



Advancement of Women

Purpose

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- To address the lack of recognition identified through the employee survey.
- Eliminate the perception that women are being passed over for promotions due to their gender.
- Promote and identify the career pathways for other women.



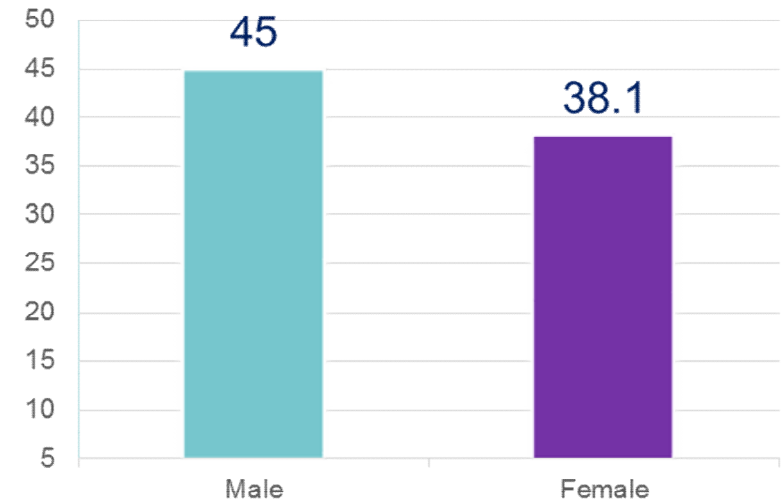
Problem Statement

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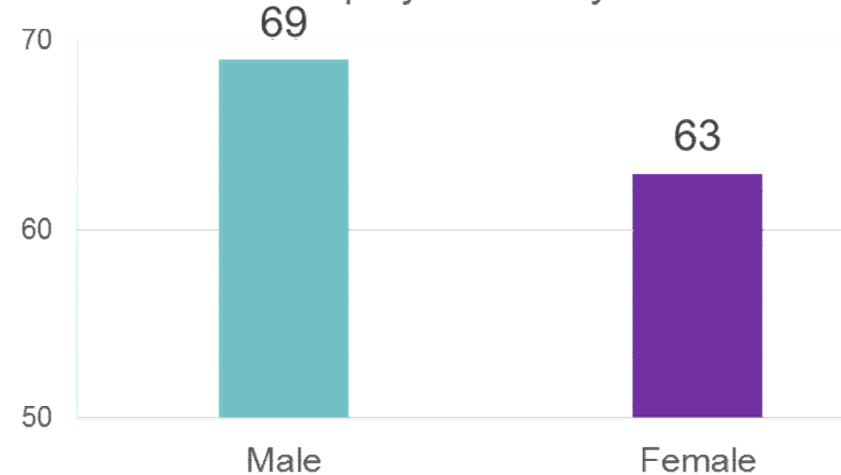
- “If I contribute to Metro’s success, I know I will be recognized.”
- “I see professional growth and career development opportunities for myself at Metro”



Employee Survey %



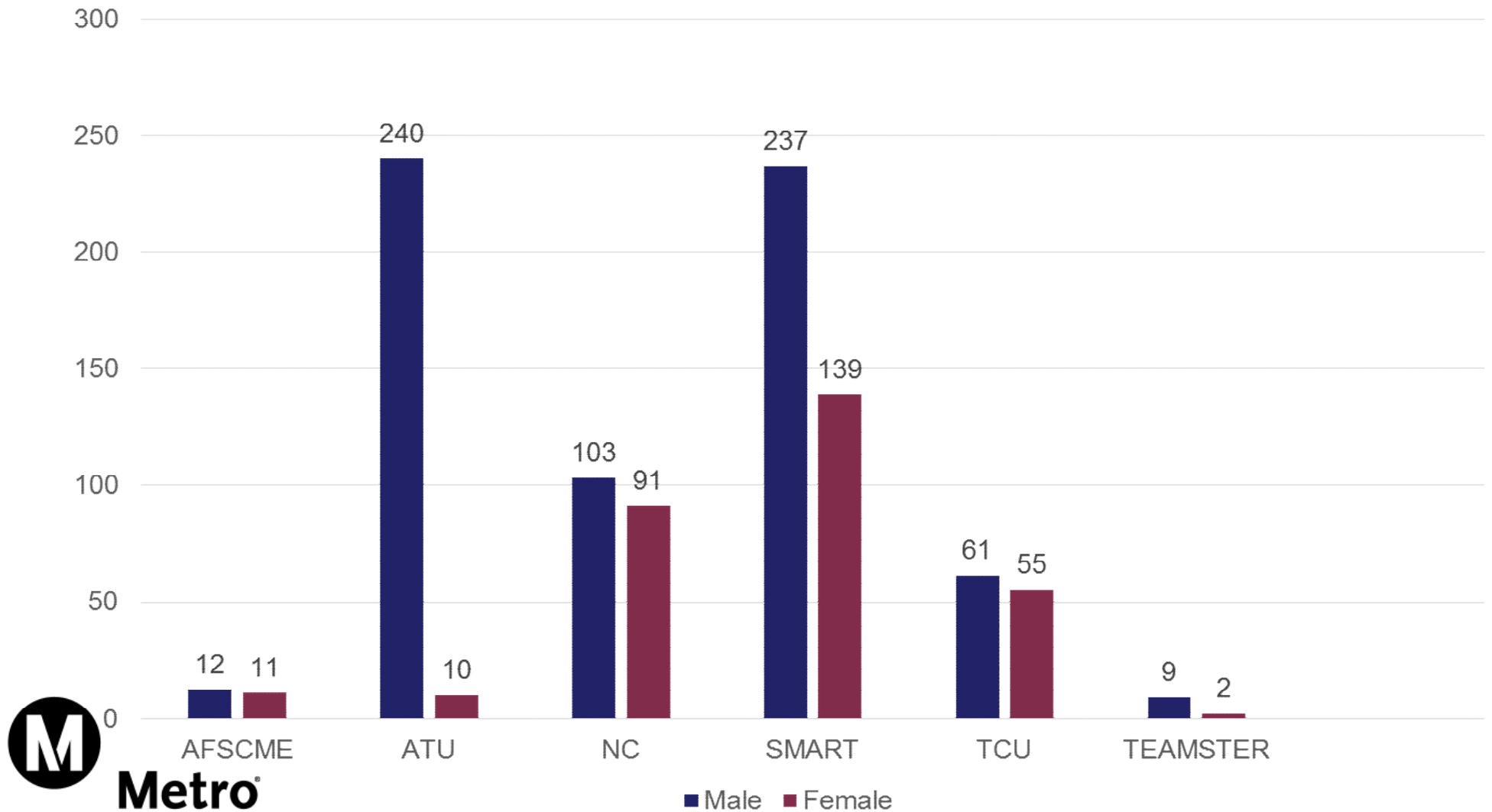
Employee Survey %



Background/Context

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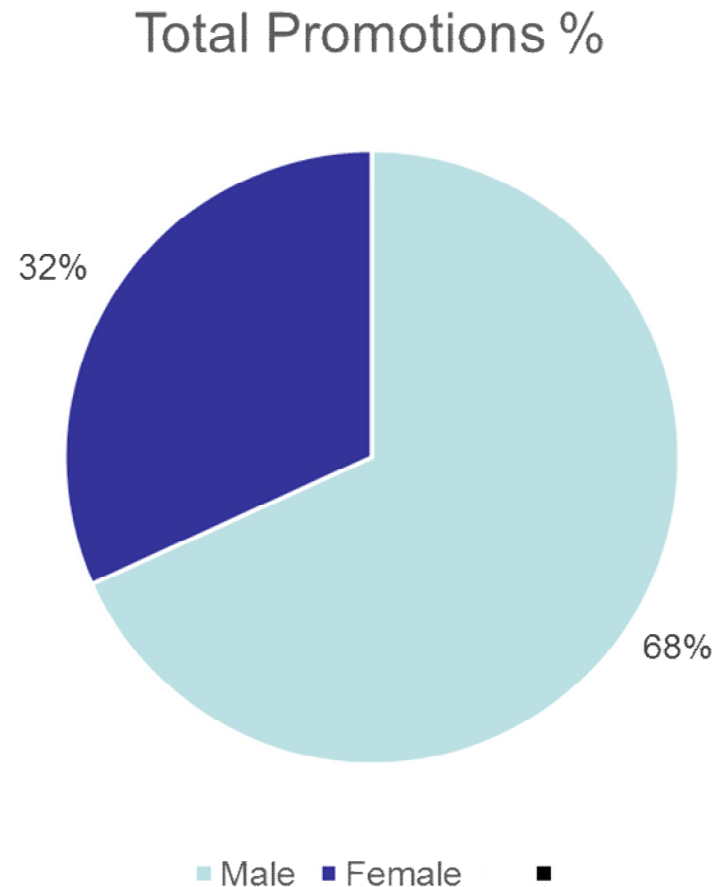
Male/Female Promotions in FY17



Background/Context

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- In FY17, there were a total of 970 promotions across all unions.
 - Male – 662
 - 68.25%
 - Female – 308
 - 31.75%



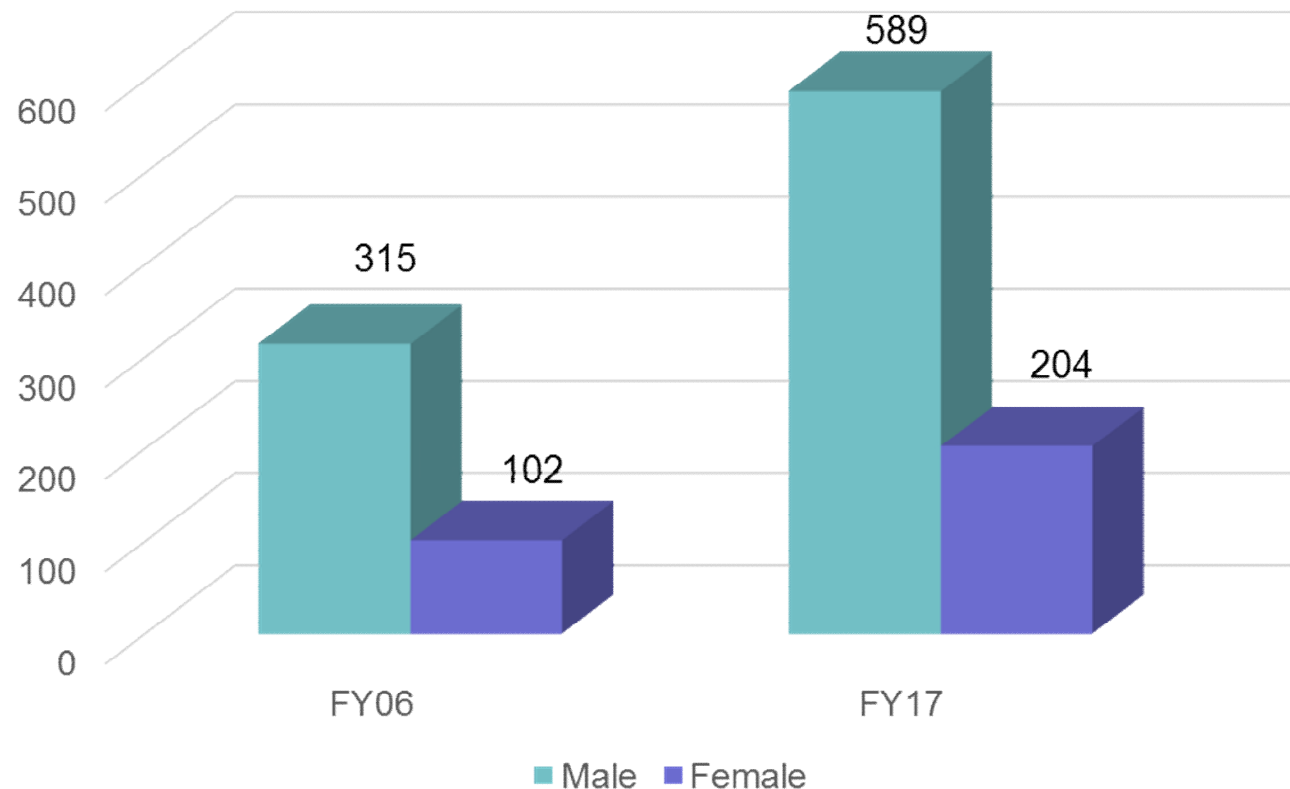
Background/Context

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FY06:
Male – 76%
Female – 24%

FY17:
Male – 74%
Female – 26%

AFSCME Supervisor Growth



Recommendation Analysis

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- Our recommendation is to publicize promotions of all women on a weekly basis on the WGGC website.
- Women will see firsthand the professional growth from other employees.
- Women will be recognized for receiving their promotion and will empower others to seek promotions as well.



Management Implementation

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- To implement this we would need to involve the Human Capital and Development Department to provide WGGC the info on promotions of women on a weekly basis.
- OCEO will spotlight the promotions.
 - Include name, picture, title, and their career pathway.
 - Promote career pathway identification and improve leadership perception.



Benefits for Implementation

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- The goal is not only to increase the results of the employee survey in the years to come but also to:
 - Increase morale
 - Acknowledge accomplishments
 - Create visibility
 - Identify potential mentors



**Metro Cares about your
Promotion!**