

TAKE THE EQUITY PLEDGE FOR A WORKPLACE WHERE WOMEN THRIVE

1

UNDERSTAND

Learn about the economic impact of pay inequality and implicit bias. Resources:

- Columbus Women's Commission: columbus.gov/womenscommission/ | 614-645-7008
- Determine your own biases: implicit.harvard.edu/implicit/
- Read "Combatting Implicit Bias in the Workplace": kirwaninstitute.osu.edu/combating-implicit-bias-in-the-workplace/

2

ANALYZE

Analyze the economic impact of your events:

- Audit your salaries – do they align with equal pay practices?
- Audit your vendors and suppliers – are there opportunities to partner with women- or minority-owned businesses and/or vendors that commit to pay equity, if any of your existing suppliers do not?

3

ACT

- Commit to leverage the impact of your events by procuring services from women- and minority-owned businesses and/or vendors who commit to pay equity.
- Engage women in mentorship in the workplace – including disproportionately affected women of color.

4

SHARE

- Share your new knowledge of pay equity and implicit bias with your team.
- Start a conversation with your senior leadership, including sharing the Columbus Commitment executive checklist.