

Gender Equity Audit

Recommendations and Best Practices From Industry Leaders



Solutions to Advocate for Balance and Flexibility

- | | |
|--|---|
| <input type="checkbox"/> Clear role expectations | <input type="checkbox"/> Sabbaticals |
| <input type="checkbox"/> Attainable performance goals | <input type="checkbox"/> Job shares |
| <input type="checkbox"/> Work-life balance encouraged | <input type="checkbox"/> Technology provided: cell phones, laptops |
| <input type="checkbox"/> Out of office/unplugging encouraged | <input type="checkbox"/> Adequate coverage for a leader to vacation |
| <input type="checkbox"/> Strong culture of trust | <input type="checkbox"/> Bereavement time |
| <input type="checkbox"/> Flex work or hybrid policy exists | <input type="checkbox"/> Personal days |
| <input type="checkbox"/> Core hours/shift flexibility | <input type="checkbox"/> Banked leave / lieu days |
| <input type="checkbox"/> Compressed work week | |
| <input type="checkbox"/> Part-time/reduced schedule | ___/ 16 |

Creating Inclusive Environments to Retain and Develop BIPOC Women

- | | |
|---|--|
| <input type="checkbox"/> Training related to EDI (ie: anti-racism, implicit bias) | <input type="checkbox"/> Inclusive hiring practices (ie: job descriptions reviewed for bias, panel interviews) |
| <input type="checkbox"/> Transparent EDI goals and measurements | <input type="checkbox"/> Organization sponsors employees for PR |
| <input type="checkbox"/> Joint committee for EDI or inclusion | <input type="checkbox"/> Surveys or focus groups for BIPOC voices |
| <input type="checkbox"/> Organization partners with equity groups | |
| <input type="checkbox"/> Open door policy and communication | ___/ 8 |

Harassment Free Workplaces for Women

- Health and Safety committee addresses harassment
- Harassment policy visible and understood
- Management reinforces harassment free culture
- Customers ejected if harassing employees
- Anti-harassment training/workshops offered
- Training is continuous (annual/ semi-annual)
- Clear reporting policy and process
- External, third party investigations
- Respectful workplace training offered
- Safety precautions /technology (ie: panic buttons) **___/ 10**

Learning On the Job and Professional Development

- | | |
|--|--|
| <input type="checkbox"/> Funding for professional development | <input type="checkbox"/> External trainers and speakers visit organization |
| <input type="checkbox"/> Training to develop business acumen or organizational needs | <input type="checkbox"/> Mentorship programs |
| <input type="checkbox"/> Leadership training | <input type="checkbox"/> Training for mentors |
| <input type="checkbox"/> Training conducted during the work day/week | <input type="checkbox"/> Job shadowing |
| <input type="checkbox"/> Access and investment for conferences and seminars | <input type="checkbox"/> Cross-training |
| <input type="checkbox"/> Employer shares free industry training resources | <input type="checkbox"/> Promotion opportunities |
| <input type="checkbox"/> Tuition reimbursement program | <input type="checkbox"/> Paid day(s) off for learning |
| | ___/ 14 |

Solutions to Retain Women in Leadership

- | | |
|--|---|
| <input type="checkbox"/> Transparent salary bands/ranges | <input type="checkbox"/> Inclusion is referenced in mission, vision, values |
| <input type="checkbox"/> Flexible maternity leave/ phased return | <input type="checkbox"/> Clear career paths |
| <input type="checkbox"/> Employee Assistance Program | <input type="checkbox"/> Ownership of projects |
| <input type="checkbox"/> Women in senior leadership roles amplified and celebrated | <input type="checkbox"/> Goal setting meetings |
| <input type="checkbox"/> Women in leadership events/workshops | <input type="checkbox"/> Development opportunities |
| | <input type="checkbox"/> Sponsors within organization |
| | ___/ 16 |

Other Rewards, Compensation and Benefits

- Support for childcare, elder care
- Health care spending accounts
- Flexible benefit options
- Work effort is reflected with accurate titles and equal pay
- Mental health benefits
- Recognition programs **___/ 6**

Final Score

___/ 65



Scan To Get Involved!



Actions I can take to advocate for gender equity

@worth.association

WORTH Association

@WORTHassoc