

About the Green 2.0 Pay Equity Pledge

WHAT IS PAY EQUITY AND WHY IS IT IMPORTANT?

[Research](#) demonstrates existing wage gaps mean that women and people of color make significantly less than their peers. [Pay equity](#) acknowledges these disparities and the systemic issues that can affect these trends in order to address them. [This concept](#) refers to compensating employees who are performing similar or comparable work in an equitable way based solely on neutral, job-related factors.

Implementing pay equity at your organization is an essential step to creating a fair, non-discriminatory, and inclusive workplace. This helps your organization remain compliant with federal and state laws. Pay equity also improves employee retention and widens your talent pool by removing barriers to entry.

THE GREEN 2.0 PAY EQUITY PLEDGE

Organizations that take the pledge demonstrate a commitment to anti-discrimination and equal opportunity for all to staff, funders, potential job applicants, other environmental nonprofits, and the public.

Taking the pledge gains you access to resources from Green 2.0 about pay equity. You will also receive a badge to display on your website to signal your commitment to pay equity. On the [Green 2.0 Job Board](#), whenever you list a job with us, job seekers can filter by Pay Equity Pledge participation.

THE PLEDGE

Our organization is committed to incorporating pay equity practices and policies throughout our organization. We commit to:

- 1 Conducting a pay equity audit, analyzing differences in compensation regarding race, ethnicity, and gender, and remediating any disparities we find.
- 2 Incorporating pay equity best practices into our organizational processes.

How to Take the Pledge

If your organization is interested in taking the pledge, please complete the following steps:

- 1 Review the "Levels at a Glance" chart below to see what level your organization may fall into. Green 2.0 will provide you more detailed information once you join, as some organizations may already be at higher levels of the pledge.
- 2 Fill out our [interest form](#) Green 2.0 will reach out with information about how to complete each level and the associated resources.

Pay Equity Pledge Levels At a Glance

	Description	Requirement(s) to Complete	Required Timeline
Pledge Commitment	Commit to beginning Level 1 within 6 months.	Email us or fill out our Interest Form to become a Pledge Commitment.	Anytime
LEVEL 1	Conduct a pay audit, analyze data from the audit, and remediate any disparities.	Submit Level 1 Form	1.5 years or less
LEVEL 2	Implement pay equity policies to total 40 points.	Submit Level 2 Form	2 years or less
LEVEL 3	Implement pay equity policies to total 60 points.	Submit Level 3 Form	2 years or less