



## **Workplace Equity Initiative for Thurston County**

*“Leading the W.E.I. to a Prosperous Community for All”*

### **What Can Employers Do?**

The following 33 strategies are straightforward, simple-to-adapt actions that have been tested and shown to increase gender equity in the workplace.

Employer-led strategies offer a range of options which can be tailored to each employer, depending upon their needs and resources. Systemic strategies ensure a gender equitable future.

### **Employer-Led Strategies to Promote Gender Equity Today**

#### **ORGANIZATION CULTURE**

1. Demonstrate that gender diversity is a high priority
2. Reorient workplace culture to emphasize results over “seat-time”
3. Offer training to acknowledge and overcome implicit bias
4. Publish policies that foster an inclusive culture

#### **HIRING**

5. Create an initial applicant screening that is free of gender bias
6. Seek diversity in the applicant pool and evaluate candidates as a pool
7. Enlist diverse evaluators in hiring
8. Evaluate starting salaries for new hires

#### **NEGOTIATIONS**

9. Conduct regular compensation evaluations for employees of all levels
10. Conduct negotiation training for employees and managers

#### **PERFORMANCE EVALUATION**

11. Regularly train managers on conducting bias-informed performance evaluations
12. Publish employee performance philosophy in a manner easily accessible by employees

#### **WORKPLACE FLEXIBILITY**

13. Evaluate causes of attrition among women, including mothers and non-mothers
14. Offer paid family leave

15. Offer onsite or subsidized childcare
16. Offer child care referral or back up child care services
17. Create and generate awareness of programs that confer employee schedule control, including flex programs
18. Train managers to manage a flexible workforce

### **SENIOR REPRESENTATION**

19. Mentor and sponsor women for leadership positions
20. Provide structural support to move women up the talent pipeline
21. Actively recruit women to executive level and board positions
22. Include women on senior search committees
23. Achieve equitable gender representation on compensation committees

## **Systemic Strategies that Encourage Gender Equity in the Future**

### **COLLEGE MAJOR**

- 24 Support initiatives that expose young girls to STEM careers, the trades and other fields, where they are underrepresented
- 25 Support initiatives that connect girls and young women to female role models, mentors and sponsors in fields where they are underrepresented
- 26 Support the expansion of STEM high school and college courses
- 27 Recruit female faculty to tenure track positions in fields where they are underrepresented

### **CAREER PATH**

- 28 Evaluate female student perceptions of local industries
- 29 Support outreach and training programs for women in STEM careers, the trades and other fields where they are underrepresented
- 30 Create recruiting initiatives for women in underrepresented fields

### **ENTREPRENEURSHIP**

- 31 Seek gender diversity among investment partners
- 32 Showcase successful women entrepreneurs
- 33 Design incubators and co-working spaces to support entrepreneurs with families

*YWCA Olympia gratefully acknowledges and thanks the Women's Funding Alliance, Seattle Metropolitan Chamber of Commerce, Institute for Women's Policy Research and the Boston Women's Workforce Council for sharing their research and the highlighted intervention(s).*

**YWCA IS ON A MISSION**