




**Tamaya Dennard**  
*Councilmember*

August 23, 2018

**MOTION**

WHEREAS Queen City Certified and the City of Cincinnati are entities that recognize, promote, and support organizations committed to fostering an environment in which people of all genders can thrive regardless of race, ethnicity, socioeconomic status, or sexual orientation, and WHEREAS the research-based approach of Queen City Certified is founded on the understanding that diversity, inclusion, and transparency are good for business; WE MOVE to encourage the City Administration to choose a select number of departments to enter into the Queen City Certified October training, ensuring that the selection of departments to participate is based on potential impact, relying especially on results from the Gender Equity Task Force Study completed earlier this calendar year. During the 2018 program schedule, there is no cost to enter into the October cohort of Queen City Certified.

Please reference the attached resources for more information on Queen City Certified.

  
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Councilmember Tamaya Dennard

  
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## OVERVIEW

Queen City Certified is the first local certification model for gender equity in the workplace. We recognize, promote, and support organizations in Cincinnati that are committed to fostering an environment where people of all genders can thrive. Our research-based approach is founded on the understanding that diversity, inclusion, and transparency are good for business.

Businesses and non-profits of all sizes can earn points across six categories:

- Equal pay for equal or comparable work
- Work-life support
- Recruitment and interviewing practices
- Leadership and decision-making
- Professional development
- Organizational culture

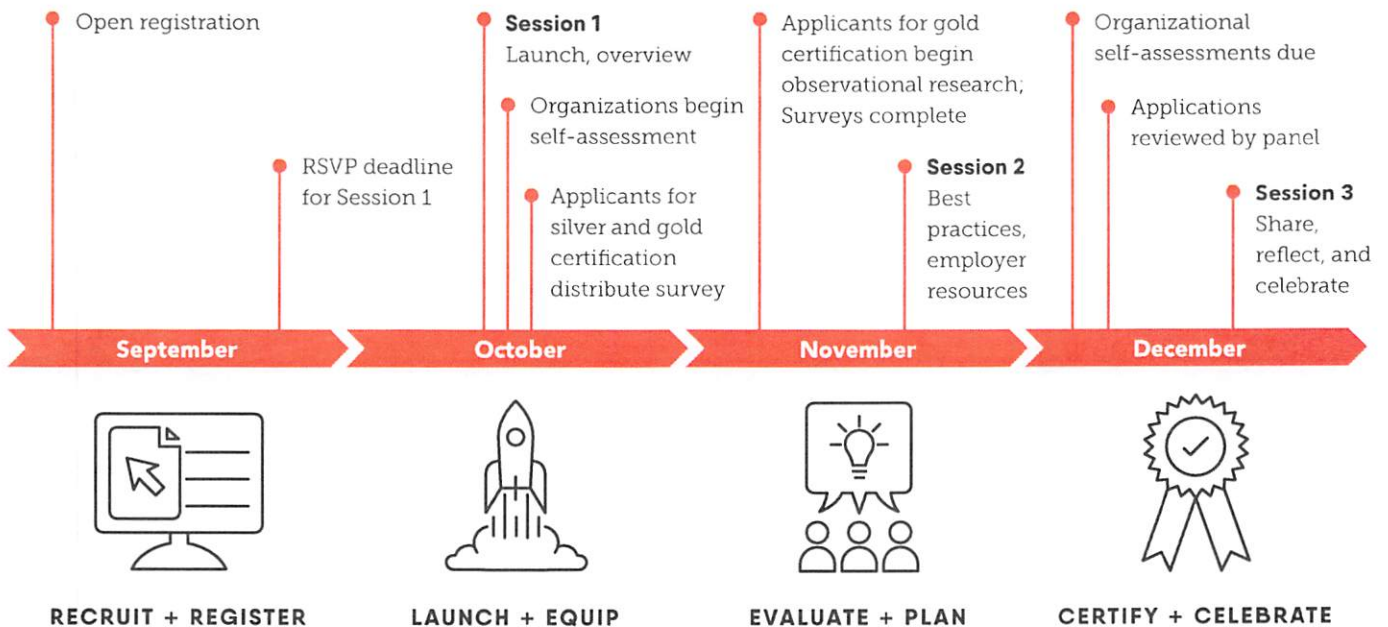
Based on the points achieved, employers earn one of three rating levels: certified, silver, or gold.

## REQUIREMENTS FOR PARTICIPATION

Your organization must:

- Be located within the 275 beltway
- Attend three half-day collaborative learning sessions (one to two employees); lunch will be provided
- Complete an organizational self-assessment
- Develop 2-year and 4-year gender equity goals
- Distribute an anonymous, organization-wide employee survey to be completed on paid time; the survey will take between 10 and 15 minutes to complete.  
*(Required for silver and gold certification only)*
- Allow a social researcher to conduct observational studies on site  
*(Required for gold certification only)*
- Submit a completed evaluation

## FALL PROGRAM TIMELINE



Interested in becoming Queen City Certified?

VISIT: [WWW.QUEENCITYCERTIFIED.ORG](http://WWW.QUEENCITYCERTIFIED.ORG)