



The Smash Index is designed to measure how every campaign in the 2020 presidential race addresses gender equality. Every presidential campaign is invited to complete the Index. All campaigns will be scored out of a total of 100 points based on their responses and publicly available information. Campaigns which do not respond will receive a zero.

Submissions are open as of June 26, 2019 and will be accepted until August 15, 2019. We want every campaign to participate as fully and comprehensively as possible, so if you have any questions, contact us at info@smashstrategies.com. The full Index results will be released in early September.

Basic information

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| Campaign name: | |
| First name of campaign point of contact: | |
| Last name of campaign point of contact: | |
| Campaign point of contact email address: | |

Campaign authorization *

Yes, I am authorized to speak on behalf of the campaign about campaign policies and platform positions

Employment and management information

1. How many people total are on staff with the campaign? How many are women? How many are women of color? (12 points max)

2. How many senior-level staff does the campaign employ? How many are women? How many are women of color? ("Senior-level staff" is defined as staff who are "director" level or its equivalent.) (12 points max)

Please include any explanatory information about who you consider to be part of the campaign's senior-level staff.

3. How many consultants are working with the campaign? How many are women? How many are women of color? (12 points max)

4. What are the unpaid, appointed campaign leadership positions (e.g., campaign chairs, vice chairs, and finance chairs)? How many of those positions are held by women? (1 point max)

5. Beyond sex and race, how has the campaign worked to be an inclusive and diverse workplace? Share specific actions. (2 points max)

6. Is everyone with the same job responsibilities paid the same amount? (2 points max)

7. Does the campaign have a gender pay gap between staff with the same job responsibilities? (Is there a pay gap between men and women working on the campaign?) (2 points max)

8. Is there someone designated to handle human resources on a full-time basis? (1 point max)

9. Does the campaign have policies and/or procedures to address sexual harassment? Do they include a confidential reporting process? Please include a copy of these policies with your submission. (2 points max)

10. Does the campaign have a computer use policy to guide what can be watched, used or sent on campaign computers? Please include a copy of this policy with your submission. (1 point max)

11. Does the campaign have policies on child care, sick time and/or family leave? Please include copies of these policies with your submission. (3 points max)

Politics and policies information

12. Do you have a specific person that leads the campaign's efforts to reach and engage women voters and/or advise gender issues? What is his/her name and title? (3 points max)

13. If the answer to question 12 is yes, is that person considered to be part of the campaign's senior management team? (2 points)

14. Does the campaign target and message to different types of women based on their age, race, religion, level of education, (dis-)ability, marital status, etc.? Please provide examples of such targeting – we will award 1 point for each example, up to 5 examples. (5 points max)

15. Does the campaign have policy proposals on gender-based violence, reproductive rights and fair pay, or other issues that disproportionately impact women and girls? How are those proposals promoted through the campaign website and other materials? Please provide examples of policy – we will award 1 point for each example, up to 5 examples. (5 points max)

16. How does the campaign address gender in policy proposals for other issues such as climate change, national security, education, health care, and immigration? Please provide examples of policy – we will award 1 point for each example, up to 5 examples. (5 points max)

17. Does the candidate support gender equality and women's empowerment in the U.S.? We will award 2 points for each example of this support, up to 5 examples. (10 points max)

18. Does the candidate support gender equality and women's empowerment through U.S. foreign policy, including development, diplomacy and defense? Please provide examples of such support – we will award 2 points for each example, up to 5 examples. (10 points max)

19. Does the candidate support Roe v. Wade? (5 points max)

20. Does the candidate oppose the global gag rule? (5 points max)