



# **WOMEN in the WORKPLACE**

Employment Scorecard

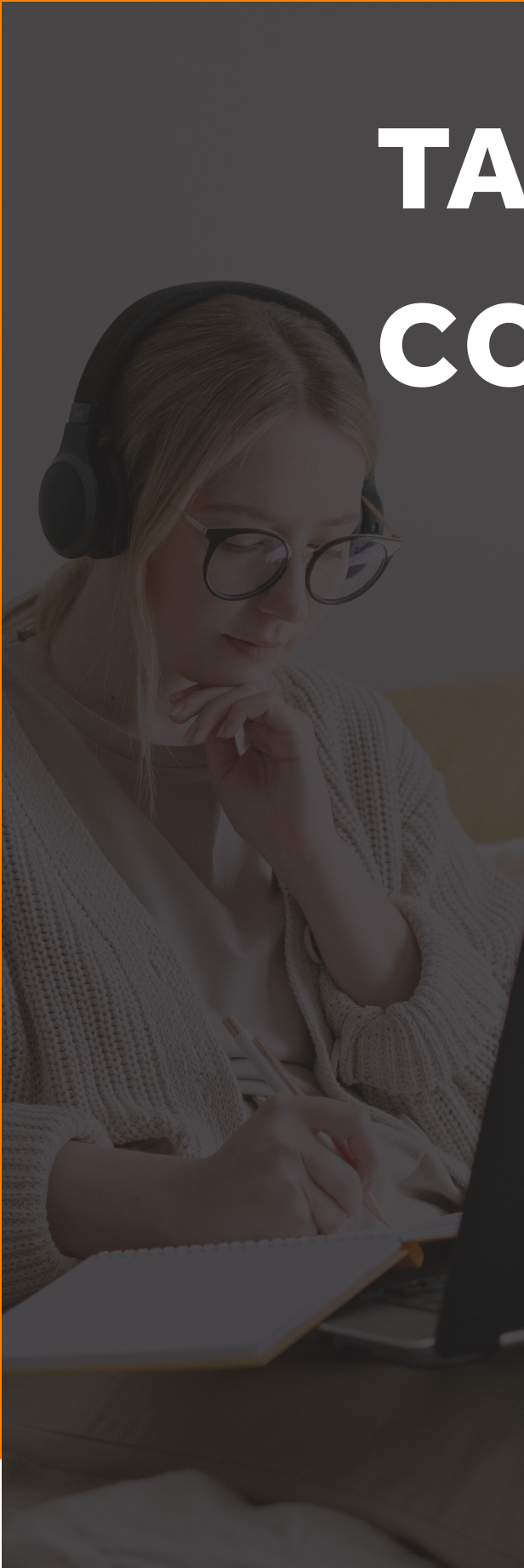
2020

## **REPORT to the COMMUNITY**

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**WOMEN'S  
FOUNDATION**  
of Greater Saint Louis



# TABLE OF CONTENTS

Letter from the Board President.....	2
Executive Summary.....	3
Women in the Workplace Landscape.....	4
Impact of COVID-19.....	7
Women in the Workplace Scorecard	
Findings.....	10
Our Approach.....	11
2020 Scorecard Criteria.....	12
2020 Honorees.....	13
Practice Highlights.....	19
Recommendations for Action.....	20
Acknowledgements.....	22
References.....	23

# A LETTER FROM THE BOARD PRESIDENT

We at the Women's Foundation of Greater St. Louis are thrilled to announce the Honorees of the 2020 Women in the Workplace Employment Scorecard! The Scorecard has become a significant contribution to change and dialogue as we at the Foundation work to advance economic independence for women from diverse backgrounds throughout the St Louis area.

With the annual Scorecard, the Women's Foundation of Greater St. Louis engages local organizations to evaluate their awareness of the economic barriers and challenges women face, and then improve their workplace policies and practices. Since 2017, the Scorecard has increased awareness of how employers are making the workplace sustainable for women and their families. We recognize employers who demonstrate a strong commitment to women in the workplace, and then create incentives for these employers to improve their policies and practices for female employees, and policies and practices for recruiting, retaining, and advancing women.

Every year, the questions asked of employers in the Scorecard have adapted to the times, and to all we have learned to date. In 2020, our questions were adapted to learn how employers were responding to how the Covid Crisis has impacted women so disproportionately. We hope to continue to ask more pointed and specific questions in the upcoming years to continue this discussion. Our 2020 honorees were selected based on data submitted by the organization about structural enhancements and outcomes to advance women through compensation, leadership, flexible work policies, and recruitment and retention initiatives. We highlight the best practices uncovered during the process, with the goal of providing employers in the St. Louis region tangible actions they can take to recruit and retain female employees and to create work environments where women can thrive.

Congratulations to all this year's honorees! Please do take the time to review these promising practices and recommendations learned from employers right here in our region. As Michelle Obama once said, "No country can flourish if it stifles the potential of its women and deprives itself of the contributions of half its citizens." Thank you, Honorees, for helping St. Louis' women flourish!

Julia L. Gray  
Board President  
Women's Foundation of Greater St. Louis





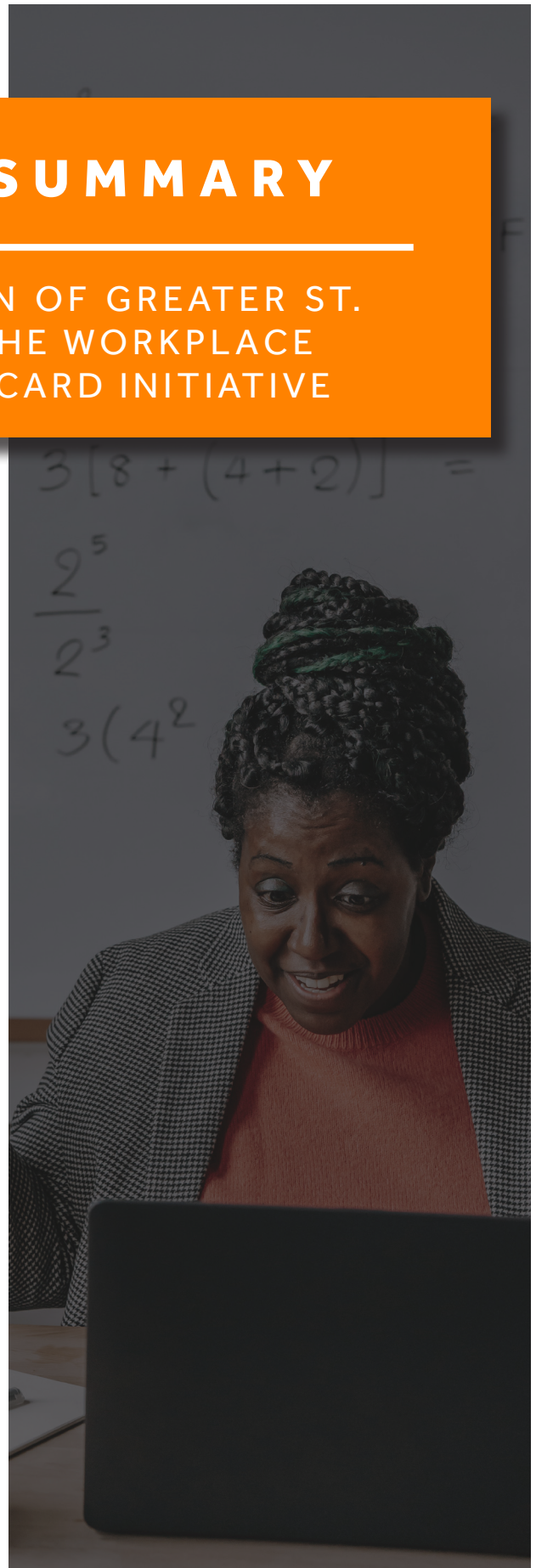
## EXECUTIVE SUMMARY

### WOMEN'S FOUNDATION OF GREATER ST. LOUIS : WOMEN IN THE WORKPLACE EMPLOYMENT SCORECARD INITIATIVE

Since 2017, the Women's Foundation of Greater St. Louis's has evaluated policies, practices and outcomes of employers in the St. Louis region through its **Women in the Workplace: Employment Scorecard Initiative**, which incentivizes and educates employers to create workplaces where women can thrive.

We conducted research on the current landscape for women in the workplace in our region, including an analysis of the impact of the COVID-19 pandemic and subsequent economic crisis.

This year, **WFSTL is recognizing 21 area employers** that demonstrated excellence in four areas of workplace gender equity – leadership, compensation, flexible work policies, and recruitment and retention. This report lists the honorees and highlights the best practices for supporting the economic advancement of women.







# WOMEN in the WORKPLACE LANDSCAPE

**Due to the Covid-19 pandemic**, the workplace environment has changed dramatically. Women, especially women of color, have been disproportionately affected by the negative economic impacts of the pandemic. By May of 2020, 11.5 million women had lost their jobs. Then by September, 2020, 865,000 more women left the workforce, four times greater than the number of men leaving the workforce. The overall participation of women in the workforce has dropped to 57%, the lowest it has been since 1988. Within one week of March 2020, 42,207 total unemployment claims were processed in Missouri alone. The pandemic and resulting recession, often referred to as the “she-cession,” has truly highlighted the importance of advancing policies and practices that support women and working families. Otherwise, we are at risk of losing the critical gains women have earned in the workplace over the last decade.

Prior to COVID-19, women comprised the majority of the workforce in Missouri and completed degree programs at higher rates than men.

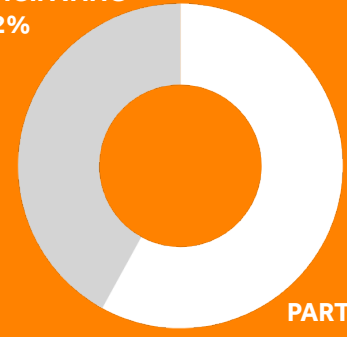
MEN  
49%



WOMEN  
51%

MISSOURI WORKFORCE

NOT PARTICIPATING  
42%



PARTICIPATING  
58%

ST. LOUIS WOMEN  
IN WORKFORCE

## MISSOURI GENDER WAGE GAP



**\$1.00**  
white men



**\$0.78**  
average woman



**\$0.68**  
Black women



**\$0.64**  
American Indian  
/ Alaska Native  
(AIAN) women



**\$0.61**  
Hispanic or Latina  
women

Despite comprising the majority of the workforce and degree graduates, women are still paid less than men. Similarly, women in same-sex relationships have a median salary of \$38,000 whereas men in same-sex relationships have median salary of \$47,000. The pandemic threatens to widen the gender pay gap as women who return to work after a leave of absence are often charged an average 7% "pay penalty." This "pay penalty" is a cut in pay women endure after returning to the same position they previously left. LGBTQ+ people returning from a leave of absence are also 50% more likely to suffer pay cuts, and LGBTQ+ people of color are 150% more likely. Studies have also shown job applicants have a 45% lower chance of receiving interviews after a period of leave from the workforce. Often referred to as a gap year bias, this could have a tremendous impact on women returning to the workforce after any leave due to the pandemic crisis.

# FEMALE REPRESENTATION

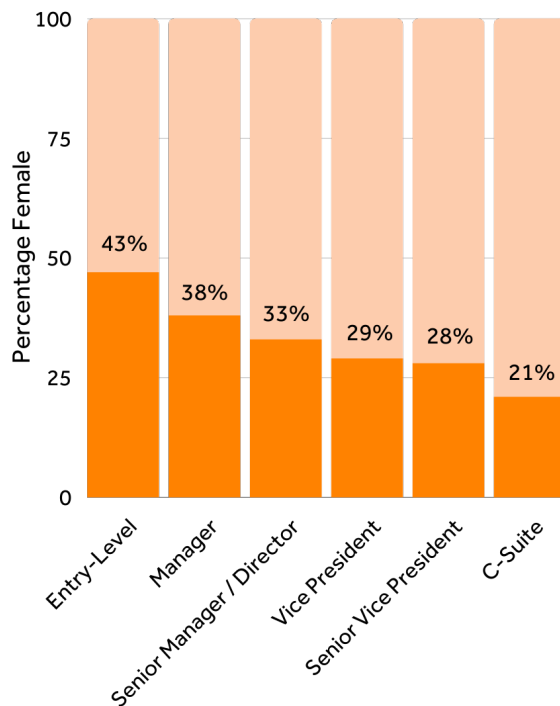
part-time workers 63.9%



full-time workers 43%

minimum wage workers

## WOMEN IN CORPORATE POSITIONS



The representation of women in high level corporate positions has improved moderately since 2015. Although the representation of women has increased, women of color are still vastly underrepresented within the corporate workforce. Women are also underrepresented in leadership roles in some non-corporate, female-dominated professions. Women make up approximately 73% of the nonprofit workforce, yet women hold only 45% of the CEO positions in nonprofit organizations. Despite some modest gains, women continue to fall further behind in the first step up to a management position. In the 2020 study by McKinsey & Company and LeanIn.org, only 85 women are promoted for every 100 men, a gap that widens for Latina (71) and Black women (58).

## BUSINESS CASE for DIVERSITY

Creating more inclusive workplaces is not only the right thing to do, it's good for business and vital for a healthy economy. There is vast research demonstrating a gender diverse workplace leads to stronger financial outcomes for businesses. When companies engage and promote gender diversity, financial performance increases up to 50% percent. Executive teams with more gender diversity outperform their peers in terms of competitiveness and profitability. Employers also widen their talent pool and increase retention rates when gender diversity is promoted. Supporting opportunities for women is not only beneficial for the employer but also for the economy. McKinsey & Company estimates that women could add \$12 trillion to the Gross Domestic Product (GDP) if the gender gap was decreased by 2025.



# IMPACT OF COVID-19

## A YEAR IN THE MAKING

Over the past year, women have been disproportionately impacted by the Covid-19 pandemic. At the height of the pandemic, women's unemployment rates reached 15.5%. This is in part due to the layoffs of hospitality and service workers, areas that are heavily dominated by women, particularly women of color. Women comprise almost 80% of healthcare workers and 83% of social service workers, which includes childcare providers and emergency services. Women are also more likely to leave the workforce to care for children and family members than men.

Due to historic job losses for women and the additional family care burden during the pandemic, economists fear **the gender wage gap will widen by five percentage points**, meaning the average female worker will earn 76 cents for every dollar the average male worker makes. It could take 10 years to close the gender wage gap to where it was prior to the pandemic.

## U.S. UNEMPLOYMENT RATES - FEB. 2021

**5.9%**  
all women

**8.9%**  
Black women

**8.5%**  
Latina women

It is projected that employment rates of women will return to pre-pandemic levels by 2024, two years after men.

For women who have remained employed during the pandemic, the 2020 McKinsey & Company report found that women experience higher levels of **exhaustion, burnout, exclusion, and the pressure to work more** compared to their male counterparts. In this national report, while many employers embraced flexible work hours and telecommuting, fewer changed productivity expectations and norms around performance reviews. This lack of flexibility may establish unrealistic expectations for employees leading to higher rates of burnout.

**percentage reporting a  
negative impact on mental health**



**83%**

**increase in depression  
among women**



**LGBTQ+ women cite  
mental health as major  
challenge while Latina  
women fear layoffs &  
furloughs**



**Covid-19 has even impacted the forms and frequency of acts of violence against women.** It is estimated that globally there are 15 million cases of gender based violence for every three months of lockdown. Reports of sexual harassment within the workplace and domestic violence have gone down since the implementation of the stay-at-home orders. However, that does not mean this violence has truly decreased. One study found that **43% of women within the food industry** reported witnessing or experiencing sexual harassment specifically related to Covid-19 protocols. The underreporting of sexual harassment could be due to fears of being laid off, confusion as to what sexual harassment looks like in an online work setting, or even feelings of isolation. It is widely speculated that isolation is the main reason reports of domestic violence have decreased. Due to sheltering-in-place, victims are separated from their support systems and resources and are forced to spend time with their abuser(s). The stressors of Covid-19, such as layoffs and sickness, can lead to violence as well.

# WORKING MOTHERS

Working parents, particularly mothers, have been challenged during the pandemic as the closings of schools and daycares left many families with no form of childcare during working hours. Mothers are 1.5 times more likely than fathers to spend an additional **3 or more hours daily** on housework and childcare. In the first months of the pandemic lockdown, mothers' work hours reduced four to five times as much as men. The impact of school closures is certainly reflected in the participation in the workforce. States that implemented virtual learning in September 2020 witnessed the workforce participation gap between mothers and fathers grow **by more than 23%**. This gap grew less than 1% in states that kept schools open.

## MOTHERS AS BREADWINNERS



**79% of Black mothers, majority single**



**64% of American Indian / Alaska Native mothers, majority single**



**40% of White & Asian-American / Pacific Islander mothers, majority married**

**2.4  
MILLION**

WOMEN HAVE  
EXITED THE WORK-  
FORCE SINCE  
FEB. 2020

**HOPE AND  
OPPORTUNITY**



**80% of single parents  
are women**

**The Covid-19 pandemic has shifted our reality**, created and exacerbated challenges for women in the workforce, and has accentuated the need for strong social policies.

Despite these challenges, there are moments of hope during the pandemic. Many employers have increased workplace flexibility and benefits, such as access to childcare and adjusting the typical 9-to-5 work schedule. Employment opportunities have expanded through remote work, opening doors for more diverse applicants nationwide or even globally. Men and fathers are also experiencing and participating more in the additional hours of housework and childcare. The pandemic has certainly elevated conversations about the issues women and working families face daily, thereby creating the momentum needed to develop and implement workplace and legislative policies to address these challenges.



A photograph of a woman with long brown hair and a young boy with red hair sitting at a wooden desk. The woman is leaning over the boy, who is looking at a laptop screen. The image is partially obscured by a large orange rectangle on the right side of the page.

# WOMEN in the WORKPLACE SCORECARD FINDINGS

This year, **WFSTL** is recognizing **21 area employers** that demonstrated excellence in four areas of workplace gender equity – leadership, compensation, flexible work policies, and recruitment and retention.

# Our Approach

National and Local Best Place to Work rankings are typically based on employee satisfaction surveys. While opinion surveys provide a meaningful perspective on the workplace environment for women, the data collected presents limitations that include voluntary response bias. WFSTL intentionally took another approach to assess the workplace environment from the perspective of female employees. Rather than relying on subjective indicators, we focused on objective criteria and outcomes.

We asked a designated representative from each organization to answer specific questions based on existing policies, practices, and employee data. The questions were categorized into four categories – leadership, compensation, flexible work policies, and recruitment and retention. The survey included question such as:

1. Some organizations have policies and practices in place that help to create a positive and inclusive workplace culture for women. Does your organization have any of these policies? (This question offered 10 flexible and supportive workplace policies and practices for the survey taker to choose from.)
2. Some companies might have some of the following programs and policies in place to help recruit, retain and advance women. Please answer if your company meets any of the following criteria. (This question offered six options for workplaces policies/programs and a comment box for additional information.)
3. Is your top earning employee a woman?
4. Have you conducted a gender wage gap analysis?
5. Of the top positions in your organization, vice-president or higher, what percentage are women?
6. Do you ask about salary history during the interview and/or hiring process?

WFSTL sought input on the survey design and specific questions from marketing, survey research, and human resources professionals in various industries (manufacturing, nonprofit, commercial services, government, professional services, etc.). Many of the human resource professionals we consulted with were involved in completing similar surveys on behalf of their employers.

Other important parameters surrounding the employment scorecard include:

1. Because the survey asked organization-wide responses, we asked that a designated employee complete the survey.
2. Employer participation in the employment scorecard was voluntary.
3. We ensured full confidentiality for participating organizations, noting that only those organizations being honored would be identified.
4. Recognizing that small organizations may lack the infrastructure to establish and implement comprehensive policies, we divided the recognition into small and large organizations.

To avoid evaluation bias, we assembled a review panel of seven reviewers, including two with no connection to WFSTL. We redacted all informatoin included in each of the survey responses that identified specific organizations to ensure a blind review of the data.

# 2020 Scorecard Criteria

Recognizing differing resource capabilities between organizations, we grouped the participating employers into three categories: small, medium and large organizations. WFSTL rated employers on criteria in four areas that according to research create an environment where women can thrive. Along with maintaining comprehensive anti-harassment and anti-gender discrimination policies, all 2020 Women in the Workplace: Employment Scorecard honorees at minimum met the following criteria:



## LEADERSHIP

Honorees demonstrated results with women in strong leadership roles.

### Best strategies include:

- Top leadership roles (C-suite, equity shareholder, etc.) comprised of **28%** or more women (matching or exceeding the national average of 28%).



## COMPENSATION

Honorees demonstrated that they went beyond having policies in place – these employers showed their commitment to women at both ends of the socioeconomic spectrum.

### Best strategies include:

- Women comprise more than **25% of the top 10%** most highly compensated employees.
- Starting wage that is higher than the Missouri minimum wage (**\$9.45** in 2020).
- Employer **does not** ask about salary history during the interview process.

### BONUS:

The majority of 2020 honorees have a starting wage that is \$15 per hour or more.



## FLEXIBLE WORK POLICIES

Honorees demonstrated several policies and efforts in place to support the flexibility that workers need to balance their personal lives and caregiving responsibilities.

### Best strategies include:

- Honorees offered a minimum of **6 out of 10** that promote a flexible work environment, including flexible working arrangements, part-time, work-from-home and telecommuting.
- Minimum of two weeks (10 working days) of **paid family and/or parental leave** at full salary. Parental leave benefit is offered to all employees (not just birth parents).
- **Paid sick time** that employees can also use to care for dependents



## RECRUITMENT & RETENTION

Honorees demonstrated efforts that are aimed at recruiting and retaining women, especially in industries where there is an underrepresentation of women.

### Best strategies include:

- Gender diversity is a top talent development priority
- Intentional development and advancement programs aimed at recruiting, retaining and promoting female employees



# 2020 HONOREES

## SMALL ORGANIZATIONS (1-49 EMPLOYEES)



### KASKASKIA ENGINEERING GROUP, LLC

Kaskaskia Engineering Group (KEG) is a full service civil engineering, environmental, and contracting firm with an impressive portfolio of federal, state, county, and private project experience. The mission of KEG is to provide exceptional, innovative, and comprehensive solutions, while building trusted partnerships with our clients. We strive to improve ourselves and our communities by sharing and living our core values.



### LATHROP GPM, LLP

Lathrop GPM is a full-service, Am Law 200 firm. Nearly 60% of the employees identify as women. The firm invests in diversity, equity and inclusion efforts including championing women's equality and understanding the importance of career-forward and family-friendly programs and policies. Lathrop GPM recruits, retains and promotes female employees, and is committed to promoting an anti-racism, anti-harassment and anti-gender discrimination culture.



### NARAL PRO-CHOICE MISSOURI

NARAL Pro-Choice Missouri is the leading grassroots pro-reproductive freedom advocacy and education organization in Missouri. With a membership of 68,000+ Missourians, we work to protect every person's right to the full range of reproductive health care including preventive care, family planning, sex education, maternity care, and accessible, legal abortion. NARAL uses popular education, advocacy campaigns, and coalition building to make changes through the political process. We depend on the strength of a grassroots movement with a highly-engaged, diverse base of supporters to educate decision makers and advocate for systemic change needed to guarantee reproductive rights, access and justice for all.



### NATIONAL COUNCIL OF JEWISH WOMEN - ST. LOUIS

National Council of Jewish Women St Louis (NCJWSTL) is inspired by Jewish values to advance social and economic justice for all women, children and families. Numerous programs and projects have been established by NCJW; Council Shop in 1940, a resale store, now called The Resale Shop, that provides funding for NCJW's programs and projects and Delcrest Apartments, a 144-unit housing facility and activities program for low-income elders, now referred to as the Gladys and Henry Crown Center for Senior Living. This in addition to the many advocacy and leadership roles NCJWSTL has taken on behalf of the community.



# 2020 HONOREES

## SMALL ORGANIZATIONS (1-49 EMPLOYEES)



### OPERATION FOOD SEARCH

Founded in 1981, Operation Food Search is a hunger relief organization that provides free food, nutrition education and innovative programs proven to reduce food insecurity. With a strategic focus aimed at ending childhood hunger, OFS empowers families and increases access to healthy and affordable food. The agency provides food and services to 200,000 individuals on a monthly basis – one-third of whom are children – through a network of 330 community partners in 27 Missouri and Illinois counties and the city of St. Louis.



### RUNG FOR WOMEN

Rung for Women is a new organization that empowers women to grow and achieve sustained independence through co-located and coordinated educational, professional, and economic resources. Rung for Women offers the resources, space and community for women who are ready to work toward the life they deserve.



### SPRY DIGITAL

Spry creates holistic digital platforms designed for the human experience. We have a curiosity – bordering on obsession – to get to the bottom of problems and develop solutions that move businesses and cultures forward.



### TUETH KEENEY COOPER MOHAN & JACKSTADT, PC

Tueth Keeney Cooper Mohan & Jackstadt, P.C. is a certified women-owned law firm that provides "big firm" quality legal services with greater responsiveness, efficiency, value, and the individual touch of a dedicated boutique practice. We believe clients deserve honest, accurate, and practical answers to their legal issues, delivered in the most efficient manner, from attorneys they know, like, and trust. We reject the idea of "being all things to all people." Instead, we are deliberately focused on being the best at what we do. We are recognized for our virtually unmatched expertise in education, employment and immigration law, and litigation.



# 2020 HONOREES

## SMALL ORGANIZATIONS (1-49 EMPLOYEES)



THE SIMON LAW FIRM, P.C.  
ATTORNEYS AND COUNSELORS AT LAW

### SIMON LAW FIRM, PC

The Simon Law Firm, P.C. consistently achieves some of the largest verdicts and settlements in the state of Missouri, and they are regularly covered in the press for cases ranging from personal injury to intellectual property to consumer fraud. Their attorneys have received numerous awards from local, state and national organizations for their trial and appellate work. The firm is consciously designed to be big enough for the most complex cases, yet small enough to provide personal, efficient and effective legal representation. Our firm's selection of talented attorneys and a courteous and professional staff, our financial strength and our consistent results have won us the privilege of receiving referrals from attorneys across the country. SLF is proud to be a vibrant participant in the St. Louis community. Annually, our firm sponsors seminars and contributes to many local causes. The Simon Law Firm, P.C. is included in U.S. News - Best Lawyers® Best Law Firms as top-ranked in Plaintiffs' Personal Injury Litigation; Plaintiffs' Product Liability Litigation; and Patent Litigation and Intellectual Property Litigation.

### WYMAN CENTER

Wyman is a nonprofit organization based in St. Louis, MO that has been dedicated to serving youth for 123 years. Wyman's mission is to empower teens from economically disadvantaged circumstances to lead successful lives and build strong communities. We believe that every teen has talent and potential, needs healthy connections, and deserves equitable opportunities. Through Wyman's programs, young people create consistent, positive relationships with adults who help them build life skills, develop a positive sense of self, and make healthy connections with others and the community. They become leaders, focus on the future, and give back.

# W Y M A N





# 2020 HONOREES

## MEDIUM ORGANIZATIONS (50-499 EMPLOYEES)



### BROWN SMITH WALLACE

Brown Smith Wallace – an independent firm associated with Moore North America – is a nationally recognized, top 100, full-service CPA and business advisory firm in Missouri with more than 300 employees. The firm serves its long-term base of family owned, private and public companies with audit, accounting and tax services as well as a wide variety of business consulting services.

### LAUNCHCODE



LaunchCode is a national nonprofit creating economic opportunity through free, accessible tech training and apprenticeship and job placement. While careers in technology have traditionally been reserved to those who can afford a four-year computer science degree, LaunchCode's programs are free and accessible to motivated individuals who are assessed for passion, drive and aptitude rather than credentials. To date, nearly 2,500 LaunchCoders have landed a tech job and thousands more have gained digital skills through the program. The average LaunchCoder more than doubles their previous salary in their new role.

### MISSOURI FOUNDATION FOR HEALTH



The Missouri Foundation for Health works to eliminate underlying causes of health inequities, transform systems, and enable individuals and communities to thrive. Missouri Foundation for Health is building a more equitable future through collaboration, convening, knowledge sharing, and strategic investment. Working in partnership with communities and nonprofits, MFH is transforming systems to eliminate inequities within all aspects of health and addressing the social and economic factors that shape health outcomes. The Foundation takes a multifaceted approach to health issues, understanding that strategic initiatives, policy, and research all play a role in creating lasting impact.

### NINE PBS



As an essential community institution, Nine PBS exists to enable access to information, knowledge, and learning opportunities for all. We tell stories that move us. We meet people where they are the most comfortable consuming content. Nine PBS's platforms include four distinct broadcast channels (Nine PBS, Nine PBS KIDS®, Nine PBS World, and Nine PBS Create), ninepbs.org, social media, the free PBS Video App, streaming services, live and virtual events, and the Public Media Commons. Since 1954, Nine PBS has accepted the community's invitation into their homes, schools, and businesses.



# 2020 HONOREES

## MEDIUM ORGANIZATIONS (50-499 EMPLOYEES)



### PREVENT+ED

PreventEd (formerly NCADA) leads the conversation on alcohol and other drugs in Missouri's 7-county eastern region. For adults struggling with substance-related issues, we offer a helpline, assessments, and referrals to treatment. We provide early-interventions for teens (and their caregivers) who've encountered difficulties with substances. In 2019, we delivered innovative prevention programs and leadership trainings that brought measurable behavior change to 65,000 students in 260 area schools. We work for equitable outcomes by mobilizing and strengthening grassroots coalitions to address substance misuse in their communities. And we advocate for responsible and effective public health policies that impact the people of Missouri.



### SAPPER CONSULTING

Sapper Consulting specializes in outsourced B2B lead generation. Sapper's clients get incredible results! Sapper Consulting has an extremely reliable and disciplined process for B2B lead generation, which (on average) gets your first meeting on the calendar in less than 9 days. Sapper becomes a natural extension of your existing sales efforts, helping you find and close more qualified opportunities that are a great fit for your business.



### SM WILSON

With offices in St. Louis, Edwardsville, IL and Cape Girardeau, MO, S. M. Wilson provides a complete range of services, including pre-construction, construction management, general contracting and design/build for clients in education, healthcare, senior care, retail, commercial and industrial markets. Founded in 1921, and celebrating its 100th year of serving the community, S. M. Wilson is dedicated to going above and beyond expectations for their clients by putting people first. The 100% employee-owned company is one of the leading construction management firms in the Midwest. For more information, visit [www.smwilson.com](http://www.smwilson.com).



### STINSON LLP

Stinson LLP collaborates with clients ranging from individuals and privately held enterprises to national companies and international public corporations. Our accomplished attorneys leverage deep knowledge and experience to deliver practical guidance, helping clients minimize risks and realize opportunities. We take pride in our collaborative approach, our lasting relationships and our unique perspectives. Connect with us at one of our 13 offices nationwide and at [stinson.com](http://stinson.com).



# 2020 HONOREES

## LARGE ORGANIZATIONS (500+ EMPLOYEES)



### ENTERPRISE BANK & TRUST

Since our founding, Enterprise Bank & Trust has focused on serving the lifetime financial needs of our clients. We empower privately held businesses to succeed, helping families to secure their financial futures, and invest to advance the quality of life in the communities we serve. We offer a range of business and personal banking services, as well as wealth management services including financial planning, estate planning, investment management and trust services to businesses, individuals, institutions, retirement plans and nonprofit organizations, and specialty banking such as third-party escrow, HOA, property management and SBA lending.



**SAINT LOUIS  
UNIVERSITY™**  
— EST. 1818 —

### SAINT LOUIS UNIVERSITY

Founded in 1818, Saint Louis University is one of the nation's oldest and most prestigious Catholic institutions. Rooted in Jesuit values and its pioneering history as the first university west of the Mississippi River, SLU offers more than 12,000 students a rigorous, transformative education of the whole person. At the core of the University's diverse community of scholars is SLU's service-focused mission, which challenges and prepares students to make the world a better, more just place.



### WASHINGTON UNIVERSITY IN ST. LOUIS

Committed to learning and exploration, discovery and impact, Washington University in St. Louis creates an environment to encourage and support an ethos of wide-ranging exploration. Washington University's faculty and staff strive to enhance the lives and livelihoods of students, the people of the greater St. Louis community, the country, and the world. Their mission is to discover and disseminate knowledge, and to protect the freedom of inquiry through research, teaching, and learning. Washington University in St. Louis prides itself as a community of individuals with inner fire and quiet confidence, inspired to work together to develop big ideas and tackle challenging problems.





# PRACTICE HIGHLIGHTS



**Paid parental and/or family care leave**



**Paid sick time that employees can also use to care for dependents**



**Intentional development and advancement programs aimed at recruiting, retaining, and promoting female employees**



**Starting wage that is higher than the Missouri minimum wage (\$9.45 in 2020)**



**Employer does not ask about salary history during interview process**

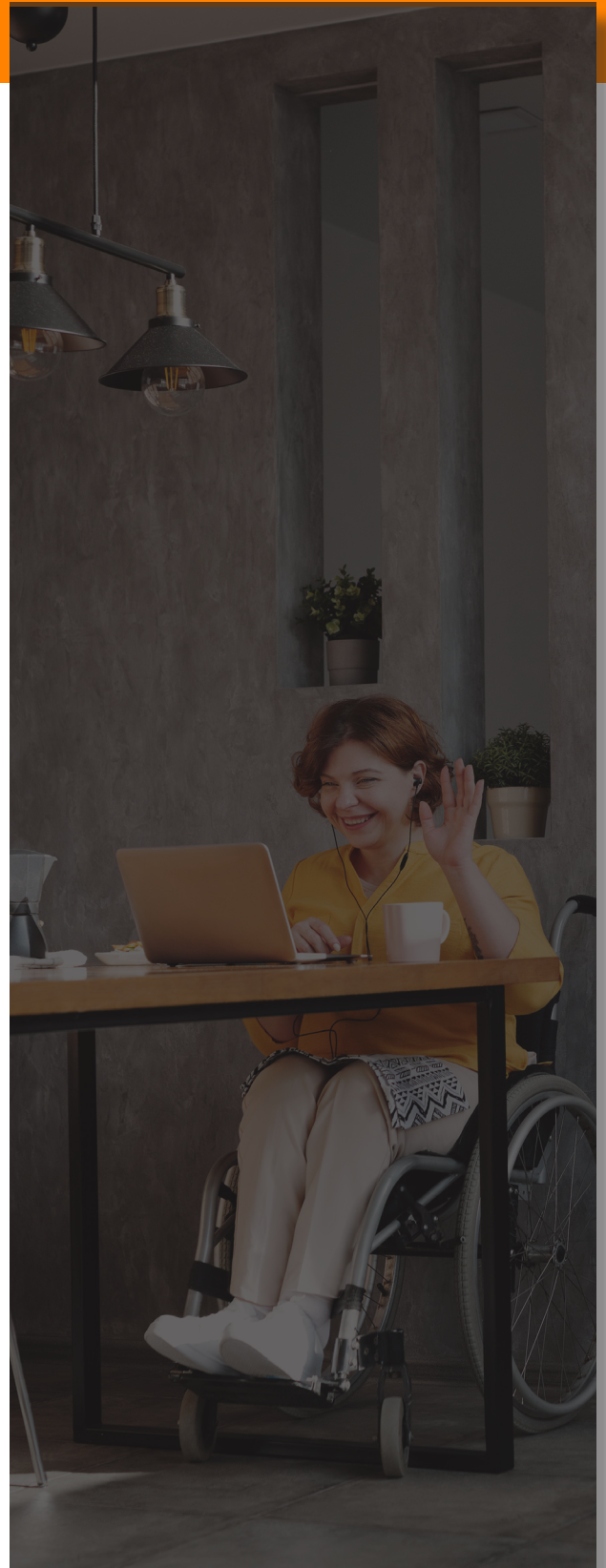


**Maintain comprehensive anti-harassment and anti-gender discrimination policies**



**Honorees offered a minimum of 6 out of 10 policies that promote a flexible work environment**

- Breastfeeding space
- Flex time
- Part time options
- Tele-commuting / remote work
- Flexible work schedule
- Paid time off for crime victims
- Short term disability
- On-site childcare
- Corporate support for childcare





# PAID PARENTAL & FAMILY CARE LEAVE

The United States is the **only developed country** that has yet to implement a paid parental leave law. The Family and Medical Leave Act (FMLA) is the only federal job-protection provided to workers, which is unpaid and only 56% of U.S. employees are eligible. This results in families being forced into making a difficult choice – forgo care of their loved ones in times of need or leave their jobs and risk economic uncertainty, all of which negatively impacts employers, our community, and our economy.

**Paid Parental and Family Leave is a period of absence from work in order to care for a family member while receiving pay.** Care for a family member includes time to:

- Care and bond with a newborn baby, or adopted or foster child
- Care for a seriously ill family member such as a child, parent, grandparent, sibling, parents-in-law, spouse, or domestic partner

“ We recognize that paid parental leave provides families with *economic security* during this important life event and *peace of mind* to take the bonding time needed for the birth of a newborn, a newly adopted, or newly placed child.

- Kate Midget, Senior Director of Organizational Excellence at Nine PBS

”

## EXAMPLES FROM OUR HONOREES

**84%**  
OF US VOTERS

SUPPORT A FEDERAL PAID FAMILY AND MEDICAL LEAVE POLICY

**Simon Law Firm, NARAL Pro-Choice Missouri, Rung for Women, Stinson, Lathrop GPM, LLP, and Saint Louis University** all provide up to 12 weeks or more of paid leave for all new parents (birth, foster, or adoption).

**Rung for Women** also allows employees to bring their new baby to work until 6 months of age. Both **Rung for Women** and **Operation Food Search** provide safe and comforting lactation rooms for their employees.

Two of our honorees, **Saint Louis University** and **Nine PBS**, recently developed and implemented new paid parental and family care leave policies. Both shared these policies were developed through staff and stakeholder input to ensure the new policy truly met the needs of their employees.

**The National Council of Jewish Women** pays for childcare services during evening meetings on weeknights for Board Members.



## PAID PARENTAL & FAMILY CARE LEAVE

### WHEN PAID PARENTAL & FAMILY LEAVE IS IMPLEMENTED:



- Worker retention increases, which then decreases turnover costs for employers
- Productivity, loyalty, and morale improves
- Business competitiveness in the local, national, and global economy improves
- Business reputations are enhanced within their communities
- Publicly-funded government assistance is decreased
- Employment rates increase



## PAID SICK LEAVE

When employees go to work sick, **\$234 billion** of the national economy is lost annually due to lack of productivity. Providing paid sick leave to employees not only lessens the risk of others becoming sick, but also allows workers to rest and recover safely leading to a healthier and more productive workplace. The Covid-19 pandemic has only further emphasized the importance of implementing paid sick leave policies for workers.

**Paid sick leave can be defined as a number of paid days or hours a worker is given to use to recover from an illness or care for a sick family member.**

Benefits of implementing paid sick leave consist of:

- Increased workforce stability, leading to decreased costs as turnover decreases.
- Increased productivity and morale of workers.
- Decreased spread of disease and illness within workplace and community.
- Decreased health care costs as care can be sought during business hours rather than in the Emergency Room after business hours.

WITHIN THE  
RESTAURANT  
INDUSTRY, PAID SICK  
LEAVE WOULD  
**REDUCE TURNOVER**

by **50%**

PAID SICK LEAVE COULD  
SAVE CITY BUSINESSES

**\$4.5**

**MILLION ANNUALLY**

DUE TO REDUCED  
TURNOVER RATES





## PAID SICK LEAVE

### EXAMPLES FROM OUR HONOREES

- **Enterprise Bank** does not require a waiting period for utilization of paid time off, ranging from 17 to 27 days annually.
- **Kaskaskia Engineering Group** allows employees to donate time off to each other creating a supportive and caring work environment.
- **Spry Digital** provides employees 23 to 38 days of paid time off annually and allows employees to transfer over 25 days to the next year.
- **The National Council of Jewish Women** provides employees 13 paid holidays, totaling a minimum of 31 days of paid leave annually.

#### WYMAN CENTER

offers employees a 5 day bereavement leave that can be used to grieve the loss of any loved one, and paid leave for violence survivors.



## DEVELOPMENT & ADVANCEMENT PROGRAMS

Recruiting and hiring women is only the first step in a woman's and organization's success – the next step is keeping women on board and assisting in the development of skills. By focusing efforts on supporting and retaining women, employers can avoid replacement costs and better rely on experienced workers, and women are provided more opportunities to advance professionally within the organization.

HIRING &  
TRAINING A  
REPLACEMENT  
EMPLOYEE IS  
ESTIMATED TO COST

**6 to 9**  
**MONTHS'**  
SALARY

### OUR HONOREES' RECRUITMENT & RETENTION PROGRAMS FOR WOMEN

- **All of our honorees** do not ask about a candidate's salary history during the application and interview process
- **Wyman Center** updated job posting and policy language regarding criminal activity allowing for more applicants
- **Enterprise Bank's** internship program specifically targets women and minorities
- **S.M. Wilson's** Collegiate Development Committee develops and implements strategies to recruit college students for internships, co-op, and full time positions
- **Missouri Foundation for Health** prioritizes recruiting new employees from historically Black colleges



# DEVELOPMENT & ADVANCEMENT PROGRAMS

## EXAMPLES FROM OUR HONOREES



All of our honorees provide opportunities for the development and advancement of women within their organization. Some of these opportunities consist of:

- **Simon Law Firm** produces a podcast called “Heels in the Courtroom” and provides mentoring programs for women attorneys through connections with retired women attorneys
- **Launch Code** provides each employee a \$1,000 to spend on professional development opportunities
- **Brown Smith Wallace** created a book club for women focused on workplace development
- **S.M. Wilson** hosts “Wilson’s Women’s Groups” to provide women opportunities for professional development and socialization
- **Spry Digital** sponsors women hack-a-thons, which are sprint-like events to develop software such as a programming language or operating system, and other professional development opportunities
- **Saint Louis University** faculty developed the “Women Leading Women” which uses internal experience to assist other women with professional development and mentoring programs

### LAUNCHCODE

OFFERS A FREE PROGRAM FOR  
ST. LOUIS WOMEN & NONBINARY  
PEOPLE CALLED

## CODERGIRL

TO ENGAGE & EDUCATE  
WOMEN IN TECHNOLOGY.





# DIVERSITY POLICIES & TRAINING

## PRIORITIZING DIVERSITY, EQUITY, & INCLUSION

Companies that prioritize gender, racial, and ethnic diversity experience **higher financial returns**. Employers also widen their talent pool and increase retention rates when gender diversity is promoted. Not only do businesses profit from prioritizing diversity, but so do employees, the community, and economy.

All honorees have top leadership roles (C-suite, SVP, equity shareholder, etc.) composed of 28% or more women. Nearly half of all honorees have top leadership roles comprising 6% or more women of color, exceeding the national average, including: **Missouri Foundation for Health, Enterprise Bank & Trust, LaunchCode, Operation Food Search, PreventEd, Washington University in St. Louis, Rung for Women, Stinson LLP, Nine PBS and Lathrop GPM, LLP.**

### COMPANIES INCREASE FINANCIAL RETURNS BY:



### EXAMPLES FROM OUR HONOREES

### WOMEN ARE MORE LIKELY TO PRACTICE **ALLYSHIP** IN THE WORKPLACE THAN THEIR MALE COUNTERPARTS

- **All of our honorees** have comprehensive anti-harrassment and anti-discrimination policies and prodecures
- **Simon Law Firm** brings in guest speakers, such as Ellen Krug, to discuss diversity within the workplace
- **LaunchCode and Prevent + Ed** partner with local organizations such as PROMO Missouri to host annual diversity trainings
- **Rung for Women** emphasizes diversity, equity, and inclusion within their annual strategic plan
- **Tueth Keeney** sends out a monthly email highlighting a different diversity topic to educate employees
- **Stinson** hosts an annual diversity week to educate, promote and celebrate diversity and inclusion for attorneys and staff through trainings regarding unconscious bias, cultural competency, microaggressions and the importance of allyship



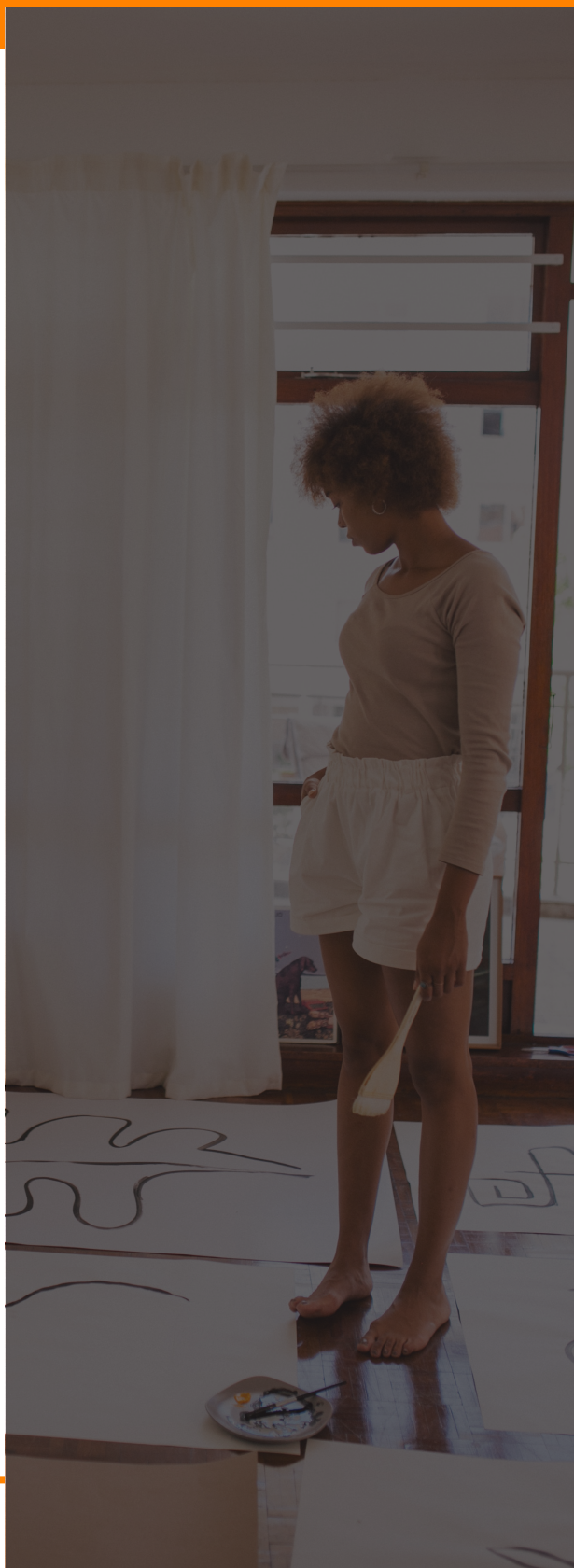
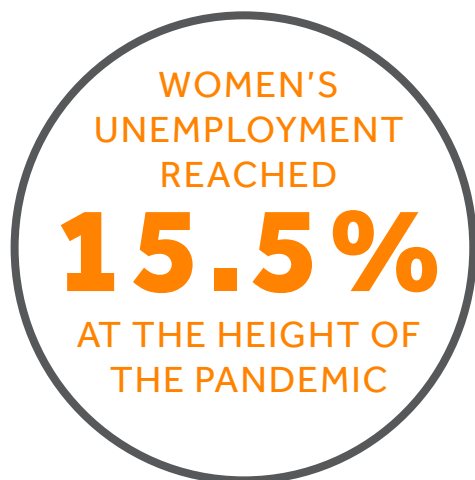


## COVID-19 POLICIES & PROCEDURES

For women who have remained employed during the pandemic, the 2020 McKinsey & Company report found that women experience higher levels of exhaustion, burnout, exclusion, and the pressure to work more compared to their male counterparts. In order to combat these higher levels of exhaustion, burnout, and exclusion some of our honorees took the necessary steps to address their employee's needs.

**48% of all of our 2020 Scorecard participants** adjusted their performance review expectations, acknowledging the impact Covid-19 has had on employee's day-to-day productivity, whereas only 33% of employers made similar adjustments nationally. Many of our honorees like **Rung for Women, Prevent + Ed, Nine PBS, Operation Food Search, and Stinson** provided flex time to their employees, allowing employees to work outside of the traditional nine-to-five hours.

The move to virtual work was a challenge at first, however, as of January 2021, a Gallup study found that **44% of all employees reported they prefer remote work** versus in person. This statistic is crucial to employers as candidate pools widen immensely when positions are able to be conducted remotely. A majority of our honorees, such as the **Wyman Center**, shared they are currently assessing what work-from-home policies will look like in the future and if some positions will stay fully remote.





# COVID-19 POLICIES & PROCEDURES

## EXAMPLES FROM OUR HONOREES

- **Brown Smith Wallace** emphasized and focused on transparent communication with their employees, especially during the stay-at-home orders
- **Prevent + Ed** administered surveys to check in and learn how to properly support their employees
- **Nine PBS** implemented a monthly “bonus” paid day off and offered compressed work weeks (4 days, 10 hour shifts)
- **Stinson** developed caregiver support groups and resources for employees
- **Enterprise Bank** created an Associate Resource Fund to assist employees experiencing extreme financial hardship
- **S.M. Wilson** hosted family-friendly virtual activities, delivered food to employee’s houses, and offered safe volunteer opportunities with the Alliance for Period Supplies and more
- **Saint Louis University** provided employees an additional 80 hours of paid sick leave and access to Care.com, a caregiving assistance website
- **Missouri Foundation for Health** increased Employee Assistance Programs and mental health support for their employees

“In any situation where you’re faced with tough decisions and hardship, you have the opportunity to learn a lot about yourself and those around you. Over the past year, I have witnessed my team at KEG exhibit *great resilience, empathy, resourcefulness, kindness, flexibility, and a sincere respect* for social responsibility and for one another. I think we all moved forward during some of the most uncertain times of the pandemic with a very can-do attitude, ready and willing to help one another succeed and keep KEG projects moving forward. That drive has continued to carry us through today, even after the effects of COVID-19 can still be seen in many industries, including our own.

In addition, I believe our leadership has learned the intrinsic value of flexibility in our workplace policies and the ongoing need to ensure our employees have a healthy work/life balance. We want our team to be able to *unplug, unwind, and have a positive experience with working from home, if that’s what is required.* - Geri E. Boyer, President of Kaskaskia Engineering Group

”





# RECOMMENDATIONS FOR ACTION

## FOR EMPLOYERS

- Implement or expand flexible work policies, such as flextime, condensed work weeks and telecommuting. Continue to provide expanded benefits and flexible work policies post-pandemic.
- Acknowledge the value of paid family leave for mothers and newborns, a benefit required in every other developed country in the world. Contact employers in this report who have added generous paid family leave and determine how it could work for your business.
- Improve your starting wage incrementally with consideration of self-sufficiency standard for your workforce, defined as the amount of income necessary to meet basic needs without public subsidies and without private/informal assistance. Visit <http://www.selfsufficiencystandard.org/Missouri> for more information.
- Avoid the gap year bias and pay penalty as some women re-enter the workforce following the pandemic crisis.
- Start or expand childcare benefits, such as childcare subsidies, on-site childcare and back-up childcare assistance.
- Promote diversity within the workplace by hosting implicit bias trainings, encouraging open discussions, strengthening anti-discrimination policies, and creating inclusive workspaces.
- Offer training and educational support for women in lower-skilled positions that enable them to move into higher level jobs.
- Increase communication with employees to identify additional areas of needs and support. Offer more opportunities for employee feedback.



## FOR POLICY-MAKERS

- Maintain the incremental statewide minimum wage increase passed by Missouri voters by a 65% majority in November 2018, until 2023 when the minimum wage should reach \$12 per hour.
- Pass a family leave law providing at least six weeks of paid leave for employees to bond with a minor child within the first year of birth or placement in connection with foster care or adoption or to care for a family member with a serious health condition.
- Pass legislation that prohibits employers or prospective employers from asking potential employees about their current or past salary during the interview process.
- Under current law, employers are not allowed to pay an employee of any gender wages less than those of the opposite gender for the same work performed. Expand these protections by modifying existing law to include all forms of compensation, such as bonuses and stock options.
- Explore strategies to improve access to safe, affordable child care across the state, including increased child care subsidy benefits. Invest more resources in child care providers who have been on the front lines during the pandemic.

## FOR EMPLOYEES

- Advocate for beneficial policies within your workplace. Consider starting or joining an affinity group or employee resource group to explore ways to develop and improve organizational policies and practices for women.
- Practice effective communication with coworkers and managers to address your needs. If working remotely, set clear expectations on how project updates will be provided.
- Seek mentor relationships to promote professional growth. It can be difficult networking during the pandemic, but connecting with others via LinkedIn, by email or phone can be effective when building new relationships.
- Attend professional training opportunities when possible, especially those that broaden skill sets and knowledge.
- Take care of yourself. If you are struggling finding time during the day to relax, set yourself a reminder. Even finding 5 to 10 minute breaks during the day doing something that brings you joy can be refreshing.

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Finally, the WFSTL is grateful to the funders who made the 2020 initiative possible: the Trio Foundation of St. Louis and Incarnate Word Foundation.

We would like to dedicate this publication to the healthcare workers who have been on the frontlines of this pandemic and in memory of all who were lost to COVID-19 and to racial or gender violence in 2020.

If you would like more information on the Women in the Workplace: Employment Scorecard or would like to involve your place of employment in the future, please contact WFSTL at [scorecard@wfstl.org](mailto:scorecard@wfstl.org).

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## About the Women's Foundation of Greater St. Louis

Women's Foundation of Greater St. Louis is a catalyst for workplace, individual, and policy change that advances women's economic success. We envision a fair and equitable community in which all women are able to achieve their economic goals. WFSTL's current initiatives include the Women in the Workplace: Employment Scorecard, the region's only gender-based workplace evaluation survey, which incentivizes and educates employers to create more inclusive work environments for women. They are affiliated with the national Women's Funding Network, a group of funding organizations who are changing communities through thoughtful charitable investment. For more information, visit [www.wfstl.org](http://www.wfstl.org).



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