

## **Questions from Women's Rights Commission regarding current City policies and practices**

### **Pay Equity**

1. When was the last time the City of El Paso performed a pay equity audit that considered gender breakdowns?
2. Does the City have a public pay scale for all employees?
3. Does the City currently allow interviewers to ask job applicants for their salary history or prior salary? Or does the City allow this question to be asked on job applications or during job interviews?
4. Does the City have a salary range policy for its job postings? Does it require all City job postings to include a salary range?

### **Employee leadership and development**

5. Does the City HR, or other departments have an analysis of the ratio of women in leadership positions?
6. Does the city have a mentorship program that allows new employees to learn from employees with higher seniority?

### **Workplace protections and supports**

7. What are the current workplace harassment protections afforded to City employees and contractors?
8. Does the City currently use non-disclosure agreements? If so, what is the scope of topics covered by NDAs? Does that extend to workplace harassment?
9. Are optional trainings (other than mandatory trainings) provided for employees regularly? If so, what types of training and who can attend? For example, does the City provide optional trainings on ethics, open records requests, etc.?

### **Health and wellness services and programs**

10. Does the City currently provide funds (any type) to community-based organizations that serve survivors of workplace harassment, workplace violence, or workplace discrimination? If so, how much money, to what organizations, and for what purposes?
11. What kind of mental health services are provided for employees? For the community as a whole?

12. About the Live Active EP program, how do they choose their models for advertisements? Has the city considered using diverse people for any city literature? Diverse skin colors, ethnicities, race, body type, etc.
13. Does the City provide self-defense classes for the community and/or employees?
14. What City resources are provided for crime victims? Are there opportunities for them to share their stories with their community, such as the stories shared on this website:  
<https://momentsthat survive.org/>?
15. Does the City promote the secure storage of firearms to employees and/or the community? Are gun locks provided free of charge? If so, how is this information advertised to the community?