

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.)

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