



PROMOTING DEI THROUGH BETTER COMPENSATION

BUILDING ON THE 2020 COMPENSATION
& BENEFITS SURVEY

DECEMBER 8, 2020

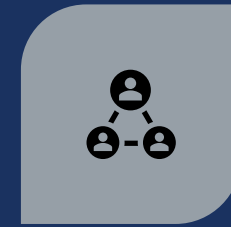
SESSION OVERVIEW



DEFINE AND
DISCUSS WHAT PAY
EQUITY IS



PRACTICES THAT
CONTRIBUTE TO
INEQUITY



CONSIDER LEGAL
IMPLICATIONS



TACTICAL
ACTIONS TO TAKE

1	2	3	4	5
6	7	8	9	10

Use the stamp function to indicate your comfort level for discussing Pay Equity

Scale:

1 = I do not know much

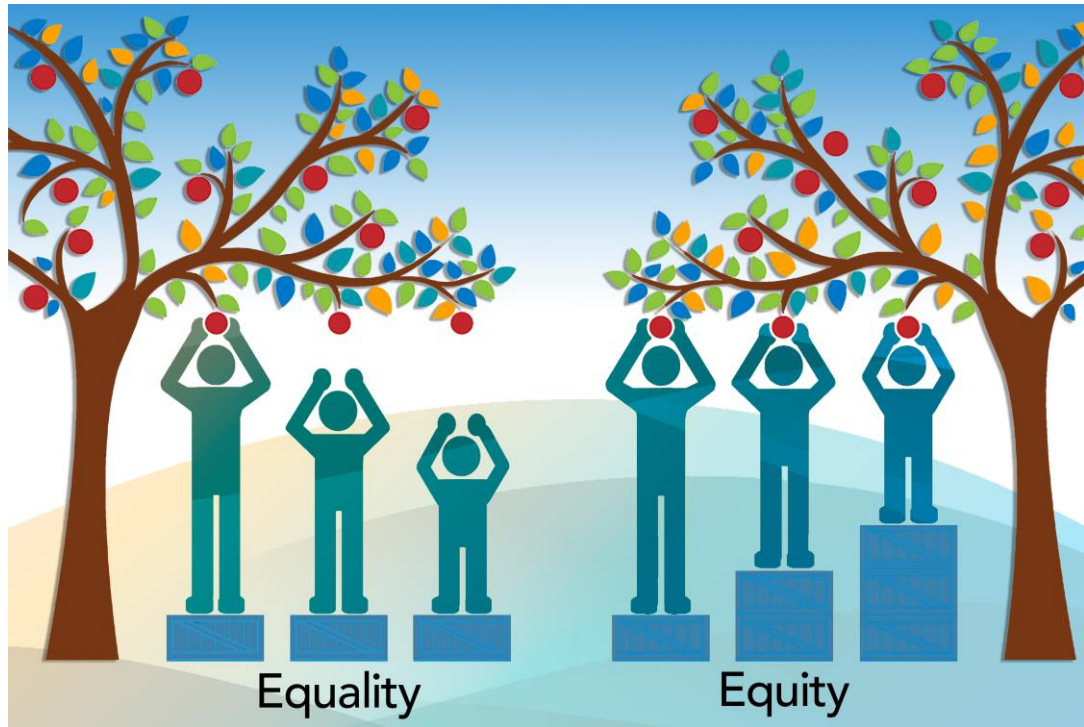
10 = I am a pro!

SMALL GROUP DISCUSSION

- Did you know that a partial contributing factor to pay inequity is the social aversion of discussing pay?
- Why do you believe it is difficult to talk about salary? Why don't we discuss it if we know it can help level the playing field?
- What might need to happen for us to change this norm?



PAY EQUITY



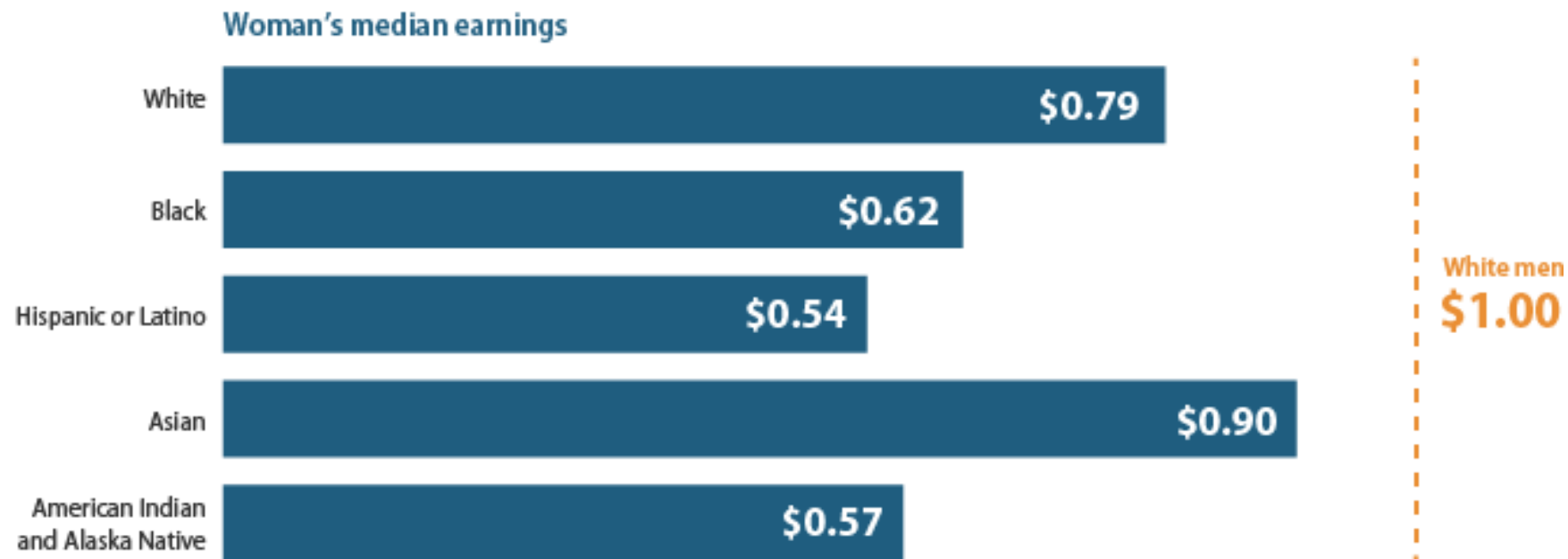
- Compensating employees the same when they perform the same or similar job duties, while accounting for other factors, such as their experience level, job performance and tenure with the employer.

- SHRM

MOST WIDELY KNOWN: GENDER WAGE GAP

The gender wage gap is more significant for most women of color

Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex

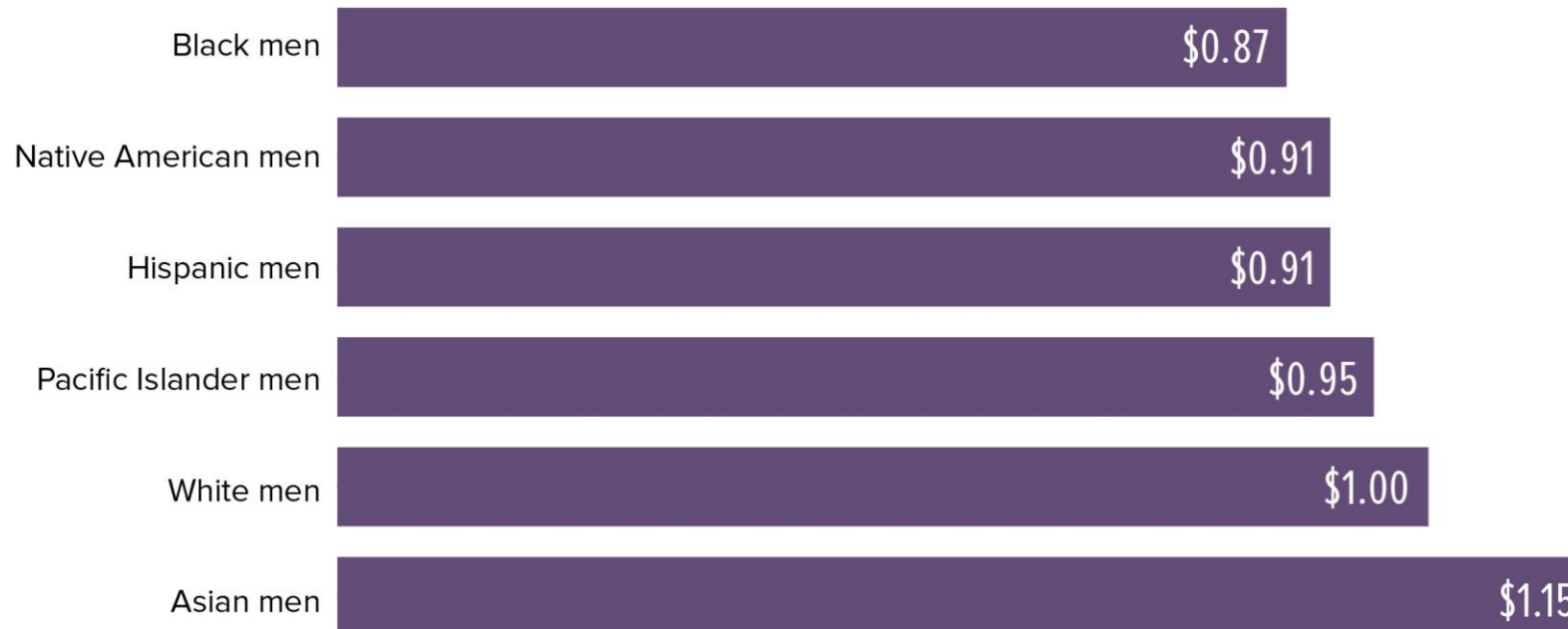


Credit: www.americanprogress.org

NEXT MOST WIDELY KNOWN: RACE/ETHNICITY PAY GAP

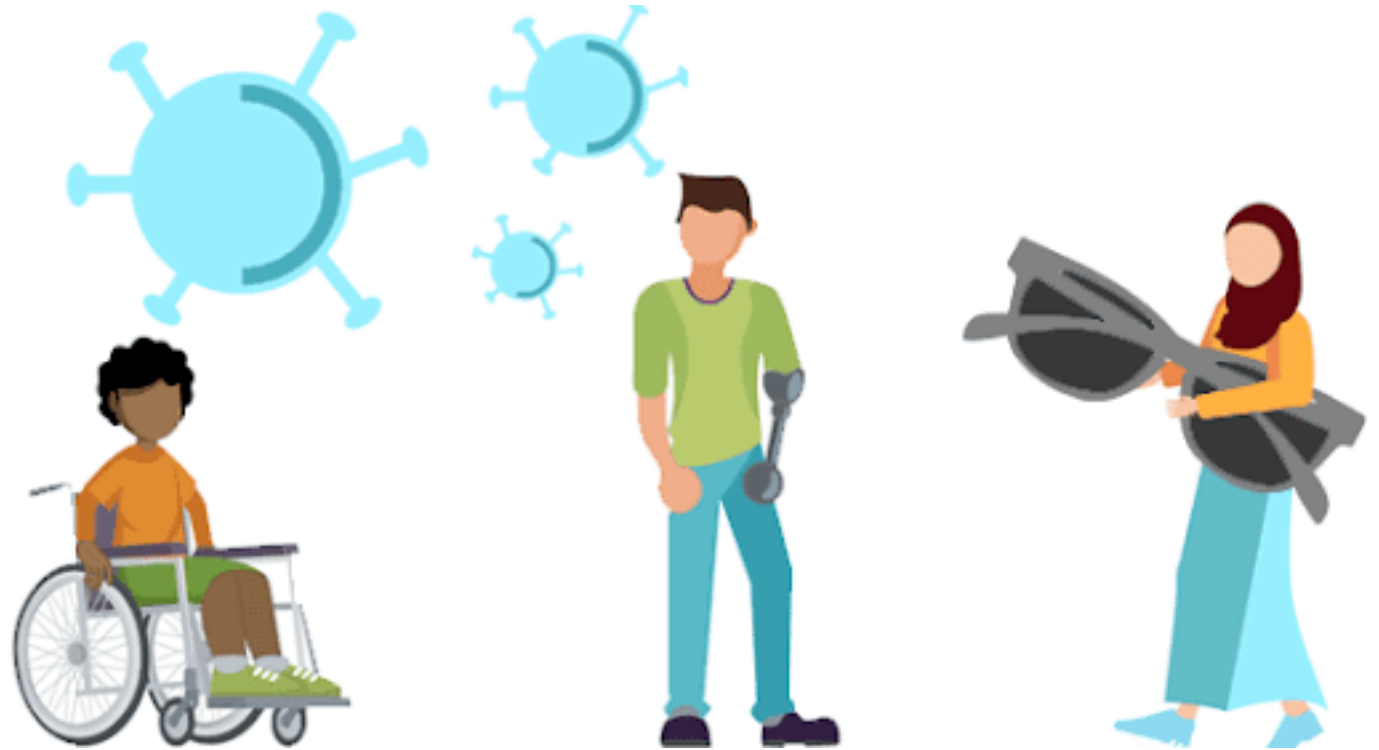
Black Men Earn Less on the Dollar Than Male Workers of Other Races

On average, black men in the U.S. earn 87 cents for every dollar earned by white men, based on data from a sample of 1.8 million employees surveyed between January 2017 and February 2019.



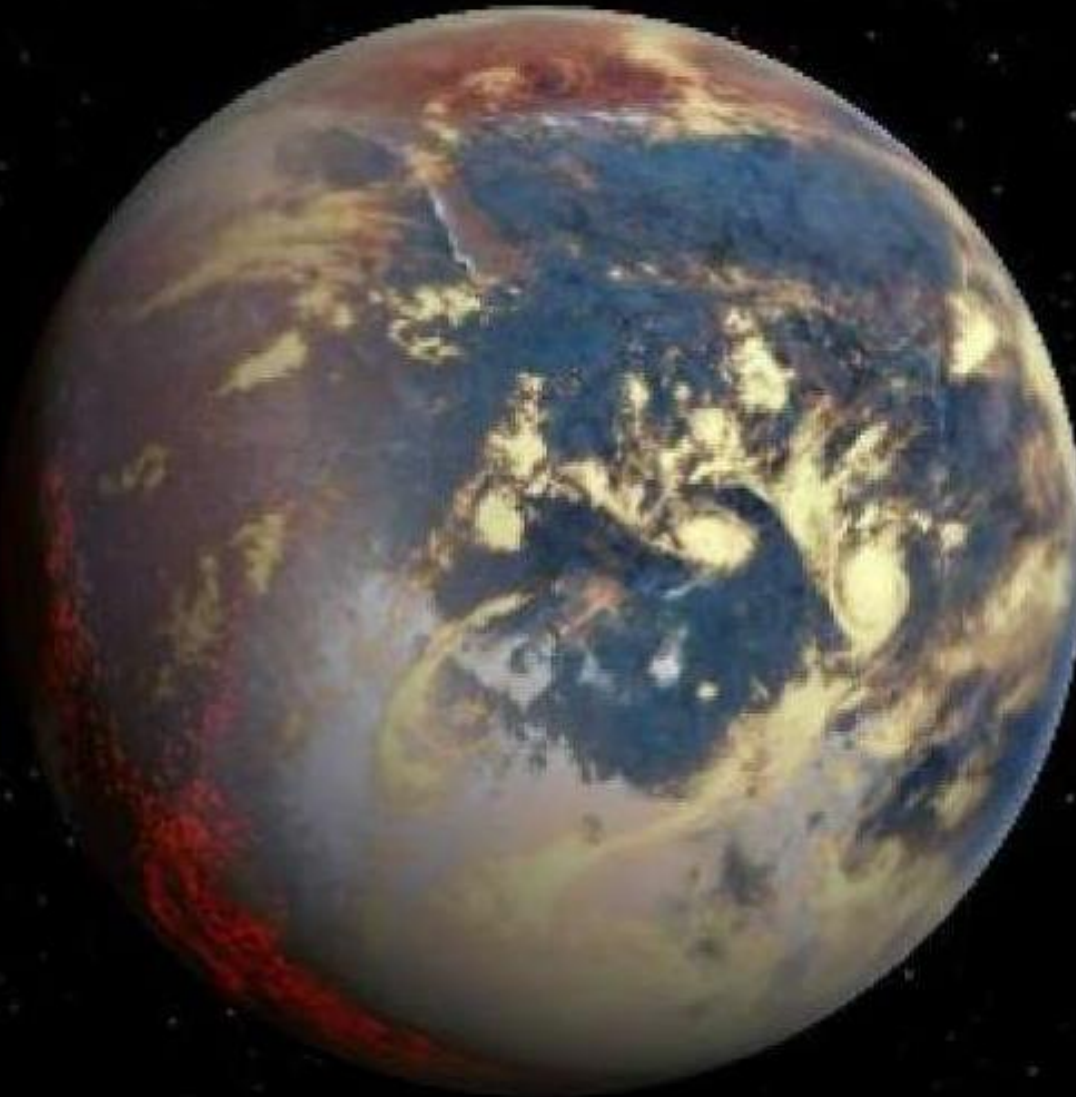
PAY EQUITY CONSIDERATIONS FOR PEOPLE WITH DISABILITIES

- Full-time, year-round workers with a disability earn 87 cents for every dollar earned by those with no disability
- Disabilities can limit work opportunities for some people
- Pay gaps persist even when holding other things accounted for with these types of jobs: Chief Executives, Lawyers, Marketing and Sales Managers and Financial Analysts



INTERSECTIONALITY'S ROLE IN PAY GAPS ACROSS GROUPS

- **We need to combat many types of marginalization based on ability, gender identity and sexual orientation, religion, immigration status, age and more**
- **A wholistic and intersectional point of view is required**



LOGICAL CONTRIBUTORS TO THESE DISPARITIES?

- Differences in industries or jobs worked
 - Women = 75% of the nonprofit sector
- Differences in years of work experience
- Differences in hours worked



CONCERNING CONTRIBUTORS TO THESE DISPARITIES



- Not having documented compensation practices
- Lack of transparency related to pay processes
- Not adhering to own policies
- Letting managers make decisions about pay without training
- Agreeable personality traits
- Bias and Discrimination

EXAMPLES OF BIAS INFLUENCING PAY PRACTICES

- **Affinity Bias**

- The tendency to warm up to people like ourselves



- **Halo Effect**

- The tendency to think everything about a person is good because you like that person

- **Perception Bias**

- The tendency to form stereotypes and assumptions about certain groups





**PRESS PAUSE
REJOIN IN 5**



LEGAL CONSIDERATIONS

FEDERAL LAWS RELATED TO PAY DISCRIMINATION



- **The Equal Pay Act (EPA)**
- **Title VII of the 1964 Civil Rights Act**
- **The Age Discrimination in Employment Act (ADEA)**
- **The Americans with Disabilities Act (ADA)**
- **The Lilly Ledbetter Fair Pay Act of 2007 (Ledbetter Act)**



PAY EQUITY PRACTICES

THINGS THAT PAY EQUITY FOCUSED ORGANIZATIONS DO...

Executive
Support for
Equity

Confront
Cultural
Biases

Transparent
Pay Practices

Acknowledge
Possible Issues

Equitable PTO
and Leave
Policies

Conduct
Audits

Pay Market
Salary for
Work

Set New
Benchmarks

Do Not Ask
for Salary
History

Make
Equitable Pay
Offers

Share Salary
Ranges Up
Front

Build a
Compensation
Plan

01

Increased Trust
From Current
and Future
Employees

02

More Efficient
Recruitment and
Hiring Processes

03

Have More
Control and
Consistency on
the Budget

04

DEI, Trust,
Belonging,
Engagement &
Retention

ADDITIONAL BUSINESS CASE CONSIDERATIONS

SMALL GROUP DISCUSSION

- Do you believe your current pay practices are subject to bias and inequity?
- What changes might you seek to implement in your organization based on today's workshop?
- What actions can/will you take from your level of influence to improve pay equity practices in your organization?



MAKING A COMMITMENT...

WHAT IS SOMETHING SPECIFIC THAT YOU WILL DO DIFFERENTLY
BASED ON WHAT WAS DISCUSSED TODAY?



QUESTIONS?



THANK YOU!

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