

Let's Talk Fair Pay Panel

Tuesday, April 26th

Today's Presenters



Nasim Assadi

Vice President, People
Angel City Football Club



Ruth Thomas

Chief Product Evangelist
Payscale



Lexi Clarke

Head of People
Payscale

Today's Agenda

- Let's talk fair pay
- Panel Q&A
- Audience Q&A



Let's Talk Fair Pay

What employees really want to know about pay

1

How their pay
was determined

2

How they can
influence, and
progress pay

3

How their pay
compares with
peers



**By talking about pay more
openly, we increase
transparency, reduce bias, and
help to close pay gaps.**

Benefits of talking about Fair Pay



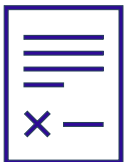
Improves employer brand and reputation



Reduces employee attrition rates



Reduces time and costs related to recruitment



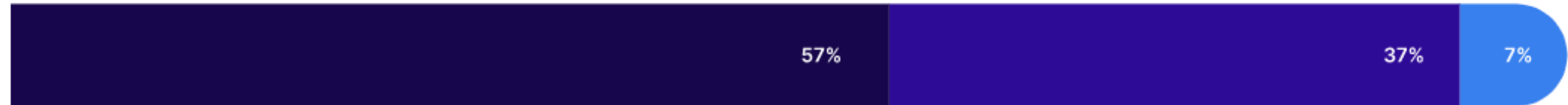
Aligns business practices with legislation

Do people know they are paid fairly?

People who are actually paid **above market** believe they're paid:



People who are actually paid **at market** believe they're paid:



People who are actually paid **below market** believe they're paid:



Below market At market Above market

Panel Q&A

Panel Question 1

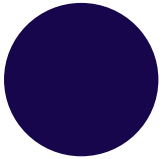
Why is it so hard to talk about fair pay?

What can you do to set the stage for fair pay conversations?

Panel Question 2

Actions to drive fair pay

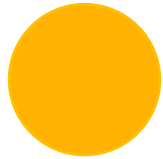
Define pay philosophy & fair pay goals



Identify how fair pay supports the organization's business strategy, competitive positioning, and values.

Commit to the fair pay journey.

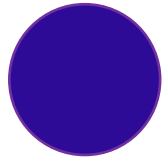
Externally benchmark jobs



Your starting point to competitive positioning and fair pay to market.

Often starts with market pricing internal jobs and basic job levelling to data.

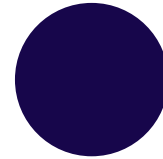
Level Employees



Create fair and unified job structures.

Group employees based on the authority, level of responsibility, and typical knowledge, skills, abilities, and experience afforded to each role.

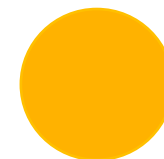
Create pay structures



Create internal pay ranges or grades to manage internal pay alignment and progression.

Communicate these depending on your approach to pay transparency.

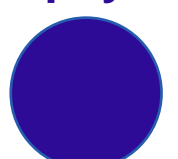
Assess Pay Equity



Investigate your internal pay equity position on an uncontrolled and controlled basis.

Understand and plan to mitigate and pay disparities.

Build a sustainable approach to fair pay



Embed fair pay across the compensation cycle.

Make pay equity part of every pay decision

The pay transparency continuum

1. What

Your organization tells employees when and what to expect on their paycheck.

2. How

Your organization shares some market data with employees.

3. Where

Your organization has a comp plan and shares pay ranges with individual employees.

4. Why

Your organization's comp plan reflects org culture, drives talent strategy, and is open to EEs.

5. Whoa

Ranges and employee pay information is available to all employees.

Panel Question 3

How can you prepare managers for effective pay conversations?

What else should you be talking about to support fair pay conversations?


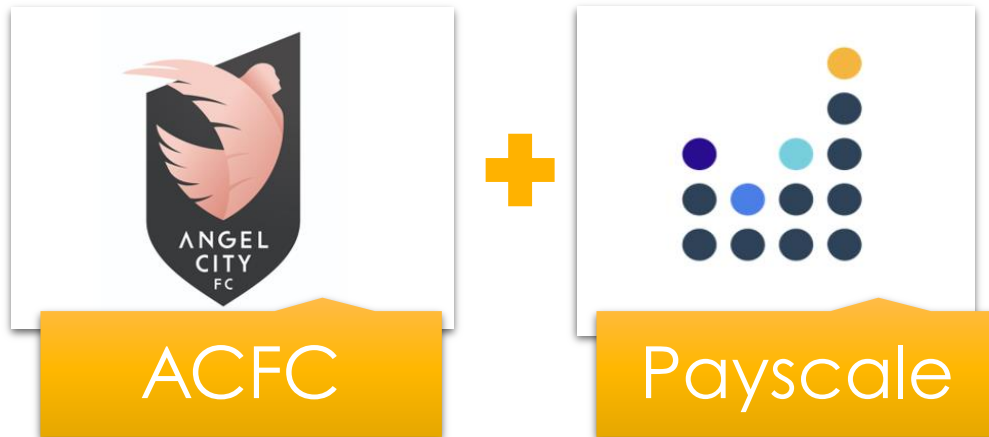
Panel Question 4

Panel Question 5

How should you communicate where you stand on pay equity?

Make the commitment to talk about fair pay

Talking about pay more openly increases transparency, reduces bias, and helps to close pay gaps.



Let's talk fair pay

Your fair pay handbook

Talking about pay is still taboo for many. Employees are not confident in how to approach their employer, and many employers are not prepared to have pay conversations, so they are often discouraged. But pay conversations are a vital driving force in creating fair pay for everyone, hence the importance of committing to talk about fair pay.

At Payscale, we aim to spark real conversation around pay by providing employers and employees the tools and best practices to understand how to have an informed conversation together around pay. If we all talk about pay more openly in a more informed manner, we increase transparency, reduce bias, and ensure fair pay and ultimately help to close pay gaps.

This handbook will give you the steps and tools to help you establish clear pay strategies and structures, guide you on how to have effective pay conversations, and provide you with powerful data to support pay transparency and fair pay initiatives so that you can take action and work toward achieving fair pay within your organization.

 **payscale**

Visit payscale.com/why-payscale/lets-talk-fair-pay/ and make the commitment to talk about fair pay today!

Q&A

Feel free to ask any questions in the chat!

