



PROMOTING GENDER EQUITY IN A STEP-BY-STEP GUIDE

The **Denver Thrives When Women Thrive Guide** is an employer tool created by the Denver Women's Commission. There is no right or wrong way to do it; this is about **YOUR** organization, **YOUR** objectives, and **YOUR** people!

Phase 1

THE DENVER PROMISE

Affirm your Organization's values to ensure a fair and equitable workplace for everyone!

Phase 2

PICK A FOCUS AREA & DIG DEEP

What do you want to focus on? Pick an area and discover where your Organization performs well and where you may be able to improve function.

Phase 3

DEVISE AN ACTION PLAN

Armed with knowledge, now develop a plan to address opportunities for improvement!

Phase 4

ACT

Implement your Action Plan; dedicate resources and assign metrics to measuring success.

Phase 5

SHARE & CELEBRATE!

Be proud to be an employer who cares about its people. Work with the DWC to inspire others by sharing your story and recognizing/celebrating your results.

THE DENVER PROMISE

OUR VALUES

Equity and Inclusion are Key to Long-Term Success and Growth.

Communities that support and encourage all people to thrive and reach their full potential are better places to live, work and invest. Employers who respect, value and engage all employees are better able to attract and retain talent and will be more competitive in the marketplace by fostering diverse ideas and innovation.

When Women Thrive, Our Communities Thrive!

Women who are empowered to achieve their full potential become leaders who raise healthy families, live in vibrant communities and support flourishing businesses. The effects of gender parity in all workplaces will directly impact all marginalized communities and demographics across Denver.

OUR PROMISE

WE AGREE that Denver should be the best place in the country for everyone to live and work, and we commit to doing our part by working to achieve parity and by removing barriers to advancement for all people. We will join with this effort to:

- **Understand** the root causes of the gender wage gap;
- **Evaluate** our systems and policies and address any inequities we identify;
- **Commit** to advancing women in the workplace by annually reviewing our strengths and challenges, making the changes needed to be fair and equal, and fostering a workplace culture that is built on the talents and contributions of our entire team; and
- **Communicate** the importance of this effort across the city and state and encourage widespread participation.