



Summary of the **WOMEN in the WORKPLACE** Employment Scorecard 2019 Initiative

Since 2017, the Women's Foundation of Greater St. Louis's has evaluated policies, practices and outcomes of employers in the St. Louis region through its Women in the Workplace: Employment Scorecard Initiative, which incentivizes and educates employers to create workplaces where women can thrive. This year, WFSTL is recognizing 16 area employers that demonstrated excellence in four areas of workplace gender equity – leadership, compensation, flexible work policies, and recruitment and retention



WOMEN'S
FOUNDATION
of Greater Saint Louis

Leadership + Compensation + Flexible Work Policies + Recruitment & Retention

Our Approach

National and Local Best Place to Work rankings are typically based on employee satisfaction surveys. While opinion surveys provide a meaningful perspective on the workplace environment for women, the data collected presents limitations that include voluntary response bias. WFSTL intentionally took another approach to assess the workplace environment from the perspective of female employees. Rather than relying on subjective indicators, we focused on objective criteria and outcomes.

We asked a designated representative from each organization to answer specific questions based on existing policies, practices, and employee data. The questions were categorized into four categories – leadership, compensation, flexible work policies, and recruitment and retention. The survey included question such as:

1. Some organizations have policies and practices in place that help to create a positive and inclusive workplace culture for women. Does your organization have any of these policies? (This question offered 10 flexible and supportive workplace policies and practices for the survey taker to choose from.)
2. Some companies might have some of the following programs and policies in place to help recruit, retain and advance women. Please answer if your company meets any of the following criteria. (This question offered six options for workplaces policies/programs and a comment box for additional information.)
3. Is your top earning employee a woman?
4. Have you conducted a gender wage gap analysis?
5. Of the top positions in your organization, vice-president or higher, what percentage are women?
6. Do you ask about salary history during the interview and/or hiring process?

WFSTL sought input on the survey design and specific questions from marketing, survey research, and human resources professionals in various industries (manufacturing, nonprofit, commercial services, government, professional services, etc.). Many of the human resource professionals we consulted with were involved in completing similar surveys on behalf of their employers.

Other important parameters surrounding the employment scorecard include:

1. Because the survey asked organization-wide responses, we asked that a designated employee complete the survey.
2. Employer participation in the employment scorecard was voluntary.
3. We ensured full confidentiality for participating organizations, noting that only those organizations being honored would be identified.
4. Recognizing that small organizations may lack the infrastructure to establish and implement comprehensive policies, we divided the recognition into small and large organizations.

To avoid evaluation bias, we assembled a review panel of five reviewers, including two with no connection to WFSTL. We redacted all information included in each of the survey responses that identified specific organizations, to ensure a blind review of the data.

2019 Scorecard Criteria

Recognizing differing resource capabilities between organizations, we grouped the participating employers into three categories: small, medium, and large organizations. WFSTL rated employers on criteria in four areas that, according to research, create an environment where women can thrive. All 2019 Women in the Workplace: Employment Scorecard honorees at minimum met the following criteria:



LEADERSHIP

Honorees demonstrated results with women in strong leadership roles.

Best strategies include:

Top positions in the organization (vice-president or higher) comprised of **more than 27% women** (exceeding the national average of 26%¹)



COMPENSATION

Honorees demonstrated their commitment to women across the socioeconomic spectrum.

Best strategies include:

Women comprise **more than 25% of the top 10%** most highly compensated employees

Starting wage that is at least \$10 per hour (the Missouri minimum wage was \$8.60 in 2019)

BONUS: The majority of 2019 honorees have a starting wage that is \$15 per hour or more.

Company does not ask questions about salary history during the interview process

BONUS: The majority of 2019 honorees have conducted a gender wage gap analysis.



FLEXIBLE WORK POLICIES

Honorees demonstrated a commitment to worker needs with policies that support balancing personal, professional, and caregiving responsibilities.

Best strategies include:

Honorees offered a minimum of six out of ten policies that promote a flexible work environment, including flexible working arrangements, part-time, work-from-home and telecommuting

Minimum of two weeks (10 working days) of paid family and/or parental leave at full salary. Parental leave benefit is offered to all employees (not just birth parents).

Paid sick time that employees can also use to care for dependents



RECRUITMENT & RETENTION

Honorees demonstrated efforts that are aimed at recruiting and retaining women, especially in industries where there is an underrepresentation of women.

Best strategies include:

Gender diversity is a top talent development priority

Intentional development and advancement programs aimed at recruiting, retaining and promoting female employees

¹McKinsey & Company, & L. (2019). *Women in the Workplace: 2019*. Retrieved from https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2019.pdf



About the Women's Foundation of Greater St. Louis

Women's Foundation of Greater St. Louis is a catalyst for workplace, individual, and policy change that advances women's economic success. We envision a fair and equitable community in which all women are able to achieve their economic goals. WFSTL's current initiatives include the Women in the Workplace: Employment Scorecard, the region's only gender-based workplace evaluation survey, which incentivizes and educates employers to create more inclusive work environments for women. They are affiliated with the national Women's Funding Network, a group of funding organizations who are changing communities through thoughtful charitable investment. For more information, visit www.wfstl.org.



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