

**Resolution authorizing the County Administrator to sign “The Columbus Commitment: Achieving Pay Equity” and reaffirming Franklin County’s longstanding commitment to programs and policies that address gender- and race-based inequities.  
(Commissioners)**

**WHEREAS**, the Franklin County Board of Commissioners acknowledges the injustice of gender- and race-based inequity as well as the negative social and economic consequences research shows this inequity reaps for individuals, families and our entire community; and

**WHEREAS**, the Board has long been a strong proponent of programs and policies that support the economic and social empowerment of all people, regardless of race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, and disability, in their households, neighborhoods, and workplaces; and

**WHEREAS**, these aforementioned policies include a pilot Paid Family Leave Program, a living wage standard, banning the criminal record box on job applications, and an inclusive fringe benefits program; and

**WHEREAS**, The Women’s Fund of Central Ohio reports that locally, women earn 78 cents for every dollar earned by a man and this disparity is wider for women of color; and

**WHEREAS**, “The Columbus Commitment: Achieving Pay Equity” specifically calls for Central Ohio employers to take action to promote gender- and race- based pay equity; and

**WHEREAS**, Franklin County employs 1,400 individuals and is committed to continued equitable and fair treatment of each employee; and

**WHEREAS**, this Board recognizes that signing “The Columbus Commitment” illustrates, both to County employees and the community at large, that Franklin County is united with dozens of other Central Ohio employers in pledging continued commitment to ensuring continued innovation to address the nationwide issue of pay equity; now, therefore,

BE IT RESOLVED BY THE BOARD OF COMMISSIONERS, FRANKLIN COUNTY, OHIO:

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(Commissioners)**

That this Board of Commissioners does hereby authorize the Franklin County Administrator to sign The Columbus Commitment: Achieving Pay Equity.

The Board of Commissioners also hereby directs the Franklin County Department of Human Resources to continue exploring and evaluating additional ways Franklin County as an employer can ensure equity among its workers and bolster Franklin County’s status as an Employer of Choice in Central Ohio.

Prepared by: Lauren Rummel