

A light gray outline of the state of California is positioned behind the text, extending from the top left towards the bottom right.

**CALIFORNIA
EQUAL
PAY
PLEDGE**



CALIFORNIA EQUAL PAY PLEDGE

First Partner **Jennifer Siebel Newsom**, the **California Commission on the Status of Women and Girls**, and the **California Partners Project** are challenging businesses to take the **California Equal Pay Pledge!**

The California Equal Pay Pledge is an initiative to help close the pay gap in California. Policies that ensure equal pay for all Americans can help businesses attract and retain the strongest talent and boost productivity. Join over 150 companies who have already signed on to a more equitable future and an economy that works for everyone.

The Pledge:

We are committed to taking action to close the gender pay gap.

By signing the Equal Pay Pledge, we acknowledge that pay discrimination is not just a women's issue, but also harms families and the state's economy. We understand that our business plays a crucial role in promoting a culture of pay equity.

By signing your company commits to:

- Conduct an annual internal company-wide gender pay analysis;
- Review hiring and promotion processes and procedures to reduce unconscious bias and structural barriers to equality; and
- Promote equal pay best practices, such as increased pay transparency, training on retaliation protections, and training for supervisors and managers on pay equity laws.

*The Commission does not conduct an audit of findings. Companies are encouraged to engage in discussions with the Commission and their Equal Pay Pledge partners. Tools, resources, and best practices will be shared on our website, and signatories will be invited to voluntarily participate and attend webinars and other learning opportunities.

Name of Business/Organization *

Business/Organization Name As You Would Like It To Be Listed *

Industry / Sector *

Website URL

Total number of Employees *

(0-50; 100-500; 500-1000; 1000-10,000; 10,000+)

Number of California-based Employees (If national/international organization) *

Write n/a if employees are solely California-based.

Address of Business/Organization *

Address Line 1

Address Line 2

City

State / Province / Region

Postal Code

Country

Primary Point of Contact *

First

Last

Job Title *

Primary Point of Contact - Business Email *

Primary Point of Contact - Phone Number *

Secondary Point of Contact *

First

Last

Job Title *

Secondary Point of Contact - Business Email *

Secondary Point of Contact - Phone Number *

What steps has your organization taken to make the workplace more equitable?

- Conducted a gender-based pay equity analysis
- Communicated company's pay equity goals with all levels of employees
- Practiced pay transparency
- Provided training on implicit bias to employees involved in hiring decisions
- Reviewed performance evaluations to ensure fairness in the performance criteria
- Implemented upward mobility and/or mentoring program
- Developed and implemented policies focused on equity and non-discriminatory practices

- Implemented strategies to increase the diversity of the candidate pool
- Offered flexible work arrangements

Please select topics you are interested in learning more about:

- Strategic alignment of gender equality with business priorities
- How to conduct an annual pay equity analysis
- How to interpret pay gaps and implement processes towards improvement
- How to hire and retain diverse talent
- Existing California laws related to Equal Pay
- How to apply a gender lens to all policies and strategies
- Diversity, Equity, and Inclusion in the workplace

Pledge *

- Yes to Equal Pay!

My organization pledges to conduct an annual company-wide gender pay analysis, review hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promote best practices that may help close the pay gap to ensure fundamental equity for all workers.

Pledge!

Thank you for taking the pledge and for being an Equal Pay Pledge Champion! Please check your email for a message from EqualPay@women.ca.gov to confirm receipt of your signature and to receive additional information. Welcome to the #EqualPayCA community!