

**Topline Findings &  
Recommendations for  
City of Cincinnati**

# **Gender Equality Study**

Recommendations compiled by  
the City of Cincinnati Gender Equality Task Force

Based on research conducted by  
University of Cincinnati Gender Equity Research Group



**2020**

# background

In an effort to spur a worldwide movement around gender equality, the United Nations created CEDAW – the Convention on the Elimination of All Forms of Discrimination Against Women. Even though the United States as a country has not signed on to this convention, leading cities across our country have taken it upon themselves to champion this important work in the spirit of CEDAW.

In May 2017, the City of Cincinnati became the eighth local government in the nation and the first in Ohio to pass a CEDAW-related ordinance, signaling the importance of recognizing gender equality in city operations.

The tenets of the CEDAW work are to commission a gender analysis of city departments and commissions, and to appoint an oversight body to oversee the work and make recommendations to the Mayor and Council about issues that would promote gender equity.

The 14-person task force comprising women from diverse fields and perspectives was appointed by Mayor Cranley in November 2017.

# funders

City of Cincinnati

Multiple University of Cincinnati units:

Office of the Provost

College of Arts & Sciences

Dept. of Political Science

Dept. of Women's, Gender, and  
Sexuality Studies

Taft Research Center

Taft Global Studies Research Group

Taft Human Rights Research Group

College of Design, Art, Architecture and Planning  
School of Planning (DAAP)

Zonta International

Tri-State Freethinkers

Woman's City Club

League of Women Voters

Women's Fund of the Greater Cincinnati Foundation

# gender equality taskforce

## Members of the Gender Equality Taskforce

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# researchers & additional support

## **Researchers**

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**overall findings  
and taskforce  
recommendations**

1

## create a permanent gender equity department and commission

- Recommend, implement and maintain gender and race-based decision-making in the City of Cincinnati and suggest ways government should be involved in Cincinnati's overall gender equity progress.
- Dedicated staff resource and funding should be allocated. This department should be supported by a taskforce.

2

## elevate community voice during decision-making

- Women make up only 30% of board and commission seats.
- City boards and commissions should reflect the demographics of Cincinnati.
- Use model to increase effective public participation processes.



3

## increase implicit bias and cultural competency training for all city employees

- Ongoing trainings conducted by outside experts to help employees become more aware of the experiences and perceptions of their coworkers and the community members they serve.

## 4

**implement strategic policies and programming for female and people of color career advancement**

- Assess implicit bias in recruitment, selection and promotion process.
- Implement programming centered on the career advancement for women and people of color.
- Conduct and report an internal pay equity audit every two to three years.

# city-wide findings on pay equity

- On average, female employees made \$2.83 less per hour than male employee, but when controlling for key variables, this was reduced to a \$0.09 pay differential.
- On average, non-white employees made \$4.10 less per hour than white employees, but when controlling for key variables, this was reduced to a \$0.13 pay differential.
- Overall pay differentials appear to be mostly a function of women and non-whites not being in higher-paying positions on average. When tested further in department-intensive analysis, researchers found being a man increases the likelihood that you are in a high-paying position across all these departments.
- Race does not appear to impact promotions or the probability of being in a high-paying position.

## 5

## conduct assessments of employees' biases on gender and race in police and fire departments

- Survey results from the Police and Fire Departments reveal significant, negative perceptions of females and people of color.
- Conduct assessments of employees' biases on race and gender with a third-party to evaluate the departmental culture.
- Build on improvements in Fire Department.

6

**increase domestic violence trainings for police officers and prosecutors**

- Require ongoing mandatory, survivor-centered domestic violence training.

## 7

## Broaden materials and programming concerning female health and caregivers

- Currently, women's and girls' health is typically described in terms of motherhood and reproductive health.
- Materials reflect perception that care work is a female responsibility.
- Department should better reflect gender identity and sexual orientation health.

## 8

## improve ways to report discrimination or harassment city-wide

- Employees expressed concerns for the City's reporting procedures for discrimination and harassment claims.
- Exit interviews are optional and conducted by supervisors, so harassment might not surface.
- In Police and Fire Departments, discrimination is reported through the chain of command.

## 9

## require gender and race pay standards in city contract and development deals

- Although the City doesn't have a significant pay disparity, requiring contractors to do a pay equity audit could have positive implications in diminishing the pay gap in the area.
- Consider extending tax breaks only to companies who submit pay equity audits and pay a living wage to their employees.



## 10

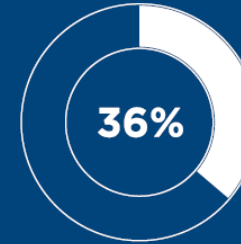
## execute gender and race equity budgeting

- Gender and race are rarely mentioned in operational, project and budget documents.
- Implement gender and race equity analysis to understand the impact funding decisions will have on women and people of color.
- The City should join the Government Alliance of Racial Equity (GARE).

# department findings and recommendations

# fire department

% of employees who participated in survey.



Survey participant demographics:

Gender



89% Male



11% Female

Race



77% White



33% Non-White

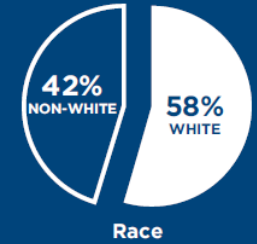
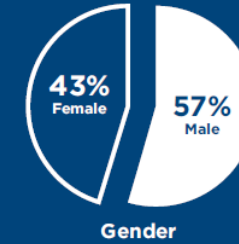
## Key Findings

- Being a woman is negatively associated with all variables, indicating women feel consistently less positive about their work/department.
- Caregivers, on average in this department, rate it lower in terms of their perceptions of opportunities for advancement.

## Recommendations

- The ERG should continue and the department should conduct yearly internal surveys of employees to measure improvement on culture.
- Fire should continue to identify and address the needs of female firefighters, especially those who are caregivers.

# department of community and economic development



## Key Findings

- DCED has done an admirable job ensuring that the department is itself diverse, which makes a difference in the accomplishment of projects that seek to help different communities.
- DCED makes an effort to include diverse stakeholders in their selection and consultation work. However, there are no formal mechanisms for regularly ensuring gender parity or diversity.

## Recommendations

- Increase publicity for the programs that are helpful to women, such as Scholar House, Cincy Pop Shop and HandUp.
- Take measures to operationalize the good environment that has been established by current leaders, so that it can be sustained as leaders and personnel change over time.

# health department

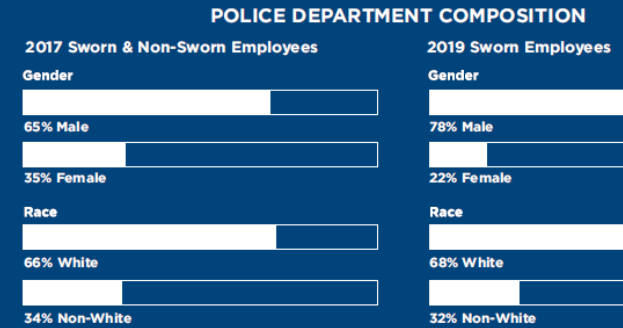
## Key Findings

- Health recently instituted better data gathering on sexual orientation and gender identity and has implemented trainings for intake workers and service providers of the need to identify and serve sexual and gender minorities.
- Textual analysis reveals that most references to women in gender and reproductive program web materials: reduce them to mothers, confuse gender with sex, and do not include the range of gender and sexual identities.

## Recommendations

- Employees tend to be older and come from similar backgrounds as a result of low turnover and intragenerational hiring. Consider prioritizing diverse candidates when recruiting personnel and ensure onboarding processes emphasize an “intentional culture” of equity and inclusion.
- The Health in All Policies (HIAP) initiative needs to be more inclusive of gender identity and sexual orientation health.

# police department



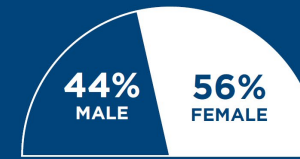
## Key Findings

- Qualitative responses to the employee survey done in Summer 2018 revealed perceptions of “reverse discrimination” voiced by some white males although white men continue to hold most positions and most higher-level positions. This sentiment has made employees of color and women feel less respected and that the department is not responsive to diverse stakeholders in the public.
- The Domestic Violence Enhanced Response Team (DVERT) is an innovative best practice and collaborative effort.

## Recommendations

- Recruit diverse candidates to the force who reflect the demographics of the community served and implement a mentorship program to improve representation at all ranks.
- Strategize to address inaccurate perceptions among some officers. The resentments generated by these perceptions are detrimental to an equitable workplace culture and risk spilling over into officers’ ability to impartially serve women and minorities in the community.

# department of city planning



Gender



Race

## Key Findings

- For a small team, employees are relatively diverse in terms of gender, race and sexual orientation, and are led by a woman. They adhere to the ethics and professional responsibilities of the American Institute of Certified Planners (AICP).
- Gender equity and inclusion is not explicitly mentioned in such ethics, but staff members pointed to current female leadership as a source of encouraging gender awareness and ensuring hiring and advancement are fair in the department.

## Recommendations

- Equity training for the planning commission and neighborhood councils to extend the reach of the AICP's ethical guidelines to those groups making planning and policy decisions.
- Changes in planning and zoning application forms to reflect the need to consider gender and racial equity in the application stage of development projects and city/neighborhood plans.

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