

VERMONT EQUAL PAY COMPACT

F.A.Q.

- **How much does it cost?** It is **FREE** to sign on to the Equal Pay Compact.
- **Who else has signed on?** **138** Vermont employers, go to **women.vermont.gov** to see the full list.
- **Are we going to be "graded" on our performance?** **NO.** The Vermont Commission on Women does not grade employers on their equity performance. The Commission is available to consult with employers about what strategies would work well and what roll they could play to improve pay equity at their organization, in their industry, and across Vermont as a whole.
- **Our organization/business already does a lot around pay equity, or, My organization has never considered pay equity before, is this initiative for my business?** **YES!** All Vermont employers interested in helping to close the gender wage gap in Vermont are encouraged to participate, regardless of their previous experience with gender/pay equity.
- **What do employers get for signing on?** **RECOGNITION AND SUPPORT.** We offer a list of strategies to consider and resources to inform employers about the wage gap. Every signer receives a static-cling decal in the mail to display in their window, and their business name and website link appears on the list of signers on the Equal Pay Compact page of the Vermont Commission on Women. Signers can also opt to be featured in our promotional efforts.
- **What other benefits are there to signing on?** The Compact is a simple "opt-in" program providing tangible actions employers can take to cultivate an equitable workforce. By doing so, businesses can improve operations, grow revenue, enhance reputation, and attract and retain the highest level of talent.
- **How are employers held accountable once they sign on?** Equal Pay Compact staff will be in touch with your organization/business periodically to check in about progress towards closing the wage gap. There are no reports or tests - only the offer of support and assistance to keep this initiative moving forward!



women.vermont.gov
Twitter: @VTWomen
Facebook: @VermontCommissionOnWomen
126 State Street, Montpelier, Vermont 05633-6801
802-828-2851 | 800-881-1561