



# CITY OF OAKLAND

CITY HALL • 1 FRANK H. OGAWA PLAZA • OAKLAND, CALIFORNIA 94612

#LoveLife

REBECCA KAPLAN

SHENG THAO

CARROLL FIFE

Vice Mayor

President Pro Tem

Councilmember D3

Date: April 28, 2022

To: Members of City Council and Members of the Public

From: Vice Mayor Kaplan, Pro Tem Thao, & Councilmember Fife

Re: **Resolution To Authorize An Independent Investigation Into Allegations Of Recurrent Pay Inequities And Mistreatment Of Women Of Color By The City Administration**

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Dear Colleagues on the City Council and Members of the Public,

The City of Oakland acknowledges that disparities are created and maintained through institutionalized policies and practices that impede opportunity. This was underscored in the establishment of the City's Race and Equity Department in 2015, one of its goals being to eliminate systemic causes of racial disparities in the City. Unfortunately, recent allegations have come to light around race and gender harassment and inequities within the City Administration that warrant an investigation into these matters. Consequently, this resolution authorizes an independent investigation into allegations of recurrent pay inequities and mistreatment of women of color by the City Administration.

Issues around gender and race-based pay inequities are pervasive across the United States. 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. 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. Four-in-ten women in the United States report facing discrimination on the job because of gender, according to a 2017 analysis of Pew Research Center survey data, and 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.

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 women of color - particularly Black women - were consistently and significantly underutilized in contracting across all four industry sectors.

To date, there has yet to be an investigation and analysis of wages grouped by race, gender, and race and gender. 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.

Allegations of gender and race-based misconduct and pay inequities are a serious matter which warrant a direct response, investigation, and remedy. Therefore, this resolution authorizes an independent investigation into allegations of recurrent pay inequities and mistreatment of women of color by the City Administration.

We respectfully urge your support for this legislation.

City Council  
May 3, 2022  
File # 22-0267