

SEATTLE OFFICE OF CIVIL RIGHTS
SEATTLE DEPARTMENT OF HUMAN RESOURCES
EXECUTIVE ORDER 2015-02: WORKFORCE EQUITY INITIATIVE

Citywide Workforce Equity
Council Committee Presentation
July 7th, 2015



GENDER JUSTICE PROJECT

OUR WORK FOR 2015

- Support Ongoing Efforts by Business and Philanthropy to address gender equity in the private sector
- Policy Support to Seattle Women's Commission and the Seattle LGBT Commission
- Policy support to the Mayor's LGBTQ Task Force
- All-Gender Restroom Ordinance
- Gender Justice Web Portal
- Gender Equity 101 Training
- Work with City departments to make a collective impact
- Safe Time Campaign



ALL-GENDER RESTROOM ORDINANCE

WHAT IT DOES:

- Amends the Seattle Municipal Code to prevent single-occupant restroom restrictions to a specific sex or gender identity for existing and newly-built City facilities and in places of public accommodations
- Clarifies existing protections for transgender and gender nonconforming people in places of public accommodation
- Updates the definition of gender identity in Human Rights Chapters



ALL-GENDER RESTROOM ORDINANCE

WHY IT IS IMPORTANT:

Everybody has basic needs, and using the restroom is one of those needs. Trans and gender nonconforming people often face barriers when trying to access restroom facilities.

SAFETY - Transgender and gender non-conforming people report experiencing harassment, humiliation, denial of access, and physical violence in public restrooms

RACE - In a recent survey of transgender and gender non-conforming people in San Francisco, *transgender people of color reported problems using restrooms at a much higher rate than white respondents*

HEALTH - In a similar study conducted in D.C., 54% of respondents reported having health problems including dehydration, urinary tract infections, kidney infection and other kidney-related problems, from having to avoid using public restrooms

BENEFITS EVERYONE – Creating more all-gender restrooms makes life easier for disabled people who require the help of an attendant, and helps parents with differently gendered children

WORKFORCE EQUITY: CURRENT STATE

- HR leaders from SDHR, SFD, SCL, SPD, SPU and representatives from the Mayor's Office, SOCR and CBO are convening regularly as the **Workforce Equity IDT**
- The Workforce Equity IDT has developed its **charter and project list** for 2015 which will then inform the work of 2016
- SDHR has formed a **Workforce Equity Unit**
- Workforce principals incorporated into **Citywide HR consolidation**
- Target date implementation of new **Step Exception tracking** process end of Q3

2015 WORKFORCE EQUITY IDT PROJECTS

- **Building a Model for Workforce Equity**
 - Taking inventory of current specific equity and outreach policies and practices
 - Re-establishing sustainable relationships with WEPAC and Affinity Groups to ensure the RSJI lens is appropriately applied
 - Establishing foundation for 2016 to develop policies and practices
- **Citywide Assessment**
 - Defining Premium Pay
 - Assessing discretionary pay practices for Strategic Advisors 1 and Information Technology Professional C employees
 - Creating a framework to assess how employees are assigned to full and part-time jobs
- **Capturing and Tracking Data Citywide**
 - Developing an Exit Interview process
 - Tracking all requests for Step Exceptions

2016 PROPOSED WORKFORCE EQUITY IDT PROJECTS

- **Building a Model for Workforce Equity**
 - Analyzing inventory of current specific equity and outreach policies and practices to identify gaps and best practices
 - Utilizing analysis to inform equitable citywide policies and practices in collaboration with HRLT
 - Identifying innovative best practices to attract and retain women and people of color in collaboration with SOCR's Gender Justice Project
- **Citywide Assessment**
 - Analyzing how Premium Pay is assigned
 - Analyzing how employees are assigned to full and part-time jobs
 - Analyzing Step Exception requests
- **Capturing and Tracking Data Citywide**
 - Implementing the Exit Interview process