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September 3, 2020

Councilmember Paul Koretz, Chair
Personnel and Animal Welfare Committee
Attn: Adam Lid

RE: COUNCIL FILE TRANSMITTAL

On September 3, 2020, the 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, Council file No. 20-0970. After consideration, the Committee moved to **approve as amended** the recommendations contained in the Controller report, as follows:

- 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 Controller's report, 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.

This file is now transmitted to the Personnel and Animal Welfare Committee.

Michael Espinosa
Legislative Assistant
Immigrant Affairs, Civil Rights, and Equity Committee
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<u>MEMBER</u>	<u>VOTE</u>
CEDILLO:	YES
WESSON:	ABSENT
PRICE:	YES
MARTINEZ:	ABSENT
RYU:	YES