



City of Providence

Equal Pay Task Force

2020 Annual Report





City of Providence Equal Pay Task Force

Letter to Mayor & City Council

February 17th, 2021

Created in 2017, the Equal Pay Task Force was formed to look at race, gender, and the intersections of race and gender as it relates to pay equity in the City of Providence.

In 2018, a comprehensive report was created with recommendations for Providence. In 2019, the Executive Director of the Equal Pay Task Force pursued employment elsewhere and there was a gap until 2020. Many of the task force members from 2018 were occupied at their job functions fully due to COVID-19 and other competing priorities; several members needed to transition off the task force, including Dr. Diya Das, Elvys Ruiz and Celeste Terry-Lo.

Thus, 2020 was a rebuilding year for the Equal Pay Task Force. The task force welcomed two new members, including Michelle Mooney and Sarah Barter Terry and held several meetings at the end of 2020 to get it's bearings. All new members were excited to get started and immediately dived into the data, process, and strategy for 2021 outlined in this report.

Hon. Jorge O. Elorza
Mayor

Andi Wheeler
Executive Director

Executive Committee

Dwayne Keys
Chair

Kelly Nevins
Vice-Chair

Commissioners

Doris De Los Santos

Sierra Barter Terry

Michelle Mooney

Emmanuel Echevarria

Equal Pay Task Force

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25 Dorrance Street,
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02903

A handwritten signature in blue ink that reads "Dwayne Keys".

Dwayne Keys
Chair, Equal Pay Task Force

A handwritten signature in black ink that reads "Andi Wheeler".

Andi Wheeler
Executive Director,
Providence Human
Relations Commission

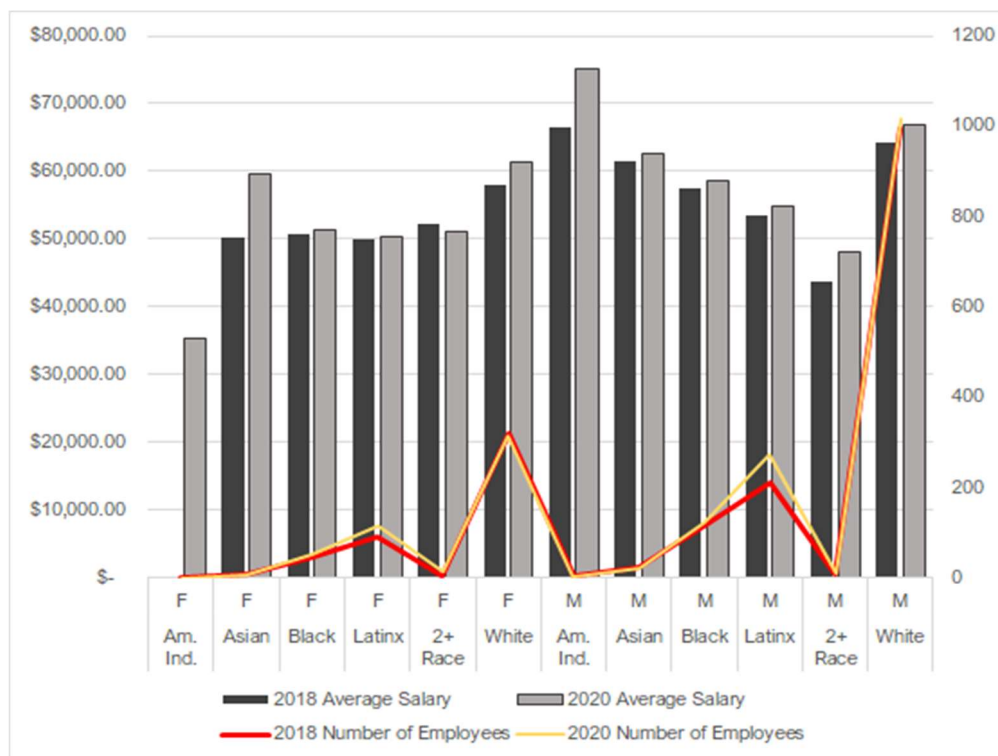
A Year of Transition

In addition to the transition of the Executive Director, this year was the conclusion of a full term for many commissioners. Due to COVID-19 job functions and other competing priorities changing for commissioners, several members desired to complete their term and not seek reappointment.

The Equal Pay Task Force would like to extend our full gratitude and support to Dr. Diya Das, Elvys Ruiz, and Celeste Terry-Lo for their commitment over the past three years. To fill these vacancies, the Task Force welcomed two new members, including Michelle Mooney and Sierra Barter Terry. We look forward to building upon our work with existing members and moving our work forward in the new year.

A Look Back for the Equal Pay Task Force

In 2020, the task force discussed the strategy and process to discuss equal pay in the city of Providence. The Task Force was most interested in learning which recommendations from 2018 had been implemented and decided to go through piece by piece of the recommendations in 2021, but wanted to start with concrete data comparing 2018 to 2020 to more accurately measure the impact of the 2018 recommendations. The data was presented and adjusted based on feedback.



The Executive Director of the Providence Human Relations Commission contacted Human Resources for information pertaining to pay equity in Providence. Once the data was received and initially discussed amongst the task force, the Innovation Department was brought in to help with the analysis, and produced the above graph in coordination with the Executive Director to help frame the data in an understandable format with the framing desired by the Task Force.

Additional data broke the raw information down further by job category, years employed, age, race, and gender.

A Look Forward for the Equal Pay Task Force

The next steps for the Equal Pay Task Force are to first prioritize a full onboarding of new Task Force members. Ensuring a smooth transition into serving on a City board is a high priority for our team.

Additionally, we will continue to outline, piece by piece, the 2018 report and compare it to the data, with recommendations for adjustments along the way. The Equal Pay Task Force aims to come up with additional recommendations, as well as moving past recommendations forward if they have been proven effective.