

# Recognizing Equitable Workplaces

- **Leadership**
- **Compensation**
- **Benefits & Policies**
- **Recruitment & Retention**



The Women in the Workplace Scorecard recognizes employers in the Greater Fort Wayne region who show a strong commitment to women in the workplace through measurable outcomes, key policies, and best practices. For the second year, the Women's Fund is honoring local employers who demonstrate outcomes that advance four areas of workplace gender equity: leadership, compensation, benefits and policies, and recruitment and retention.

By celebrating employers who demonstrate commitment to supporting women in the workplace, the Women's Fund hopes to incentivize workplaces to improve their policies and practices while researching and promoting best practices to recruit, retain, and advance women.

## **OUR APPROACH**

This report is the result of our annual Compass Survey, which was open from August 1 – December 15, 2023. The survey was distributed via social media and on the Women's Fund website. The goal was to have employers, preferably through their staff working in human resources, complete the survey. The survey included open-ended questions about workforce demographics and selection options for benefits and policies. Participants opted-in to have their organizational name included in this report.

This annual survey is a continuation of the Women's Fund of Greater Fort Wayne's *Women in the Workplace* research, the first report of which was published in 2022. To read the full report, visit [WomensFundFW.org/workplace](https://WomensFundFW.org/workplace).

# Join us in recognizing the following honorees for their leadership in creating more equitable workplaces!

## Leadership

### Criteria

- ✓ Top leadership roles (vice president equivalent or higher) comprised of 29% or more women (matching/exceeding the national average).<sup>1</sup>
- ✓ 38% of middle management positions are held by women.<sup>1</sup>

### Honorees

- Community Foundation of Greater Fort Wayne
- Greater Fort Wayne Inc.
- Healthier Moms & Babies
- Questa Education Foundation
- The League
- AWS Foundation
- Rea Magnet Wire Company
- Stillwater Hospice
- Visit Fort Wayne
- YWCA of Northeast Indiana
- Allen County Government
- Catholic Charities
- Citilink
- Girl Scouts of Northern Indiana-Michiana
- One Lucky Guitar
- Parkview Health
- Vera Bradley
- Benchmark Human Services
- Galecki Financial Management
- Habitat for Humanity
- Turnstone

### Exceeds Criteria

- ✓ Meets qualifying criteria of leadership, and 10% of women in leadership roles (vice president or higher) are women of color.<sup>1</sup>

### Honorees

- Indiana Tech
- Custer Inc.
- Amani Family Services
- University of Saint Francis
- Fort Wayne Community Schools
- YMCA of Greater Fort Wayne

## Compensation

### Criteria

- ✓ Women comprise 25% or more of the top 10% of salaries.<sup>1</sup>
- ✓ Starting wage of \$15/hour or more.<sup>2</sup>
- ✓ Employer does not ask about salary history in interview process.

### Honorees

- Community Foundation of Greater Fort Wayne
- Greater Fort Wayne Inc.
- Healthier Moms & Babies
- Indiana Tech
- Questa Education Foundation
- The League
- AWS Foundation
- Custer Inc.
- Stillwater Hospice
- Visit Fort Wayne
- Parkview Health
- University of Saint Francis
- Northeast Indiana Innovation Center

### Exceeds Criteria

- ✓ Meets qualifying criteria in compensation, and of the women in the 25% of top salaries, 10% or more are women of color.<sup>1</sup>

### Honorees

- Purdue University Fort Wayne
- Rea Magnet Wire Company
- YWCA of Northeast Indiana
- Citilink

<sup>1</sup> Based on national average of women in leadership positions from Women in the Workplace 2023 (McKinsey & Co. (2023). Women in the Workplace 2023. LeanIn.Org. <https://leanin.org/women-in-the-workplace>)

<sup>2</sup> Based on the Self-Sufficiency Standard for a single adult living in Allen County (Glasmeier, A. K. (2023). Living Wage Calculator. MIT Department of Urban Studies and Planning, Cambridge, MA.)

<sup>3</sup> Eligible benefits & policies: healthcare, paid sick leave, paid vacation time, paid bereavement, flex time policy, part-time policy, telecommute/work from home policy, paid leave for domestic violence/sexual assault, family care flexibility, dependent care flexible spending account, short-term disability, onsite child care, lactation room, child care subsidies/tuition assistance, caregiving resource support search, retirement benefits.



## Benefits & Policies

### Criteria

- ✓ Offers 9 of 16 benefits and policies designed to support caregiving and financial wellbeing.<sup>3</sup>
- ✓ Offers at least two weeks paid family leave.
- ✓ Has a zero-tolerance policy for sexism and harassment.

### Honorees

- Community Foundation of Greater Fort Wayne
- Greater Fort Wayne Inc.
- Healthier Moms & Babies
- Indiana Tech
- Questa Education Foundation
- The League
- Purdue University Fort Wayne
- Stillwater Hospice
- Allen County Government
- Catholic Charities
- Fort Wayne TinCaps
- Katz, Sapper & Miller
- Vera Bradley
- American Electric Power
- Design Collaborative

### Exceeds Criteria

- ✓ Meets qualifying criteria in benefits and policies, and offers retirement benefits to all full-time employees.

### Honorees

- All qualifying organizations met this criterion.

Women have about 30% less saved by the time they retire than men do.<sup>4</sup>

KEY

- Meets criteria in all four categories
- Meets criteria in three categories

## Recruitment & Retention

### Criteria

- ✓ Offers 9 of 16 benefits and policies<sup>5</sup> to support equitable recruitment and retention practices.
- ✓ Has conducted internal equity work (a race and gender wage gap analysis or a comparable program).

### Honorees

- Community Foundation of Greater Fort Wayne
- Greater Fort Wayne Inc.
- Healthier Moms & Babies
- Indiana Tech
- The League
- Custer Inc.
- Visit Fort Wayne
- YWCA of Northeast Indiana
- Amani Family Services
- Fort Wayne TinCaps
- Girl Scouts of Northern Indiana-Michiana
- Katz, Sapper & Miller
- City of Fort Wayne

### Exceeds Criteria

- ✓ Meets qualifying criteria in recruitment and retention, and offers at least five professional development programs, policies, or practices.<sup>5</sup>

### Honorees

- Questa Education Foundation
- AWS Foundation
- Purdue University Fort Wayne
- Rea Magnet Wire Company
- One Lucky Guitar

- Meets criteria in two categories
- Meets criteria in one category

<sup>4</sup> Dickler, J. (2022, June 22). This is what women must do to overcome the retirement savings shortfall. CNBC. <https://www.cnbc.com/2022/06/22/heres-how-women-can-overcome-the-retirement-savings-shortfall.html>

<sup>5</sup> Eligible benefits & policies: equity-based job descriptions, gender neutral communications, elimination of bias in screening resumes, interview protocols & rubric, diverse interview panel, salary disclosure & transparency, search firms specializing in women's talent management & placement,

provision of benefits relevant to women in the workforce, blind resume review, salary range posted on job listings, **mentoring, talent development & leadership programs, tuition reimbursement, affinity groups, paid training/fellowship/certification programs, and leadership coaching.**

The Women's Fund of Greater Fort Wayne will continue to work with our community's local employers to share and implement best practices that create more equitable workplaces for women, and our community.



### Our Deepest Gratitude to

- The volunteers who serve on the Steering Committee and Economic Security Committee for their ongoing feedback, insight, and help advancing the reach of this initiative.
- The 54 local employers who completed the survey—your investment of time and energy will help build a better community.
- The Community Foundation of Greater Fort Wayne, for their ongoing support of this initiative, as well as the Don Wood Foundation and Doermer Family Foundation for their generous investments.
- Women's Fund Members, without whom this work would not be possible.

### Our Next Steps

- Advocate for practices and policies at the local and state levels that positively impact women.
- Conduct the 2024 Compass Survey and publish the next Women in the Workplace Scorecard to continue evaluating local progress and recognizing employers for their leadership.
- Host quarterly 'lunch and learn' events, offering topical deep dives and access to our Employer Toolkit—a resource for employers to help identify policies, procedures, and best practices to attract and retain an engaged workforce.

### JOIN THE MOVEMENT

We need your help to keep moving what matters.



Become a member at [WomensFundFW.org](https://WomensFundFW.org).

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