



### Department of Diversity, Equity & Inclusion

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## LEGISLATION BACKGROUND SUMMARY

- On March 15, 2022, Toledo City Council unanimously passed Toledo CEDAW legislation, TMC Chapter 184, Local Implementation of the United Nations Convention of the Elimination of All Forms of Discrimination Against Women ("CEDAW").
  - With this legislation, the City of Toledo joined a small group of CEDAW cities in the United States, publicly committing to ending discrimination against women and girls.
- On February 29, 2024, Toledo City Council passed the City of Toledo 2024 Budget that included the Gender Equity Analysis as a line item in the Department of Diversity, Equity, & Inclusion 2024 Budget.
- We believe the results of a city-wide gender equity analysis will help determine best practices and promote accountability. Effective tools and metrics will be used to develop solutions to rectify the potential for discrimination, improve employee health and well-being, and increase community development opportunities.
- We received four bids, and Keen Independent Research was chosen as the top bid. Keen is a 23-person equity research firm that specializes in equity research assignments for public entities, including analyses of workforce equity from hiring and retention through the promotional process, compensation, and belonging, among several other factors. (Keen is also working with a local subcontractor)
  - Keen Independent has a proven track record of working with a variety of agencies, including other municipalities including St. Louis, Tacoma, Orange County, etc. (For more examples, visit: <https://www.keenindependent.com/reports>)
- Key Deliverables:
  - Final Gender Equity Analysis Report including findings and City-wide recommendations for action:
    - Metrics for tracking equity-related progress, objectives, action items, timelines, and goals
    - Areas for improvement to gender equity across all departments and in consideration of Toledo CEDAW including pay equity.
  - Materials for communicating study results