



**EQUAL PAY**  
MIAMI-DADE



# EQUAL PAY FOR EQUAL WORK

## EQUAL PAY ACTION GUIDE

1 STEPS	? ASK	✓ ACTION
1 Pledge your commitment	Does my company pledge to treat employees fairly, paying women and men equally for equal work?	Join the movement at <a href="http://equalpaymiami.org">equalpaymiami.org</a>
2 Assess your philosophy	Does my company have a philosophy – do we pay for performance, or tenure, or based on prior salaries?	Start the conversation at your work-place.
3 Structure your process	How do we evaluate how much to pay people?	Review job descriptions, consider grouping jobs, and see how competitors pay.
4 Analyze your status	Do we have the resources to do this analysis? How can we learn the process? Who can help?	Contact Carolina Garcia at The Women’s Fund for help. <a href="mailto:carolina@womensfundmiami.org">carolina@womensfundmiami.org</a>
5 Fix what’s broken	Do we want to retain great employees?	Put a plan in place to correct inequities, even if it takes some time, and announce it.
6 Tell a friend	Do I want to contribute to a more robust economy?	Share your story, and tell other business leaders to visit <a href="http://equalpaymiamidade.org">equalpaymiamidade.org</a> to learn more
7 Assess annually	Do I want to help women rise from poverty?	Review compensation and progress every year.

Together we can cut women’s poverty in half by achieving equal pay for women across the county.

join us.

[equalpaymiamidade.org](http://equalpaymiamidade.org)



**THE WOMEN’S FUND**  
MIAMI-DADE

Equal Pay Miami-Dade is a movement of The Women’s Fund Miami-Dade