



City of San Antonio

Agenda Memorandum

File Number:19-8464

Agenda Item Number: 4.

Agenda Date: 11/14/2019

In Control: Governance Committee

SUBJECT:

Discussion of a City Council Consideration Request regarding gender pay parity.

SUMMARY:

A CCR was sponsored by Councilmembers Shirley Gonzales and Rebecca Viagran on October 8, 2019 requesting a feasibility study and action plan by the City's Department of Human Services (DHS) in collaboration with the Economic Development Department (EDD) to develop a set of economic programs and policies designed to address gender pay disparities.

BACKGROUND INFORMATION:

In November 2018, the City of San Antonio unanimously approved a resolution on Women's Equity, reaffirming the commitment of the City to improve the status of women, specifically: 1) by eliminating all forms of violence against women, 2) by promoting the health and safety of women, 3) by promoting substantive economic and business opportunities for women, and 4) by promoting political participation and leadership by women.

Various City departments provide resources and services in connection with the commitments highlighted in the Women's Equity Resolution. Specifically, DHS promotes the economic success of women by implementing programs and services designed to improve educational attainment; strengthen social safety nets; increase access to affordable, high quality child care and education; provide emergency assistance financial counseling, tuition assistance and case management; provide leadership development opportunities; and family violence intervention. In addition, EDD also provides incentives and tools to foster women entrepreneurship, business ownership and workforce development, which include upskilling services ranging from literacy and numeracy, GED attainment, work experience, occupational certification, and job placement; City contracting; access to capital; business development fee waivers; mentorship; and business consulting services.

Economic conditions are critical contributing factors to the health and wellbeing of women in San Antonio. Through the 2018 Consolidated Funding Process and in the ongoing monitoring of delegate agency and service provider contracts, both DHS and EDD specifically focus attention on the delivery of services to women in San Antonio by addressing the various barriers to economic stability disproportionately faced by women and by promoting their economic resiliency.

ISSUE:

In May 2019, the City of San Antonio finalized a report on the status of women, prepared by Dr. Rogelio Saenz and Lily Casura from UTSA and utilized a variety of data sources to provide a detailed account of the standing of women with respect to health, education, work, housing, civic engagement, and violence, among others. Specifically, the Report indicated that women in San Antonio are less likely than men to drop out of high school and are more likely to complete a bachelor's degree. However, these education gains are not yet closing the earnings gap between men and women. Women without high school diplomas, with bachelor's degrees, and with graduate or professional degrees earn 64 cents, 81 cents, and 72 cents, respectively, for every dollar earned by men. Earnings disparities are further compounded when considering race and ethnicity.

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ALTERNATIVES:

City Council could choose to not take any action on the CCR. The current programming and services that support women's economic stability and upward mobility implemented by various City department will continue.

FISCAL IMPACT:

The development of a feasibility plan as requested by the CCR is not anticipated to have a fiscal impact.

RECOMMENDATION:

Staff recommends DHS explore practices to close the gender pay gap with those agencies with which it contracts through its delegate agency process. EDD will also coordinate with nonprofit organizations and business stakeholder organizations to explore best practices such as pay transparency, gender awareness training and women sponsorship/leadership cultivation programs as an option by which companies can qualify when seeking economic development incentives, including tax abatements.

Staff further recommends presenting the finding of this research to City Council in a B Session in March 2020.