



Hamilton County Pay Equity Commitment



About the Hamilton County Commission on Women and Girls

We find ourselves at an moment in time for women in society. All around us, in the news, on social media, and even in the streets, women are making their voices heard, but real & sustained change only comes when women have a seat at the table.

While women make up 50% of the population, we do not enjoy equal representation in the institutions making decisions that influence our lives, careers, and well-being. When women don't have a seat at the table, it is difficult to accomplish things like:

- Achieving pay equity and employment opportunity across genders,
- Having more women in leadership positions, and
- Ensuring women & girls' health and safety

Women "having a seat at the table" means having empowered voices which are heard. It means keeping one's seat, being supported, and being influential. It means creating awareness of different perspectives and enhancing teachable moments.

Organizations do better when women have a seat at the table.

This Commission was formed to give women in our community a seat at the table, a powerful platform to help turn talk into action.



The Pay Equity Issue

Recent research shows that for each \$1 earned by a white man:

- Asian-American women earn \$0.95
- White women earn \$0.82
- African and Black American women earn \$0.77
- Hispanic women earn \$0.76
- Native Hawaiian and Other Pacific Islander women earn \$0.76
- American Indian and Alaskan Native women earn \$0.69

In Ohio, the pay gap between white men and white and Black women is even larger. For every \$1 earned by white men, white women earn 80 cents and Black women earn 66 cents, according to research compiled by the Women's Fund of the Greater Cincinnati Foundation.

The COVID-19 pandemic has had devastating effects on the U.S. economy and disproportionately impacted women and people of color – especially women of color. According to the Women's Fund, "Black women breadwinners are concentrated in the very occupations most affected by the COVID-19 pandemic, both as essential workers such as health care aides and as employees in the jobs most affected by furloughs and job loss, such as retail and food service."

Now more than ever, women need pay equity.



Pay Equity Fast Facts:

Pay Equity vs. Equal Pay

Language matters. Understanding the relationship between equal pay and pay equity is a key first step when addressing gender and racial equity in the workplace.

What Is Equal Pay for Equal Work vs. Pay Equity?

Equal pay for Equal Work, sometimes referred to simply as 'Equal Pay' means ensuring women and men are paid the same or equitably for doing the same job. For example – a female librarian should be paid the same as a male librarian. This has been a law since 1963 (Equal Pay Act).

Pay equity is an analysis that looks at equal pay for equal work but goes further to consider where underrepresented groups sit in an organization, helping us understand the power gaps that exist. Biases and lack of access to promotions, bonuses, and flexibility can perpetuate inequities across all levels of an organization, even if equal pay for equal work is in place. That is why we focus on the more comprehensive term, pay equity, because it gives us a better understanding of the reasons behind the gender and racial wage gap and how to remedy them.

Gender Wage Gap

The gender wage gap refers to the difference in earnings between women and men. Experts have calculated this gap in a multitude of ways, but the varying calculations point to a consensus: Women consistently earn less than men, and the gap is wider for most women of color. These wage gap calculations reflect the ratio of earnings for women and men across all industries; they do not reflect a direct comparison of women and men doing identical work. This is purposeful. Calculating it this way allows experts to capture the multitude of factors driving the gender wage gap.



Making a Difference



While there are no simple solutions to closing the gender- and race-based pay gap, it's clear that investing in women strengthens the economic backbone of our community. Empowering women begins with understanding what contributes to these pay disparities, eliminating implicit bias, and leveling the playing field. Moving the goal line from equal pay for equal work to 100% pay equity is the fuel that will make our community thrive.

The Time for Change is Now

Signing this employer-led, voluntary Hamilton County Pay Equity Commitment will help you:

- Attract and retain the best talent;
- Learn from one another by expanding the use of best practice solutions; and
- Contribute to the economic vibrancy of Hamilton County and improve the quality of life in our entire community.



Hamilton County Pay Equity Commitment

The Hamilton County Pay Equity Commitment is a voluntary, employer-led initiative to close the gender- and race-based wage gap in Hamilton County. We know Hamilton County thrives when 100% of our residents have the opportunity to succeed. This includes promoting innovation to address gender- and race-based pay inequities.

By signing the Hamilton County Pay Equity Commitment, your company/organization is committing to set an example in pay equity in Hamilton County.

Name Title

do hereby commit _____
Company/Organization Date



LEARN:

- Explore the economic impact of pay inequity, how implicit bias contributes to understanding the issue, and the disproportionate impact across different genders, races, and ethnicities.
- Acknowledge the critical role businesses must play in reducing the local and national pay gap.

ANALYZE:

- Review objective information to understand how hiring, promotional, and pay practices may lead to gender and racial disparities.

ACT:

- Address gender- and race-based wage disparities by implementing specific solutions.

SHARE:

- Publicly announce that your company has signed the commitment and challenge other employers to do the same.
- Share best practices and successes with other organizations.



Appendix

Now that you've signed the Hamilton County Pay Equity Commitment, we encourage you to explore resources from local organizations including Queen City Certified, the Women's Fund of the Greater Cincinnati Foundation, and the Cincinnati USA Regional Chamber to help achieve pay equity at your organization. Next steps for your organization could include:

- Conducting regular, company-wide gender- and race-based pay audits across departments and positions and sharing the results.
- Reviewing hiring and promotion processes and procedures to minimize unconscious bias and structural barriers.
- Including salaries or salary ranges in job postings.
- Not asking for current or past salaries in the hiring process.
- Embedding equal pay efforts into broader enterprise-wide equity initiatives.
- Proactively monitoring, intervening, and minimizing pay disparities over time.
- Responding fairly and decisively to grievances on equal pay matters.
- Allowing employees to discuss their compensation with each other if they choose to do so.
- Providing paid family leave and flexible work hour schedules.
- Offering equal opportunities that lead to advancement, such as mentoring, networking events, and leadership development.
- Tracking promotion rates by gender and race to identify any unfair barriers to advancement within the organization.
- Tracking representation at every level of the organization, including boards.
- Supporting period equity to menstruating persons by providing access to free menstrual products in employee restrooms.

Special thanks to the Columbus Women's Commission, whose Columbus Commitment provided the inspiration for the Hamilton County Pay Equity Commitment.

