




MEMORANDUM

TO: Austin's Commission for Women
Human Rights Commission

FROM: Joya Hayes, Human Resources and Civil Service Director 

DATE: August 24, 2017

SUBJECT: City of Austin Efforts to Address Gender Disparities

The purpose of this memorandum is to provide the Austin's Commission for Women and the City's Human Rights Commission a list of efforts the City has undertaken to address gender disparities in the City of Austin, as directed in Council Resolution 20170323-054.

Interim City Manager Hart sent a memo requesting all city departments provide documentation on current and previous programs that affect the citizen experience and/or workforce operations, which were driven by initiatives to address potential gender disparities and to be inclusive of women. Attached to this memorandum is the responsive information gathered.

Now that this list has been compiled, the resolution directs the Commission for Women and Human Rights Commission to research other practices not documented and develop recommendations for modifying City policies or practices to eliminate potential disparate impacts. This resolution states this joint recommendation should be submitted within 180 days.



The Human Resources Department recognizes the amount of time taken to compile the requested information has taken longer than anticipated, and will inform Council a response will be provided after the initial deadline. We hope to have this completed and to Council by November. Since the Human Resources Department supports both commissions, we will support this endeavor and ensure this new timeline can be met.

If you have further questions regarding this information, please contact your staff liaison to your commission and we will provide a response.

Attachment

Cc: Elaine Hart, Interim City Manager
Mark Washington, Assistant City Manager

Summary of City of Austin Initiatives - Council Resolution 20170323-054

Department Name	Department POC	Program/Initiative Name	Dates Program/Initiative was/is in effect	Short description of Program/Initiative
Citywide-All Departments	Debbie Maynor	Establishing Base Pay	current	Use of the City of Austin's gender neutral criteria (work experience) for determining base pay rates for new hires and promotions.
Citywide-All Departments	Karen Haywood	Healthy Pregnancy Program 	2016 - Ongoing	The Healthy Pregnancy Program provides employees with a personalized approach and access to nurses and education resources 24 hours a day, 7 days a week. The program is designed to help pregnant women have a healthy pregnancy and avoid complications and high risk pregnancies.
Citywide-All Departments	Veronica Briseño Lara, Director, Small and Minority Business Resources (SMBR)	Minority-owned and women-owned business enterprises (MBE/WBE) Procurement Program	1987 to current (ongoing) 	The MBE/WBE program encourages minorities and women participation on City contracts by establishing special procurement goals on City contracts above the City Manager's spending authority. Goals for MBE and WBE participation differ from contract to contract, based on the type of contract, the availability of MBEs and WBEs to perform the functions of the contract, and other factors. Minority goals may be either aggregate MBE/WBE goals or race-specific goals depending on the project.
Citywide-All Departments	Karen Haywood	Mother-friendly Worksites	2012	The purpose of this initiative is to encourage pregnant and postpartum employees to express during the work day. With this initiative employees will be able to continue breast-feeding. Provide nursing and lactation privacy for nursing mothers and support flexibility in work scheduling to accommodate time for employees to express.
Citywide-All Departments	Jeff Burton, HRD	Personnel Policies	1960's to current (ongoing)	City policy requires management to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their sex or gender and other protected characteristics. Such employment actions include recruitment, work assignment, consideration for promotion, compensation, benefits, performance evaluation, transfer, training opportunities, layoff, or termination.
Citywide-All Departments	Karen Haywood	Women's Health Month	Ongoing	September is Women's Health Month. During this time a variety of classes and screenings are held in observance of Women's Health Month. Mammomixers are held during this month so that women may receive a mammogram in a comfortable and relaxed environment.

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Austin Energy	Alina Ortega Bustamante; Khalil Shalabi – Executive Sponsor	AE Women’s Resource Group	January 6, 2016	Mission: To build leadership capability and organizational capacity by valuing the perspective women bring to our workforce. Goals: 1. Develop leaders who understand their value. 2. Provide avenues for mentorship and sponsorship. 3. Promote inclusion in our organization via professional development of members.
Austin Public Health	Bob Corona	Austin Healthy Adolescent (AHA) Program	2008 - current	Seeks to promote and enhance positive health outcomes for adolescents. Health education activities and curriculum are provided strategically so as to help reduce health disparities in teen pregnancy and the incidences of sexually transmitted infections.
Austin Public Health	Bob Corona	Maternal Infant Outreach Program	2013 - current	Seeks to improve disproportionately high adverse maternal and infant health outcomes for Black women by providing psychosocial support, referrals for and assistance navigating health and human services, and accompaniment to appointments if desired for pregnant/parenting moms. Services are provided using the Community Health Worker (CHW) model. CHWs recruited are Black women from the communities of women they serve who have experienced the same socioeconomic and systemic barriers that can impact maternal health and birth outcomes. The CHW position is an entry level opportunity for City employment. All necessary training, including certifications, are provided as part of the program.
Austin Public Health	Bob Corona	Moms Place Lactation Support Center	1994- current	Provides breastfeeding support to all women who have questions, concerns or challenges with breastfeeding. Lactation services are provided by certified lactation consultants and is free to anyone seeking services.

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Austin Public Health	Bob Corona	Mother Friendly Worksite Initiatives	2011 - current	APH has led the community in not only helping the City of Austin become a Texas Designated Mother Friendly Worksite but has also assisted numerous employers in the city in becoming Mother Friendly Worksite. Mother-Friendly Worksites are businesses that proactively support employees who choose to breastfeed their infants. Nursing mothers with Mother-Friendly employers are able to continue to provide their babies with breastmilk after returning to work, ensuring that they and their babies experience the full range of benefits that breastfeeding imparts.
Austin Public Health	Bob Corona	Neighborhood Services	1974-current	PLEASE ADD HOW THIS IS WOMAN SPECIFIC Provides a wide range of services which include help with basic needs, employment, social work case management, crisis intervention and preventive health for low to moderate income families.
Austin Public Health	Bob Corona	Social services agreement with Con Mi MADRE	2017 - current	Serves young Latinas, and their mothers in Central Texas. CMM works toward ensuring that all young Latinas served by CMM earn a postsecondary degree. CMM's approach to achieving that goal is unique in that CMM 1) engages the mothers of the girls served in the educational process; 2) provides holistic education that focuses on academic and socio-emotional learning; and 3) begins services for girls and their mothers in 6th grade that continue until graduation from college for a total of up to 13 years of services available for each client. Simultaneously, CMM empowers and equips the mothers of girls with the knowledge and resources they need to support their daughters through adolescence and in their pursuit of higher education. This agreement has an annual allocation of \$60,414.

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Austin Public Health	Bob Corona	Social services agreement with GENaustin	2013 - current	Serves at-risk girls in the Holly neighborhood that are referred by school counselors, administrators, and onsite truancy officers, and referrals target girls who have excessive absences or other behavior issues that indicate a risk of being filed upon through the court system. The program includes 8-12 week groups, a weekly afterschool program, workshops, and a conference aimed at creating a safe space for clients to share, learn, and grow, and provide them with critical skill building opportunities, and increase their self-esteem and self-reliance. This agreement has an annual allocation of \$21,822.
Austin Public Health	Bob Corona	WIC	1974- current	The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) is a health and nutrition program with a successful record for improving the diet of pregnant, postpartum, and breastfeeding women who are at risk for nutrition-related illness. The main focus of the WIC program is to educate mothers on the proper nutrition for themselves and their children.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	(Roller) Derby Day	May 7, 2016	A program featuring a screening of the Hell On Wheels documentary film about the resurgence of modern, all-girl roller derby. Also real roller derby skaters from Texas Roller Derby (TXRD) and Texas Rollergirls share what it takes to be a rollergirl.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Art + Feminism Wikipedia Edit-a-Thon	March 11, 2017	Articles on notable women in history and art are absent on Wikipedia. This event, for people of all gender identities and expressions, particularly trans- and cis-gendered women, was organized by Art + Feminism to address the disparity in gender participation (both in writing and in content) in Wikipedia by communally updating the latter's entries on art and feminism. Female-identified editors were particularly encouraged to attend. The Art + Feminism Wikipedia Edit-a-Thon is a yearly all-day event that takes place in many cities worldwide. Art +Feminism is a rhizomatic campaign to improve coverage of women and the arts on Wikipedia, and to encourage female editorship.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Backwards in High Heels Exhibit	February 25 to October 5, 2014	Backwards in High Heels: Getting Women Elected, 1842-1990 was an Austin History Center exhibit that looked at the local women who have played a significant part in politics in Texas' capital city. Covering a span of 150 years, the exhibit highlights many of the female "firsts" in local and state politics. With conviction and effective strategy, women went from being disenfranchised to holding the highest office in the state. Press Release: http://library.austintexas.gov/press-release/backwards-high-heels-getting-women-elected-1842-1990-54433
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Beer Garten Social: The Wit and Wisdom of Ann Richards	September 3, 2014	The Austin History Center celebrated the birth of Texas' 45th Governor during its second annual Beer Garten Social at Scholz Beer Garten in partnership with Austin's own vaudevillians, Esther's Follies, to stage a variety show honoring Texas' last female governor. The show starred Shannon Sedwick and other special guests including author Spike Gillespie. There was music and a performance by a thespian student. In addition to the stage show, the program offered fun family activities, birthday cake, a table-top exhibit celebrating the life of Ann Richards and other surprises. Beer Garten Social: The Wit and Wisdom of Ann Richards is one of a series of events in conjunction with the Austin History Center's exhibit Backwards in High Heels: Getting Women Elected, 1842-1990.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Beginners Music Workshop and Tour Planning Seminar	Summer of 2017	Adult Summer Reading Program 2017 program featuring all female presenters. Programming includes: Ladies Rock Camp and Ruby Dee of Ruby Dee and the Snakehandlers, leading attendees on how to get started in music and touring, program featuring an LGBTQ, bilingual (Spanish and English) all female band to celebrate LGBTQ Pride month and intersectionality.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Controversy and Conversation: GTFO Documentary Screening and Discussion	November 3, 2016	A film screening and discussion about 2015 documentary GTFO by filmmaker Shannon Sun-Higginson that explores sexism and women in the world of video games. The film pries open the video game world to explore discrimination and misogyny in the 20-billion-dollar industry. In recent years, the gaming community has grown more diverse than ever, leading to an extraordinary clash of values. Through interviews with video game developers, journalists and academics, GTFO paints a complex picture of the video game industry and the acts of harassment that women experience. Join in the conversation sparked by this documentary, contributing to the vision of the future of the video game world. Controversy & Conversation is a film series that screens documentaries about the most controversial issues of the day and discusses them as a group. This program is presented in partnership with The University of Texas Humanities Institute's Difficult Dialogues program.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Controversy and Conversation: Just Gender and Southwest of Salem	August 4, 2016 and February 2, 2017	Just Gender, the 2013 documentary directed by George Zuber that tackles the little understood world of transgender people. The film also seeks to dispel the confusion between sexual orientation and gender identity. Southwest of Salem, that follows the struggle for exoneration of four Latina lesbians who were wrongfully convicted of gang rape against two young girls. This screening featured a Q&A with director Deborah Esquenazi.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Effecting Change	June 11, 2014	Austin History Center panel discussion with former Austin mayor Carole Keeton and former Texas State Representative Wilhelmina Delco, moderated by St. Edward's University professor Paula Marks, with poignant and often humorous stories about their lives and careers in politics.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Forgotten Women Writers	May 27, 2017	Workshop meant to introduce attendees to the work of brilliant, underappreciated female authors neglected by time and the establishment, and to learn from their literary feats to craft their own unique style.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Howson Foreign Film Series and Discussions: The Patience Stone and Fill the Void	April and June 2017	April - French-Afghani movie, woman watches over the husband reduced to a vegetable state by a bullet in the neck, abandoned by Jihad companions and brothers. One day, the woman decides to say things to him she could never have done before. June - An Israeli movie about a young Hasidic Jewish woman being pressured into an arranged marriage to a widower.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Kid Me Not	March 28, 2015	Austin History Center author program with Aralyn Hughes. Book is a collection of stories from women in their 60s who grew up in the 1960s and chose to not have children, being the first generation to have that choice. Several women read from their contributions, sharing stories that are not only personal to them, but a social history and commentary on the 1960s and 70s.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Las Gabacha-chas	Summer of 2017	Adult Summer Reading Program 2017 program featuring an LGBTQ, bilingual (Spanish and English) all female band to celebrate LGBTQ Pride month and intersectionality, included a board for attendees to write supportive statements for each other and the community, tabled by PFLAG Austin.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Latinas in the Shadow of the Live Music Capitol of the World	April 8 to September 11, 2014	Austin History Center exhibit focusing on Latina musicians in Austin's history.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Made With Code: Code the World You Want to See	May 30 and September 19, 2015; October 1, October 22, November 5, and November 12, 2016; April 8 and April 29, 2017	Test out kid-friendly coding and virtual reality activities and learn about Google Fiber and the Community Connections program: experience virtual reality with Google Cardboard, explore the world of coding, and learn more about the Digital Inclusion Project. Google started its Made with Code initiative “because increasingly more aspects in our lives are powered by technology, yet women aren’t represented in the roles that make technology happen... “If we can inspire teen girls to see that code can help them pursue their passions, whatever they may be, then hopefully they will begin to contribute their voices to the field of technology for the benefit of us all.”
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Meet Debra Winegarten, Author of Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist	September 21, 2014	Meet Debra Winegarten, author of Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist on Austin Museum Day at the Austin History Center and join her for a discussion of the fascinating story of Oveta Culp Hobby (1905-1995). Oveta Culp Hobby: Colonel, Cabinet Member, Philanthropist is the first biography of this important woman. The book traces her life from being raised in Killeen, Texas to being a Parliamentarian. During World War II, she was asked to build a women's army from scratch – which she did, then became its first director and the first female Army colonel. President Eisenhower chose her as Secretary of Health, Education and Welfare, the second woman in history to be appointed to a president's cabinet. With her husband, former Texas governor William P. Hobby, she led a media empire that included the Houston Post newspaper and radio and TV stations.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Meet the Author, Carol O'Keefe Wilson and Learn About the Scandal- Plagued TX Govs "Ma" and "Pa" Ferguson	July 19, 2014	Meet Carol O'Keefe Wilson, the author of In the Governor's Shadow: The True Story of Ma and Pa Ferguson at the Austin History Center. Wilson discussed the story of Texas Governors James and Miriam Ferguson and the depths of their political machinations, revealing a level of misconduct previously unknown. The presentation offered an in-depth and unique perspective on the election of Miriam Ferguson as Texas' first woman governor a full ten years after James' impeachment and how her situation affected and was affected by women's political issues of the day. This program was offered in conjunction with the Austin History Center's exhibit Backwards in High Heels: Getting Women Elected, 1842-1990.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Mother Daughter Book Clubs	Ongoing monthly program since 2007	Mother Daughter Book Club is recommended for mothers and their daughters ages 8 to 12. Daughters bring their moms and discuss what you're reading with the group. Mother-Daughter Book Club is a good way for mothers and daughters to spend quality time together in an increasingly hectic world. Reading together also lets mothers share with their daughters their love of reading, one of the most priceless gifts available. And last, but not least, it's a great place for girls to express their thoughts and opinions and make new friends.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	My Library Keeps Me Healthy: Finding the Help You Need	November 17, 2016	A program that offers help finding mental health, addiction and health insurance resources for women reintegrating into the community after incarceration and for their families. Dr. Nicole Warren from Austin Travis County Integral Care (ATCIC) was the speaker. Ms. Angela Herron from the Texas Department of Insurance provided a Q&A. The My Library Keeps Me Healthy initiative is funded by the U.S. Institute of Museum and Library Services through a grant to the Texas State Library and Archives Commission. (2017)

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Queremos Realizar Nuestra Música Para Usted	April 13, 2014	Live Latina music performance in conjunction with Latinas in the Shadow of the Live Music Capitol of the World at the Austin History Center.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Tech Chicos	June 26 to June 30, 2017	A week of technology-based learning and fun for boys and girls between 9 – 14 years old. Explored storytelling through a variety of technology and design activities such as virtual reality, animation, app design, 3D printing, graphic design, etc. In partnership with Google Fiber and Latinitas, “a nonprofit organization focused on informing, entertaining, and inspiring young Latinas to grow into healthy, confident, and successful Latinas,” and whose mission is “to empower Latina youth through media and technology.”
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	The Therapy Sisters	August 20, 2017	Adult Summer Reading Program 2017 program featuring an LGBTQ all female band, kicking off Austin PRIDE week. Includes a board for attendees to write supportive statements for each other and the community support group PFLAG will have a table with supportive literature.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	They Sing from their Hearts	April 16, 2014	Austin History Center presentation about the history of Latina musicians in Austin, followed by a panel discussion with Leticia Rodriguez, Manuel “Cowboy” Donley, Martha Fuentes Rodriguez, Peggy Vasquez, and Rose Reyes.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	This Is Happening Without Your Permission	March 4, 2017	This Women’s History Month event consisted of the following: girls/ladies rock camp, songwriting workshop; zine making workshop; podcasting workshop; Echo and the Bats, the Austin Public Library’s all-Librarian band, perform Riot Grrrl hits.

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Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women in Tech	April 15 and April 22, 2017	Trailblazing women in tech speak about the impact women are having in technological fields. Speaking engagement, with a question and answer session.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women Printmakers of Austin Art Demo and Reception plus Art Exhibit	Art Demo and Reception: January 16, 2016; Art Exhibit: January 15 to February 15, 2016	Art demonstration and reception featuring artists Theresa Bond and Carol Hayman. The artists demonstrated their printmaking techniques, including intaglio and silkscreen. Both are members of Women Printmakers of Austin, an organization dedicated to encouraging artists to actively pursue artistic expression through printmaking, and the Slugfest Print Studio.
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women's History Month: Women in Action	March 21, 2017	Austin History Center celebrated Women's History Month with "Women in Action", a program dedicated to the history of women's advocacy and leadership in Austin. Featuring a roundtable discussion with longtime Austin community leaders, "Women in Action" explores past challenges and obstacles of political organizing and advocacy and shares strategies to help women today meaningfully engage in politics and/or social change. Panelists included Ora Houston, City Council Member District One; Susana Almanza, Director of PODER; Priscilla Hale, Director of allgo; Angela-Jo Touza-Medina, Executive Director of YWCA Greater Austin; Linda Phan, Executive Director of AFSSA (formerly SAHELI).
Austin Public Library	Sharon Herfurth, Division Manager, Office of Programs and Partnerships	Women's Resource Guide	Completed May 2010. Revised and Updated March 2017	The collections of the Austin History Center contain valuable research materials that document the lives and activities of Austin women from primarily the mid-19th century to the present time. The materials in this resource guide are arranged by collection unit. Within each collection unit, items are arranged in shelf-list order. Note, all category listings are by no means exhaustive or complete. Rather, they are meant to highlight a selection of collections that could be of value or interest to researchers investigating history related to women in the Austin/Travis County area.

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Austin Water	Sherri Hampton	Austin Water Women's Professional Development Network	2014	Women led group focusing on networking, communication and professional development of women. Meets quarterly, includes women speakers from City Departments, female ACMs and female City Council members discussing career advancement. Meetings have included sessions on resume writing, interview tips and how to fill out a City employment application.
Department of Aviation	Cory Hurles	ABIA Art Program: Exhibits of Women Contemporary Artists	Summer of 2017	Display exhibits of art designed/drawn by Austin women contemporary artists.
Department of Aviation	Karen Arnold	Texas Women Conference Ticket Purchase	July, 2013	The Department purchases tickets for all Aviation women employees that are interested in attending the annual Texas Women Conference in an effort to encourage Aviation women to participate in the conference.
Department of Aviation	Susana Carbajal	Women in Aviation Speaker Series	Anticipated Start Date is Fall of 2017	This program invites women that are in the Aviation industry to speak on topics that are beneficial to other Aviation professionals.
Financial Services – Capital Contracting Office (CCO)	Rolando Fernandez, Interim Capital Contracting Officer	Contractor/Consultant Community Outreach and Education	2009 to current	CCO routinely works with the contracting and consulting community in an effort to encourage Minority-Owned and Women-Owned Business Enterprises (MBE/WBEs) to bid on City capital improvement contracts. CCO holds educational sessions on a regular basis, as well as partners with the Small & Minority Business Resources Department (SMBR), to educate minority/women-owned firms on prime contracting and subcontracting opportunities, and disseminates information on CCO contracting processes, which include the Consultant Rate Review process, professional services qualifications-based selection, and construction prevailing wage compliance.
Human Resources	Rodney Crain	Hiring, Promotions and Lateral Transfers Procedures	2014	Procedures provide guidance to hiring managers to utilize consistent and fair processes in hiring and selection for competitive positions; this is also in accordance with the City's Municipal Civil Service Rules.

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Human Resources	Rodney Crain	Internship Programs	in development	HRD recruitment initiatives include targeting women and communities of color at various colleges and universities for internships in various departments.
Human Resources-Compensation	Joya Hayes; Debbie Maynor; Bryan Dore	Pay Disparities Report completed annually and reported to Council	March 20, 2014 to current	Resolution 20140320-053 directed the City Manager to produce an annual report to Council analyzing the City's compensation practices to ensure employees are paid based on lawful criteria rather than gender and other protected statuses. This report has been produced annually beginning in 2014. In 2016, this report was created by a third-party, who met with departments in which potential disparity issues were identified to explain the data, determine if there are in fact issues to address, and to discuss high-level solutions.
Human Resources-Organization Development	Sheila Balog, OD Manager	City Wide Training Initiative/Through the Looking Glass	Currently in development (2017); For implementation in FY 18	Program goal: to raise awareness of the bias that may exist in individuals that may impact decisions related to hiring, promotions, discipline, development and other aspects of our work environment.
Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Art-chery activity in conjunction with the "Dirt Diva" program	March-April 2017	Although the "Dirt Diva" program is sponsored by the Camacho Activity Center, female Rangers and Cadets of PARD assisted with the program by leading an activity called Art-chery, in which female participants learned about archery. The activity also incorporated elements of art education and themes of setting and aiming for goals. The female Rangers and Cadets also offered insight into career opportunities working as female Park Rangers and Cadets at PARD. Dirt Divas is a program designed for the female youth of our community and introduces them to outdoor recreation, community service projects, environmental education, and leadership and confidence building activities.

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Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Junior Cadet Program	To begin August 2017	Collaborative effort between Bertha Sadler Means Young Women's Leadership Academy and the City of Austin Park Ranger Division. Park Rangers support the school's mission to foster a sisterhood environment to develop confident, academically prepared, service-minded, and innovative young women leaders for success in college, career, and life.
Parks and Recreation	Amanda Ross, Division Manager, Natural Resources Division	Park Ranger Cadet Program	August 2016-Present	The program has a specific focus on Women in Outdoor Leadership, to support female cadets even more so to develop confidence, provide extra opportunities, and empower them to continue to work in a male-dominated field. The mission of the Park Ranger Cadet Program is to introduce cadets to a variety of experiences: land management, ecology, natural resources, recreation programming, sustainability, education and outreach
Public Works	Jorge Morales, P.E., Assistant Director	Pathway Partnership	2012 to current	The City of Austin Public Works Department partners with the Ann Richards School, a public, all-girls college preparatory school serving grades 6 through 12. The Pathway Partnership program is a well-defined, short term experiential learning opportunity for 11 th grade students that provide real world experience in the fields of Science, Technology, Engineering and Math (STEM). On an annual basis, the Public Works Department provides a structured one week internship program that includes a "pre-employment" interview, are assigned a specific engineering or architectural project, and complete their internship with a presentation on their project to a panel of City professionals in the field. The internship program objectives are to develop professional skills and provide career awareness and promote young women's interest in the fields of engineering and architecture.

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Public Works	Shelly Sheppard, Human Resources Manager	Texas Conference for Women	2015 to current	The City of Austin Public Works Department promotes women's leadership development through sponsoring non-managerial women's participation in the Texas Conference for Women. Each year the Department purchases a table for 10 participants who have not previously attended the conference. Employees interested in participating may apply by submitting a written statement regarding how the conference will benefit them with workplace challenges and future career goals. After attending the conference, participants are given an opportunity work with the other participants to create a presentation for the PWD Executive Team. Conference attendee "alumni" who participated in previous years are given the opportunity to attend future conferences as individual participants, if funding is available.
Telecommunications & Regulatory Affairs	Rondella Hawkins, TARA Officer; John Speirs, Digital Inclusion Program Manager	Grant for Technology Opportunities Program (GTOPs)	July 1, 2017 to June 30, 2018	Latinitas was awarded \$23,500 for Gigabit Girls. Leveraging Latinitas' place as the only girl empowerment organization of its kind providing programs in Austin public housing, its longtime relationship with Austin's public library system (15 years, 7 library campuses, 420+ workshops) and a new curriculum developed in a partnership with Google's Community Leaders program and funding from the Mozilla Foundation, Latinitas will launch Gigabit Girls, a new thread of programming focused on virtual reality design for Austin's most economically marginalized students. The "Gigabit" in the program name refers to maximizing the city's new high-speed fiber access hubs at certain public housing sites and soon, East Side libraries, where Latinitas lives. Program Participant Metrics: Percent of attendees that report they learned basic coding tools; Percent that said they would try what they learned at Code Chica again on their own; percent that learned about a new career in technology; and percent that felt confident in their code writing skills after Code Chica.