

Delaware Women's Workforce Council Business Outreach Meeting

Meeting Minutes

02/27/2020 10:30am-11:30am

Present: Louise Lewis-Cummings, Roxane Ferguson, Melanie Ross Levin. Kim Lowman
Location: Carvel Building, 820 N. French Street, Wilmington, DE 10th floor Training Room

1. Discussion of old business

The committee reviewed two possible models for working toward pay equity in Delaware including the Boston Talent Compact and the Columbus Commitment. The committee reiterated how both models are very impressive, but the Boston model would necessitate considerable capacity and funding while the Columbus model might be more compatible with the resources available in Delaware. The committee also discussed how the same consensus was reached when presented to Delaware Prosperity Partnership and the Delaware Division of Small Business.

2. Implementation in Delaware

The committee discussed the necessary steps for launching a pay equity pledge in Delaware modeled after the Columbus Commitment. A suggestion was made to reach out to the state chambers and identify key businesses that would be the ideal initial signers of a pledge. It was agreed that state and local chambers of commerce could be strong partners in this project. It was also decided that OWAA would create promotional materials modeled after the Columbus Commitment to explain the purpose of the project. Once the materials are created, committee members will pursue influential business leaders to sign the pledge. Additionally, committee members will serve as ambassadors and present the pledge at a variety of relevant venues including key meetings, conferences, committees, etc. and push to include as many signers as possible to the pledge. Lastly, after the committee decided on the approach, the need for materials, brainstormed possible partners and key stakeholders to be a part of the pledge, they also discussed possibilities for an annual event for those had pledged to address the wage gap in Delaware. Several ideas included an annual breakfast, a half day conference, partnering with another conference, or speaking at an existing conference.

3. Action items

- a. OWAA to create promotional materials modeled after Columbus model.
- b. OWAA evaluate potential for Chair/Co-Chair/Champion of the project
- c. Committee to provide feedback on memo that describes the project

- d. Committee to provide feedback on Columbus materials, Boston materials
- e. Committee to get feedback on promotional materials from key businesses
- f. Once materials are finalized, committee will serve as ambassadors of the project and promote the pledge at multiple outlets.

No members of the public were presented. The meeting adjourned at 12:45pm.