



Emily M. Murase, PhD  
Executive Director

City and County of San Francisco  
**DEPARTMENT ON THE STATUS OF WOMEN**



Edwin M. Lee  
Mayor

**GENDER EQUALITY**  
**CHALLENGE**  
BUILDING A 21<sup>ST</sup> CENTURY WORKPLACE

**2013 GENDER EQUALITY PRACTICES**

1. Employment and compensation: Policies that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.

**Bayer HealthCare**: Women's Leadership Initiative (promotion)

**Symantec Corporation**: Increasing Representation of Women on Board (recruitment)

2. Work-life balance and career development: Policies that enable work-life balance and support educational, career, and vocational development.

**Baker & McKenzie**: Parent Chat Group (work-life)

**Bayer HealthCare**: Women's Leadership Initiative (career development)

**Deloitte LLP**: Small Things, Big Differences (work-life)

**eBay Inc.**: Women's Initiative (career development)

**Twitter Inc.** Women in Engineering (career development)

3. Health, safety, and freedom from violence: Policies to secure the health, safety, and wellbeing of female workers.

**Levi Strauss & Co**: HERproject (health)

4. Management and governance: Policies that ensure equitable participation in management and governance.

**Bayer HealthCare**: Women's Leadership Initiative (management)

**eBay Inc.**: Women's Initiative (management)

**Symantec Corporation**: Increasing Representation of Women on Board (governance)

5. Business, supply chain, and marketing practices: Non-discriminatory business, supply chain, contracting, and marketing policies.

**Charles Schwab & Co**: Financial Life Planning for Women Month (business practice)

**Levi Strauss & Co:** HERproject (supply chain)

**Symantec Corporation:** Gender Equity Image Project (marketing)

6. Civic and community engagement: Policies that promote equitable participation in civic life and to eliminate all forms of discrimination and exploitation.

**AT&T:** Engaging Girls and Women in STEM (community)

**Baker & McKenzie:** Parent Chat Group (community)

**Charles Schwab & Co:** Financial Life Planning for Women Month (community)

**Levi Strauss & Co:** HERproject (community)

**Twitter Inc.** Women in Engineering (community)

7. Leadership, transparency, and accountability: Policies that are publicly disclosed, monitored, and enforced that display active commitment from top leadership.

**eBay Inc.:** Women's Initiative (commitment from top leadership)

**Symantec Corporation:** Increasing Representation of Women on Board (commitment from top leadership and transparency)

Visit [genderprinciples.org](http://genderprinciples.org) in February for more detailed information on these practices.