



CITY OF PROVIDENCE

Jorge O. Elorza, Mayor

TO: Providence City Council Members

FROM: Kayla Powell, Executive Director of the Providence Human Relations Commission *KP*

DATE: December 29, 2017

SUBJECT: Interim Report of the Providence Equal Pay Task Force

In accordance with §16-85(b)(4) of the Code of Ordinances of the City of Providence, attached here is a copy of the interim report of the Providence Equal Pay Task Force, submitted by the Executive Director of the Human Relations Commission. A copy is being sent to Mayor Elorza and to the City Clerk for official communication on behalf of the City Council.

IN CITY COUNCIL
JAN 08 2018

READ
WHEREUPON IT IS ORDERED THAT
THE SAME BE RECEIVED.
L. J. [Signature] CLERK



Jorge O. Elorza
Mayor

Providence Equal Pay Task Force 2017 Interim Report



Providence Equal Pay Task Force

The Hon. Jorge O. Elorza
Mayor

Kayla L. Powell
Executive Director

EXECUTIVE COMMITTEE

Celeste Terry-Lo
Chairwoman

Dr. Diya Das
Vice-Chairwoman

MEMBERS OF THE TASK FORCE

Doris De Los Santos

Patricia LaSalle

Kelly Nevins

Elvys Ruiz

Etie-Lee Schaub, Esq.

December 29, 2017

Dear Mayor Elorza, Honorable Members of the Providence City Council, and Members of the Providence Human Relations Commission,

We are proud to submit the Providence Equal Pay Task Force's 2017 Interim Report for your review, pursuant to the City of Providence Code of Ordinances §16-85(b)(4).

Since being empaneled in September, we have met frequently and have begun the discovery phase of our work, meeting with City staff, studying best practices, and making recommendations to the Mayor and City Council on ways in which the City can improve. We value the opportunity to do this work, and hope to conclude our initial investigations by the end of Fiscal Year 2018.

While the Task Force is not at a point in its work where we are able to provide a final report, we felt it important to not only comply with the letter of the Equal Pay Task Force ordinance, but to provide insight into our work so far and lay out our path forward by presenting this Interim Annual Report. This report breaks down our efforts in the areas of Human Resources/Hiring, Purchasing, and best practices, before laying out our next steps.

Sincerely,

Celeste Terry-Lo
Chairwoman, Equal Pay Task Force

Kayla L. Powell
Executive Director, PHRC



HUMAN RESOURCES

To fulfill its obligation to examine equal pay in City departments, the Task Force hosted a representative from the City's Human Resources Department in its November meeting, where we gathered information about hiring practices, how job openings are advertised, and how collective bargaining agreements (CBAs) influence hiring and promotion for union employees.

The Task Force will be working with Human Resources staff to produce a detailed dataset, tying salary and hire data with EEO disclosures (sex, race, etc.) to allow for a cross-cutting analysis in support of our mission to promote equal pay. When considering this data, however, it is not sufficient to compare one individual's pay with another; one must consider whether or not hiring practices are structurally discriminatory and whether promotions and pay increases are given according to a standard procedure. The Task Force intends to explore all of these avenues and will make recommendations in its final report responsive to pay, promotional, and structural considerations for the City in its final report.

PURCHASING

The Equal Pay Task Force ordinance empowers the body to investigate equal pay in City contracts and contractors in addition to its own hiring. As part of our first December meeting, the Task Force met with Sabrina Solares-Hand, Associate Director of Purchasing. During this conversation, members of the Task Force discussed purchasing procedures, ways in which they vary between City departments, PPSD, and Water Supply Board, and discussed current programs to increase diversity and equity in the purchasing process, such as the Minority-Owned Business Enterprise/Woman-Owned Business Enterprise (MBE/WBE) program.

As we continue examining the purchasing process, the Task Force will review whether or not state-level MBE/WBE programs currently provide adequate assurance of Equal Pay, or if a new program will need to be instituted.



REVIEW OF BEST PRACTICES

To be truly effective, any change in hiring, promotional, performance evaluation, or pay practices must be accompanied by a study of similar efforts in other municipalities. During early 2018, the Task Force will conduct a study of policies and procedures in place elsewhere. This information will be used to inform the recommendations that the Task Force makes in its final report. Target cities will be chosen that are comparable in size and demographics to the City of Providence.

NEXT STEPS

As we continue our work, the Task Force has set a number of goals and benchmarks to ensure it remains on track to provide a complete and responsive final report. Through the remainder of the winter, the Commission will finish meeting with individuals within various City departments, including Human Resources, Purchasing, and the School Department. In the spring, the Task Force will turn its attention to reviewing best practices from other cities, reviewing similar-sized cities across the country, and will begin reviewing a dataset of salaries provided by Human Resources. By the summer, the Task Force will have begun synthesizing these results into recommendations for the Mayor and the City Council, with an anticipated completion of its final report by the end of FY18.

