

# Social Equity Indicators

## A. Workplace

| INDICATOR                               | LEVEL ONE  | LEVEL TWO   | LEVEL THREE   |
|---|--|---|---|
| <b>1. WAGES</b>                         | <p>A. Progressive Wage Schedule</p> <p>B. Median wage equals average state wage for the particular industry</p>                            | <p>A. Progressive Wage Schedule</p> <p>B. Median wage equals at least 105% of state wage for the particular industry</p>  | <p>A. Progressive Wage Schedule</p> <p>B. Median wage equals at least 115% of state wage for the particular industry</p>  |
| <b>2. BENEFITS</b>                      | <p>A. Accessible medical insurance coverage for employees</p> <p>B. Probationary period not longer than 6 months</p>                       | <p>A. Accessible medical insurance coverage for employees</p> <p>B. Full time employees provided at least three additional benefits from stipulated list</p> <p>C. Probationary period not longer than 6 months</p>                                       | <p>A. Employer provides full insurance for employees, with option for family coverage.</p> <p>B. Paid time off provisions (holidays, vacations, sick time)</p> <p>C. Contribution to retirement</p> <p>D. Part-time benefits pro-rated</p>                    |
| <b>3. PARTICIPATION/ COMMUNICATION</b>  | <p>A. Policies &amp; Procedures are in writing and on file</p>   | <p>A. Regular performance evaluations, with opportunities for training on problems</p> <p>B. Encourages discussion of workplace issues and ideas for improving.</p>   | <p>A. Gets regular feedback from ee’s</p> <p>B. Cultural sensitivity classes, when appropriate</p> <p>C. Willingness to work with inside or outside group to improve conditions</p> <p>D. Pledge of neutrality and good faith if workers want to unionize</p> |
| <b>4. FAIR TREATMENT</b>                | <p>A. Rules in writing and given to each employee</p> <p>B. Rules applied consistently for all employees</p>                               | <p>A. Formal dispute resolution process</p> <p>B. Employer uses corrective discipline and is sensitive to issues beyond the workplace</p>   | <p>A. Process of mediation/arbitration by 3<sup>rd</sup> party neutrals</p>   |
| <b>5. OPPORTUNITIES FOR ADVANCEMENT</b> | <p>A. Established policy to support professional development, available to all full-time, non-probationary employees</p>                   | <p>A. Each year, at least 10% of employees are offered opportunities for professional development</p> <p>B. Each year, at least 5% experience actual advancement</p>  | <p>A. Every two years at least 25% (or 40) of employees have been involved in professional development</p> <p>B. At least 15% experience actual advancement</p>   |
| <b>6. SAFETY AND HEALTH</b>             | <p>A. Educational safety and health materials provided, especially on chemicals or other toxics, and other tasks specific to the jobs.</p> | <p>A. Regular training on safe work practices.</p> <p>B. Joint worker-mgmt safety committee does periodic assessment, with recommendations</p> <p>C. Committee can intervene in unsafe conditions</p> <p>D. No retaliation (whistleblower protection)</p> | <p>A. Active involvement in improving worker safety and health, including process redesign</p>  |

# Social Equity Indicators

## B. Community

| INDICATOR                                 | LEVEL ONE  | LEVEL TWO   | LEVEL THREE   |
|---|--|---|---|
| <b>1. COMMUNITY HEALTH</b>                | <p>A. Complies with emissions standards</p> <p>B. Provides certified protective gear</p> <p>C. Equipment inspected periodically to assure it's in good working order</p>                                     | <p><b>** 3 of 6 **</b></p> <p>A. Installs max. emissions technology</p> <p>B. On-site water effluent treatment</p> <p>C. Hazardous waste trucked away</p> <p>D. Elimination of fugitive emissions</p> <p>E. Recycling areas provided</p> <p>F. Elimination of herbicides/pesticides in or around workplace</p>        | <p><b>** 6 of 9 **</b></p> <p>A. Installs max technology for zero emissions; tests for water/air quality</p> <p>B. Has toxics use reduction plan; identifies safe alternatives; has plan to divert waste from landfill</p> <p>C. On-site shower/change facilities; program to increase ee awareness</p> <p>D. "Retired equipment" take-back</p> <p>E. Utilizes renewable energy sources</p> |
| <b>2. EDUCATION &amp; TRAINING</b>        | <p>A. Company participates in community education and vocational training programs.</p>  | <p>A. Company promotes community education and facilitates participation of employees with community programs</p>   | <p>A. Company dedicates staff time to development of and engagement with community education programs.</p> <p>B. Company provides financial/technical support to vocational training programs</p>   |
| <b>3. HOUSING</b>                         | <p>A. Provides information on programs for housing and energy savings assistance</p>   | <p><b>** 3 of 6 **</b></p> <p>A. Matching funds for energy assistance</p> <p>B. Matching funds for solar panels</p> <p>C. Subsidies for low income housing</p> <p>D. Subsidies for mortgages/home improvement</p> <p>E. Support of living wage legislation</p> <p>F. Fund for moving expenses/moving day with pay</p> | <p><b>** 1 of the following **</b></p> <p>A. Percent of profits to Habitat for Humanity</p> <p>B. Cosigns on mortgage loan for ees</p> <p>C. Loans part or all down pmt of low-interest mortgage loan</p> <p>D. Actively advocates change in law to promote housing benefits</p>  |
| <b>4. CORPORATE SOCIAL RESPONSIBILITY</b> | <p>A. Demonstrated commitment to diversity in employment</p> <p>B. Actively seeks to use materials, products, and vendors that support sustainability</p>  | <p><b>** 2 of 3 **</b></p> <p>A. Seeks ways to incorporate more family time into ees' schedules –flextime where possible; \$\$ or time for family activities</p> <p>B. Employs and/or contracts with "outsider" population</p> <p>C. Demonstrated commitment with NGOs to meet social needs of community</p>          | <p><b>** 2 of 3 **</b></p> <p>A. Encourages ees' civic participation with paid time off for volunteer activities</p> <p>B. Co-sponsors events, performances, &amp; groups that promote civic engagement</p> <p>C. One percent of net profits support Eugene's low income and vulnerable populations</p>   |
| <b>5. TRANSPORTATION</b>                  | <p>A. Employer provides bike racks</p> <p>B. Provides "guaranteed ride home" in event of emergency or illness</p> <p>C. Assists in rideshare options, or arranges for public transit stop near workplace</p> | <p>A. Installation of weather-protected bike racks</p> <p>B. Subsidy of bus tickets (50% cost to ees)</p> <p>C. Set aside of premium parking spaces for carpool parking</p>   | <p><b>** 4 of 8 **</b></p> <p>A. Cash or other reward for not driving; flexible schedules to allow for bus/carpool schedule; participates in Park &amp; Ride arrangements; provides van to and from Park &amp; Ride</p> <p>B. Shower/changing facilities for bikers; excess parking to other uses</p> <p>C. Alternative fuel in company vehicles; plug-ins for electric cars</p>            |

