



THE EQUITABLE BUSINESS PRACTICES PLEDGE

About the Pledge:

The equitable business practices pledge is a commitment to business practices that will help address the gender/racial pay gap within organizations through a commitment to four basic principles.

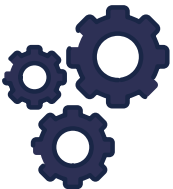
The 4 Basic Principles:



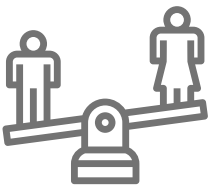
Conduct an annual company-wide gender pay analysis across occupations.



Recruit qualified women for your top five high-growth roles, including leadership positions.



Review and ensure your hiring and promotion processes and procedures promote equity and eliminate historical and structural employment barriers.



Promote industry best practices to close any pay gap and ensure pay equity for all employees.

Benefits To Your Company:



Join a Network of Statewide Pioneers



Exclusive Access To Events & Promotional Opportunities



Receive Support & Resources

Ready to take the pledge?

Contact [Coda Rayo-Garza](#) for next steps.

 crayo-garza@ywcasa.org

 www.ywcasa.org