

Memorandum



Date: September 22, 2016

To: Honorable Chairman Jean Monestime
and Members, Board of County Commissioners

From: Carlos A. Gimenez
Mayor 

Subject: Report on the Development of the Miami-Dade County Women's Compact –
Directive 160495

Pursuant to Resolution No. R-433-16 passed by the Board of County Commissioners on May 17, 2016, staff from the Miami-Dade County Commission on Human Rights and the Commission for Women are working together to develop a program modeled after the Boston Women's Compact to voluntarily engage the private sector in committing to close the gender wage gap. This program will be entitled the *Miami-Dade County Women's Compact* (Compact).

Miami-Dade County is committed to ensuring equal pay for equal work without regard to gender or any other prohibited basis. Despite passage of the Equal Pay Act of 1963, which requires equal pay for equal work, the gender wage gap persists. Studies conducted on a national basis show that women working full-time earn only 77 percent of men's wages. The County recognizes that businesses will play a critical role in reducing the gender wage gap and can create lasting, positive change in the support of pay equality.

Staff is currently conducting research to identify best practices to promote pay equality, as well as comprehensive goals and strategies to address this issue as part of the Compact. The Compact will also include a voluntary online pledge that enables Miami-Dade County employers to commit to advancing pay equality and take steps that will help close the wage gap.

We anticipate the program will be implemented beginning in the spring of 2017.

Pursuant to Ordinance No. 14-65, this report will be placed on the first available Board of County Commissioners agenda. Should you have any questions, please contact Edward Marquez, Deputy Mayor, at 305-375-1451.

c: Abigail Price-Williams, County Attorney
Office of the Mayor Senior Staff
Department Directors
Neil Singh, Interim Commission Auditor
Eugene Love, Agenda Coordinator