

# Power Pay Equity with Payscale

# Today's Presenters:



**Anna Spessard**

Pay Equity Product  
Marketing Manager



**Sarah Walsh**

Pay Equity Solutions  
Consultant

# Today's Agenda

- Market Trends
- Unique Value of Payscale Pay Equity
- Payscale Pay Equity Demo
- Resources

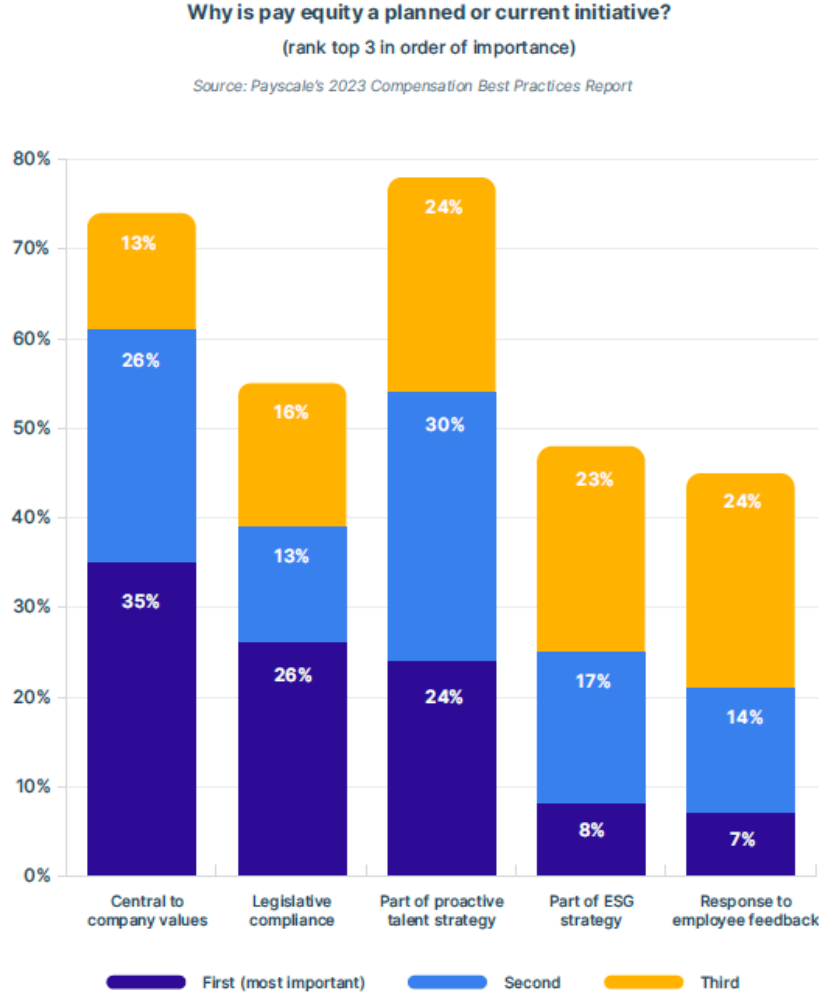
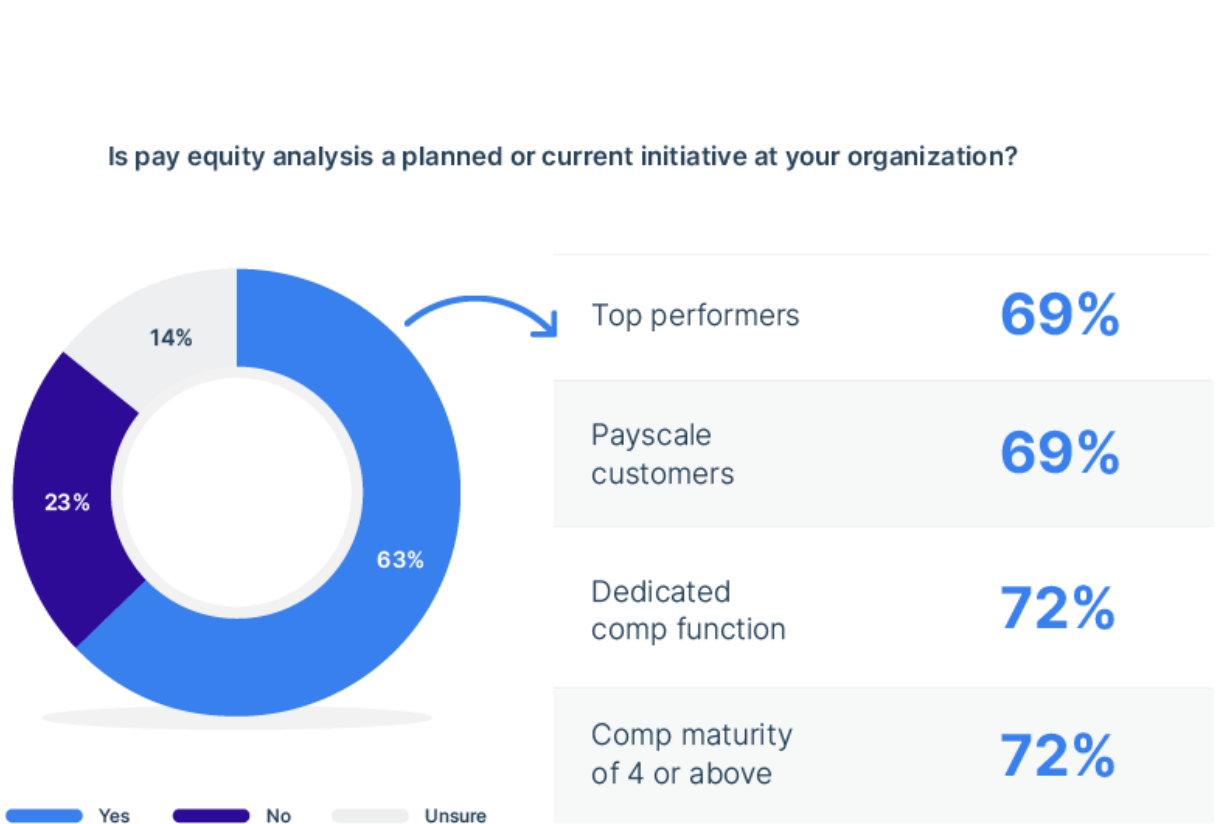


**Why is pay  
equity such a  
critical issue  
right now?**

# The State of Pay Equity in 2023

- Consider impact of an active labor market on pay equity and pay compression
- New challenge – pay transparency
- Increasing pay transparency means that employees will not only see pay ranges of peers, but also for positions higher and lower than them. As a result, the uncontrolled pay gap will become a greater focus.

# The commitment to pay equity remains strong



# The legislative and reporting outlook



# The business case is **proven**

“Perception of fair pay impacts retention more than market competitiveness and pay transparency reduces the likelihood that employees will seek a new job.”

Payscale Fair Pay Impact Report

"Organizations that manage pay equity well see more employee trust in leadership, greater employee engagement, less turnover, and improved company performance overall."

Korn Ferry

“Companies in the top quartile for gender diversity on executive teams were 25% more likely to have above-average profitability than companies in the fourth quartile.”

McKinsey

“Diverse management teams are innovative and earn a premium for their innovation. According to one recent study, over a period of three years companies with higher diversity in management earned 38% more of their revenues, on average, from innovative products and services than those companies with lower diversity.”

Boston Consulting Group



# Poll: Has your organization conducted pay equity analysis?

- ☐ Yes, continuously
- ☐ Yes, annually
- ☐ Yes, every few years
- ☐ Yes, but many years ago
- ☐ No, never
- ☐ Unsure

# Pay Equity Analysis with Payscale

*4 phases*

Commit

Diagnose

Take  
Action

Sustain

# Pay Equity experts – here to support you

Our team has 70+ years of  
compensation experience combined!



**Becky Wood**



**Chris Iverson**



**Melissa Bligh**



**Phil Turner**

**General Pay Equity Consulting**

**Product Support**

"As HR professionals, PayScale has added **another level of comfort** for us to know that we're doing it right. Pay Equity has helped to **build trust and credibility** with our staff and board by sharing results from our analysis and it helps make our **annual pay audits a lot easier.**"



# Poll: What is your biggest challenge when it comes to Pay Equity Analysis?

- ☐ Making it sustainable and continuous
- ☐ Creating more efficient processes
- ☐ Needing to collect more granular data
- ☐ Getting leadership buy-in and budget approval
- ☐ Understanding the basics
- ☐ Something else
- ☐ Unsure

# Pay Equity Demo

# Q&A

Feel free to ask any questions in the chat!

