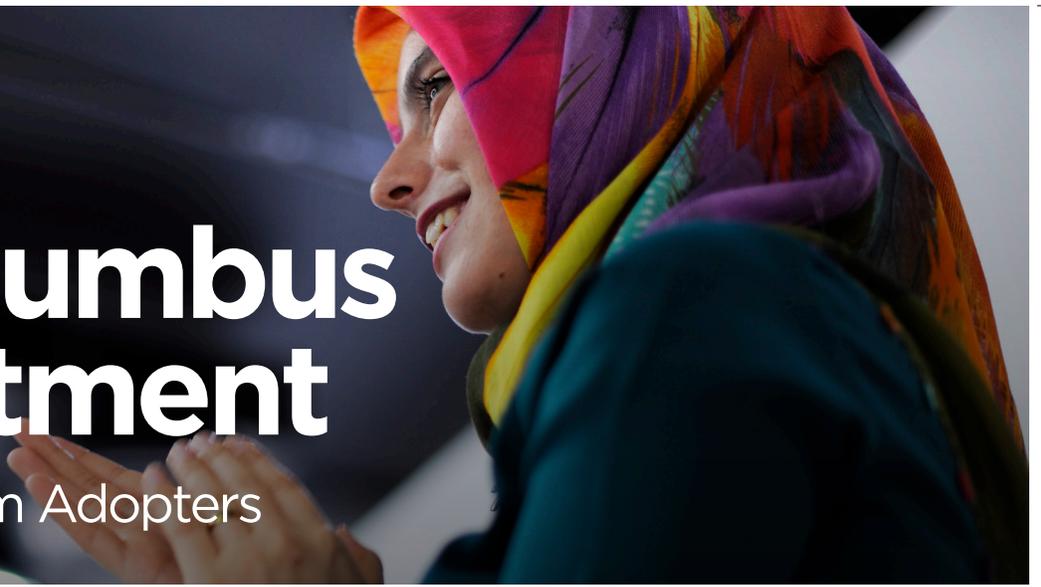


# The Columbus Commitment

Survey Results from Adopters



## Strategy:

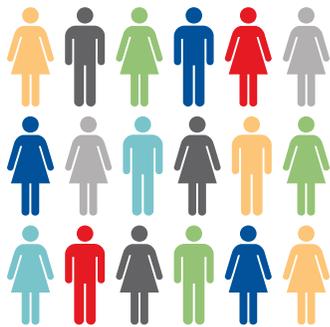
The Columbus Women's Commission conducted the first-ever survey of the Columbus Commitment adopters in the fall of 2019.

## Goal:

To hear what policies and practices adopting employers have implemented toward creating a gender equitable workplace. Additionally, we wanted to know the areas in which our adopters could use additional resources.

## Response Rate:

113 employers completed the survey, a 64% response rate.



## Objective:

### Build a Workplace Culture Where Everyone Thrives

84.5% of survey respondents provide equal access to opportunities that lead to advancement (such as mentoring, networking events, leadership development, etc.)

- **Our Impact:** 25.5% of those survey respondents began providing equal access after signing



## Objective:

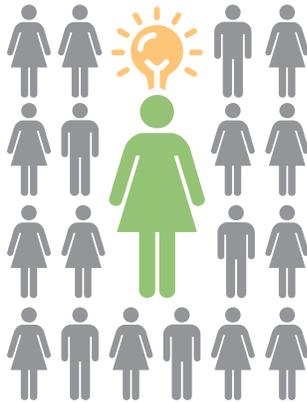
### Close Gender and Race-Based Wage Gap

55.2% of survey respondents have conducted a company-wide pay equity review/pay analysis

- **Our Impact:** 39% of those survey respondents implemented after signing
- **Our Impact:** 45.3% created an action plan based on this review

50% of survey respondents no longer include past salary in the hiring process

- **Our Impact:** 42.2% of those survey respondents implemented this change after signing



**Objective:**

## Incentivize Inclusive Leadership and Hold Leaders Accountable

58.6% of survey respondents have strategic diversity and inclusion goals

- **Our Impact:** 30.9% of those survey respondents implemented after signing
- **Our Impact:** 20.6% have goals related to executive compensation

19% of survey respondents have strategic plans/goals for advancing women of color

- **Our Impact:** 13.6% of those survey respondents created/implemented these plans/goals after signing the commitment



**Objective:**

## Create a Modern Workplace for Modern Employees

53.4% of survey respondents offer paid family leave for all employees

- **Our Impact:** 22.6% of those survey respondents implemented after signing

77.6% of survey respondents offer a flexible work hour schedule for employees

- **Our Impact:** 10% of those survey respondents began offering flexible schedules after signing the commitment

## Where Adopters Need More Support



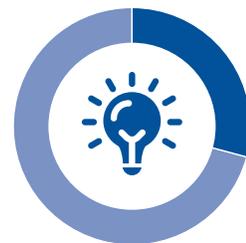
**33.6%** of survey respondents want help creating a transparent pay system for employees



**31.4%** want help implementing strategic diversity goals



**31%** want help uplifting women of color



**29.3%** want help understanding & addressing implicit bias