



# Broward County

## Legislation Text

File #: 21-1011, Version: 1

### **Broward County Commission Regular Meeting**

**Director's Name:** Dale V.C. Holness

**Department:** County Commission

### Information

#### Requested Action

MOTION TO DIRECT County staff to submit a proposal to conduct a study evaluating income parity and opportunities for advancement of women and minority employees in the County. (Commissioner Holness)

#### Why Action is Necessary

Approval by the Board of County Commissioners ("Board") is required to direct staff to submit a proposal for the referenced study.

#### What Action Accomplishes

Directs County staff to submit a proposal for the referenced study for the Board's subsequent consideration.

#### Is this Action Goal Related

Yes

#### Previous Action Taken

#### Summary Explanation/Background

This item supports the Commission Value "Ensuring economic opportunities for Broward's diverse population and businesses" and the Commission Goal "Utilize policies and strategies to create employment opportunities and support for economically disadvantaged members of the community."

Women and minority employees in the United States have historically faced income disparity and barriers to advancement in the workplace, which have been exacerbated by the COVID-19 pandemic. With over 6,000 employees, a large number of which are women and minorities, Broward County Government is one of the largest employers in the County. As one of the largest local employers, it is important that the County be aware of potential areas of improvement by conducting a study to analyze the status of income parity and opportunities for advancement of its women and minority employees. County staff should submit to the Board a proposal for conducting such a study, including a budget, timeline for completion, scope and recommendations.

#### Source of Additional Information

Heidi Richards, Chief of Staff, District 9, 954-357-7009

**Fiscal Impact**

**Fiscal Impact/Cost Summary**

None.