

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

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

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