



# Office of the City Clerk

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## Legislation Details (With Text)

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**Title:** Executive Order No. 2023-1 (Pay Equity Audit Regarding City Employees)  
**Sponsors:** Lightfoot, Lori E.  
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**Attachments:** 1. F2023-18.pdf

Date	Ver.	Action By	Action	Result
3/15/2023	1	City Council	Placed on File	

LORI E. LIGHTFOOT  
MAYOR

OFFICE OF THE MAYOR CITY OF CHICAGO

### EXECUTIVE ORDER NO. 2023-1

WHEREAS, The discrepancy in the number of jobs held by men versus women and the pay difference between men and women who do the same work is well documented; and

WHEREAS, Race and ethnicity result in exacerbated employment and pay discrepancies for women; and

WHEREAS, Of the 22 million jobs lost nationally between February and April of 2020 during the COVID-19 pandemic, approximately 54 percent were held by women; and

WHEREAS, The number of women out of the labor force in the Chicagoland area grew by a 9 percent year-over-year increase compared to 4 percent year-over-year increase for men from 2019 to 2020; and

WHEREAS, Currently, based on 2021 earnings data from the U.S. Census Bureau,  
Black women are paid 64 cents for every dollar that a White man is paid for the same work; and

WHEREAS, Latinas are paid 54 cents for every dollar a White man is paid; and

WHEREAS, Women currently make up approximately 29 percent of the City of Chicago government workforce, down from a high of 31.5 percent earlier in the last decade; and

WHEREAS, The City of Chicago continues to center equity in its recovery from the COVID-19 pandemic; and

WHEREAS, Chicago will neither fully recover from the pandemic, nor thrive economically as the city should, without addressing the underlying inequities in our labor market; and

WHEREAS, We must raise the floor to ensure women, especially women of color, have access to quality jobs that support them and that allow them to support their families; and

WHEREAS, It is appropriate to utilize the executive authority vested in my office to address the issue of gender-based and racial wage gaps and consequent issues as soon as possible; and

WHEREAS, An important tool for knowing whether the employment and pay differences are shrinking is by auditing and reporting on who is in the workforce; and

WHEREAS, Efforts towards closing the gender and racial wage gap should be available for public viewing in order to align with the City's values of equity and governmental transparency; now, therefore,

I, LORI E. LIGHTFOOT, Mayor of the City of Chicago, do hereby order as follows:

1. The City of Chicago remains committed to taking steps towards closing the employment and pay differences that are based on improper factors such as sex, gender identity, race, and ethnicity.
2. As such, the Commissioner of Human Resources, in partnership with the Executive Director of the Office of Budget Management and the Commissioner of Assets and Information Services, shall issue a bi-annual report after conducting a pay equity audit of City governmental employees. The report shall include at least a pay comparison by job title, bargaining unit, sex, race, and ethnicity .
3. This audit report shall be published on the website for the Department of Human Resources and shall be made available to the public.
4. The City will act on the results of the audit to address any sex, gender identity, racial, or ethnic disparities in earnings.

This Executive Order shall take effect upon its execution and filing with the City Clerk.

Received and filed March 13, 2023  
City Clerk