



SEATTLE DEPARTMENT OF HUMAN RESOURCES

Workforce Equity Action Plan Presentation to Seattle City Council

March 1, 2016



Today's Objective

Gain Council insight and direction on the Workforce Equity Action Plan draft project:

Deliverables

Scope

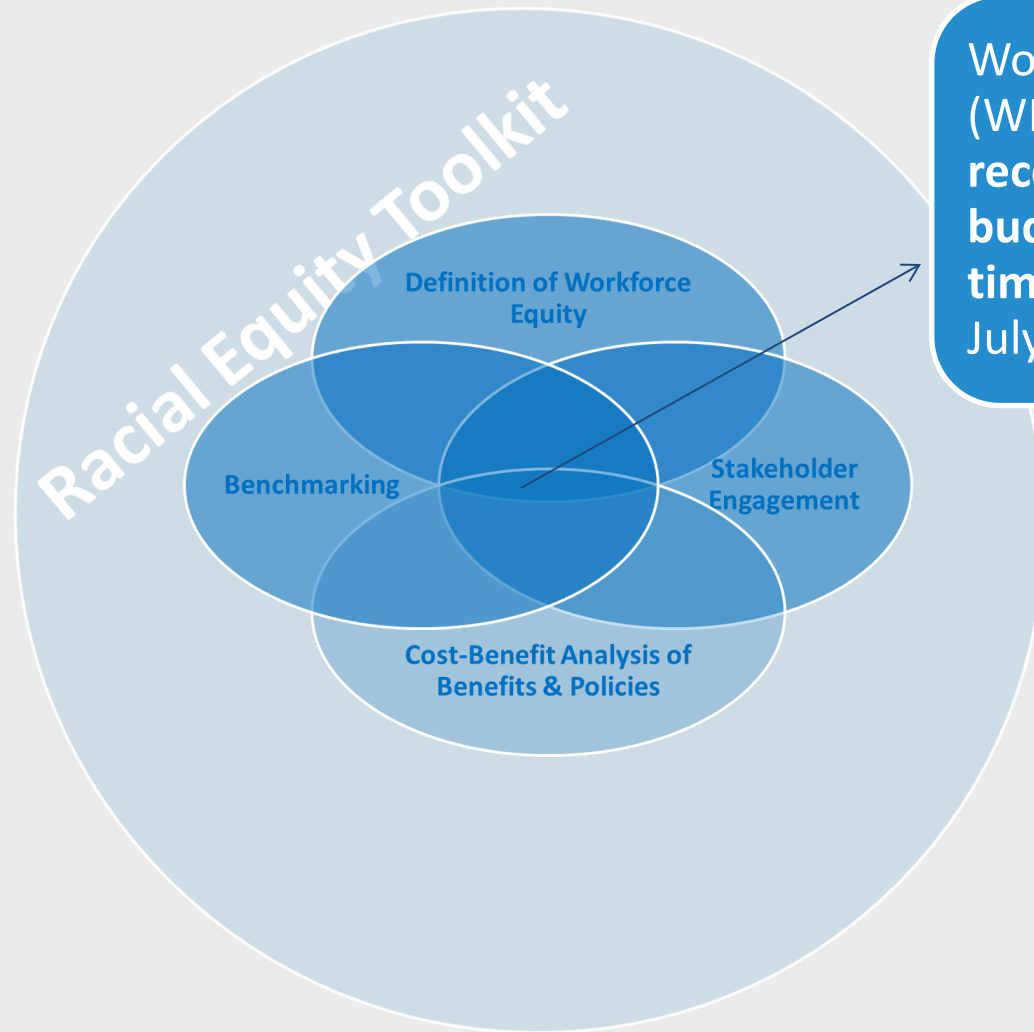
Analysis

2016 Council Green Sheet 155-1-A-1

*Now, to inform future budget and collective bargaining discussions, the City Council requests that SDHR accelerate completion of a Workforce Equity Strategic Plan by no later than July 1, 2016. The Strategic Plan should include specific **recommendations** to improve workforce equity and an implementation **budget** and **timeline**.*

-2016 City Council Green Sheet (GS) 155-1-A-1, Amended

Action Plan Vision

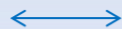


Workforce Equity (WFE) Action Plan with **recommendations, budget analysis and timeline** to Council by July 1, 2016

Project Structure

Executive Sponsors

Susan Coskey, SDHR
Patricia Lally, SOCR



HR & WFE Expert

Kaye Foster-Cheek



Steering Committee

Susan Coskey, SDHR
Patricia Lally, SOCR
Kaye Foster-Cheek, Facilitator
Felecia Caldwell, SDHR
Bailey Hinckley, SDHR
Loren Othon, SOCR

David Mendoza, OPI

Patricia Lee, LEG

Cori Simmons, LEG

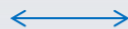
Joseph Russell, Economist

Kathryn Ewing, Economist

David Hennes, Economist

Project Leader

Felecia Caldwell, SDHR



Workforce Equity Advisor

Bailey Hinckley, SDHR

Working Group

Felecia Caldwell, SDHR
Bailey Hinckley, SDHR
DonYeta Villavaso-Madden, SDHR
Darlene Flynn, SOCR
Loren Othon, SOCR

Joseph Russell, Economist

Kathryn Ewing, Economist

David Hennes, Economist

Dat Nguyen, SPU

Jai Elliot, SCL

Kaye Foster-Cheek

Extensive experience in Workforce Equity

- Pfizer Inc. - Equal Employment Opportunity Officer
- Delegate to Israel Equal Employment Opportunity Commission
- U.S. Business Representative to ILO (International Labor Organization)
- Certified Diversity Facilitator

Human Resources strategy development & implementation

- Onyx Pharmaceuticals – Global Chief Human Resources Officer
- Johnson & Johnson – Vice President, H. R. & Executive Committee Member
- Pfizer Inc. – leadership roles in Japan, Asia, Africa, Middle East & Latin America

Project Deliverables – July 2016

Definition

- A working definition of workforce equity for employee workforce participation and representation

Benchmark

- A benchmark review of external workforce equity practices and processes from selected regional and national employers

Levers

- An assessment of possible means for advancing workforce equity as initially informed by 2016 City Council Green Sheet 155-1-A-1

Action Plan

- A strategic action plan for an aspirational future state of City of Seattle, internal workforce equity

Project Scope

GS 155-1-A-1

“Levers”

Working Group

- Extend Paid Parental Leave from 4 weeks
- Expand Paid Leave to cover family members or personal health care
- Childcare Benefit
- Flexible Work Accommodations
- Targeted Recruitment
- Internships
- Targeted Development Training
- Additional TBD (This is a working list)

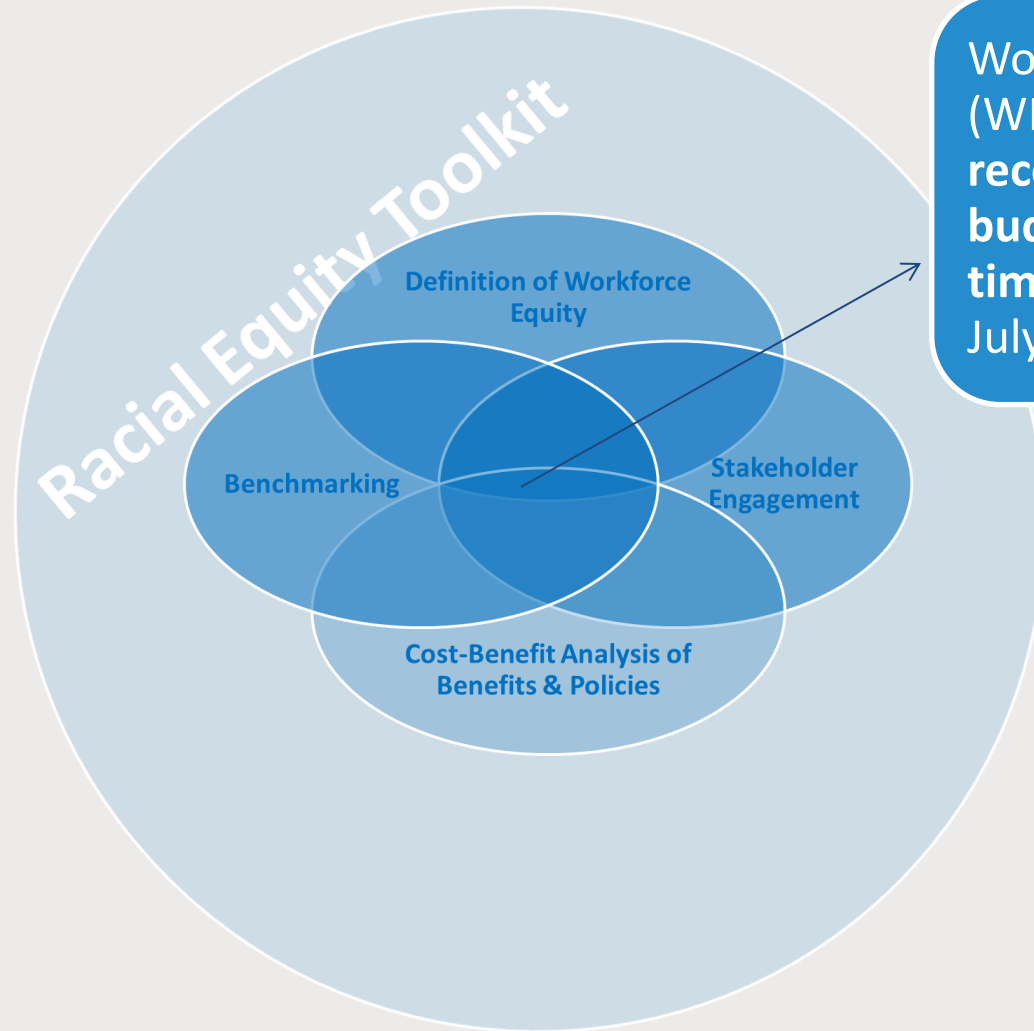
Project Scope

Technical Analysis

Working Group

- Objective: Benchmark against effective practices and evaluate policy “levers” for advancing WFE, including those directed by Council Green Sheet 155-1-A-1
- Methodology: Cost-Benefit Analysis

Project Scope



Workforce Equity (WFE) Action Plan with **recommendations, budget analysis and timeline** to Council by July 1, 2016

Project Scope

Racial Equity Toolkit

Definition of Workforce Equity

Benchmarking

Stakeholder Engagement

Cost-Benefit Analysis of
Benefits & Policies

Final Application of the
Racial Equity Toolkit

Workforce Equity
(WFE) Action Plan
with:
recommendations,
budget analysis
and **timeline** to
Council by July 1,
2016

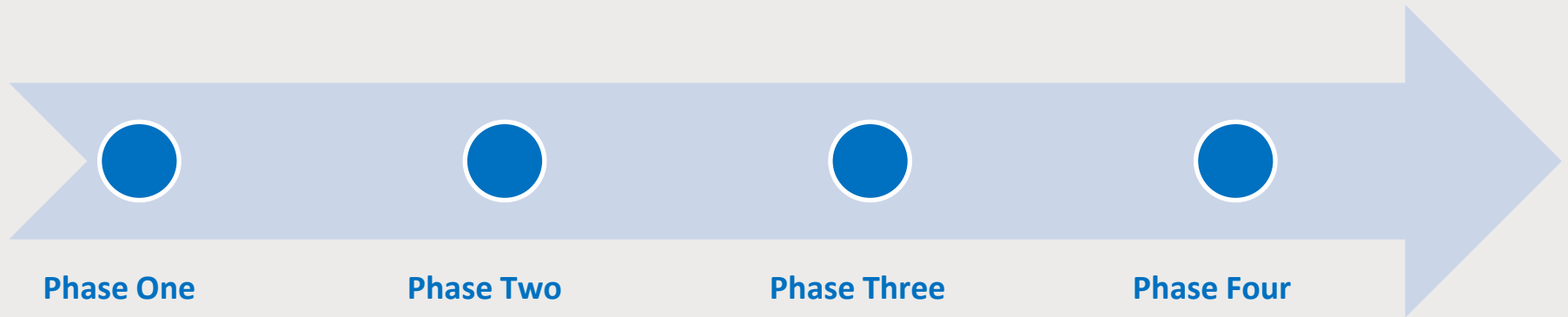
Project Scope

Workforce Equity (WFE) Action Plan

Kaye Foster-Cheek, Executive Sponsors

- Objective: deliver benefit and policy recommendations, employee stakeholder feedback, initial budget costing and a multi-year timeline for implementation.

Milestones



Phase One

- March 1: Council Scoping Session
- March 14: Working definition of Workforce Equity and benchmarking

Phase Two

- April 15: Survey & stakeholder engagement

Phase Three

- May 16: Assimilation of technical analysis and stakeholder engagement

Phase Four

- July 1: Action Plan to Council

Discussion & Questions

To meet the objective for today's meeting, we need Council feedback:

Will this scope meet Council's aims in July?

Has Council adjusted its thinking regarding WFE policies ("levers") mentioned in the Green Sheet?

What does Council envision will be included in the Action Plan in July, 2016?

