

How to Prepare for a Pay Equity Analysis, Ep. 4: Sustain

Today's Panel



Ruth Thomas

Chief Product Evangelist



Vicky Peakman

Director of Product,
Data Products



Tim Douglass

Director, People



Becky Wood

Director, Insights & Analytics

Pay equity analysis series

What you will learn:

- Key considerations before starting your journey
- How to prepare for pay equity analysis
- How to plan for remediation and take action
- How to work towards sustainable fair pay
- How technology can support you



Payscale's pay equity approach



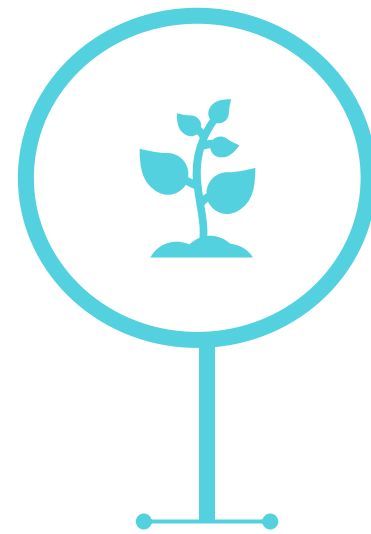
Commit



Diagnose



Take action



Sustain

Today's panel questions



What do we mean when we say pay equity is not a one-and-done process?

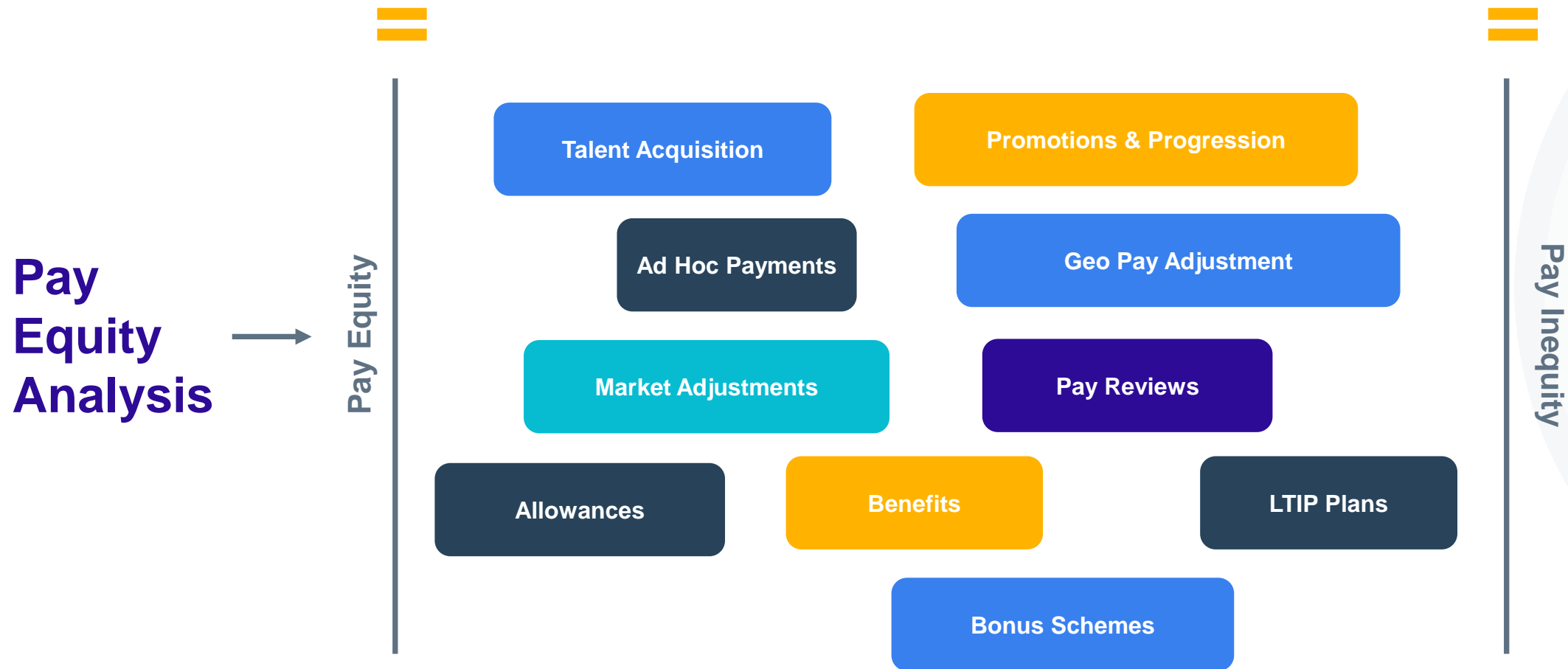
What are some of the pitfalls that drive bias in compensation policies & practices?

How and when should you establish metrics for monitoring risks?

What contributes to a sustainable pay equity framework?

Q1: What do we mean when we say pay equity is not a one-and-done process?

Why pay equity is not one and done



Q2: What are some of the pitfalls that drive bias in compensation policies and practices ?

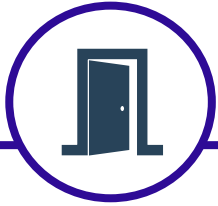
Poll Question 1:

Does your company currently have systems in place to understand and manage pay biases?

- A. Yes
- B. No
- C. No, but we are working on it
- D. Unsure

Q3: How and when should you establish metrics for monitoring risks?

Key talent metrics



Talent Acquisition

Representation of applicants vs successful applicants

Representation across the stages of the talent acquisition process (sourcing to screening to interviewing)

Monitor hiring salary and range penetration

Is salary history a deciding factor in new hire salaries?



Progression

Representation of promotion candidates vs successful candidates

Is there evidence of protected characteristics impacting promotion?

What data factors explain promotion outcomes?

Monitor promotion increases, ad hoc increases, and range penetration



Pay Allocation

Monitor pay allocation or increase % averages by protected characteristic

Monitor comparatio spreads by protected characteristic

Monitor comparatio spreads by protected characteristic

Monitor representation for compensation plan eligibility

Poll Question 2:

Which of the following tactics have you deployed to address pay biases?

(Select all that apply)

- A. Salary history bans at hire
- B. Pay range transparency at hire
- C. Monitor promotion increases by relevant protected categories
- D. Monitor all pay adjustments by relevant protected categories
- E. Provide actionable insight to decision makers during pay review
- F. Monitor comparatio spreads by protected class

Q4: What contributes to a sustainable pay equity framework?

Poll Question 3:

Who is accountable for Pay Equity in your organization?

(Select all that apply)

- A. DEIB Team
- B. Legal colleagues
- C. The compensation team
- D. HR colleagues
- E. Executive/Senior Leadership
- F. Line managers
- G. All the above
- H. No one currently



**“You cannot fix pay equity by just
remediating pay. You need to understand
whether everyone has an equal opportunity
to earn the same.”**

Key takeaways



Establish a culture of pay transparency



Train and communicate best practices in fair compensation management



Understand that education and communication can create awareness and behavior shifts - but sustained change also requires a shift in mindset and culture



Ongoing analysis with regular tracking is the best way to ensure long-lasting and sustainable results



Analyze all your policies through the DEIB lens and make sure there is no gap between your pay policies and practices



Champion pay equity and equality every day, and from the top down

What's next?

Interested in learning more
about PayScale pay equity?
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resources](#) from PayScale

Q&A

Feel free to ask any questions in the chat!

