



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

November 10, 2015

Motion 14456

Proposed No. 2015-0444.1

**Sponsors Dembowski, Phillips, Hague, Dunn,
McDermott, Gossett and von Reichbauer**

1 A MOTION supporting 100% Talent, a Gender Equity
2 Initiative for King County; naming King County as a
3 founding member; and committing financial and in-kind
4 resources.

5 WHEREAS, our region is home to a diverse, skilled, educated and creative
6 workforce that supports some of the most innovative and recognizable companies in the
7 world, and

8 WHEREAS, King County boasts a higher percentage of women in the workforce
9 than Washington state and the nation, and

10 WHEREAS, in 2013, women in King County who worked full time, year-round
11 earned just seventy-six cents for every dollar earned by men, and

12 WHEREAS, King County government is one of the top ten largest employers in
13 the region, and

14 WHEREAS, women working for King County government earn a fraction of a
15 penny more on the dollar than men, and

16 WHEREAS, as an organization King County is deeply committed to promoting
17 gender equity and social justice, and is specifically committed to closing our own wage
18 gap for women of color, who make only ninety cents on the dollar relative to white men,
19 and

20 WHEREAS, the King County women's advisory board transmitted a report to the
21 executive and the council on January 23, 2015, titled, Improving Wage Equity and
22 Promoting Family Friendly Workplace Policies throughout King County, and

23 WHEREAS, the first recommendation of the women's advisory board report is to
24 create a public/private compact pledging to end the wage gap and encourage family
25 friendly workplace policies, and

26 WHEREAS, the Seattle Metropolitan Chamber of Commerce and Women's
27 Funding Alliance are leading 100% Talent: A Gender Equity Initiative for King County,
28 with the goal of getting five hundred companies to pledge to help close the gender wage
29 gap in our region, and

30 WHEREAS, the 100% Talent compact is based on and will continue to use best-
31 practices from around the country, and

32 WHEREAS, by signing on to the compact, organizations agree to:

- 33 1. Identify gender equity issues, collect data internally and understand the root
34 causes of inequity within their company;
- 35 2. Implement at least three best-practice solutions and monitor progress;
- 36 3. Share best practices and successes with other organizations; and
- 37 4. Invest in 100% Talent, and

38 WHEREAS, King County recognizes that closing the wage gap not only has
39 profound benefits for the workplace and our regional economy, it is also foundational to
40 our strategic plan values of equity and fairness, and

41 WHEREAS, as a member of 100% Talent, King County will receive benefits such
42 as training, best-practice sharing and other tools with which to support our own gender-
43 equity work,

44 NOW, THEREFORE, BE IT MOVED by the Council of King County:

45 A. King County supports 100% Talent: A Gender Equity Initiative for King
46 County and makes the 100% Talent pledge to help close the gender wage gap.

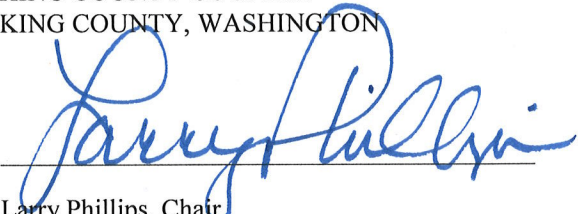
47 B. King County will serve as a founding member of 100% Talent and commit
48 resources to the initiative.

49 C. King County will identify and commit to implementing at least three of the
50 thirty-three recommended best practices identified to close the gender wage-gap.
51

Motion 14456 was introduced on 10/26/2015 and passed by the Metropolitan King County Council on 11/9/2015, by the following vote:


Yes: 7 - Mr. Phillips, Mr. von Reichbauer, Mr. Gossett, Mr. Dunn,
Mr. McDermott, Mr. Dembowski and Mr. Upthegrove
No: 0
Excused: 2 - Ms. Hague and Ms. Lambert

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON



Larry Phillips, Chair

ATTEST:



Anne Noris, Clerk of the Council

Attachments: None