



OFFICE OF THE MAYOR

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

As our community continues to emerge from the COVID-19 pandemic, we are pleased to share that Columbus has already regained nearly 99,000 jobs temporarily lost, and our city's unemployment rate has dropped from 13.5% to 3.8%. This is particularly promising news in light of the incredible population growth our region is experiencing. In fact, Columbus was the only city in the Midwest to gain at least 100,000 residents over the past decade. We are a region on the rise, and we expect these trends to continue well into the future.

However, many of our neighbors confront exceedingly high burdens in the course of their daily lives – and many of those struggling the most are women. In Franklin County, women comprise over 50% of the population, but one-in-four women are economically insecure, struggling to pay for food, housing, medical care, and other essential living needs. The pandemic may not have created these burdens, but it has certainly highlighted and heightened the barriers women face.

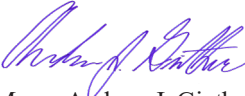
That is why the work of The Columbus Women's Commission remains so important. By dismantling barriers and reducing gender-based inequities in the workplace, we will improve the economic well-being of women and their families, and ensure that even more of our residents are sharing in our city's success.


We need your help to get there and ask that you sign onto the Columbus Commitment: Achieving Pay Equity pledge. With 286 employers already part of this effort, you will be joining a broad coalition of engaged and thoughtful local employers committed to learning more about the gender pay gap, understanding how biases, lack of paid leave and child care widen most disparities even further, and taking action to drive change in our community to create a better quality of life for all Columbus residents.

Columbus is a special place, consistently attracting and retaining leading-edge businesses and talent from across the country. With your help, we will improve upon our city's remarkable progress by alleviating gender-based inequities. *Together*, we will change the story for women, families and our entire community.

We hope you will join us by signing the Columbus Commitment Pledge.

Sincerely,


Mayor Andrew J. Ginther


First Lady Shannon Ginther



100 Adopters. 100 Days. 100% Committed.

The Columbus Commitment Campaign

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.



Nationally, when comparing all women to all men, women make **83 cents** for every dollar paid to men, but the wage gap is even more substantial for women of color compared to white men. Black women typically earn only **63 cents** for every dollar paid to their white male counterparts, and Latina women earn only **58 cents**.

The COVID-19 pandemic has only amplified pay inequity, particularly among women of color. Data from 2020 shows that over the course of a 40-year career, this amounts to a salary shortfall of \$946,120 for Black women, and for Latina women the lifetime wage gap totals \$1,135,440.¹

Pay Equity is Not Just a Women's Issue

It is also a family, community and economic issue. These lost wages mean women and their families have less money to support themselves, save and invest for the future, and spend on goods and services.

Closing the pay gap would increase working mothers' ability to pay for child care services, give more women the opportunity to pursue higher education, and promote the economic security of families.

Paying your employees equitably is, put simply, the right thing to do – and it's good for business. Research has shown that increasing diversity in business fosters innovation, improves the bottom line and even helps with recruitment.

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



The Solution - 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.

¹iwpr.org/wp-content/uploads/2022/02/Gender-Wage-Gaps-in-Year-Two-of-Pandemic_FINAL.pdf



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?

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.

Ready to Sign the Pledge?

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.

Have Questions?

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

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



The Columbus Commitment Achieving Pay Equity

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.

