

Gender and Racial Equity at the City of Spokane

Prepared by the Gender and Race Pay Equity Task Force



Gender and Race Pay Equity Task Force

The Gender and Race Pay Equity Task Force was established by the Spokane City Council on May 18, 2015. The mission of the Task Force was to make recommendations on policies, practices and strategies for the Mayor, City Council and the private sector to decrease gender and race-based pay disparities in our community.

Members of the Task Force represent Spokane City Council, the City of Spokane Civil Service Department, the City of Spokane Human Rights Commission, representatives of businesses and business associations and academic and nonprofit leaders.

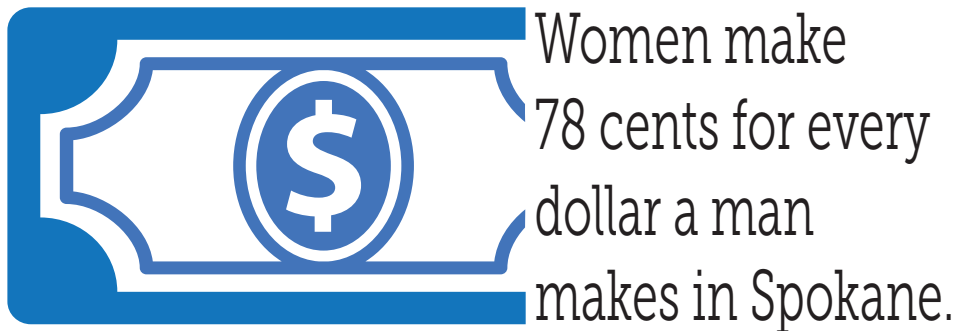
This report outlines the Task Force's recommendations to City Council and the Mayor to achieve pay equity.

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Understanding the Wage Gap



The wage gap is a national phenomenon: Across the United States, women earn 78 cents for every dollar earned by a man. When race is taken into consideration along with gender, the gap grows even larger. While a portion of the gap can be explained by “human capital” factors such as career path and life and work balance, a sizeable part of the gap remains. A 2007 study (Blau & Kahn), found that after accounting for occupation, industry, work experience, union status and educational attainment, 41 percent of the wage gap was left unexplained. How can this be?

Women and people of color encounter implicit bias and discrimination in education and the workplace. In male dominated fields, women are less likely to be interviewed, and when they assert themselves in wage negotiations or pursue jobs that are traditionally considered masculine; they experience bias from hiring managers.

Women of color not only experience gender bias but implicit racial bias. African American employees constantly receive fewer call backs for interviews, and are rated lower in performance evaluations even when accounting for worker productivity and other demographic variables.

Spokane's Wage Gap (Private Sector)

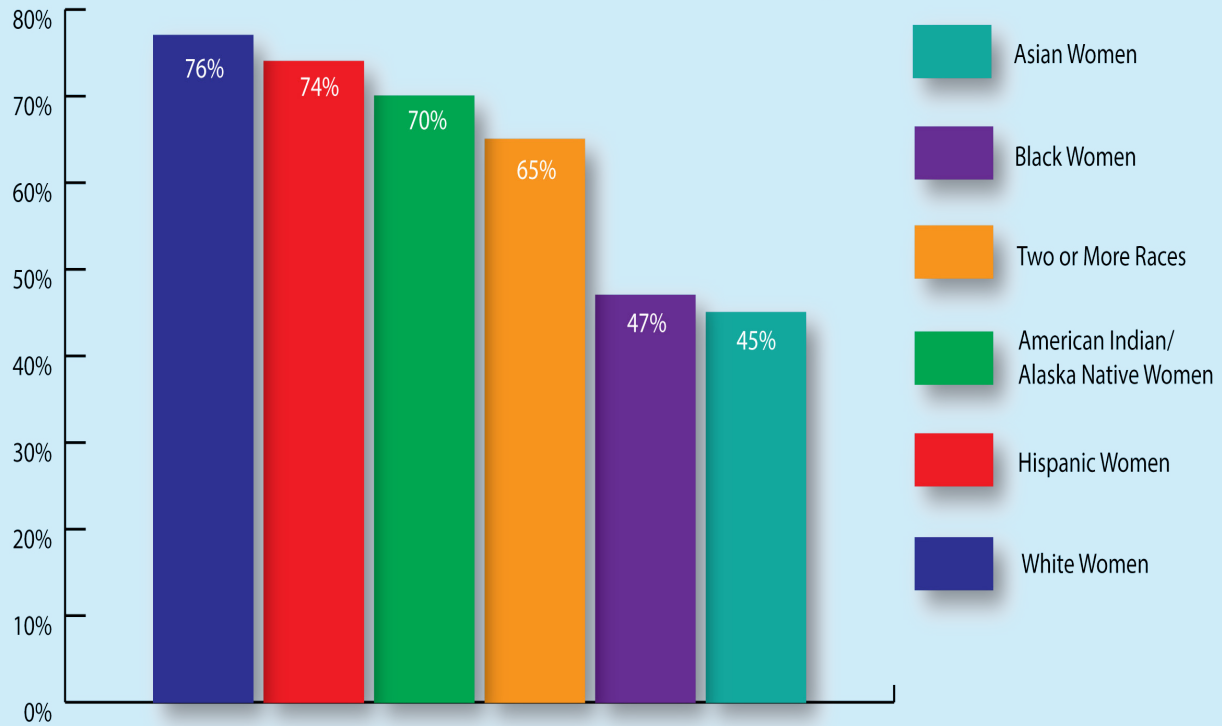
Race of Women	Earnings
Asian	\$21,422
Black	\$21,926
Two or More Races	\$30,417
Latina	\$34,949
Native American/Alaska Native	\$32,864
White	\$36,502

Table 1 – Median earnings by gender and race within the City of Spokane (Private Sector).

In 2014, working women in the City of Spokane earned 78.3 percent of the earnings of working men. This translates to annual gap of \$10,209.

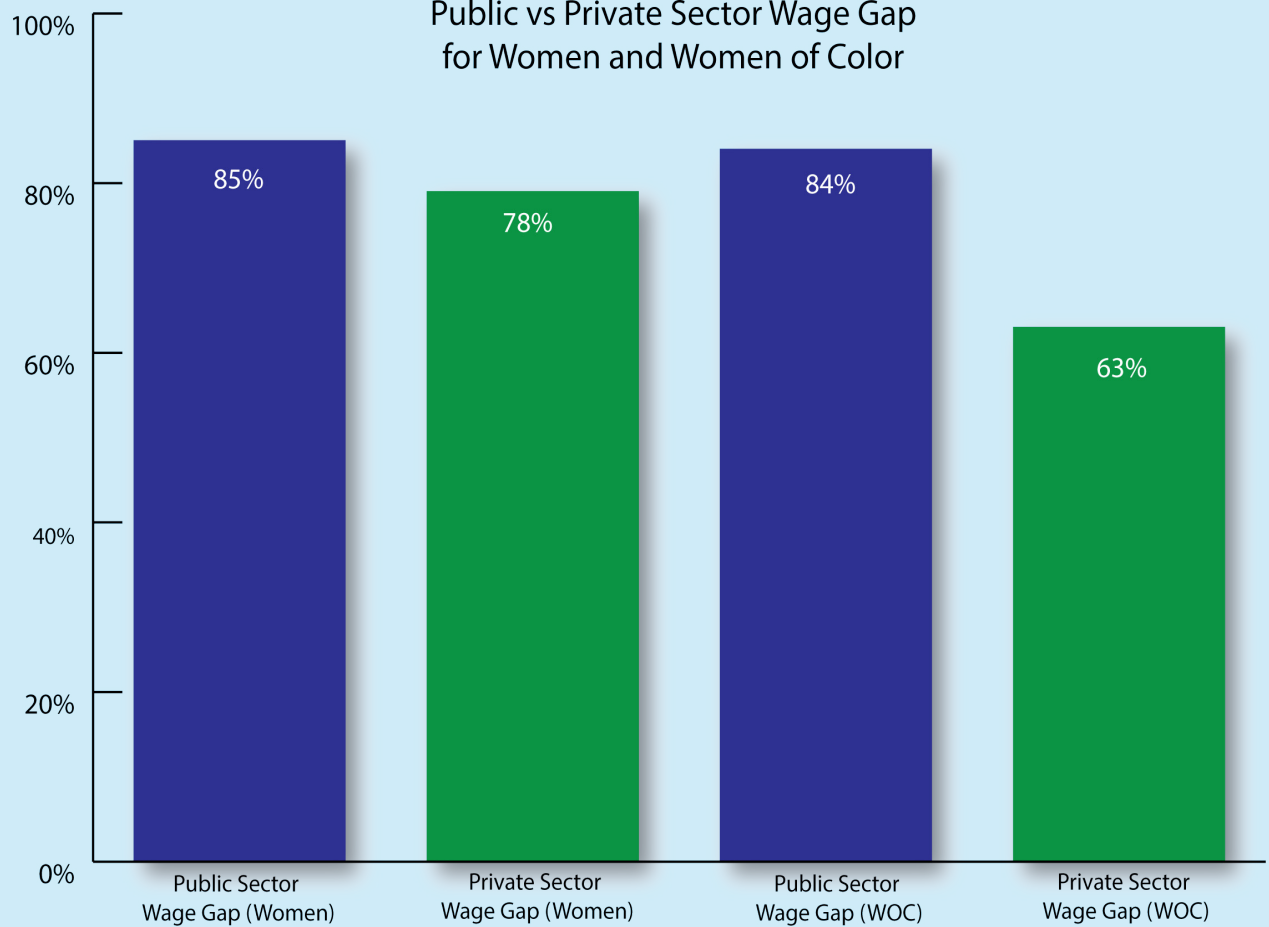
In 2009, working women earned 82.7 percent of the earnings of working men. **This means the gap grew by 4.4 percent in five years.**

Median Earnings as a Percent of White Male Median Earnings



Data: U.S. Census Bureau, American Community Survey 2014 (5-Year Estimates), Median Income by Sex by Race/Ethnicity.

Public vs Private Sector Wage Gap for Women and Women of Color



The Wage Gap in Government: City of Spokane, Washington

Women at the City of Spokane make 85 cents for every dollar made by their male counterparts. Women of color make 84 cents for every dollar a white man makes at the City.

Race and Gender	Base Salary
White Men	\$70,473
White Women	\$60,158
Men of Color	\$69,983
Women of Color	\$59,422

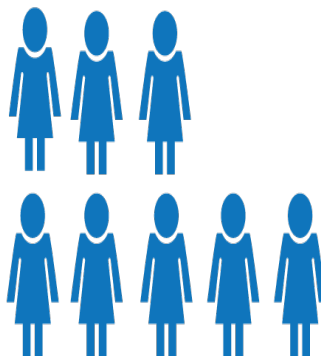
Table 2 – Base Salary by gender and race for employees at the City of Spokane

Women are vastly overrepresented in clerical or sectorial jobs, and underrepresented in Police, Fire and more labor intensive jobs within the City. 92 percent of jobs that are clerical or secretarial in either title or nature are held by women.

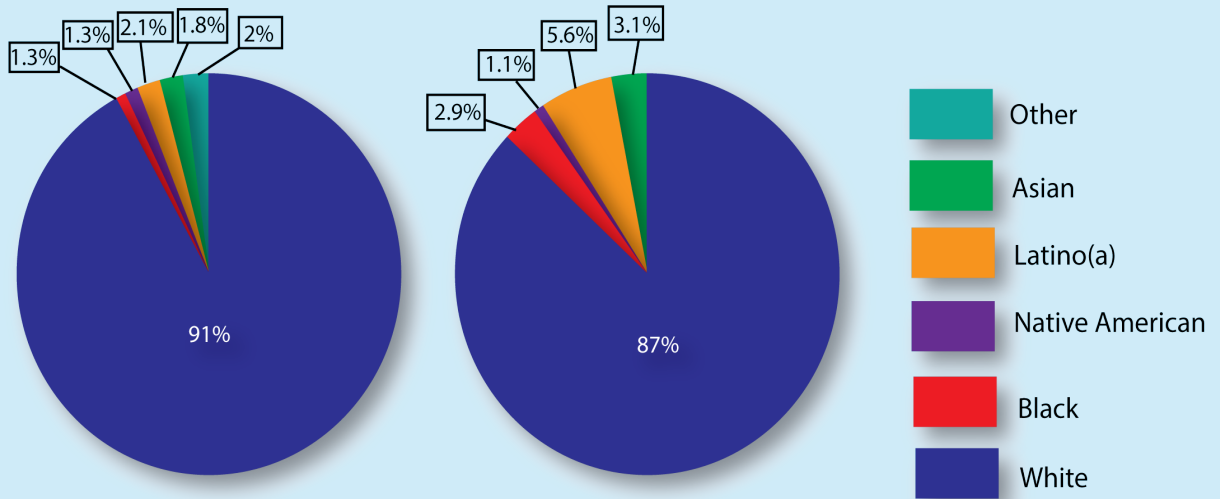
Employee Demographics

Women make up
48% of the work
force inside the
City of Spokane...

But only 24% of
employees at the
City of Spokane.



Demographics of City employees vs. Private Sector workforce

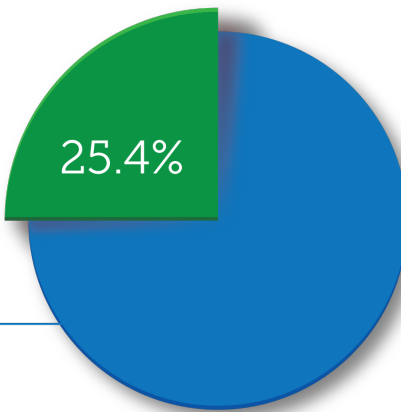


% of Employees Who Work for City

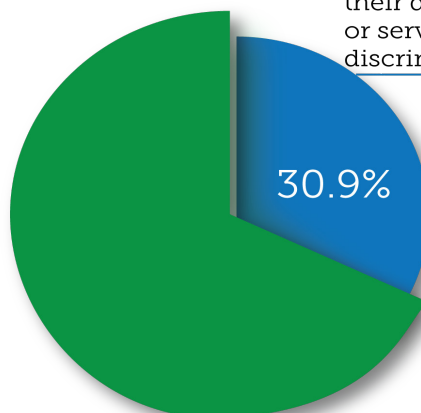
% of Workforce Inside Spokane

Workforce Climate Survey

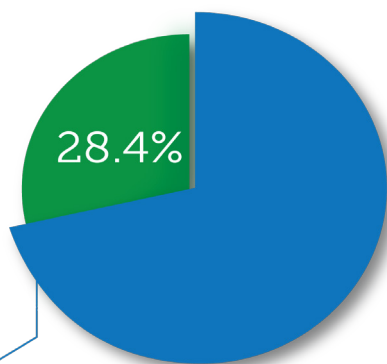
The percent of employees surveyed who said performance and qualifications influence who is successful at the City of Spokane.



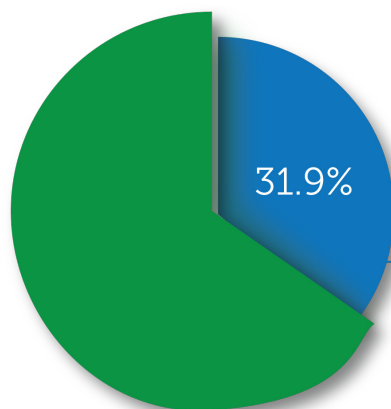
Percent of employees surveyed who do not know or believe their department offers support or services for workplace discrimination regarding race.



Percent of employees surveyed who did not know or did not believe their department offers services or support for workplace discrimination involving women.

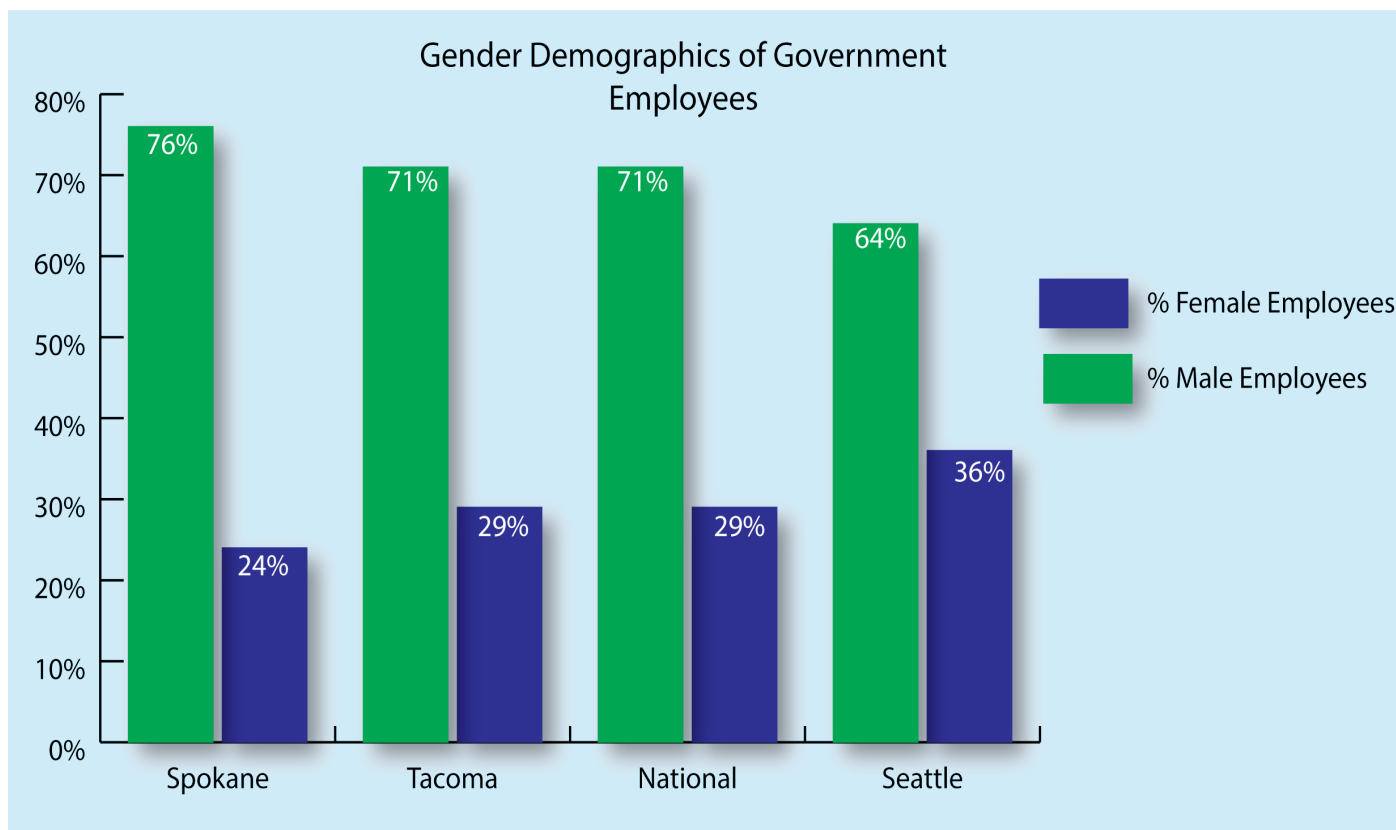


Percent of women surveyed who said they have been bullied or harassed due to their gender.



How Do We Stack Up?

Seattle and Tacoma have been working on gender and race pay equity in the private and public sectors. This gives us an opportunity to see how we fare in comparison to them.



City/Government	% White	% People of Color
Seattle	66%	34%
Seattle - Government	64%	36%
Tacoma	65%	35%
Tacoma – Government	81%	19%
Spokane	87%	13%
Spokane – Government	91.5%	8.5%

Table 4 – Demographics of the private sector workforce of Seattle, Tacoma and Spokane, and government employees at each city by race.

Closing the Gap: Solutions for a Better Future

Closing the wage gap at the City of Spokane would have profound impacts on everyone: If wages were equitable for employees at the city, it would increase income for women and people of color by more than a collective \$4.8 million every year. Accounting for a multiplier effect, this means an extra \$5.45 million in economic activity in the City of Spokane.

This report is not just meant for government officials however. The Task Force hopes that private companies will join the City of Spokane in working to close the pay gap. Equitable wages across the city would result in an estimated \$600 million in economic activity.

For families struggling to get by, the result would be especially impactful. Depending on the size of the household, the data used and variables considered, a family wage that affords households enough to cover essential costs can range anywhere \$44,000 to \$66,000. For many women, and especially women of color, in a single-income household a family wage is currently out of reach.

The solutions presented in this report can be adapted to different occupations and industries, firm sizes and geographical locations. They are meant to provide a starting point to work from, not be an “end all, be all” list of recommendations.¹



¹ For more information on these recommendations and the data contained in this executive summary please see the full *Gender and Racial Equity at the City of Spokane* report. Visit <https://my.spokanecity.org/>

Summary of Recommendations

Opportunity Area	Recommendations
1. Pay Equity	<ul style="list-style-type: none"> • Publish salaries of current employees in an easily accessible format. • Provide salary negotiation workshops for women at the City of Spokane. • Audit the point factor system Human Resources uses to determine salaries for exempt and classified positions.
2. Recruitment	<ul style="list-style-type: none"> • Actively recruit women and people of color for Exempt and Managerial positions. • Build a recruitment plan with local colleges and community organizations to increase diversity. • Market jobs at the City of Spokane in a way that attracts a diverse workforce. • Train staff who engage in direct outreach and recruitment strategies to diversify the applicant pool. • Set performance measures for departments and divisions at the City of Spokane by 2017.
3. Retention	<ul style="list-style-type: none"> • Survey employees to gauge perceptions of the workplace climate and areas where the city can improve. • Create multi-year Workplace Climate plans that include specific deliverables on how divisions and departments will improve the job environment. • Train supervisory and management staff to be aware of gender and racial bias. • Restart exit interview program at the City of Spokane.
4. Flexible Workplace	<ul style="list-style-type: none"> • Provide on-site or subsidized childcare and a nursing lounge at city hall. • Promote and expand flexible workplace policies.
5. Unbiased Hiring	<ul style="list-style-type: none"> • Review job descriptions to ensure an equitable balance of masculine and feminine language exists. • Create an applicant screening process that is gender and race blind. • Conduct anonymous surveys of test takers to discern areas to improve upon.
6. Opportunity	<ul style="list-style-type: none"> • Conduct annual analysis of the demographics of Boards and Commissions to discern areas for improvement. • Perform outreach to diverse communities for inclusion on Boards and Commissions. • Seek input from employees and labor representatives on performance evaluation criteria. • Establish a formal mentoring program for women and people of color at the City of Spokane. • Conduct comparative performance reviews.