



2501 Harrison Street
Suite U8
Oakland, CA 94612
510-452-9334

www.californiarevels.org

Creating Community through Celebration

Our Commitment To Pay Equity

California Revels believes in the importance of diversity and inclusion, including ensuring that all individuals are compensated equitably for equal work and experience and have an equal opportunity to contribute and advance in the workplace.

Our policy is to hire, retain, develop, promote, and otherwise treat all our people on the basis of performance, capabilities, qualifications, competence, and experience. We apply this policy regardless of an employee's gender or any other personal characteristics. Our board and executive team recognize the importance of an inclusive and diverse workforce, and are fully supportive of our commitment to fair and equitable people practices including pay equity.

Based on the work of the [Employers For Pay Equity consortium](#), we commit to the following principles to help us achieve pay equity:

- 1. Equal Footing:** One of the most important things to get right is starting pay, which greatly impacts pay as an employee advances throughout their career. Compensation should be based on a candidate or employee's role, skills, abilities, and experience, not their gender, race, or any other personal characteristics.
- 2. Transparency:** Achieving and sustaining pay equity is an imperfect process. We commit to sharing insights and learnings from our work to achieve pay equity. All employees are free to openly ask and discuss wages without fear of retaliation.
- 3. Accountability:** We will hold ourselves accountable through practices such as conducting regular, comprehensive pay analyses across occupations, reviewing hiring and promotion processes to reduce unconscious bias and structural barriers, and embedding equal pay efforts into broader company-wide equity initiatives.