

# MISSING EXECUTED LEGISLATION FORM

Resolution / Ordinance Number: 89167

City Council Meeting Date MAY - 3 2022

Agenda Item No. 10

Recorded Vote 8 Ayes

**Status of Resolution/Ordinance:**

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Filed without signature | <input type="checkbox"/> No signed version will be filed |
| <input type="checkbox"/> Council amended legislation        | <input type="checkbox"/> No signed version will be filed |

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Contact Person/Ext. A. Teller / 7083

Notes (if any)

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FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

22 APR 28 PM 3:41

APPROVED AS TO FORM AND LEGALITY

**DRAFT**

CITY ATTORNEY'S OFFICE

## OAKLAND CITY COUNCIL

RESOLUTION NO. \_\_\_\_\_ C.M.S.

INTRODUCED BY VICE MAYOR KAPLAN, PRO TEM THAO, AND  
COUNCILMEMBER FIFE

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### RESOLUTION TO AUTHORIZE AN INDEPENDENT INVESTIGATION INTO ALLEGATIONS OF RECURRENT PAY INEQUITIES AND MISTREATMENT OF WOMEN OF COLOR BY THE CITY ADMINISTRATION

**WHEREAS**, issues around gender and race-based pay inequities are pervasive across the United States and warrant deeper investigation, analysis, and action to rectify those inequities at the local level; and

**WHEREAS**, according to the National Women's Law Center, women who work full-time, year-round in the United States were paid only 83 cents for every dollar paid to their male counterparts in 2020; and

**WHEREAS**, for many groups of women, the pay gap is substantially larger than 83 cents - with Black women typically making only 64 cents, and Latina women making only 57 cents for every dollar paid to white men; and

**WHEREAS**, For Black women, the disparity has only closed by 3 cents over the last thirty years, which means, if the status quo remains, Black women are not projected to reach equal pay to white men until the year 2130; and

**WHEREAS**, after controlling for work experience, the race and gender pay gap occurs at all education levels, and the gap becomes progressively more disparate as women's careers progress; and

**WHEREAS**, according to a 2017 analysis of Pew Research Center survey data, four-in-ten women in the United States report facing discrimination on the job because of gender. Women are roughly four times as likely as men to say they have been treated as if they were not competent because of their gender, and they are approximately three times as likely as men to say they have experienced repeated small slights at work because of their gender; and

**WHEREAS**, in Oakland, the City established its department of Race and Equity in 2015, with the goals of eliminating systemic causes of racial disparities in City Government, promoting inclusion and full participation for all residents of the City, and reducing race-based disparities in our communities; and

**WHEREAS**, the City acknowledges that disparities are created and maintained, often inadvertently, through institutionalized policies and practices that contain barriers to opportunity. Therefore, in order to correct these disparities, we must investigate and scrutinize our policies and practices; and

**WHEREAS**, from the limited evidence and analysis we have about pay equity and treatment of women of color employed by the City, evidence illustrates clear race and gender disparities. For example, within the updated 2019 race and gender disparity study of city contracts, the study revealed, when researchers disaggregated data by gender within races, women of color - particularly Black women - were consistently and significantly underutilized in contracting across all four industry sectors; and

**WHEREAS**, recent incidents which have come to light around race and gender harassment and inequities within the City Administration further underscore the need to conduct an investigation; and

**WHEREAS**, an investigation and analysis of wages grouped by race, gender, and race and gender, has yet to be conducted. In addition, the City has yet to conduct a City-wide investigation into the treatment of women and women of color employed by the City Administration; and

**WHEREAS**, allegations of gender and race-based misconduct and pay inequities are a serious matter which warrant a direct response, investigation, and remedy; now therefore, be it

**RESOLVED:** That the Oakland City Council authorizes an independent investigation into allegations of recurrent pay inequities and mistreatment of women of color by the City Administration, and be it

**FURTHER RESOLVED:** That the independent investigator must be able to independently investigate allegations of pay inequities and mistreatment of City staff by the Administration, and shall work at the direction of the Council President and the Chair of the Finance and Management Committee, and shall report back to Council on their findings.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES – FIFE, GALLO, KALB, KAPLAN, REID, TAYLOR, THAO,  
PRESIDENT FORTUNATO BAS  
NOES –  
ABSENT –  
ABSTENTION –

ATTEST: \_\_\_\_\_

ASHA REED

City Clerk and Clerk of the Council of the  
City of Oakland, California