



City of Seattle
Edward B. Murray, Mayor

Date: August 5, 2014

To: Parks, Seattle Center, Libraries and Gender Pay Equity Committee

From: Susan Coskey, Director, Personnel/Human Resources Department
Patricia Lally, Director, Seattle Office of Civil Rights

Subject: Gender Equity Resolution Update

This document summarizes the activity since the prior report date of May 20, 2014, by the City Personnel/HR Department (Personnel/HR) and the Seattle Office of Civil Rights (SOCR) to implement the joint resolution on Gender Equity presented by Mayor Murray and Councilmember Godden.

Addressing Gender-Based Disparity and Achieving Equity within the City of Seattle. The Mayor and City Council request the following:

- The Personnel/HR Department will work with all City Departments to provide a deeper analysis of City-wide gender data, specifically overlaying an analysis of race, age, sexual orientation, gender identity and other demographic information:
 - ***Consulting firm has been retained to conduct a deeper dive gender and race equity study across City departments – estimated completion 9/30/14***
 - ***SA2 position temporarily filled to support analysis and policy recommendations***
 - ***Sexual orientation/gender identity data collection approach pending legal analysis and recommendations to ensure data integrity***
 - ***Recommendations/proposed actions pending data collection and analysis***

- SOCR and Personnel/HR will develop training and strategies that address gender equity in the workplace:
 - ***Efforts ongoing with new and existing employee and supervisor training***
 - ***SOCR SA2 position to support this work has been filled***

- Personnel/HR will partner with City Council to conduct a study on Paid Parental Leave, and identify potential strategies to provide paid parental leave upon determining best practices:

- ***Study has begun – estimated completion 9/30/14***
 - ***Recommendations/proposed actions pending data collection and analysis***
- Personnel/HR will work with other City Departments to determine how to implement a more consistent Citywide approach to performance management and employee discipline that can be leveraged to further more equitable treatment of employees throughout the City:
 - ***Citywide HR strategic planning process begun, to include analysis of and recommendations regarding performance management and discipline practices***
 - ***Implementation of Citywide Talent Management System to enable more consistent approach to performance management and discipline***
 - Personnel/HR will work with SOCR to incorporate a centralized City-wide leadership and management development program to drive equitable and fair treatment of employees throughout the City, and provide targeted and increased opportunities for career growth for individuals in under-represented employee groups. Personnel/HR and SOCR will seek Council approval for the additional staff resources needed to develop this program:
 - ***Development of employee, management and leadership training programs ongoing***
 - Personnel/HR will dedicate a new staff person to create and manage a program for outreach and recruitment to diverse and under-represented populations:
 - ***Recruitment pending***
 - SOCR and the Personnel/HR Department will continue to co-lead the Workforce Equity Planning and Advisory Committee (WEPAC), working to ensure that all hiring and promotional activities are fair and equitable, both in process and in outcomes:
 - ***Personnel/HR continues to work with SOCR to schedule recurring meetings and include WEPAC in gender justice programming***
 - SOCR will support the Mayor’s Office in the development of a regional Gender Equity Initiative to address gender inequities within the private sector and throughout the community and region:
 - ***SOCR is working with the Mayor’s Office and Councilmember Godden to develop a regional initiative***
 - ***Benchmarking research on similar public/private initiatives completed***