City of Cincinnati

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Jan-Michele Lemon Kearney
Councilmember

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MOTION

WE MOVE for City Council to establish a Division of Gender Equity in the Office of Human Relations (OHR), which will not immediately require additional staff or funding. The Division will implement recommendations compiled by the City of Cincinnati Gender Equality Task Force based on the Gender Study of City of Cincinnati Government Final Report for Phase One (2017-2018) and Two (2018-2019), executed by the University of Cincinnati Gender Equity Research Team and submitted to City of Cincinnati Gender Equality Task Force on January 24, 2020, pursuant to Ordinances 0091-2017 and 0092-2017. The Division's work can include but will not be limited to implementing policies that are centered on career advancement for women and people of color; increasing implicit bias and cultural competency training for all city employees; conducting assessments of employees' gender and racial biases in the Police and Fire departments; and improving ways to report discrimination or harassment city-wide.

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STATEMENT

In 2017, Cincinnati City Council passed two ordinances to further gender equality in our city—one to establish the Gender Equality Task Force and the second to authorize and co-fund a study to evaluate gender equality in Cincinnati. This gender study, which consisted of two phases, studied local practices and policies regarding this issue. The research team discovered that while there are little to no wage disparities on the basis of gender or race across similar job titles at the City, there is still much work to be done. The report found that women and people of color predominate in lower-paying positions within the City. In addition, a majority of departments are predominately male (11), especially those such as Fire which are associated with technical competencies. Meanwhile, departments that are tied with caregiving roles are predominately female, but more males are found in higher paying positions.

The report concluded that there is still progress that must be made to ensure that the demographics of City employees reflect the makeup of Cincinnati residents. Males and white people are over-represented in the city employee sector when compared to the composition of Cincinnati's general population. To illustrate, Cincinnati is 52% female and 51% non-white, yet the city employee sector is 65.8% male and 63% white. The research team also noted that there is a disparity in City and departmental budgets: more funds are allocated to male-dominated departments versus majority female or gender balanced departments.

As asserted in the report, it is important for more institutionalized practices to be implemented in order to ensure that the push for gender equity withstands changes in leadership. The establishment of a Division of Gender Equity in the Office of Human Relations will help accomplish this goal and continue the momentum towards achieving gender equity in Cincinnati.

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