

CITY OF SEATTLE
RESOLUTION 31523

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3 A RESOLUTION affirming the City of Seattle's commitment to gender equity, and the
4 implementation of comprehensive measures to achieve equity at the City of Seattle and
5 throughout our community.

6 WHEREAS, racial and gender-based disparities persist in employment at the City of Seattle
7 and across the Seattle region;

8 WHEREAS, in 2013 a National Partnership for Women and Families report revealed that
9 women in the Seattle region earn 73 cents for every dollar a man earns, and an initial
10 City of Seattle review demonstrated that women working for the City earn 90.5cents
11 for every dollar a man earns, with that number dropping when race is reviewed along
12 with gender;

13 WHEREAS, there currently is not a mechanism in the City to examine the impact of sexual
14 orientation or gender identity on earnings as that demographic data is not collected;

15 WHEREAS, examining the intersection of race and gender, along with other information that
16 is available, provides a more accurate view of disparities and barriers to equity, and
17 focusing on the most affected populations will help to lift the entire community;

18 WHEREAS, the City of Seattle has the Race and Social Justice Initiative in place that has
19 been broadly adopted and accepted throughout the City and community, including
20 aspects such as training and workshops, policy analysis, community outreach and the
21 Race and Social Justice Toolkit, which may serve as a transferrable model for future
22 efforts to achieve gender equity;

23 WHEREAS, the City of Seattle has a strong foundation for equity, including policies of non-
24 discrimination and anti-harassment for our City employees, that includes more
25 protected classes than in State and Federal law, excellent Family and Medical Leave
26 Assistance and Paid Sick and Safe Time benefits, and an exceptional benefits
27 package;

WHEREAS, the Gender Equity in Pay Task Force recently released a report on disparities in
pay for City of Seattle employees and submitted it to the Mayor and City Council;
and



1 WHEREAS, practices and policies related to performance management, such as performance
2 evaluation, goal setting, progressive discipline, management training and leadership
3 development, have direct impact on workplace equity and are most adequately
4 assessed through a City-wide lens;

5 WHEREAS, in addition to standard methods of recruitment, such as advertising and job
6 postings, effective recruitment to diverse and under-represented populations requires
7 outreach and establishment of trusting, long-term relationships with the community
8 and requires an investment by the City's time and resources;

9 WHEREAS, the Mayor and City Council believe equity is the cornerstone of a thriving
10 democracy and the internal actions of local government that contribute to the health
11 and well-being of everyone in our city; and

12 WHEREAS, local government leadership is necessary to achieve equity in the community,
13 and it is also necessary for local government to work in collaboration with regional
14 and national partners, both within government and across sectors; NOW,
15 THEREFORE,

16 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE**
17 **MAYOR CONCURRING, THAT:**

18 Section 1. **Gender Equity in Pay Report.** The Mayor and City Council express
19 appreciation to the Gender Equity in Pay Task Force for their commitment to addressing gender
20 based disparities in City government and throughout Seattle.

21 Section 2. **Addressing Gender-Based Disparity and Achieving Equity Within the**
22 **City of Seattle.** The Mayor and City Council request the following:

- 23 A. The Personnel Department will work with all City Departments to provide
24 a deeper analysis of City-wide gender data, specifically overlaying an
25 analysis of race, age, sexual orientation, gender identity and other
26 demographic information.



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- B. Where disparities exist, the Personnel Department and the Seattle Office for Civil Rights (SOCR) will identify policies and practices that may contribute to disparities, make recommendations for pay, practice and policy adjustments based on findings, examine the root causes of institutionalized barriers to equity and identify strategies to implement transformational change.
 - C. SOCR and the Personnel Department will develop training and strategies that address gender equity in the workplace, with a focus on institutional and structural sexism, and the intersections of race, gender and gender identity. To measure the efficacy of training and strategies to achieve gender equity, SOCR will develop and conduct periodic surveys among City employees.
 - D. The Personnel Department will partner with the City Council to conduct a study on Paid Parental Leave, and identify potential strategies to provide Paid Parental Leave upon determining best practices.
 - E. The City, through the Personnel Department, will review, modify and/or propose additional “family friendly” policies and practices where applicable and appropriate, and take steps to effectively communicate such policies and practices City-wide.
 - F. The Personnel Department will investigate revising the City’s employee information collection process to include an option to identify transgender



employees.

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- G. The Personnel Department will work with other City Departments to determine how to implement a more consistent City-wide approach to performance management and employee discipline that can be leveraged to further more equitable treatment of employees throughout the City.
 - H. The Personnel Department 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. The Personnel Department and SOCR will seek Council approval for the additional staff resources needed to develop this program.
 - I. The Personnel Department will dedicate a new staff person to creating and managing a program for outreach and recruitment to diverse and under-represented populations. This position will collaborate with other City Departments to share best practices and assist in recruitment strategies. The Personnel Department will also leverage partnerships with OIRA and DON to establish relationships in the community.
 - J. SOCR and the Personnel Department will continue to co-lead the Workforce Equity Planning and Advisory Committee, working to ensure that all hiring and promotional activities are fair and equitable, both in



process and in outcomes.

The City will work with its Labor partners to implement changes in compensation and working conditions envisioned by the proposed actions.

Section 3. **Gender Equity Initiative.** The Mayor and City Council will launch a regional initiative to address gender disparities under the following framework:

- A. The Mayor's Office, in cooperation with the Chair of the City Council's Parks, Seattle Center, Libraries and Gender Pay Equity Committee, will lead City efforts to create a regional coalition to address gender inequities within the private sector and through the community and region. The City will support this volunteer-based program by developing best practices, a gender equity toolkit and partnerships that positively showcase progressive, equity-driven businesses and organizations. The Mayor's Office will coordinate with SOCR and the Personnel Department to develop a model of inclusion, collaboration and cooperation with the Seattle community and region.
- B. The City will incorporate a gender equity lens in citywide initiatives, such as legislation to increase the minimum wage, with the Seattle community and region.
- C. The City will use its 2014 State Legislative Priorities to encourage statewide legislation that supports working women and families, including Paid Sick and Safe Time, Family and Medical Leave Insurance,



Reproductive Parity and others.

- D. The City will participate in a regional effort to identify and address position-based disparities in compensation based on race, gender, or other protected bases.

Section 4. **Seattle City Council Action.** The Council will carry out the following steps to advance gender pay equity work:

- A. The Council President and the Chair of the Parks, Seattle Center, Libraries, and Equity Committee will request that each Committee Chair hold briefings and discussions on wage disparities and efforts to reduce those gaps in the departments they oversee. This will build a foundation of knowledge among Councilmembers on the causes of wage disparities and how the Council should approach the problem, department by department.
- B. The Parks, Seattle Center, Libraries, and Equity Committee will monitor the City's efforts on gender equity and take actions to advance the work and ensure it continues.



FISCAL NOTE FOR NON-CAPITAL PROJECTS

Department:	Contact Person/Phone:	CBO Analyst/Phone:
PER/SOCR/OPI	Mike Fong/615-1675	Jeanette Blankenship/615-0087

Legislation Title:

A RESOLUTION affirming the City of Seattle's commitment to gender equity, and the implementation of comprehensive measures to achieve equity at the City of Seattle and throughout our community.

Summary of the Legislation: The resolution expresses appreciation to the Gender Equity in Pay Task Force, directs the Personnel Department and the Seattle Office for Civil Rights to pursue specific actions, launches a regional initiative to address gender disparities, and directs the Seattle City Council to advance gender pay equity work through additional steps.

Background:

The Gender Equity in Pay Task Force recently released a report on disparities in pay for City of Seattle employees and submitted it to the Mayor and City Council. This resolution responds to those findings to implement comprehensive measures to achieve equity.

This legislation does not have any financial implications.

This legislation has financial implications.

Appropriations:

Appropriations Notes: N/A

Revenue/Reimbursement Notes: N/A

Position Notes: N/A

Do positions sunset in the future? N/A

Other Implications:

a) **Does the legislation have indirect financial implications, or long-term implications?**

The Gender Equity Resolution will be followed by legislation to lift the 2014 Adopted Budget proviso (Green Sheet 134-2-A-2) on \$1.4 million for the Gender Wage Equity Reserve. The funds will support the three new FTEs and consulting resources proposed in the resolution for the remainder of 2014, and in the 2015-2016 biennial budget.

- b) What is the financial cost of not implementing the legislation?**
The Resolution does not have a direct financial cost.
- c) Does this legislation affect any departments besides the originating department?**
The Resolution directly affects Personnel and the Seattle Office for Civil Rights. All other departments will be indirectly affected by efforts to improve gender wage equity.
- d) What are the possible alternatives to the legislation that could achieve the same or similar objectives?**
None.
- e) Is a public hearing required for this legislation?**
No.
- f) Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?**
No.
- g) Does this legislation affect a piece of property?**
No.
- h) Other Issues:** None.

List attachments to the fiscal note below: None.



City of Seattle
Edward B. Murray
Mayor

April 8, 2014

Honorable Tim Burgess
President
Seattle City Council
City Hall, 2nd Floor

Dear Council President Burgess:

I am pleased to transmit the attached proposed Resolution that affirms the City of Seattle's commitment to gender equity. The Resolution expresses appreciation for the work of the Gender Equity in Pay Task Force and incorporates many of their recommendations into a request for additional action by the Personnel Department and the Seattle Office for Civil Rights. In addition, the City Council will take specific actions to advance gender pay equity work. To complement these efforts, the Mayor and City Council will launch a regional initiative to address gender disparities.

Despite the fact that women in the United States appear to be institutionally and socially integrated, they earn less than men across almost all occupations. At the City of Seattle, women earn 90.5 cents for every dollar a man earns, which is less than the national or regional gap. Still, we can do better. The City of Seattle's Gender Equity in Pay Task Force was convened in 2013 to examine disparities in pay at the City of Seattle and to take a deeper look at the causes and manifestations of gender disparities across departments. The Task Force generated a comprehensive set of recommendations, which have been considered in this Resolution, that aim to address the City's gender pay gap and the root causes of gender inequity.

This Resolution will lay the foundation for implementing comprehensive measures to achieve equity at the City of Seattle and throughout our community. With the Personnel Department and Seattle Office for Civil Rights working in collaboration with the Seattle City Council, great progress can be made in addressing gender-based disparity and achieving equity within the City of Seattle. Thank you for your consideration of this legislation. Should you have questions, please contact Jeanette Blankenship at 206-615-0087.

Sincerely,

Edward B. Murray
Mayor of Seattle

cc: Honorable Members of the Seattle City Council

