

GOAL 1: No Poverty



VILLANOVA 2030 OBJECTIVE

Assure that no Villanovan's compensation rate is below living wage guidelines; Villanova supports and participates in local and global initiatives to eradicate extreme poverty; Villanova assures Villanovans have equitable access to basic resources and requires livable wages in their supply chain.

5.8%

Objective Weight

(Objective weight defined as the portion of the overall Sustainability Plan that this goal represents.)

Metric Metric Description

- 1.1** Proportion of Villanova employees, including student employees, that earn below a living wage. (\$12.64/hr for 1 adult)
- 1.2** Minimum hourly earnings (lowest pay band) of employees disaggregated by full time, part time and student employees.
- 1.3** Average starting salary of undergraduates going into the workforce and full-time graduate students in their field of study.
- 1.4** Proportion of tier 1 suppliers with at least \$500,000 in annual business that published policies, programs, or disclosures about having living wages or equivalent for their employees.

2021 Key Result

- Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.
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- Confirm how many tier 1 suppliers provide living wages and request change from those that currently do not.