

Pay Equity Commission Report

As required under Colorado House Bill 10-1417, please accept the following report detailing the activities of the Colorado Pay Equity Commission as charged under HB 10-1417.

I. The Commission Charge

HB 10-417 charges the Colorado Pay Equity Commission with the following: educating employers in the state about issues or practices that may contribute to pay inequities; working with business groups and educational institutions to develop and maintain an inventory of best practices for encouraging equal pay; encouraging employers to implement equal pay best practices; studying other state models of equal pay practices that achieve pay equity; developing a program recognizing employers who pursue pay equity practices; conducting outreach and education to employees and employers regarding pay equity; and working to establish the state of Colorado as a model employer with regard to pay equity. The Act also enables the Commission to submit recommendations to CDLE and the State Legislature for policy or administrative changes in support of Pay Equity.

II. Commissioners

| Colorado Pay Equity Commission— | | | |
|---|-----------------------------------|--|---|
| <u>Appointment Position</u> | <u>Body that Appointed</u> | <u>Individual Name</u> | <u>Title</u> |
| Director of the Department of Labor or her Designee | Governor Hickenlooper | Ellen Golombek (| Executive Director, CDLE |
| Director of the Colorado Civil Rights Division or his designee | Governor Hickenlooper | Steve Chavez | Director, CCRD |
| Representative of Higher Ed | Governor Hickenlooper | Nancy Reichman | Professor, University of Denver Department of Sociology |
| Representative of Organized Labor | Senate Majority | Scott Wasserman | Colorado WINS |
| Representative from an Organization Serving Communities of Color | Senate Majority (Peter Groff) | Barbara Shannon- Banister | Board member, NAACP of Aurora |
| Representative from a National Women's Organization | House Majority | Dulany Woodward (replaced by Linda Meric - July 2014 | Acting President, Colo Federation of Republican Women |

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| Attorney that represents employees | House Majority | Brenda Heinicke | Brenda Heinicke , LLC |
| Representative from a Business Association | Senate Minority | Kathie Barstnar | President/CEO, Whiting Management Resources |
| Representative from a Chamber of Commerce | House Minority | Donna Evans | CEO of the Colorado Women's Chamber |
| Small Employer, fewer than 15 employees | Senate and House Minority | Wy Livingston < > | Owner, Wystone World Teas |
| Large Employer, 15 or more employees | Senate/House Minority and Majority (| Elena Sirpolaidis | Eon Office |
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III. 2013—14 Activities

The Commission met 10 times between July 1, 2012 and July 15, 2014, hosted in the offices of different Commissioners and by phone. There was a quorum present for some meetings and not others.

Having established a set of best practices for employers and employees (see Pay Equity Pays Off documents submitted in earlier reports), the Pay Equity Commission began its work with three goals in mind:

1. Expand the community of interest in pay equality through more strategic outreach.
2. Establish Public –Private Partnerships to further extend the mission of the Pay Equity Commission.
3. Better integrate the issues of pay equality and fairness into general discussions of workforce development and economic development generally.

To this end, we devoted the Commission's effort to the following activities.

- A. **Developed a Strategic Marketing Campaign** -- Over the course of several years working on these issues, the Commissioners concluded that before we can make

meaningful progress, employers and employees in Colorado must come together around our shared values for fair workplaces. To do requires community engagement around a pay equity brand, for lack of a better work.

We were fortunate to work with two strategic marketing and branding consultants, Darwin Branding (Beth Barbee) and Design and Image (Eli Gerson and his team), who provided pro bono services to the Commission to help develop a values oriented brand for our work. The Commission has formulated a strategy focused around the concept that ***Together, Colorado Works***. If appropriate resources can be found to implement the campaign it will be used promote the importance and value of pay equality across all constituencies in Colorado. It can be used to motivate employers to establish corporate cultures and procedures that promote pay equality across and throughout the organization; to educate employees on how to talk about and work together for equal pay, regardless of where they are in their career path; and provide a foundation for economic development leaders to position Colorado as a leader in the movement toward pay equality.

- B. Created a Pay Equity Website** – Although the CDLE is the technical home for the Pay Equity Commission without any resources there was no way to bring in content and maintain it. The Commission sought a partner for creating a web presence and found it with Rocky Mountain PBS program, Women and Girl’s Lead. Over the course of the year, the Commission has worked with RMPBS, Women and Girls Lead to launch the website and consult on content. The Website is at <http://www.rmpbs.org/topics/women-and-girls-lead/payequity/>. Please note that Commission approved documents for employers and employees are included on the site.
- C. Developing A Statement of Principles Closing the Gap: The Colorado Promise** – Again, with support from RMPBS, Women and Girls Lead, we are in the drafting stage of a set of principles that can move our agenda forward. Colorado State President, Tony Frank has agreed to convene the first of several candid conversations among a handful of Colorado leaders from industry, government, and the academy that not only offers input into the Commission’s work, but also articulates the shared principals about fairness and equity that will anchor our institutions and our state as we move forward economically.
- D. Community Presentations:**
Commission members continue to make community presentations that focus on pay equity and the Commission’s work. An sample of those presentations include:
- Colorado Women’s Collaborative, FIND TITLE
 - Jewish Women’s Fund program on Women and the New Economy
 - Colorado Democratic Party Women’s Summit

IV. Our Unfinished Agenda

I. Continuing discussions to integrate issues of pay equality and fairness into discussion of economic development.

This fall the Commission will convene the first of several focus groups with business and community leaders to develop a set of shared principals about pay equality and fairness that will help guide Colorado institutions as we grow our workforce and economy. We hope to continue this work through 2015.

II. Continued monitoring of employer recognition programs.

The Commission's charge to create a program to recognize those employers who pursue pay equity practices continues to be a challenge. We have made a step forward with our strategic marketing campaign. Through the "***Together, Colorado Works***" program, businesses that meet the criteria for participation (as established by the Commission) can leverage the campaign as an endorsement and validation of their efforts. Employees can be encouraged to look for the endorsement as a sign of a company's commitment to its team and to the community overall. However, without significant resources attached to this task, it will remain unfulfilled. The Commission, however, can continue to monitor the employer recognition programs already in place to assess whether pay equity principles can be included.

III. Establishing the State of Colorado as a Model Employer

The Commission has not had the opportunity to act on this part of its charge. Future commission meetings could include discussions with the Department of Personnel Administration and appropriate labor organizations to identify current initiatives in progress, issues of concern, and ways that the Commission might assist in promoting pay equity best practices.

IV. Creating a pay equality module for financial literacy curriculum

A powerful way to connect pay equality to workforce development is to include pay equality as part of financial literacy curriculum.

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