



## **Annual Internal Review**

**This report covers the time period of 7/1/2016 to 6/30/2017**

### **CITY OF AUSTIN COMMISSION FOR WOMEN**

The Board/Commission mission statement (per the City Code) is: **to serve as an advisory body to the City Council and the City Manager concerning the needs and problems of women in the Austin area and shall recommend programs designed to alleviate any inequalities that may confront women in social, economic and vocational pursuits. The Commission shall develop goals and coordinate research for planning, programming, and action relating to opportunities, needs, problems, and contributions of women in the city.**

1. Describe the board's actions supporting their mission during the previous calendar year. Address all elements of the board's mission statement as provided in the relevant sections of the City Code.

**The City of Austin Commission for Women accomplished the following actions in support of our mission from July 1, 2016 to June 30, 2017:**

- 1) Working Group to Examine Workplace Culture in the City of Austin
  - a) Ongoing discussions with city staff from the Human Resources Department regarding the need to monitor and improve equal treatment and pay of women, with focus on workplace culture and need for improved ethics training. This ongoing review led to the Commission's identification of systematic shortcomings that are directly impacted from the top down in management in the City of Austin and in the Austin Police Department.
  - b) Examined City of Austin pay equity study, presented by Joya Hayes from HR

- c) Examined City of Austin Listening to the Workforce survey
- 2) Working Group and Recommendation to Examine City Equity Office and Officer
  - a) The working group for the City Equity Office and Officer attended several meetings in conjunction with this newly formed department and was at the table for candidate interviews. Based on the Commission's involvement and review of task a recommendation was crafted on July 13, 2016 and sent to the City Council that included the Commission's acknowledgement of this historic effort and the common belief that this newly formed department could enhance the City's commitment to equity in the programs and services it provides to its residents including housing, jobs, health, public safety, and many more.
  - b) The recommendation also included that the Equity Office actively embrace an intersectional approach towards gender equity and embrace the principles of Undoing Racism Austin, including the recognition that racism is the single most critical barrier to building effective coalitions for social change; and that racism has been consciously and systematically erected; and it can be undone only if people understand what it is, where it comes from, how it functions, and how it is perpetuated.
  - c) Community engagement was a critical part of the Commission's recommendation with focus on the Equity Office's recognition and building off of the existing work of related social justice grass-roots organizations.
- 3) Working Group and Recommendation to Examine Austin Police Department (APD) Rape Kit Backlog and DNA lab closure
  - a) The Commission reviewed the current and previous practices of APD related to the rape kit backlog and the DNA lab closure. Based on the Commission's findings a recommendation was crafted on August 10, 2016 and sent to the City Council that included the funding for seven additional DNA analysts and one additional supervisor to fully staff the APD's forensic lab at the amount of \$1.4M and to process the backlog of 500 sexual assault examination evidence kits with a private lab at the amount of \$500,000. Furthermore, the recommendation detailed that with these additional resources the APD DNA lab will be fully operational without a backlog in three to four years from October 1, 2016, and that all sexual assault forensic examinations would be fully processed within 60 days.
- 4) Recommendation on Candidate Requirements for the City Manager and Chief of Police positions
  - a) The Commission determined that because sexism is systematic and that the culture of an organization is greatly impacted by the managers of that organization and that the City of Austin had a

number of national and local negative incidences related to sexist training and social media comments perpetrated by the former City Manager and Chief of Police and that there was an opportunity to impact the candidate requirements for the City Manager and Chief of Police positions, a recommendation was crafted on December 19, 2016 and sent to the City Council that included:

- b) The City of Austin will hire a new City Manager who will direct all departments, including the Austin Police Department (APD), and given the history of blatantly sexist third-party training focused specifically on working with women elected to the city council, the complaints from City of Austin staff regarding pay based on gender inequality and internal training programs demonstrating a bias against women, and the rape kit backlog of more than 500; and
  - c) The City of Austin will hire a new Police Chief who will direct all activities of APO, including oversight of the back log of more than 500 rape kits, the inability of the APO to process new rape kits because of crime lab dysfunction, and the general treatment of sexual assault victims by APD;
  - d) The Commission recommendation resolved that the new City Manager and Chief of Police for the City be aware of the previous behaviors, training, and general disregard for gender equity in pay and treatment, and fully understand that moving forward such past behaviors will not be tolerated. The hiring of these two high-profile leadership positions provides an opportunity for Austin to show immense leadership, specifically in closing the gender divide that previously garnered the City national public attention and polarized women in the community.
  - e) The Commission further resolved that community engagement be a critical function of the vetting of the City Manager and Police Chief candidates, building upon the hiring process used with the Chief Equity Officer position, where the Commission for Women had a place at the table. There is significant opportunity for impact regarding the top down attitude of the City Manager and Police Chief relative to addressing women-specific issues, both internally and externally in the City of Austin.
- 5) Recognition of women's achievement in the Austin community through the induction into the City of Austin Women's Hall of Fame
- a) The 2016 Women's Hall of Fame event marked the fifth annual honorary ceremony that serves to recognize women of leadership and outstanding achievement in the Austin area. Nominations were sought between October 2016 and January 2017, and the nominees were selected at the February 2017 board meeting. The recipients were honored on March 8, 2017 at City Hall with Mayor Steve Adler addressing the inductees and guests at the event. The

inductees reflect the mission of the Commission in that they each represented women breaking through barriers for women; working to better the lives women and girls; and for outstanding public or community service.

- b) The following applicants were selected to be inducted into the Women's Hall of Fame: Robbie Ausley, Colette Pierce Burnette, Jane Claire Hervey, Ann Howard, Patsy Woods Martin, and Jill Ramirez

**2. Determine if the board's actions throughout the year comply with the mission statement.**

The Commission for Women remains in compliance with the mission and maintains the agenda of focusing on matter that are in compliance with the mission statement.

**3. List the board's goals and objectives for the new calendar year.**

City of Austin Commission for Women

**TOP INITIATIVES OF 2017-18**

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In order to articulate our top initiatives and ensure that we achieve our goals by next April 2018, the Commission for Women has identified these primary focal points to address:

- ~ Equity Resolution | Receive COA Equity Pay Study and Listening to the Workforce. Identify pay wage gaps, gender disparities, current policies within the COA and jointly submit recommendations with Human Rights Commission (*Working group established: Becky, Flannery, Rossana, and Sarah*)
- ~ Sexual Assault Survivor Treatment | Continue to examine DNA lab operations, rape kit backlog, and hold APD accountable to resolving backlog and sexual assault victim treatment (*Working group established: Amanda, Ana, and Tonya*)
- ~ Women's Hall of Fame 2018 | Ceremony and recipient management (*Working group established: Flannery, Julia, Kasha, and Rossana*)
- ~ Child/Women Sex Trafficking | Commission to consider possible action on this topic based on community needs (*Working group established: Amanda, Kasha, and LaKisha*)
- ~ Stay as involved as possible in the hiring of the City Manager and APD Chief in correspondence with the Commission's Recommendation regarding the position requirements

Annual Review and Work Plan

*Year*

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