



2020 Action Plan for Employers

Throughout the St. Louis region, employers are recognizing the competitive advantage of creating work environments where women can thrive. Today, women make up half of the workforce and are outpacing men in completion of postsecondary degrees at all levels – from associate to doctorate degrees. Employers who have policies and practices that support female workers are in a better position to attract and retain the talent they need.

For the past three years, the Women's Foundation of Greater St. Louis has researched and celebrated exemplary policies and practices that local companies are using to create more equitable workplaces. Listed below are three cost-effective strategies that any company can start this year to begin creating a workplace that works for women and families.



Implement a Paid Family Leave policy of at least 2 weeks (or 10 working days)

Leading employers recognize that workers need time off to care for their loved ones. Paid Family Leave policies give workers the time off they need to welcome a new child into their family or to care for a family member that is ill. Paid Family Leave has been shown to improve worker retention, which saves employers money through reduced turnover. It also increases productivity, loyalty and morale.



Stop asking questions about salary history during the interview process

Asking potential employees about their current or past salary can unintentionally lock the employee into an already-existing pay disparity. Instead of inquiring about previous salary history during the interview process, employers can ask about salary expectations and negotiate a fair rate.



Convene an internal working group to explore opportunities to develop/improve organizational policies and practices for women

By creating a working group to study opportunities to make the workplace better for women, employers can learn from employees' experiences, explore new initiatives that will make their workplace a more equitable place to work, and study the cost/benefit of implementing additional policies to further support women in the workplace.

ABOUT

The 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.



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