

Gender Study of City of Cincinnati Government Summary of Preliminary Report

Presented at the “From Research to Reality: Gender Equity in Cincinnati City Government
Employment” Public Forum

Presented by The University of Cincinnati Gender Equity Research Team

November 14, 2018

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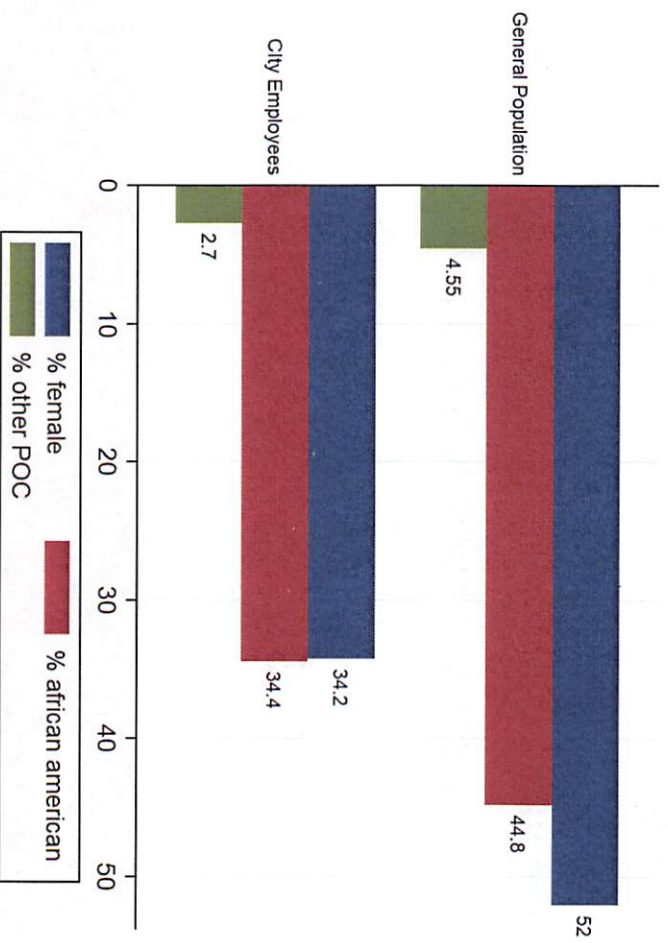
Executive Summary

- Cincinnati became 7th CEDAW city in U.S. in 2017 by appointing a Gender Equality Task Force and authorizing a two-year gender study (2017-19).
- Year One of study finds overall the City models equity within job titles, but problems remain with demographic representation, vertical segregation by gender and race, and fostering a sense of inclusion among diverse personnel and the diverse public they serve.

Elements of Year One of the Gender Study

- Overall quantitative analysis of City employee salaries by gender and race
- More intensive quantitative analysis of employees by gender and race in Health, Police, Fire, Community & Economic Development, and Planning
- Online Survey of employees in these department about their perceptions of in/equities by race and gender within their departments and in terms of sensitivities to these factors in the public work their departments perform.
- Gathering of budget and demographic information and additional relevant studies

Demographics of Residents and Employees



Overall Gender Make-Up and Pay

- Demographics
 - 11 of the 21 City Departments are predominately male.
 - 6 of the 21 City Departments are predominately female.
- Pay
 - Males make more in 16 of 21 City Departments
- Lessons
 - Men tend to be overrepresented
 - Men tend to make more on average
- Limitations
 - While men make more on average this discrepancy could arise from multiple sources
 - Further investigation needed

Summary of Findings

- We look at pay discrepancies that arise when people share the same education level, and have similar qualifications.
- Findings
 - On average, female employees made \$2.83 less per hour than male employees, but when controlling for some key variables, this was reduced to a \$0.09 pay differential.
 - Overall, on average, non-white employees made \$4.10 cents less per hour than white employees, but when controlling for some key variables, this was reduced to a \$0.13 pay differential.
 - Controlling for other factors, male pay bias is found in 6 out of 21 City Departments.
 - One likely explanation: women and non-whites, on average, not being in higher-paying positions.

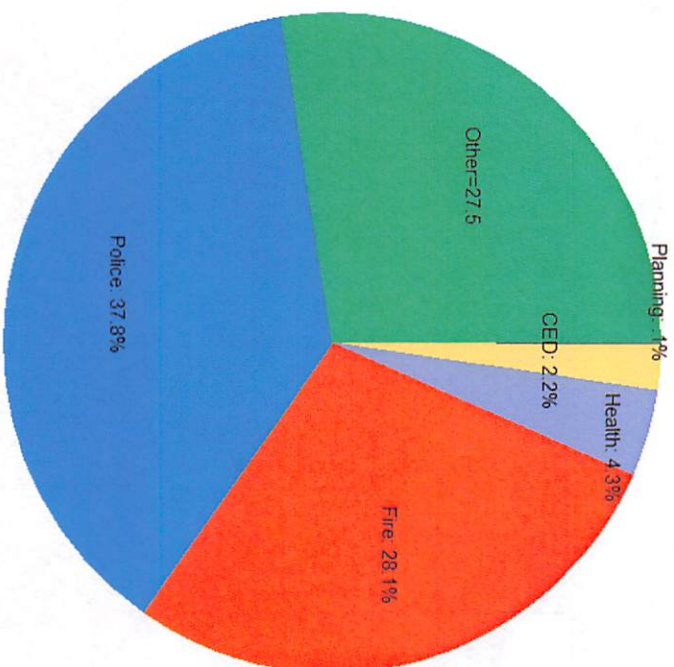
City Boards and Commissions Memberships

Men constitute 67% and women 33% of Boards and Commissions members; a recent survey suggests not only majority male, but also predominantly wealthy and suburban.

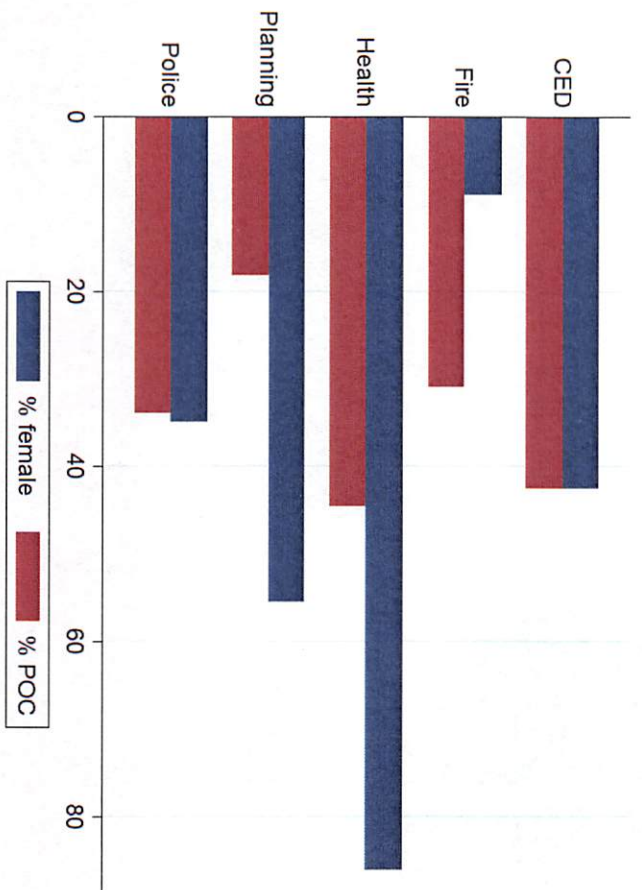
Identified Departments

| Department | % Male | Pay Gap: On Average | Pay Gap: Model |
|------------------------------------|--------|---------------------|----------------|
| Health-Related | | | |
| • Health Department | 16% | Male: \$9.86 | Male Bias |
| Economics-Related | | | |
| • Community & Economic Development | 60% | Male: \$1.42 | Female Bias |
| • City Planning | 67% | Male: \$5.13 | No Bias |
| Safety-Related | | | |
| • Fire Department | 93% | Male: \$2.12 | Male Bias |
| • Police Department | 57% | Male: \$5.84 | Female Bias |

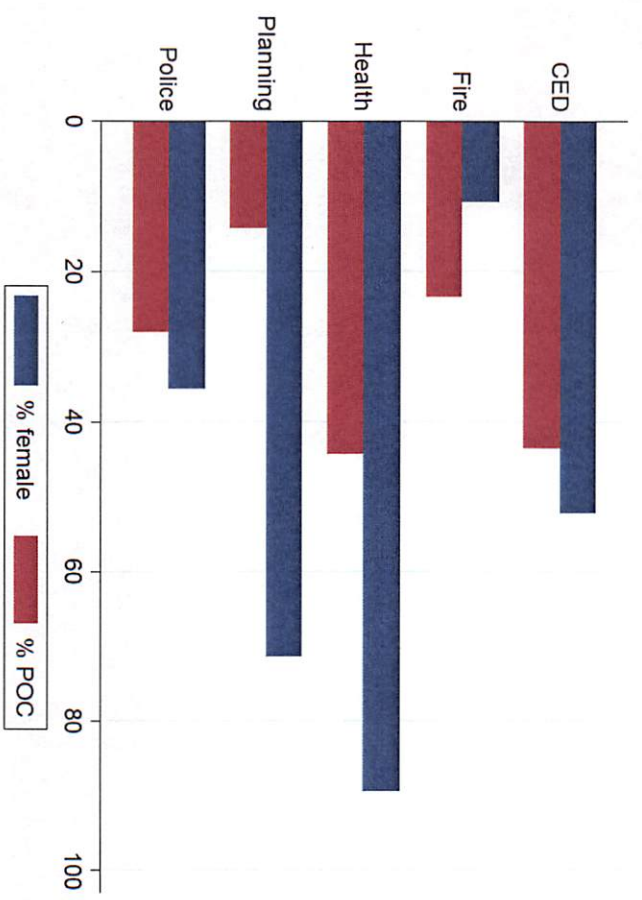
City Budget



Department Demographics



Respondent Demographics



Findings: Gender & Work Satisfaction

Women Relative to Men

| | Police | Fire | Health |
|--------------------------|--------|------|--------|
| Average wage | X | X | X |
| Adjusted Wage | X | X | X |
| Promotions | X | X | |
| Highest Paying Jobs | X | X | |
| Lowest Paying Jobs | X | | X |
| Happiness | | X | |
| Opportunity | | X | |
| Respect | | X | |
| Harassment | | X | |
| Misconduct | | X | |
| Department Inclusiveness | | X | |
| Community Inclusiveness | | X | |

Findings: Race & Work Satisfaction

People of Color Relative to Whites

| | Police | Fire | Health |
|--------------------------|--------|------|--------|
| Average wage | | | X |
| Adjusted Wage | | X | |
| Promotions | | | |
| Highest Paying Jobs | X | | |
| Lowest Paying Jobs | | X | X |
| Happiness | | | X |
| Opportunity | | | |
| Respect | X | X | X |
| Harassment Misconduct | | | |
| Department Inclusiveness | X | X | X |
| Community Inclusiveness | X | X | X |

Preliminary Conclusions

- Although the City has made great strides in gender, race, and other forms of equity and inclusion, City employees and members of City Boards and Commissions should be more reflective of the city's demographics (minimally by gender, race/ethnicity, and sexuality)..
- The City budget and department budgets should be more transparent in terms of how much is allocated particularly for addressing the major economic and health disparities as well as gender-based violence experienced particularly by poor and working-class women of color found in previous gender studies of the Cincinnati region as well as why public safety (at 66% of the City's budget) is so prioritized over other more preventative and redistributive departments concerned with health and economic well-being.
- Although gender and race wage disparities are minimal to nil within job titles thanks to civil service and union rules and when adjusting for intervening variables, the fact that women and non-whites on average tend to be clustered in lower-paying positions across departments needs attention. A start would be to ensure no applicants are asked to disclose previous salaries that can result in women and non-whites being paid less while also creating better pathways for advancement of and more advanced job titles for those clustered at the bottom

Preliminary Conclusions

- Across departments intensively studied, non-whites (including women of color) feel less respected by their colleagues and perceive that their departments are insufficiently inclusive when it comes to taking into account differences among employees and the different interests and needs of the public stakeholders they serve. This, coupled with the finding that almost all white women and women and men of color in these departments perceive gender and race barriers in the U.S. workplace whereas a large minority of white men feel they are disadvantaged compared to women and people of color in the U.S. workplace, suggests a need to address these rather opposing viewpoints, perhaps through more targeted equity and inclusion as well as diversity mainstreaming programs.
- Specific departments need to address some specific things: Being a caretaker should not negatively affect the happiness of workers in Health or advancement in Fire; being a woman, as well as non-white, in Fire should not negatively affect almost the entire work-life experience, just as being non-white (whether female or male) should not be a perceived hindrance on several measures in Health and Police.

Thank you!

The City of Cincinnati Gender Equality Task Force

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