



OFFICE OF THE MAYOR

A Message from Mayor Andrew J. Ginther and First Lady Shannon Ginther

With record low unemployment and a booming housing market, our city is in a time of unprecedented growth. Almost every week, Columbus is recognized and named to impressive lists such as JD Power's top cities for visitor satisfaction or Forbes' recommendations for where to invest in 2017.

While two-thirds of the Columbus population is thriving, some are falling further behind. Our community data tells us that many of those struggling are women and families. When I became Mayor of Columbus in 2016, First Lady Shannon Ginther and I recognized that fact and chose to focus on a powerful goal: to dismantle barriers and reduce gender-based inequities to improve the economic position of women in our community. To accomplish this, we formed the Columbus Women's Commission.

Our community data also tells us over 50% of the population in Franklin County are women, and, in Central Ohio, one in four women are economically insecure. In Columbus, women make an average of \$0.78 for every dollar a man makes – putting us below the national average of \$0.80. With this knowledge and data, the Columbus Women's Commission is focusing first on pay equity, starting with a voluntary pay equity commitment.

The Columbus Commitment: Achieving Pay Equity asks companies and organizations to commit to learn about the gender pay gap; understand how race and other factors create even larger disparities; and take action to build awareness of the unique challenges facing women in the workplace.

Columbus is on the cusp of being a top-tier American city, attracting and retaining top-tier talent. With your commitment to help the region alleviate gender-based inequities, we guarantee Columbus will remain competitive in business and open to opportunities for everyone. *Together*, we can change the story for women, families and our entire community in Columbus.

We hope you will join us in signing The Columbus Commitment: Achieving Pay Equity.

Sincerely,



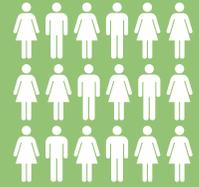
Mayor Andrew J. Ginther



First Lady Shannon Ginther
Chair, Columbus Women's Commission

Pay Equity & The Columbus Commitment

Columbus Women's Commission Background: Chaired by First Lady Shannon Ginther, the Columbus Women's Commission is an advisory body to Mayor Andrew J. Ginther. The purpose of the commission is to work to dismantle barriers and reduce gender-based inequities to improve the economic position of women in our community. Given the charge of improving women's economic position, pay equity is a priority of the Women's Commission.



The Pay Equity Issue

Women in Columbus earn 78 cents to every dollar earned by a man.¹ This puts Columbus even lower than the national average of 80 cents for every dollar earned by a man.

Women of color experience even greater disparity. Nationally, **African-American women earn 63 cents** for every dollar a man makes, while **Latina women earn 54 cents**.

Despite this, women are participating in the workforce at a rate of 63% in Central Ohio and make up just over 50% of our population locally.¹

For every \$1 earned by a man, women earn:



Women in the U.S.



Women in Columbus



African-American Women in the U.S.



Latina Women in the U.S.

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**.

Ignite Our Economic Growth... Sign the Columbus Commitment

Through this employer-led, voluntary pledge you will:

- **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 Columbus**, while improving our entire community.



¹Economic Self-Sufficiency for Women in Central Ohio, Women's Fund of Central Ohio, 2014

Questions? Contact Shelly Beiting at srbeiting@columbus.gov or 614-645-7008.

The Columbus Commitment

Achieving Pay Equity



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

The Commitment

_____, _____,
(Name) (Title)

do hereby commit _____ to:
(Company/Organization Name)

- Understand** | Learn about the economic impact of pay inequity, how implicit bias contributes to the issue, and the disproportionate impact across different races and ethnicities.
- Analyze** | Review objective information to understand how hiring, promotional, and pay practices may lead to gender and racial disparities.
- Act** | Invest time and talent to address gender- and race-based wage disparity by implementing solutions.
- Share** | Share best practices and successes with other organizations, as well as participate in an annual Best Practices event hosted by the Columbus Women's Commission.

Signature (CEO/President)

Date

Please submit commitment to:
Shelly Beiting, Executive Director
srbeiting@columbus.gov
614-645-7008

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR



The Columbus Commitment
Achieving Pay Equity

Frequently Asked Questions

What is Pay Equity?

Pay Equity means paying different jobs of similar value, skill, responsibility and working conditions equitably. From a gender perspective, that means ensuring female dominated jobs are paid equitably to male dominated jobs of similar value and worth to the organization.

What is Equal Pay for Equal Work?

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.

What is the Gender Pay Gap?

The Gender Pay Gap, or wage gap, refers to women's median annual income compared to men's median annual income. It compares different jobs across sectors and industries using census data. Issues around equal pay for equal work and pay equity drive the gender pay gap. In Columbus, the gender pay gap is 78 cents to \$1, meaning women make 78 cents for every dollar a man makes. Nationally, women earn 80 cents for every dollar a man makes. There is an even larger disparity for women of color.

Will an employer signing the Columbus Commitment be submitting data or a report to the City of Columbus?

No. The Columbus Commitment is voluntary and employer-led, and does not require companies or organizations to submit pay or employment data to the City of Columbus or the Columbus Women's Commission. We do encourage companies to share progress made since signing the Commitment. The intent is to share best practices and experiences with other signatories in order to improve our community's overall gender and race-based wage gap and achieve pay equity.

**There is a pay gap
in Columbus.**

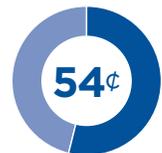
For every **\$1** earned by a man:



Women in
Columbus



African-American
Women
in the U.S.



Latina
Women
in the U.S.



Who attends the Best Practices event each year?

The Best Practices event is intended for high level executives, decision makers and leadership within organizations. It is likely the Columbus Women’s Commission will hold other events throughout the year that may be best suited toward other employees in the organization (such as human resources professionals, diversity and inclusion professionals, managers and entry level employees).

Where can I get more resources to help my organization address these issues?

The Columbus Women’s Commission will provide support in connecting companies and organizations to resources to address these issues. You can visit the Columbus Women’s Commission website at www.columbus.gov/womenscommission/ where a resource listing will be regularly updated.

How can I learn more about pay equity?

The Columbus Women’s Commission will provide resources and materials to help signatories learn more about pay equity. You can visit the Columbus Women’s Commission website at www.columbus.gov/womenscommission/ where a resources listing, including educational materials, will be regularly updated.

What is the timeline?

Achieving pay equity and closing the gender based wage gap is a multi-faceted, complicated issue that includes overcoming difficult cultural and social norms. We know there are no simple solutions, but believe concentrated efforts produce results. Every organization, industry and sector faces different challenges when it comes to gender based pay equity. Each organization is encouraged to set their own timeline and goals in order to be successful.

100% pay equity is the fuel that will make our community thrive.

Equal Pay for Equal Work

Refers to women being **paid equally for doing the SAME job** as a man - i.e. A female teacher with 5 years experience should be paid equitably to a male teacher with 5 years experience.



Pay Equity

Refers to **DIFFERENT jobs of similar value, skill level, & comparable worth** being paid equitably - i.e. Jobs held predominately by women paid equitably to jobs of similar skill & value held predominately by men.



Pay Gap

Refers to **women’s median annual earnings in comparison to men’s** annual earnings - i.e. Women in Columbus earn 78 cents to every dollar earned by a man, or 78% of men’s annual earnings.

