

IMMIGRANT AFFAIRS, CIVIL RIGHTS, AND EQUITY COMMITTEE REPORT relative to closing the gap for women's pay and representation in the City's workforce.

Recommendations for Council action:

1. INSTRUCT the Personnel Department, with the assistance of the Human Relations Commission and the Commission on the Status of Women, to develop a strategic plan with clear goals to better recruit, hire, develop, and retain women in departments across the City, including women of color, transgender women, and non-binary individuals.
2. INSTRUCT the Personnel Department, with the assistance of the Human Relations Commission and the Commission on the Status of Women, to create a working group of City officials, community and labor partners tasked with designing a clear pathway to help women, including women of color, transgender women, and non-binary individuals, participate in all job classifications and promotional opportunities, focused on higher paying jobs with access to overtime.
3. REQUIRE the largest City departments, as specified in the August 5, 2020 Controller's report, attached to the Council file, to submit annual reports on their efforts to attract, recruit, hire, and retain more women, including women of color, transgender women, and non-binary individuals, to all levels of City government, including entry level jobs that traditionally have been dominated by men.

Fiscal Impact Statement: None submitted by the Controller. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

SUMMARY

At the meeting held on September 3, 2020, your Immigrant Affairs, Civil Rights, and Equity Committee considered a Controller report relative to closing the gap for women's pay and representation in the City's workforce. After an opportunity for public comment was held, the Committee moved to approve the recommendations as stated above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

IMMIGRANT AFFAIRS, CIVIL RIGHTS, AND EQUITY COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
CEDILLO:	YES
WESSON:	ABSENT
PRICE:	YES
MARTINEZ:	ABSENT
RYU:	YES

ME 9/3/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-