

# GENDER EQUITY COMMISSION

Year-End Report 2020



**Thank you to our inaugural Commissioners who rolled off the GEC in 2020!**



Megan Block



Kelauni Cook



Kathi Elliot



Lee Fogarty

**Welcome to our new Commissioners!**



JaLissa Coffee



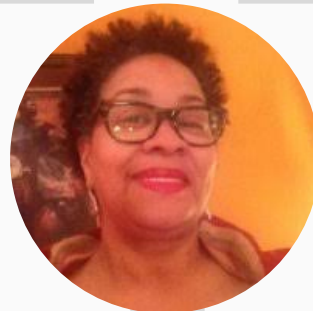
Alison Hall



Diamonte Walker



Morgan Overton



Sharon Higginbotham

**Thank you to the GEC's inaugural Chair!**



In recognition of her scholarly and community work on gender equity, outgoing Chair Dr. Jessie Ramey was honored with the Feminist Change Agent Award from the National Women's Studies Association; a Special Recognition award from Strong Women/Strong Girls; and Pittsburgh's BEST Ally Award from SisTersPGH.

# History of the GEC



Gender Equity Commission | City of Pittsburgh

## History of the GEC

The **mission** of the Gender Equity Commission is to achieve equity for women and girls in the City of Pittsburgh.

Our **vision** is a future in which everyone in the City of Pittsburgh, regardless of gender identity or expression, is safe in all spaces, empowered to achieve their full potential, and no longer faces structural or institutional barriers to economic, social, and political equality.

2016 A CEDAW ordinance is signed by Mayor William Peduto and City Council authorizing the creation of the Pittsburgh Gender Equity Commission.

2017 \* The inaugural Executive Director is hired  
\* 15 inaugural Commissioners are approved by the Mayor and City Council  
\* The GEC creates a webpage at [www.pittsburghpa.gov/gec](http://www.pittsburghpa.gov/gec) and begins distributing a monthly e-newsletter

2018 \* The GEC commences convening monthly public meetings  
\* The GEC oversees a public procurement process resulting in the selection of a University of Pittsburgh research team to conduct a city-wide Gender Analysis  
\* The GEC hosts its first annual Celebration of Local Gender Equity Leaders

2019 \* In recognition of support for the GEC, Mayor Peduto is chosen for the 2019 CEDAW Global Leadership Award  
\* The GEC begins working with City Departments to identify gender-based barriers and support strategies for eliminating them.  
\* The Gender Analysis produces its first white paper analyzing how gender impacts different groups in terms of equity indicators:

Pittsburgh's Inequality Across Gender and Race

2020 \* In April, the GEC hosts a virtual Town Hall: Gendering the Pandemic  
\* In the wake of George Floyd's death, the GEC releases a Statement on Racist Violence  
\* The GEC presents the Mayor and City Council 11 policy recommendations based on disaggregated data from their 2019 report:

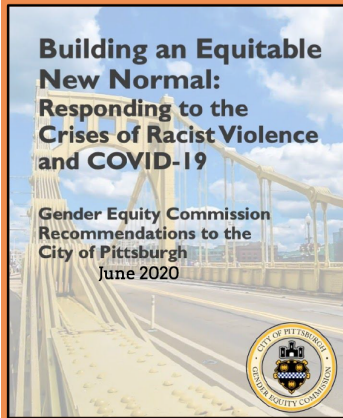
Building an Equitable New Normal: Responding to the Crises of Racist Violence and COVID-19

Mayor Peduto's Office of Equity  
[genderequity@pittsburghpa.gov](mailto:genderequity@pittsburghpa.gov)

# Research and Policy Recommendations

The GEC presented 11 policy recommendations to the Mayor's Office and City Council in June 2020: "Building an Equitable New Normal: Responding to the Crises of Racist Violence and COVID-19"

## POLICY INTERVENTIONS



**#5. Fully implement and update the City's "Rooney Rule with Results" to further equity goals in hiring and promotions.**

**#6. Promote pay equity in hiring by requiring pay transparency and banning prior salary history questions.**

**#7. Strengthen existing paid sick leave legislation and implementation.**

**#8. Legislate paid safe leave to protect Pittsburghers experiencing gender based violence.**

**#9. Expand access to quality, affordable childcare.**

The GEC continued work on city-wide Gender Analyses by releasing RFP#20000464: Community-Based Research on Gender Equity in Pittsburgh, focused on qualitative data and filling gaps from the 2019 PIGR report ("Pittsburgh's Inequality Across Gender and Race"). Community members joined the selection committee, which will be reconvening in 2021 to continue the process.



## What the PIGR report exposed about Pittsburgh's livability

Putting Pittsburgh's poverty in the context of other U.S. cities, we see across all groups Pittsburgh has higher poverty rates than the average city.

Even White men, who are doing the best of our six groups, rank in the bottom third of U.S. cities.

### SUMMARY

Indicators with Room for Improvement

Likewise, our data demonstrates several areas where Pittsburgh should improve its livability.



# Collaboration with Local Government

- Along with supporting initiatives in the Mayor's Office, the GEC is also collaborating with City Council's women's caucus to discuss implementation of policy recommendations.
- The GEC's ED collaborated with the Office of Equity policy team to align City initiatives for Economic Opportunity.
- GEC research on and advocacy of UBIs complements the Mayor's new pilot MGI guaranteed income program, for which 100 local black women will be prioritized.
- The City of Pittsburgh released its first Voluntary Local Review assessing progress towards the U.N.'s Sustainable Development Goals, including a snapshot of the GEC's accomplishments.

## Goal Explanation

SDG #5 focuses on gender equality. For the City of Pittsburgh, this means working to prevent discrimination based on sex, gender identity, and gender expression, working to eliminate sex trafficking, achieving gender parity in the proportion of women in higher level employment positions, and achieving equal pay for work between genders, among many others.

# Outreach and Community Engagement

- Local media coverage of and community responses to the GEC increased, including a December interview with the Executive Director on the importance of workforce equity broadcast on WESA's The Confluence.
- E-Newsletter now has over **900 subscribers**.
- The GEC made **25+ presentations** about the PIGR report and policy recommendations.
- The GEC hosted a Town Hall for nearly **300 people** focused on "Gendering the Pandemic" in April 2020.
- The GEC released a Statement on Racist Violence in June 2020.
- After the release of our 2019 report Pittsburgh's Inequality Across Gender and Race, the GEC partnered with a Community Advisory Committee led by local black women and femmes to ensure that diverse community voices are included in our policy recommendations. There are over **50 community leaders** in this group.
- New web portal for workforce equity: <https://pittsburghpa.gov/gec/workforce-equity>

# Partnerships with Local Groups

- The GEC and the Mayor's Office launched the Appointments Project run by United WE, to diversify City BACs.
- The GEC's Youth Listening Tour (supported by a Remake Learning grant) hosted youth programs in collaboration with Family Links, Green Building Alliance, Oakland Catholic H.S., Learn & Earn, and others.
- The GEC's Workforce Equity Initiative is collaborating with workforce equity leaders, including CEIR and Partner4Work. This initiative aims to provide salary negotiation training through a pilot program that is estimated to reach as many as 7,000 residents by 2025. We are identifying 20-30 employers to form a Workforce Equity Council. Read more [here](#).

## Workforce Equity:

*Fair treatment, access, opportunity, and advancement for all people due to the absence of avoidable bias and presence of person-centered, positive, and generative structural supports that promote valuing difference and intentionally include marginalized and intersectional groups of people.*

## THE IMPORTANCE OF GENDER EQUITY IN THE WORKPLACE

THE ECONOMIC CASE FOR GENDER-SMART DIVERSITY POLICIES

### QUALITY OF LIFE

The World Economic forum had found a strong correlation between a country's competitiveness, how equitable education is, and how female talent is developed.



### ECONOMIC IMPACT

Losing talent is expensive, in both employment and opportunity costs. A rule of thumb for cost of attrition is **150-200%** of the annual package (based on recruitment costs, lost productivity, time to recruit and train new employees).

### LOWER POVERTY RATES



There is a strong correlation between gender inequity and poverty: lowering the rate of gender inequity, especially in the workplace, will also significantly lower poverty rates, helping millions of Americans.



Women-owned firms employ close to one in five people in the United States workforce - about 23 million, or 1.6% of our 2008 workforce.

### \$1.75 TRILLION

In the U.S. alone, closing the gender gap would boost GDP by \$1.75 trillion dollars.

## WHAT GENDER EQUITY DOES FOR YOUR COMPANY'S BOTTOM LINE



Based on the financial performance of U.S. companies from 2011-2016, those with at least three women on the board had nearly **50%** improved earnings.

# Gender Equity Best Practices

## Gender Equity Best Practices

Consider ways to support **those most vulnerable to existing inequities.**

Identify and collect **disaggregated data** in order to identify how social issues impact diverse groups in intersectional and interlocking ways.

Recognize that women are more likely than men to be living in **poverty.**

Be mindful that **harassment and discrimination** are even more extreme during crises for **LGBTQ+ communities.**

Remember that **gendered health issues** co-exist with COVID-19 concerns, e.g, reproductive health, pregnancy, menstruation.

Advocate for financial support for **gender justice groups.**

Acknowledge that women continue to bear the **disproportionate burden of caregiving**, both for children and older generations.

