

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 and upload commitment online at tinyurl.com/2wjhpz9. To schedule a meeting to discuss signing the Columbus Commitment, or with any questions, please email Christina Ratleff at CLRatleff@columbus.gov



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Frequently Asked Questions

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.

How can I learn more about pay equity?

The Columbus Women's Commission provides 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 resource listing, including educational materials is regularly updated.

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

The Columbus Women's Commission hosts opportunities to foster learning and engage the Commitment Adopters in dialogue on barriers facing women in the workplace through in-person events and webinars. In addition, best practices and resources to advance gender equity are highlighted on the Columbus Commitment webpage and shared in the Commission's Adopter Newsletter.

My company would like to sign the Columbus Commitment. How do we join?

You can download the Columbus Commitment Adopter Packet and a copy of the pledge by visiting the Columbus Commitment webpage at www.columbus.gov/payequity. After you download the packet, you will receive instructions on how to submit your signed pledge.

We welcome companies of all sizes from all industries, to join our community of Columbus Commitment Adopters. Signing the Pledge demonstrates your organization's commitment to gender and racial equity in Columbus to employees, recruits, investors, and the community at large. You will find a network of like-minded professionals eager to learn from each other about effective ways to reach pay equity and create a culture of inclusion.

My employer wants to do a pay equity analysis. How do we get started?

The Columbus Women's Commission provides 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 to find resources on How to Measure the Pay Gap with a Pay Audit and How to Perform a Gender Pay Equity Analysis, among other topics.

My company only has 3 employees. Can I still sign the Commitment?

Yes - companies of any size are welcome and encouraged to sign the pledge. Whether you have one employee or 2,000 employees - size doesn't matter! Your commitment to this work is what matters and what will impact women and families in our community.

We are excited to partner with your organization. To schedule a meeting to discuss signing the Columbus Commitment, please email Christina Ratleff at CLRatleff@columbus.gov or visit www.columbus.gov/payequity to learn more about the Columbus Commitment.

