



Commission on the
Status of Women

CONSENT CALENDAR
July 9, 2019

To: Honorable Mayor and Members of the City Council
From: Commission on the Status of Women
Submitted by: Juliet Leftwich, Chairperson, Commission on the Status of Women
Subject: Gender Pay Equity Salary Negotiation Workshop

RECOMMENDATION

Adopt a Resolution authorizing the Commission on the Status of Women to sponsor a gender pay equity salary negotiation workshop, and provide \$900 in funding for the event.

FISCAL IMPACTS OF RECOMMENDATION

\$900.

CURRENT SITUATION AND ITS EFFECTS

Women are consistently paid less than men in almost every occupation. The persistent disparity in pay between men and women is known as the gender wage gap. In California, women earn only 84 cents for every dollar earned by men, collectively losing over \$33.6 billion dollars each year to the gender wage gap. If the wage gap remains the same, the average woman in California could lose \$228,160 to pay inequity over the course of her lifetime.¹ In Berkeley, the pay gap is especially high; on average, women here earn only 71 cents for every dollar earned by men.²

At the May 22, 2019 meeting, the Commission took the following action:
M/S/C: (Lake/Howard) to approve the council item requesting funds for an Equal Pay Workshop.

Ayes: Campbell, Howard, Hughes, Lake, Leftwich, Verma

Absent: None

Excused: Freedman, Lu, Shanoski

BACKGROUND

The Commission on the Status of Women seeks to host a salary negotiation workshop for Berkeley women at the beginning of their careers. We have selected a curriculum created by the American Association of University Women, "Start Smart."³ This two-hour

¹ <https://nwlc.org/resources/the-lifetime-wage-gap-by-state-for-women-overall/>

² U.S. Bureau of Labor Statistics, provided by the Department of Labor, Women's Bureau (2015).

³ <https://salary.aauw.org/start-smart/>

workshop is designed to help students entering the job market learn the negotiation skills that they need. Similar workshops are being hosted this year in San Francisco through their Department on the Status of Women.

We plan to host our workshop at Berkeley City College's auditorium. We are aiming to host the workshop in the fall to maximize student participation. We will reach out to all local colleges and universities to advertise the workshop.

We request that you authorize the Commission on the Status of Women to hold the workshop, and provide \$900 in funding for the event. The American Association of University Women curriculum fee is \$750. We are requesting \$150 for publicity and incidentals.

ENVIRONMENTAL SUSTAINABILITY

No environmental impact.

RATIONALE FOR RECOMMENDATION

Gender wage gaps begin early - for many women, beginning with their first job. Over time, these gaps grow and compound, costing women hundreds of thousands of dollars of lost earnings over their lifetimes. By teaching negotiation skills to women early in their careers, we can help women to advocate for themselves and work to reduce the gender pay gap.

ALTERNATIVE ACTIONS CONSIDERED

No alternative actions were considered.

CITY MANAGER

The City Manager takes no position on the content and recommendations of the commission's report.

CONTACT PERSON

Shallon Allen, Secretary, Commission on the Status of Women, 510-981-7071

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

Gender Pay Equity Salary Negotiation Workshop

WHEREAS, the City of Berkeley Commission on the Status of Women advocates for the rights of all employees to receive pay without discrimination;

WHEREAS, women in Berkeley earn an average of 71 cents for every dollar earned by men;

WHEREAS, gender pay inequities begin for women as early as their first job;

WHEREAS, negotiation skills may help to mitigate some gender wage gaps, though they are only one part of the solution to pay inequity;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that \$900.00 will be provided to fund a seminar on salary negotiation for women in Berkeley, to be organized by the City of Berkeley Commission on the Status of Women.

