
Kantar Consulting 2017 U.S. MONITOR (Sample 18+)



2023 study* found that:

81% of transgender adults in the U.S. have thought about suicide

42% of transgender adults have attempted it

56% have engaged in non-suicidal self-injury over their lifetimes

In 2022**:

50% of non-binary and trans youth considered suicide

**UCLA School of Law, Williams Institute*

***The Guardian*



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Comparison Cities

| Entity | Ordinance | Language |
|--|---|--|
| New York State | Senate Bill S1522 (2023) | Replaces words “feminine hygiene products” to “menstrual products”. |
| Canada | Part II of the Canada Labour Code (2023) | Canada requires menstrual products to be provided in all restrooms, regardless of gender, in federally regulated workplaces and uses gender neutral language to refer to menstrual products. |
| Colorado State | HB19-1224 (2019) | Provides free menstrual hygiene products to people in custody-uses gender neutral language. |
| New York City | Int 1055-2023 | Uses term “menstrual products” to replace gendered language in all laws, documents and materials generated by the city. |
| CCD | Guidelines to Supporting Gender Transitioning Employees | Provides guidance on how to support transitioning and gender non-conforming individuals. |
| CCD- Human Rights & Community Partnerships | LGBTQ Commission | The commission partners with the community to advance social, economic, and political equity for LGBTQ in Denver. |
| CCD- Office of Social Equity & Innovation (OSEI) | OSEI | Office works with city departments and agencies to advance policies to achieve equity for underrepresented and disadvantaged communities including gender identity. |

Language Change

ORDINANCE NO. _____
SERIES OF 2024

BY AUTHORITY _____

COUNCIL BILL NO. _____
COMMITTEE OF REFERENCE: _____

A BILL

For an ordinance amending Chapter 53 of the Revised Municipal Code to substitute the term menstrual hygiene products in place of the term feminine hygiene products for the purposes of administering the existing exemption from the collection of sales and use tax in the City and County of Denver.

BE IT ENACTED BY THE COUNCIL OF THE CITY AND COUNTY OF DENVER:

Section 1. Chapter 53, Article II, Division 1 of the Code is amended by deleting the language stricken and adding the language underlined to read as follows:

Sec. 53-53. - Definitions.

(a) The following words and phrases shall have the meanings given to them in this section, unless the context clearly requires a different meaning.

(12) "~~Feminine-Menstrual~~ hygiene products" means products that are designed to absorb or contain menstrual flow. Feminine-Menstrual hygiene products include, but are not limited to, tampons, menstrual pads and sanitary napkins, pantliners, menstrual sponges, and menstrual cups.

Sec. 53-55. - Exemptions.

There shall be exempt from taxation under the provisions of this article the following:

(19) All sales of feminine-menstrual hygiene products.

Section 2. Chapter 53, Article III, Division 1 of the Code is amended by deleting the language stricken and adding the language underlined to read as follows:

Sec. 53-103. - Definitions.

(a) The following words and phrases shall have the meanings given to them in this section, unless the context clearly requires a different meaning.

(14) "~~Feminine-Menstrual~~ hygiene products" means products that are designed to absorb or contain menstrual flow. Feminine-Menstrual hygiene products include, but are not limited to, tampons, menstrual pads and sanitary napkins, pantliners, menstrual sponges, and menstrual cups.

Sec. 53-105. - Exemptions.

There shall be exempt from taxation under the provisions of this article the following:

(22) All purchases or sales of feminine-menstrual hygiene products.

Currently “Feminine Hygiene Products” are exempt from taxation. This exemption remains, the language is changed to replace every mention of “*Feminine*” to “*Menstrual*”.



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Questions?