

# VERMONT EQUAL PAY COMPACT STRATEGIES

The following strategies are **suggestions** to help encourage women’s participation in the workforce and to close critical gaps in opportunity and performance. Employers are encouraged to choose the strategies that are relevant and helpful within their own work environment, and to suggest others!

OPPORTUNITIES	POSSIBLE STRATEGIES
HIRING	<ol style="list-style-type: none"> <li>1. Advertise open positions in venues likely to reach women</li> <li>2. Craft recruiting language that is explicitly inclusive of women</li> <li>3. Enlist diverse evaluators in the hiring process</li> <li>4. Educate evaluators and hiring managers in overcoming bias</li> <li>5. Create an initial applicant screening process that is gender-blind</li> <li>6. Evaluate starting salaries for new hires</li> </ol>
NEGOTIATIONS	<ol style="list-style-type: none"> <li>7. If a position’s salary is negotiable, state this explicitly in the job posting</li> <li>8. Sponsor negotiation training for high school and college students and young women professionals</li> <li>9. Support employees as they participate in collective bargaining</li> </ol>
WAGE TRANSPARENCY	<ol style="list-style-type: none"> <li>10. Publish salary ranges by level in accessible formats</li> <li>11. Standardize compensation, particularly discretionary compensation such as bonuses</li> </ol>
PERFORMANCE EVALUATION	<ol style="list-style-type: none"> <li>12. Conduct comparative professional reviews and promotions</li> <li>13. Publish and gain commitment for employee performance criteria</li> <li>14. Offer feedback to employees rejected for promotion and strong candidates who were not hired to help them understand how to improve</li> </ol>
WORKPLACE CULTURE	<ol style="list-style-type: none"> <li>15. Evaluate causes of attrition among women</li> <li>16. Offer onsite or subsidized child care</li> <li>17. Offer child care referral or back up child care services</li> <li>18. Allow parents to bring young babies to work</li> <li>19. Provide a comfortable and convenient private location or work station for breastfeeding and pumping</li> <li>20. Offer paid family leave</li> <li>21. Offer additional paid sick and safe days beyond those required by law</li> <li>22. Support employees who use sick and safe days to care for family members</li> <li>23. Create programs that enable employee flexibility and schedule control, such as flex time, job sharing, and telecommuting</li> <li>24. Train managers to supervise a flexible workforce</li> <li>25. Support or establish mentoring programs for women and encourage men to participate as mentors</li> <li>26. Invite young women to meetings and encourage them to sit at the table</li> </ol>

<b>COMPENSATION &amp; PROMOTION</b>	<ul style="list-style-type: none"> <li>27. Survey employee pay regularly to detect discrepancies between job level/skills and pay</li> <li>28. Conduct an internal audit of employee compensation to detect any gender inequities</li> <li>29. Value alternative education paths and levels of experience</li> <li>30. Create clear procedures for promotion and advancement opportunities</li> <li>31. Provide structural supports to move women up the talent pipeline</li> <li>32. Specifically invite women to apply for promotions</li> </ul>
<b>LEADERSHIP</b>	<ul style="list-style-type: none"> <li>33. Actively recruit women to executive level and board positions</li> <li>34. Establish a board mentoring program and encourage young women to participate</li> <li>35. Include women in senior search committees</li> <li>36. Achieve equitable gender representation on compensation committees</li> </ul>
<b>EDUCATION</b>	<ul style="list-style-type: none"> <li>37. Support initiatives that expose girls and young women to high-wage professions, particularly in STEM fields</li> <li>38. Expose young women to female role models in fields where they are underrepresented</li> <li>39. Increase opportunities for girls to take high school courses in STEM, trades, and other nontraditional fields</li> <li>40. Expand STEM introductory college courses</li> <li>41. Recruit female faculty into positions in fields where they are underrepresented</li> <li>42. Train teachers and youth workers to be aware of unconscious gender bias and stereotypes</li> <li>43. Raise awareness of training programs specific to nontraditional employees</li> </ul>
<b>CAREER PATH</b>	<ul style="list-style-type: none"> <li>44. Evaluate female student perceptions of your industry</li> <li>45. Create recruiting initiatives for women in underrepresented fields</li> <li>46. Support training programs for women in the trades and other nontraditional fields</li> <li>47. Create an internship program that focuses on engaging female students</li> <li>48. Host female students in job shadows and career work experiences</li> </ul>
<b>ENTREPRENEURSHIP</b>	<ul style="list-style-type: none"> <li>49. Seek gender diversity among investment partners</li> <li>50. Showcase successful women entrepreneurs</li> <li>51. Design incubators and co-working spaces to support entrepreneurs with families</li> <li>52. Support programs that provide education and resources to women starting businesses</li> </ul>

*Adapted from 100% Talent: The Boston Women's Compact*

