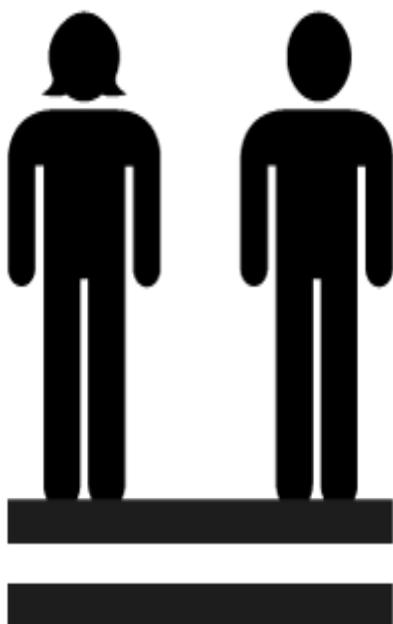


LEAD THE W.E.I. TO GENDER EQUITY



**WORKPLACE
EQUITY
INITIATIVE**

Employer-Led Strategies

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 an easily accessible manner

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 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

Strategies that Encourage Future Gender Equity

COLLEGE MAJOR

24. Expose young girls to STEM careers, the trades and other fields where they are underrepresented
25. Connect 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 for women in STEM, 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 IS ON A MISSION