

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

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

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

