

CITY OF SEATTLE
RESOLUTION _____

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

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

15
16 WHEREAS, there currently is not a mechanism in the City to examine the impact of sexual
17 orientation or gender identity on earnings as that demographic data is not collected;

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

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23 WHEREAS, the City of Seattle has the Race and Social Justice Initiative in place that has
24 been broadly adopted and accepted throughout the City and community, including
25 aspects such as training and workshops, policy analysis, community outreach and the

1 Race and Social Justice Toolkit, which may serve as a transferrable model for future
2 efforts to achieve gender equity;

3
4 WHEREAS, the City of Seattle has a strong foundation for equity, including policies of non-
5 discrimination and anti-harassment for our City employees, that includes more
6 protected classes than in State and Federal law, excellent Family and Medical Leave
7 Assistance and Paid Sick and Safe Time benefits, and an exceptional benefits
8 package;

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

13
14 WHEREAS, practices and policies related to performance management, such as performance
15 evaluation, goal setting, progressive discipline, management training and leadership
16 development, have direct impact on workplace equity and are most adequately
17 assessed through a City-wide lens;

18
19 WHEREAS, in addition to standard methods of recruitment, such as advertising and job
20 postings, effective recruitment to diverse and under-represented populations requires
21 outreach and establishment of trusting, long-term relationships with the community
22 and requires an investment by the City's time and resources;

1 WHEREAS, the Mayor and City Council believe equity is the cornerstone of a thriving
2 democracy and the internal actions of local government that contribute to the health
3 and well-being of everyone in our city; and
4

5 WHEREAS, local government leadership is necessary to achieve equity in the community,
6 and it is also necessary for local government to work in collaboration with regional
7 and national partners, both within government and across sectors; NOW,
8 THEREFORE,

9 **BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEATTLE, THE**
10 **MAYOR CONCURRING, THAT:**
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12 Section 1. **Gender Equity in Pay Report.** The Mayor and City Council express
13 appreciation to the Gender Equity in Pay Task Force for their commitment to addressing gender
14 based disparities in City government and throughout Seattle.
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16 Section 2. **Addressing Gender-Based Disparity and Achieving Equity Within the**
17 **City of Seattle.** The Mayor and City Council request the following:

18 A. The Personnel Department will work with all City Departments to provide
19 a deeper analysis of City-wide gender data, specifically overlaying an
20 analysis of race, age, sexual orientation, gender identity and other
21 demographic information.
22

23 B. Where disparities exist, Personnel Department and the Seattle Office for
24 Civil Rights (SOCR) will identify policies and practices that may
25 contribute to disparities, make recommendations for pay, practice and
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1 policy adjustments based on findings, examine the root causes of
2 institutionalized barriers to equity and identify strategies to implement
3 transformational change.

4 C. SOCR and Personnel Department will develop training and strategies that
5 address gender equity in the workplace, with a focus on institutional and
6 structural sexism, and the intersections of race, gender and gender identity.
7 To measure the efficacy of training and strategies to achieve gender
8 equity, SOCR will develop and conduct periodic surveys among City
9 employees.

10 D. Personnel Department will partner with the City Council to conduct a
11 study on Paid Parental Leave, and identify potential strategies to provide
12 Paid Parental Leave upon determining best practices.

13
14 E. The City, through the Personnel Department, will review, modify and/or
15 propose additional “family friendly” policies and practices where
16 applicable and appropriate, and take steps to effectively communicate such
17 policies and practices City-wide.

18
19 F. Personnel Department will investigate revising the City’s employee
20 information collection process to include an option to identify transgender
21 employees.

22 G. Personnel Department will work with other City Departments to determine
23 how to implement a more consistent City-wide approach to performance
24 management and employee discipline that can be leveraged to further
25 more equitable treatment of employees throughout the City.

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2 H. Personnel Department will work with SOCR to incorporate a centralized
3 City-wide leadership and management development program to drive
4 equitable and fair treatment of employees throughout the City and provide
5 targeted and increased opportunities for career growth for individuals in
6 under-represented employee groups. Personnel Department and SOCR
7 will seek Council approval for the additional staff resources needed to
8 develop this program.

9 I. Personnel Department will dedicate a new staff person to creating and
10 managing a program for outreach and recruitment to diverse and under-
11 represented populations. This position will collaborate with other City
12 Departments to share best practices and assist in recruitment strategies.
13 The Personnel Department will also leverage partnerships with OIRA and
14 DON to establish relationships in the community.

15 J. SOCR and the Personnel Department will continue to co-lead the
16 Workforce Equity Planning and Advisory Committee, working to ensure
17 that all hiring and promotional activities are fair and equitable, both in
18 process and in outcomes.

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

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

23 A. The Mayor's Office in cooperation with the Chair of the City Council's
24 Parks, Seattle Center, Libraries and Gender Pay Equity Committee, will
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1 lead City efforts to create a regional coalition to address gender inequities
2 within the private sector and through the community and region. The City
3 will support this volunteer-based program by developing best practices, a
4 gender equity toolkit and partnerships that positively showcase
5 progressive, equity-driven businesses and organizations. The Mayor's
6 Office will coordinate with SOCR and the Personnel Department to
7 develop a model of inclusion, collaboration and cooperation with the
8 Seattle community and region.

9 B. The City will incorporate a gender equity lens in citywide initiatives, such
10 as legislation to increase the minimum wage, with the Seattle community
11 and region.

12 C. The City will use its 2014 State Legislative Priorities to encourage
13 statewide legislation that supports working women and families, including
14 Paid Sick and Safe Time, Family and Medical Leave Insurance,
15 Reproductive Parity and others.

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

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

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23 A. The Council President and Chair of the Parks, Seattle Center, Libraries, and
24 Equity Committee will request that each Committee Chair hold briefings and
25 discussions on wage disparities and efforts to reduce those gaps in the

1 departments they oversee. This will build a foundation of knowledge among
2 Councilmembers on the causes of wage disparities and how the Council
3 should approach the problem, department by department.

4 B. The Parks, Seattle Center, Libraries, and Equity Committee will monitor the
5 City's efforts on gender equity and take actions to advance the work and
6 ensure it continues.

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8 Adopted by the City Council the ____ day of _____, 2014, and
9 signed by me in open session in authentication of its adoption this _____ day
10 of _____, 2014.

11 _____
12 President _____ of the City Council
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14 THE MAYOR CONCURRING:
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16 _____
17 Edward B. Murray, Mayor
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19 Filed by me this ____ day of _____, 2014.
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21 _____
22 Monica Martinez Simmons, City Clerk
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24 (Seal)
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