The Women’s Foundation of Greater St. Louis invites your organization to participate in our 2021 Women in the Workplace: Employment Scorecard.

This easy-to-complete online survey allows you to distinguish your organization as an employer that is committed to gender inclusion and embraces an opportunity-rich environment for women.

All responses will remain completely confidential and there is no fee to participate.

Organizations with exemplary policies and practices will be recognized publicly.

Studies show that a gender diverse workplace is “smart economics.” Not only does gender diversity in the workplace lead to stronger financial outcomes for businesses, when women lead, they make more just decisions that benefit more groups of people.

**Before you begin, here is the kind of information you will need access to in order to complete the survey:**

- Information on organization’s workplace policies and procedures
- Information on programs aimed at recruiting, retaining and advancing women
- Salary/compensation data
- Information on women in leadership

**This year the survey will feature a section exploring your organization’s policies, practices, and resources in response to the COVID-19 crisis. Best practices will be highlighted in our community report.**

Employer approval is required to participate.

Please email scorecard@wfstl.org with any questions.

Thank you for helping to create a region where everyone can thrive at work!
FAQ’s about the Women in the Workplace: Employment Scorecard

Why should I participate?

Distinguishing your organization as an employer that is committed to gender equality and embraces an opportunity-rich environment for women will:

- **Enhance your brand**: women are the primary or co-breadwinner in more than half of all families and account for as much as 85% of all consumer purchases.
- **Increase recruitment potential**: compete for the best talent while standing out among the competition.
- **Promote retention**: employee attrition is expensive, costing as much as 1/5th of an employee’s annual salary.
- **Receive public recognition**: organizations with exemplary practices will be highlighted in our report, through media and at an event in 2022.

Participating can help women in the St. Louis Region find great places to work and can encourage employers to improve their workplaces for women. You can help raise recognition of these great workplaces.

What does the Scorecard evaluate?

Based on research, WFSTL selected four criteria to evaluate employers’ commitment to women in the workplace, including leadership, compensation, flexible work policies and recruitment and retention.

Will the responses be treated confidentially?

Yes. Your employer's individual responses to the scorecard will be confidential. We only publish the names of companies who receive an "A" grade. For any additional reporting purposes, we anonymize and aggregate data.

Is my data secure?

We use a robust survey system that encrypts your data ensuring the highest level of security.

How will you keep my responses confidential?

Any identifying information submitted, such as the employer name and contact info, will be kept confidential. The WFSTL's Executive Director will be the only employee with access to the names of the employer applicants. An outside review panel will conduct a double-blind review of the data, and the results will be analyzed without employer identifying information. Data will be anonymized and aggregated for the WFSTL's report. Only employer who receive an “A” grade will be announced publicly.
We ask employer applicants if they are willing to waive confidentiality or permit us to use data collected in the following ways:

- We will publish the names of employers who receive an "A" Grade
- We will share any best practices you permit.

If you accept these terms, we will ask you to sign a waiver at the end of the scorecard.

**How do I get started?**

Register online at wfstl.org. You will be sent an individual link to the survey. Employer approval is required to participate. WFSTL will only accept one submission per employer.

You may need to consult with your employer’s Human Resources, Marketing, Finance, Diversity and Inclusion team members or the CEO to complete the scorecard. **Registration is open September 8 – December 31, 2021.** Honorees will be announced in early 2022.

**What if I have questions?**

If you have any questions while completing the scorecard, please email us at scorecard@wfstl.org.