## GOAL 10: Reduced Inequalities

**VILLANOVA 2030 OBJECTIVE**
Reduce inequality within the Villanova community.

**4.8%**

Objective Weight

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

<table>
<thead>
<tr>
<th>Metric</th>
<th>Metric Description</th>
<th>2021 Key Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.1</td>
<td>Proportion of employees, including student employees, that earn below a living wage. ($12.64/hr for 1 adult)</td>
<td>Develop and demonstrate a commitment to increase wages over time to livable wages for all employees.</td>
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<tr>
<td>10.2</td>
<td>The average diversity level of new hires for each job grouping hired on a five-year rolling basis.</td>
<td>Require all five colleges to comply with guidelines set out in &quot;Hiring for Villanova's Future&quot;.</td>
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<tr>
<td>10.3</td>
<td>Proportion of minority members in leadership positions on the President's cabinet, council of deans, and council of provosts.</td>
<td></td>
</tr>
</tbody>
</table>

VILLANOVA UNIVERSITY SUSTAINABILITY PLAN 2020-2030
Prepared by the Villanova Sustainability Leadership Council