



Questions to ask within your organization:

1. Creating the Pipeline:

- How can you partner with area schools and tech centers to provide opportunities for young women to learn about our work?
- Have you considered supporting initiatives that expose girls and young women to high-wage professions, particularly in STEM fields?
- Do any of your employees volunteer with girl-serving organizations? If so, how can you leverage those relationships and bring them into the organization as examples?
- How can you invite young women to tour your workplace to learn about the careers there?

2. Recruitment:

- Are your job descriptions worded to attract qualified women (focusing on needed skills and qualifications rather than non-performance indicators)?
- How many women applicants do you have for your technical job postings?
- Do you advertise open positions in venues likely to reach women?
- When building your interview teams, have you evaluated the gender balance of who is invited to interview the candidate?
- If a position's salary is negotiable, do you state this explicitly in the job posting?

3. Retention and Advancement:

- How are you nurturing the development of women working in your company?
- Have you considered encouraging women to explore growth or advancement opportunities within the organization?

- Are you creating a climate in which all people (men and women) can do their best work? Their best problem solving?
- Have you created clear procedures for promotion and advancement opportunities within your workplace?
- Are you providing a comfortable and convenient private location or workstation for breastfeeding and pumping?
- Do you feedback to employees rejected for promotion and strong candidates who were not hired to help them understand how to improve?

4. Policies and Structure:

- Do you pay equitable wages for comparable work?
- Have you considered conducting an internal audit of employee compensation to detect any gender inequities?
- Do you have written policies, available to all employees, on how compensation and promotion decisions are made?
- Have you created programs that enable employee flexibility and schedule control, such as flex-time, job sharing, and telecommuting?
- Do you have a written policy giving preference to vendors and suppliers owned by women?

5. Evaluation:

- Do you provide training to all personnel involved in performance evaluations to ensure that the process is free from bias?
- Do you review metrics for recruitment, retention, promotion, layoffs, terminations, and disciplinary actions for possible adverse impacts on women?
- Have you considered using your employee engagement surveys (or start collecting this information) to identify if there are gaps between the experience of men and women?

6. Workplace Culture:

- Do you seek partnerships with other businesses that share the organization's commitment to gender equality?
- Have you made gender equality a part of overall corporate strategy, including mission, values and strategic goals?
- Has your organization signed the Vermont Equal Pay Compact?

7. Leadership:

- What % of the members of your Board of Directors or other governing body are women?
- What % of management and leadership are women?
- Have you considered actively recruiting women to executive level and board positions?

8. Seeking External Allies:

- Can you identify industry groups and other ways to have gender diversity conversations outside of your organization?

Credit to:

Vermont Commission on Women's Equal Pay Compact's Strategies for Employers http://women.vermont.gov/news_events/compact

Gender Principles: <http://genderprinciples.org/>

Want more info or have questions?

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