



THE EQUITABLE BUSINESS PRACTICES PLEDGE

Join a growing network of businesses and community organizations taking the pledge to address the wage gap.



By pledging, a company agrees to:

1. **Conduct** an annual company-wide gender pay analysis across occupations.
2. **Recruit** qualified women for your top five high-growth roles, including leadership positions.
3. **Review** and ensure your hiring and promotion processes and procedures promote equity and eliminate historical and structural employment barriers.
4. **Promote** industry best practices to close any pay gap and ensure pay equity for all employees.

For additional resources and information, please visit contact Coda Rayo-Garza at crayo-garza@ywcasa.org



QUESTIONS & ANSWERS

1. Why Wage Equity?

Closing the pay gap between men and women is the right thing to do for our community and economies. According to local economist research, if women received equal pay, another \$18.2 billion would be added to San Antonio's GDP. It also makes good business sense. Companies that commit to wage equity are much more likely to recruit, retain, and engage the most important asset - people. A commitment to wage equity bolsters a company's reputation and helps encourage a more committed workforce.

2. What is the Business Cohort for Wage Equity?

The YWCA Wage Equity Business Cohort will lead the business community in promoting wage equity within their companies and organizations. The Cohort members will **1)** Commit to the Equitable Business Practices Pledge, an agreement to adopt best practices for achieving wage equity; **2)** Identify new policies and best practices to incorporate into the Pledge; **3)** Guide strategic messaging to expand the wage equity awareness campaign, and **4)** Recruit other businesses to join the Cohort and commit to the Pledge.

3. What Benefits Will A Business Receive For Taking the Pledge?

Some of the benefits include:

- Recognition on our website. Your logo will be displayed on our partner page!
- Recognition on our social media pages. We will highlight businesses throughout the year.
- Part of a pioneering group of businesses leading the way for pay equity. You will meet other leaders joining this effort and learn best practices from each other.
- Opportunity to speak on the YWCA SA "Let's Talk" podcast about equitable employment practices.

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