



TAKE THE PLEDGE

Cities across the United States have made remarkable progress in closing the gender pay gap. Despite being awarded the title of “America’s Most Livable City,” Pittsburgh and the surrounding region continue to struggle with pay equity, especially when it comes to women of color. Employers in the Greater Pittsburgh region have the power to close the gender pay gap.

We are asking you to level up and commit to progress towards adopting these five important action steps:

1. Commit to supporting, promoting, and engaging in pay transparency early during the hiring process.
2. Ensure a fair and equitable hiring process by eliminating desired salary and salary history questions from the application process.
3. Provide annual company-wide diversity trainings to address, reduce, and educate about unconscious biases and associated barriers that impact hiring, promotion, and organizational culture.
4. Undertake an annual review of gender and race pay differences among employees performing comparable tasks requiring similar levels of responsibility, skills, complexity and working conditions and considering levels of education, prior experience, skill, and company tenure.
5. Commit to reviewing policies and practices to ensure compliance with The National Labor Relations Act of 1935.

Name, Title, Company

Date

Level Up  and Take the pledge to close the gender pay gap!