



Action for Children Creates a Welcoming Workspace 2018 Workforce Initiatives

Action for Children is proud to join with other individuals, organizations, and employers to speak out and take action to support equity and fairness in the workplace. We will focus our efforts immediately, starting in our own backyard. Effective March 1, 2018, we are implementing four major initiatives within our agency that will create a more equitable and welcoming workplace for our staff.

- **LIVING WAGE** - We commit that no employee of Action for Children will make less than \$15 per hour.
- **PAID PARENTAL LEAVE** - We're launching a paid leave policy, giving eligible employees two weeks of paid leave for the birth or adoption of a child.
- **PAY EQUITY** - We will continue to design recruitment and compensation packages to support race and gender equity.
- **ENHANCED LEAVE DONATION POLICY** - We are expanding our current leave sharing program to allow donations of accrued leave time to employees experiencing critical situations.

We are thrilled to announce this plan is also in conjunction with The Women's Fund of Central Ohio's Statehouse Day, a day dedicated to showcasing why issues promoting women's economic empowerment benefit society. The event features Lilly Ledbetter, the inspiring woman at the center of the historic discrimination case that inspired the Lilly Ledbetter Fair Pay Restoration Act.

Action for Children was one of the first local employers to join in The Columbus Commitment, and now we add our name to the list of employers in the Columbus region making a formal commitment to the living wage initiative. The financial impact of these changes will be significant, but we believe the return will be greater, not only in employee goodwill and productivity, but in the social capital Action for Children adds to our region's economy.

As an agency deeply rooted in our community for 45 years, we take these steps believing they will make Columbus smarter, stronger, and fairer. Together with other employers and leaders in the public and private sector, we can truly make Columbus America's Opportunity City.

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