

Women's Advisory Board Recommendations Executive Work Plan Briefing

Women's Advisory Board Recommendations

- Made to Council and the Executive in early 2015
- Seven best practice recommendations
- Council Motion endorsing the recommendations and requiring the Executive to submit a work plan

Summary of Work Plan for Women's Advisory Board Recommendations

Recommendation		Summary
1.	Create a public/private compact pledging to end the wage gap	King County plans to sign on as a founding member to "100% Talent: A Gender Equity Initiative for King County."
2.	Promote and encourage employees to take family leave	Legislation and a work plan to implement a new parental leave policy due to Council; pilot recommended for 2016.
3.	Offer and promote workplace flexibility, such as job-sharing, telecommuting, and part-time employment options	A greater preference toward part-time work could require a charter change and would necessitate a comprehensive discussion about benefit costs. Near-term steps include additional research, data gathering and individualized work with departments.
4.	Achieve wage transparency	King County has been sharing and analyzing compensation data for several years; will support others through "100% Talent."
5.	Eliminate conscious and unconscious bias in hiring and in the workplace	King County currently provides implicit bias training as part of all recruitments; proposes to offer to "100% Talent" partners.
6.	Provide access to affordable childcare	Will require additional research and market analysis.
7.	Increase representation of women in traditionally "male" fields	Robust efforts are currently underway with respect to vehicle maintenance, the trades, and law enforcement. Additional research also required.

100% Talent

A Gender Equity Initiative for King County
Led by The Chamber and Women's Funding Alliance

- In 2011, women in the Seattle metropolitan area who worked full-time year round earned just 73 cents for every dollar earned by men
- Women of color experience an even wider gap – Hispanic, African-American, Asian and Pacific Islander and white women each earned 41%, 49%, 60%, and 69% respectively compared to white men

The ask:

- **THINK** about gender equity issues, track data and identify root causes.
- **ACT** by implementing at least three best-practice solutions.
- **SHARE** practices and successes with other companies.
- **INVEST** by becoming a founding member.

33 Best Practice Solutions to Help Achieve Gender Equity

From 100% Talent Initiative Publication

COLLEGE MAJOR

- 1 Support initiatives that expose young girls to STEM fields, as well as finance and law.
- 2 Expose young women to female role models in fields where they are underrepresented.
- 3 Expand STEM introductory college courses.
- 4 Recruit female faculty into tenure-track positions in fields where they are underrepresented.
- 5 Train faculty to be aware of unconscious gender bias and stereotyping.

CAREER PATH

- 6 Evaluate female student perceptions of male-dominated industries.
- 7 Create recruiting initiatives for women in underrepresented fields.
- 8 Support training programs for women in the trades.

ENTREPRENEURSHIP

- 9 Seek gender diversity among investment partners.
- 10 Showcase successful women entrepreneurs.
- 11 Design incubators and co-working spaces to support entrepreneurs with families.

HIRING

- 12 Create initial applicant screening processes that are free of gender bias.
- 13 Seek diversity in applicant pools and evaluate candidates as a pool.
- 14 Include diverse evaluators in hiring processes.
- 15 Help evaluators and hiring managers overcome bias.
- 16 Evaluate starting salaries for new hires.

NEGOTIATIONS

- 17 Sponsor negotiations training for high school, college and professional women.
- 18 Conduct regular compensation evaluations for employees of all levels.

WAGE TRANSPARENCY

- 19 Publish salary ranges by level in accessible formats.
- 20 Standardize compensation, particularly discretionary compensation like bonuses.

PERFORMANCE EVALUATION

- 21 Conduct comparative professional reviews and promotions.
- 22 Publish and gain commitment for employee performance criteria.

WORKPLACE FLEXIBILITY

- 23 Evaluate causes of attrition among women, including mothers and non-mothers.
- 24 Offer onsite or subsidized childcare.
- 25 Offer child care referral or back up child care services.
- 26 Offer paid family leave.
- 27 Create and generate awareness of programs that confer employee schedule control, including flex programs.
- 28 Train supervisors to manage a flexible workforce.
- 29 Reorient workplace culture to emphasize results.

SENIOR REPRESENTATION

- 30 Provide structural supports to move women up the talent pipeline.
- 31 Actively recruit women to executive level and board positions.
- 32 Include women on senior search committees.
- 33 Achieve equitable gender representation on compensation committees.