



## CITY OF PROVIDENCE

Jorge O. Elorza, Mayor

### Meeting of the Providence Equal Pay Taskforce

Thursday, January 3rd, 2019 • 5:00 PM

Joseph A. Doorley Jr. Municipal Building First Floor Conference Room

444 Westminster Street, Providence RI 02903

#### I. Welcome

##### A. Call to Order & Roll Call

Chair Celeste Terry-Lo called the meeting to order at 5:09pm. Four of seven Task Force members were present, constituting a quorum.

- **Present:** Chair Celeste Terry-Lo, Kelly Nevins, Dwayne Keys, Elvys Ruiz - 4
- **Absent:** Vice-Chair Diya Das, Ariel Pittner, Doris De Los Santos - 3
- **Staff:** Sol Taubin, Executive Director of the Providence Human Relations; Lisa Fries, Senior Assistant City Solicitor

##### B. Approval of Prior Meeting Minutes

Upon motion by Task Force Member Nevins, seconded by Task Force Member Keys, approval of prior meeting minutes was put to a vote, passing favorably:

- **Ayes (unanimous):** Chair Celeste Terry-Lo, Kelly Nevins, Dwayne Keys, Elvys Ruiz - 4

#### II. Orders of Business

##### A. Director's Update

Director Taubin shared updated information regarding the Task Force's transmittal of its annual report to the City Council and Mayor's offices. Task Force members voiced an interest in creating opportunities to hear from the public regarding their responses to the report. Task Force member Nevins recommended tying any public forum or communications strategy to Equal Pay day, to fall on April 2, 2019. Director Taubin committed to following up with the Providence Human Relations Commission and ensuring the report would be posted on the City's website in advance of the next Task Force meeting.

##### B. Review of Annual Report

Legal counsel provided a review for scope, flagging the section titled "Increased transparency for school budgets" on page 14. Discussion ensued, resulting in an amendment to the section title and body text.

Upon motion by Task Force Member Nevins, seconded by Task Force Member Ruiz, the Task Force voted to amend the section titled "**Increased transparency for school budgets**" on page 14 to be titled "**Increased transparency for school budgets as pertaining to staffing**," and to read "It is the Task Force's recommendation that individual school budgets be reported and posted online alongside school performance plans, to demonstrate the use of funding towards staff positions for every school within the Providence Public School District and every school supported by the City of Providence. A cost-neutral practice, posting budgets at the school level creates an additional level of transparency and accountability with respects to funds that may be

allocated for support staff positions created to advance a school's performance goals. Baltimore is among the cities that already incorporates this strategy as a best practice to promote pay equity and transparency via public accountability," and for citations to be updated accordingly. The vote passed favorably:

- **Ayes (unanimous):** Chair Celeste Terry-Lo, Kelly Nevins, Dwayne Keys, Elvys Ruiz - 4

Director Taubin asked Task Force members if they had questions or concerns with any other sections of the report. Task Force members expressed they were pleased with Director Taubin's report as written. Upon motion by Chair Terry-Lo, seconded by Task Force Member Keys, approval of the annual report as amended, to be transmitted to both the Mayor's Office and Office of the City Council by Director Taubin, was put to a vote, passing favorably:

- **Ayes (unanimous):** Chair Celeste Terry-Lo, Kelly Nevins, Dwayne Keys, Elvys Ruiz - 4

### **III. Closing**

#### **A. Next Steps**

Director Taubin summarized administrative next steps resulting from the Task Force's meeting, including updating the Task Force's 2018 Annual Report to reflect the amendment voted in meeting, transmitting the report to the City Council and Mayor's Offices, posting the report online, and discussing a time for the Equal Pay Task Force to present its report to the Providence Human Relations Commission.

#### **B. Questions & Announcements**

Task Force Member Nevins asked what the Task Force's next priorities would be in 2019. Task Force members discussed their charter to provide recommendations regarding equal pay for equal work through the City's procurement and purchasing process; following up with the Providence Public School District once their EEO plan is released; and considering age and ability status as additional axes to explore equal pay.

Task Force Member Keys inquired as to his and Chair Terry-Lo's continued role on the Task Force, given their status as designees of permanent seats assigned to the Providence Human Relations Commission Chair and Vice-Chair and the Commission's recent elections. Senior Assistant City Solicitor Lisa Fries advised that the new Commission Chair and Vice-Chair submit new appointment letters. Director Taubin voiced that she would follow up with all relevant parties.

#### **C. Adjournment**

Upon motion by Task Force Member Nevins, seconded by Task Force Member Keys, adjournment was put to a vote, passing favorably:

- **Ayes (unanimous):** Chair Celeste Terry-Lo, Kelly Nevins, Dwayne Keys, Elvys Ruiz - 4