

Health Center Pay Equity Checklist

WHAT IS PAY EQUITY?

Pay equity means equal pay for work of equal value. It is important to distinguish pay equity from pay equality, which means equal pay for equal work. Pay equality overlooks the inequities and restrictions marginalized groups face when seeking to access the same professional opportunities as other employees in an organization; who are often times, the most highly compensated individuals. Pay equity bridges that gap by connecting equal pay to work of equal value.

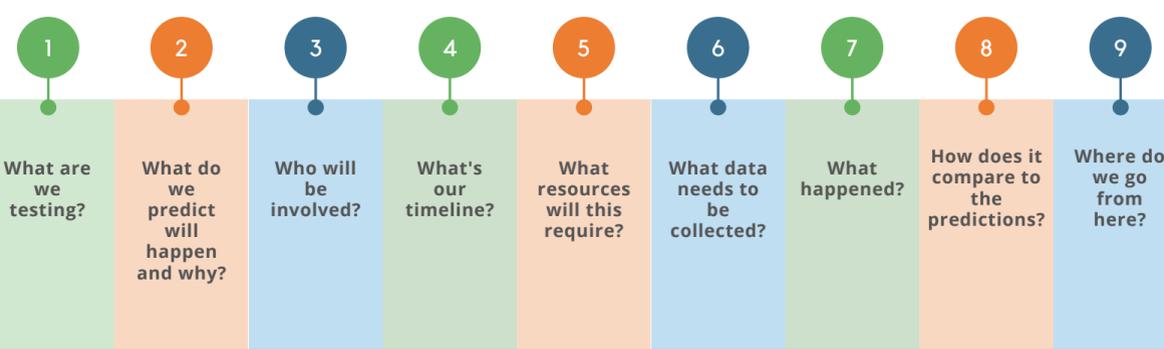
HOW TO STRIVE FOR PAY EQUITY?

- Conduct regular and ongoing pay audits
 - Gather employee data
 - Account for pay differentials
 - o Questions to consider when assessing pay differentials:
 - Are there clear and written policies that outline decisions for pay differentials? Does staff know and understand this information?
 - Are pay differentials based solely on non-subjective factors? (i.e., experience, education)
 - Does your organization provide pay raises that align with salary increases for new hires?
 - Identify the causes of pay gaps
 - Assess the role race, gender, age, disability status, etc. play in the identified pay differentials
 - Implement remediation policies and practices
 - Update operational procedures
- Prioritize salary adjustments
 - Provide yearly pay raises - beyond a cost of living adjustment (account for inflation)
 - Provide regular pay bonuses
 - Provide professional promotions that include meaningful pay raises
- Practice pay transparency
 - Develop salary ranges and make them public
 - Discontinue use of salary histories
 - Develop clear compensation policies (e.g., pay raises based on tenure)
- Develop an employee-focused organizational pay culture
 - Provide a thriving wage (beyond a basic living wage) for all staff regardless of career level or education
 - Align pay equity with the organization's mission and values
 - Move away from subjective evaluation-based compensation models to more objective measures (e.g., experience, tenure, location, true cost of living)
 - Speak to staff about their compensation needs
 - Identify pay equity as a fundamental component of justice, diversity, equity, and inclusion (JEDI)
 - Understand the importance of pay equity and transparency in the retention and recruitment of different workforce generations

IMPLEMENTING PAY EQUITY

After reviewing the components of the pay equity checklist and selecting key changes to make in your organization, regularly test* the new strategies, procedures, and/or policies by asking the following questions to ensure there is an effective and successful implementation process.

**The testing time frame is based on your organizational needs and resources, but it is recommended to evaluate strategies, procedures, and/or policies at the three month, six month, and one year mark. If the strategy is not working, reevaluate, identify ways to improve, and make necessary changes. If the strategy is successful continue evaluating its efficacy.*



RESOURCES & REFERENCES

- Forbes, [A Push to Fix Pay Equity Has Focused On the Median Pay Gap. A New Report Says Doing So Created an Unfair 'Glass Floor'](#)
- Harvard Business Review, [How to Identify - and Fix - Pay Inequality at Your Company](#)
- Ontario Equal Pay Coalition, [Factsheet 3 The Difference Between Equal Pay and Pay Equity](#)
- Reuters, [How Employers Should Handle Pay Equity Issues in 2021](#)
- Society for Human Resource Management, [SHRM Research Shows Pay Equity Pays Off for Employers](#)
- Society for Human Resource Management, [The Importance of Pay Equity](#)
- Syndio, [2021 Pay Equity Trends What Leaders in Fair Pay Are Doing Differently](#)
- Syndio, [How to Achieve Fair Pay Policies](#)
- U.S. Equal Employment Opportunity Commission, [Facts About Equal Pay and Compensation Discrimination](#)

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