



Legislation Details (With Text)

**File #:** O-233-24      **Version:** 1      **Name:**

**Type:** Ordinance      **Status:** Approved

**File created:** 5/7/2024      **In control:** Diversity, Equity & Inclusion Department

**On agenda:** 5/22/2024      **Final action:** 5/22/2024

**Title:** Authorizing the Mayor to enter into an agreement for a Gender Equity Analysis; authorizing the expenditure of an amount not to exceed \$100,000 from the General Fund; and declaring an emergency.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Legislation Background Summary-Gender Equity Analysis 5.7.2024.pdf, 2. Video: City Council May 22, 2024

Date	Ver.	Action By	Action	Result
5/22/2024	1	City Council	Suspension	Pass
5/22/2024	1	City Council	Emergency	Pass
5/22/2024	1	City Council	Passage	Pass

Gender Equity Analysis  
 Diversity, Equity and Inclusion  
 T. Whitman (x2375)/B. Robinson (x2271)  
 Revised

**Authorizing the Mayor to enter into an agreement for a Gender Equity Analysis; authorizing the expenditure of an amount not to exceed \$100,000 from the General Fund; and declaring an emergency.**

**SUMMARY & BACKGROUND:**

After the solicitation and review of competitive proposals in accord with the requirements of Toledo Municipal Code (“TMC”) §187.24, the Department of Diversity, Equity, and Inclusion recommends that the City contract with Keen Independent Research, LLC to conduct a city-wide intersectional gender equity analysis consistent with recommendations included in Ord. 95-22, which created TMC Ch. 184 pertaining to local implementation of the United Nations Convention of the Elimination of All Form of Discrimination Against Women (“CEDAW”). Keen Independent specializes in equity research assignments for public entities based on numerous factors, including workforce equity, compensation, and belonging, using a combination of qualitative and quantitative research methods. The City will use the results of the Analysis to determine best practices and promote accountability using effective tools and metrics to develop solutions to rectify the potential for discrimination, improve employee health and well-being, and increase community development opportunities. This Ordinance authorizes the expenditure of \$100,000 to complete the analysis. Funds were appropriated in the 2024 operating budget for this expenditure.

NOW THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That the Mayor is authorized to enter into an agreement for a Gender Equity Analysis, upon such terms and conditions as approved by the Director of Diversity, Equity and Inclusion and the Director of Law.

SECTION 2. That an amount not to exceed \$100,000 is authorized for expenditure from the General Fund, Account Code 1001-10700-1121003STDSTD for the purpose authorized in Section 1.

SECTION 3. That the Finance Director is authorized to draw their warrant or warrants against the Account Code authorized above in an amount not to exceed \$100,000 in payment of the above authorized obligations upon presentation of proper voucher or vouchers.

SECTION 4. That this Ordinance is declared an emergency measure and shall take effect and be in force from and after its passage. The reason for the emergency lies in the fact that the same is necessary for the immediate preservation of the public peace, health, safety, and property, and for further reason that the Ordinance must be immediately effective in order to timely the objectives established in TMC Ch. 184.

Vote on emergency clause: yeas 12, nays 0.

Passed: May 22, 2024, as an emergency measure: yeas 10, nays 2.

Attest:

Julie A. Gibbons  
Clerk of Council

Carrie Hartman  
President of Council

Approved:

May 22, 2024  
Wade Kapszukiewicz  
Mayor