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# 100% TALENT

*The Boston Women's Compact*

## MISSION

To make Greater Boston the premier place for working women in America, by closing the wage gap and removing the visible and invisible barriers to women's advancement. By doing so, we will build a more equitable workforce where all talent is cultivated and valued.

## CORE BELIEFS

**Equity is a competitive advantage.** Communities that invest in all their human capital are better positioned to attract jobs and investment. Employers who respect, value and engage all employees are better able to attract and retain talent.

**Women are one of the Region's greatest assets.** In fact, in Boston, women make up more than half the residents and half the workforce. Boston is also home to the best educated female population in the nation and has a greater proportion of young women than any other city.

**When women thrive, communities thrive.** When women are empowered to achieve their full potential, families are healthier, communities are more vibrant, and employers are able to find and retain the talent they need to excel.

**The gender wage gap is about more than a difference in pay.** The wage gap signals that more can be done, in both the public and private sectors, to unleash the talent of all women – regardless of race, ethnicity, education or age.

**Employer commitment is essential to closing the gap.** Employer interventions are among the most effective remedies to the wage gap and contribute to enduring, positive change that benefits all employees.

## GOALS

Together with the leadership of the Mayor of Boston and the Women's Workforce Council, the members of 100% Talent: The Boston Women's Compact commit to the following three goals:

### GOAL 1

#### *Understanding the Root Causes of The Wage Gap*

Employers will commit to understanding the gender wage gap and the underlying causes that contribute to the gap.

Examples of Potential Measures by Employer:

- Management review of the Council's "Closing the Wage Gap" report
- Employee access to the Council's report and the Compact
- Analysis of internal employment practices and data
- Visible Management/Leadership engagement, including attending conferences/meetings
- Dedicated time/staff resources

### GOAL 2

#### *Closing the Gap*

Employers will review the evidence-based interventions in the Council's report, conduct a self-assessment of any interventions they have already implemented internally, and implement or undertake to improve three interventions tailored to their workplace.

Examples of Potential Measures by Employer:

- Assessment of Current State
- Enhancements to Existing Interventions
- Introduction of New Implemented Interventions

### GOAL 3

#### *Evaluating Success*

Employers agree to participate in a biennial review to discuss successes and challenges, as well as contribute data to a report compiled by a third-party on the Compact's success to date. Employer-level data would not be identified in the report. The specific data to be reported will build on data already required by federal and state authorities and should not create an additional reporting burden.