



SEATTLE CITY COUNCIL

Legislative Summary

Res 31636

Record No.: Res 31636

Type: Resolution (Res)

Status: Adopted

Version: 2

In Control: City Clerk

File Created: 11/20/2015

Final Action: 12/17/2015

Title: A RESOLUTION re-affirming the City's commitment to gender pay equity and expressing the City's intent to join 100% Talent, a regional Gender Pay Equity Initiative, as a founding member, and to help implement the Initiative as a means to strengthen gender pay equity in Seattle and the region.

Notes:

Sponsors: Godden

Attachments:

Drafter: Emilia.Sanchez@seattle.gov

Date

Filed with City Clerk: 12/17/2015

Mayor's Signature: 12/17/2015

Vetoed by Mayor:

Veto Overridden:

Veto Sustained:

Filing Requirements/Dept Action:

History of Legislative File

Legal Notice Published:

☐ Yes

☐ No

Ver- sion:	Acting Body:	Date:	Action:	Sent To:	Due Date:	Return Date:	Result:
1	City Clerk	11/24/2015	sent for review	Council President's Office			
	Action Text: The Resolution (Res) was sent for review. to the Council President's Office						
	Notes:						
1	Council President's Office	11/24/2015	sent for review	Parks, Seattle Center, Libraries, and Gender Pay Equity Committee			
	Action Text: The Resolution (Res) was sent for review. to the Parks, Seattle Center, Libraries, and Gender Pay Equity Committee						
	Notes:						

Legislative Summary Continued (Res 31636)

- 1 Full Council 11/30/2015 referred Parks, Seattle Center, Libraries, and Gender Pay Equity Committee
- Action Text: The Resolution (Res) was referred. to the Parks, Seattle Center, Libraries, and Gender Pay Equity Committee
- Notes:
- 1 Parks, Seattle Center, Libraries, and Gender Pay Equity Committee 12/01/2015 adopt as amended Pass
- Action Text: The Committee recommends that Full Council adopt as amended the Resolution (Res).
- In Favor: 2 Chair Godden, Vice Chair Harrell
- Opposed: 0
- 2 Full Council 12/07/2015 adopted Pass
- Action Text: The Resolution (Res) was adopted by the following vote and the President signed the Resolution:
- Notes:
- In Favor: 7 Council President Burgess, Councilmember Bagshaw, Councilmember Godden, Councilmember González , Councilmember Harrell, Councilmember Licata, Councilmember Rasmussen
- Opposed: 0
- 2 City Clerk 12/11/2015 submitted for Mayor's signature Mayor
- Action Text: The Resolution (Res) was submitted for Mayor's signature. to the Mayor
- Notes:
- 2 Mayor 12/17/2015 Signed
- Action Text: The Resolution (Res) was Signed.
- Notes:
- 2 Mayor 12/17/2015 returned City Clerk
- Action Text: The Resolution (Res) was returned. to the City Clerk
- Notes:
- 2 City Clerk 12/17/2015 attested by City Clerk
- Action Text: The Resolution (Res) was attested by City Clerk.
- Notes:
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CITY OF SEATTLE
RESOLUTION 31636

A RESOLUTION re-affirming the City's commitment to gender pay equity and expressing the City's intent to join 100% Talent, a regional Gender Pay Equity Initiative, as a founding member, and to help implement the Initiative as a means to strengthen gender pay equity in Seattle and the region.

WHEREAS, racial and gender-based disparities in pay and opportunities for employment and advancement persist across the Seattle region; and

WHEREAS, in 2013 a National Partnership for Women and Families report revealed that women in the Seattle region earned 73 cents for every dollar a man earned and the gap for women of color is even wider; and

WHEREAS, the Mayor and Council recognize equity in the workforce as fundamental to ensuring employers and employees maximize their potential and that the actions of local government contribute to the health and well-being of everyone in Seattle; and

WHEREAS, the Mayor and City Council enacted Resolution 31523 to identify where racial and gender-based disparities exist, the causes for those disparities, the intrinsic relationship between race and gender that contributes to gender inequity and changes that should be made to address barriers to equity; and

WHEREAS, also in resolution 31523, the Mayor and City Council recognized the leadership role the City should take in addressing gender wage equity and committed to working with regional partners in the public and private sector to develop a regional gender pay equity initiative; and

1 WHEREAS, in 2015 the Seattle Metropolitan Chamber of Commerce and Women's Funding

2 Alliance launched 100% Talent, a regional gender wage equity initiative, similar to

3 efforts in the City of Boston and other municipalities, to engage private sector employers

4 in closing the gender wage gap; and

5 WHEREAS, the goal of the initiative is to have five-hundred companies in the Seattle region

6 pledge to take three voluntary actions to help close the gender wage gap in the region within five

7 years; and

8 WHEREAS, the City of Seattle will sign on to the initiative compact, joining Odin, Moss

9 Adams, Deloitte, Inn at the Market and Ben Bridge Jewelers as founding partners,

10 agreeing, as all signees do, to:

11 1. Identify gender equity issues, collect data internally and understand the root causes of
12 inequity within the organization;

13 2. Implement at least three best-practice solutions and monitor progress;

14 3. Share best practices and success with other organizations;

15 4. Invest in 100% Talent; the amount and value to be determined solely by the City; and

16 WHEREAS, the City of Seattle, as a member of 100% Talent, will receive benefits such as

17 training, best-practice sharing and other tools to support gender-equity work; NOW,

18 THEREFORE,

19 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE**

20 **MAYOR CONCURRING, THAT:**

21 Section 1. The City of Seattle supports 100% Talent as a regional gender equity initiative and

22 makes the 100% Talent pledge to help close the gender wage gap through the following actions:

23 A. The City of Seattle will serve as a founding member, joining Odin, Moss Adams,

24 Deloitte, Inn at the Market and Ben Bridge Jewelers as founding partners, agreeing, as all

25 signees do, to:

1. Identify gender equity issues, collect data internally and understand the root causes of inequity within the organization;
2. Implement at least three best-practice solutions and monitor progress;
3. Share best practices and success with other organizations;
4. Invest in 100% Talent; the amount and value to be determined solely by the City.

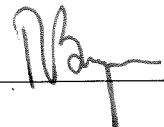
B. To the extent permitted under RCW 49.60.400, the City of Seattle will identify and commit to implementing at least three of the thirty-one recommended best practices identified to close the gender wage-gap:

1. Demonstrate that gender diversity is a high priority.
2. Reorient workplace culture to emphasize results over "seat-time."
3. Offer training to acknowledge and overcome implicit bias.
4. Publish policies that foster an inclusive culture.
5. Create an initial applicant screening that is free of gender bias.
6. Seek diversity in the applicant pool and evaluate candidates as a pool.
7. Enlist diverse evaluators in hiring.
8. Evaluate starting salaries for new hires.
9. Conduct regular compensation evaluations for employees of all levels.
10. Conduct negotiation training for employees and managers.
11. Regularly train managers on conducting effective performance evaluations.
12. Publish employee performance philosophy or principles in a manner easily accessible by employees.
13. Evaluate causes of attrition among women, including mothers and non-mothers.
14. Offer paid family leave.
15. Offer onsite or subsidized childcare.
16. Offer childcare referral or back-up childcare services.
17. Create and generate awareness of programs that confer employee schedule control, including flex programs.
18. Train managers to manage a flexible workforce.
19. Mentor and sponsor women for leadership positions.
20. Provide structural support to move women up the talent pipeline.
21. Actively recruit women to executive level and board positions.
22. Include women on senior search committees.
23. Achieve equitable gender representation on compensation committees.
24. Support initiatives that expose young girls to science, technology, engineering and math (STEM) careers, the trades and other fields where they are underrepresented.
25. Support initiatives that connect girls and young women to female role models, mentors and sponsors in fields where they are underrepresented.
26. Support the expansion of science, technology, engineering and math (STEM) high school and college courses.

- 1 27. Evaluate female student perceptions of your industry.
- 2 28. Support outreach and training programs for women in science, technology,
- 3 engineering and math (STEM) careers, the trades and other fields where they are
- 4 underrepresented. Create recruiting initiatives for women in underrepresented fields.
- 5 29. Seek gender diversity among investment partners.
- 6 30. Showcase successful women entrepreneurs.
- 7 31. Design incubators (organizations oriented toward speeding up the growth and success
- 8 of startup and early stage companies) and co-working spaces to support entrepreneurs
- 9 with families.

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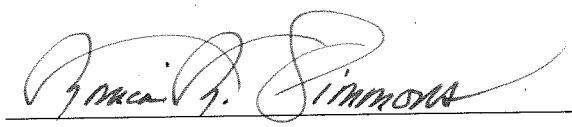
1 Adopted by the City Council the 7th day of December, 2015, and
2 signed by me in open session in authentication of its adoption this 7th day
3 of December, 2015.

4 
5 President _____ of the City Council

6
7 The Mayor concurred the 17th day of December, 2015.

8 
9
10 Edward B. Murray, Mayor

11
12 Filed by me this 17th day of December, 2015.

13 
14

15 Monica Martinez Simmons, City Clerk
16

17 (Seal)

STATE OF WASHINGTON -- KING COUNTY

--SS.

331979

No.

CITY OF SEATTLE, CLERKS OFFICE

Affidavit of Publication

The undersigned, on oath states that he is an authorized representative of The Daily Journal of Commerce, a daily newspaper, which newspaper is a legal newspaper of general circulation and it is now and has been for more than six months prior to the date of publication hereinafter referred to, published in the English language continuously as a daily newspaper in Seattle, King County, Washington, and it is now and during all of said time was printed in an office maintained at the aforesaid place of publication of this newspaper. The Daily Journal of Commerce was on the 12th day of June, 1941, approved as a legal newspaper by the Superior Court of King County.

The notice in the exact form annexed, was published in regular issues of The Daily Journal of Commerce, which was regularly distributed to its subscribers during the below stated period. The annexed notice, a

CT:31632,31636-637 TITLE

was published on

01/04/16

The amount of the fee charged for the foregoing publication is the sum of \$71.78 which amount has been paid in full.



Affidavit of Publication

Subscribed and sworn to before me on

01/04/2016

Notary public for the State of Washington,
residing in Seattle

State of Washington, King County

City of Seattle

The full text of the following legislation, passed by the City Council on December 7, 2016, and published below by title only, will be mailed upon request, or can be accessed at <http://clerk.seattle.gov>. For information on upcoming meetings of the Seattle City Council, please visit <http://www.seattle.gov/council/calendar>. Contact: Office of the City Clerk at (206) 684-8344.

Res 31632

A RESOLUTION related to the City's Emergency Management Program; amending the Comprehensive Emergency Management Plan Base Plan, Emergency Operations Plan, and All-Hazards Mitigation Plan as required by Seattle Municipal Code Section 10.02.050, RCW 38.52.077, and WAC 118-30-060.

Res 31636

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Res 31637

A RESOLUTION recognizing the obstacles faced by previously incarcerated individuals that often result in recidivism, and the potential to reduce recidivism rates, criminal justice costs, and incarceration's negative impacts on individuals, the community, and the City of Seattle, requesting the Mayor to establish a Prisoner and Community Corrections Re-entry Work Group composed of residents, City departments, the Seattle Municipal Court, and the Legislative Department to coordinate and strengthen the City's efforts to assist prisoner community re-entry.

Date of publication in the Seattle Daily Journal of Commerce, January 4, 2016.

1/4/1931979