

# **EQUAL PAY, EQUAL FUTURE**

## **FAIR PAY NO COST ACTION STEPS TRAINING**

Developed by the Pennsylvania Coalition Against Domestic Violence



DOMESTIC VIOLENCE CENTER OF CHESTER COUNTY

**Freedom Through Empowerment**

[www.dvccpa.org](http://www.dvccpa.org)

# LEARNING OBJECTIVES



Discuss how fair pay is prevention and the role of our movement in fostering long-term safety and economic justice.



Share the challenges sexual and domestic violence organizations face when implementing fair pay initiatives.



Review practical, low- and no-cost strategies to advocate for and advance fair pay practices within organizations.





*Take care of yourself.*



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# WE NEED MORE RESEARCH!

- Further research and targeted efforts are necessary to ensure that everyone, regardless of race, gender identity, ability, or cultural background, can benefit from fair pay and live free from violence.
- While we want to include all people who identify as women and with identities that are marginalized, it is important to note that much of the existing research primarily discusses cisgender women and often lacks an intersectional lens.
- We welcome any experiences regarding the wage gap from anyone who wants to share them to help expand on the importance of discussing this topic.



# THE PAY GAP – THE STATISTICS

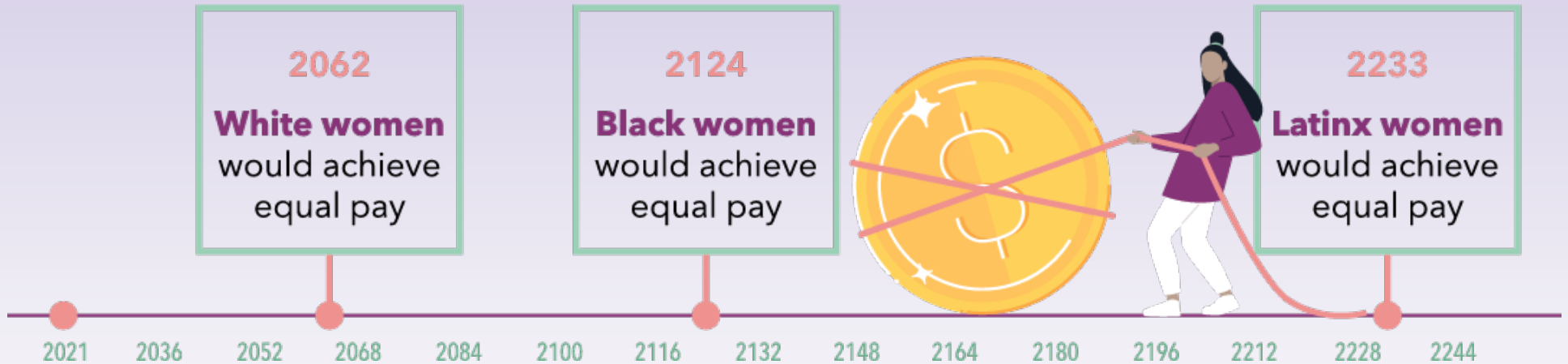


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01

Women in the United States earn 81 cents!

02

Median annual pay nationally, for a woman is \$55.952.

03

This number is different for women of color.

04

It will take 41 years to close the wage gap in the U.S.

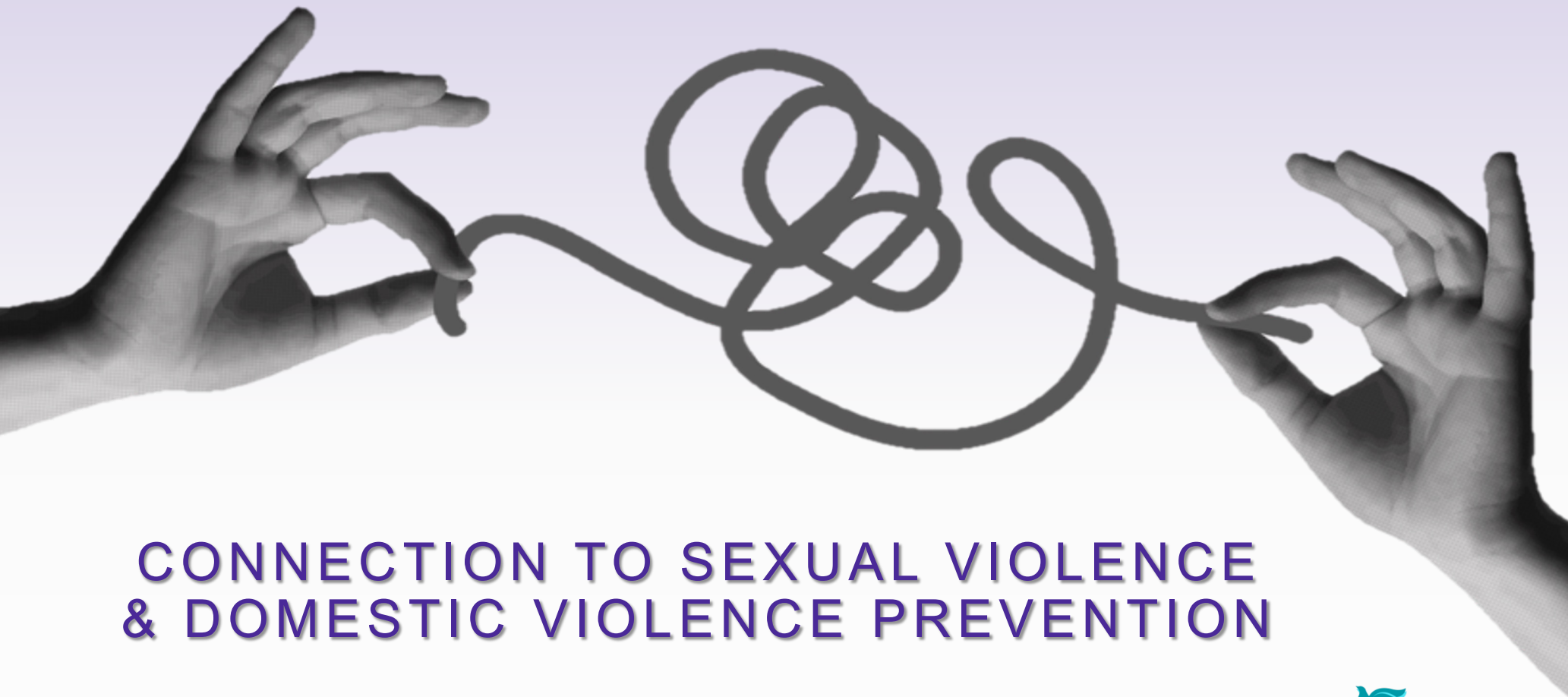


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# CONNECTION TO SEXUAL VIOLENCE & DOMESTIC VIOLENCE PREVENTION



# CONNECTION TO PREVENTION

The gender wage gap negatively impacts women's economic wellbeing and their health.

These impacts affect domestic violence in two ways: 1) Risk factors for domestic violence; 2) Barriers to safety/recovery.



# WHY FAIR PAY MATTERS IN PREVENTION:



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# BEYOND DISCUSSION— WHAT ARE FAIR PAY STRATEGIES?



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Paid sick and safe leave



Ban the use of salary history



Paid parental leave



Publish pay ranges on job posts



Flexible work schedules



Review job descriptions



Conduct a pay audit and  
Pay a thriving wage



Prohibit retaliation for wage  
disclosures

## FAIR PAY STRATEGIES FOR EMPLOYERS



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## NO-COST ACTION STEPS:



- Banning the use of salary history
- Publishing salary ranges
- Review job postings for unnecessary or discriminatory requirements
- Inclusive interview process
- Post salary structure
- Prohibit retaliation for wage disclosures
- Flexible work schedules
- Promotion practices



## Banning the use of salary history



- No longer asking for salary history can **break the cycle of underpay.**
- **Fosters greater fair pay strategies,** especially for women and marginalized communities.
- Candidates will be paid on **qualifications + job responsibilities vs. their previous earnings.**

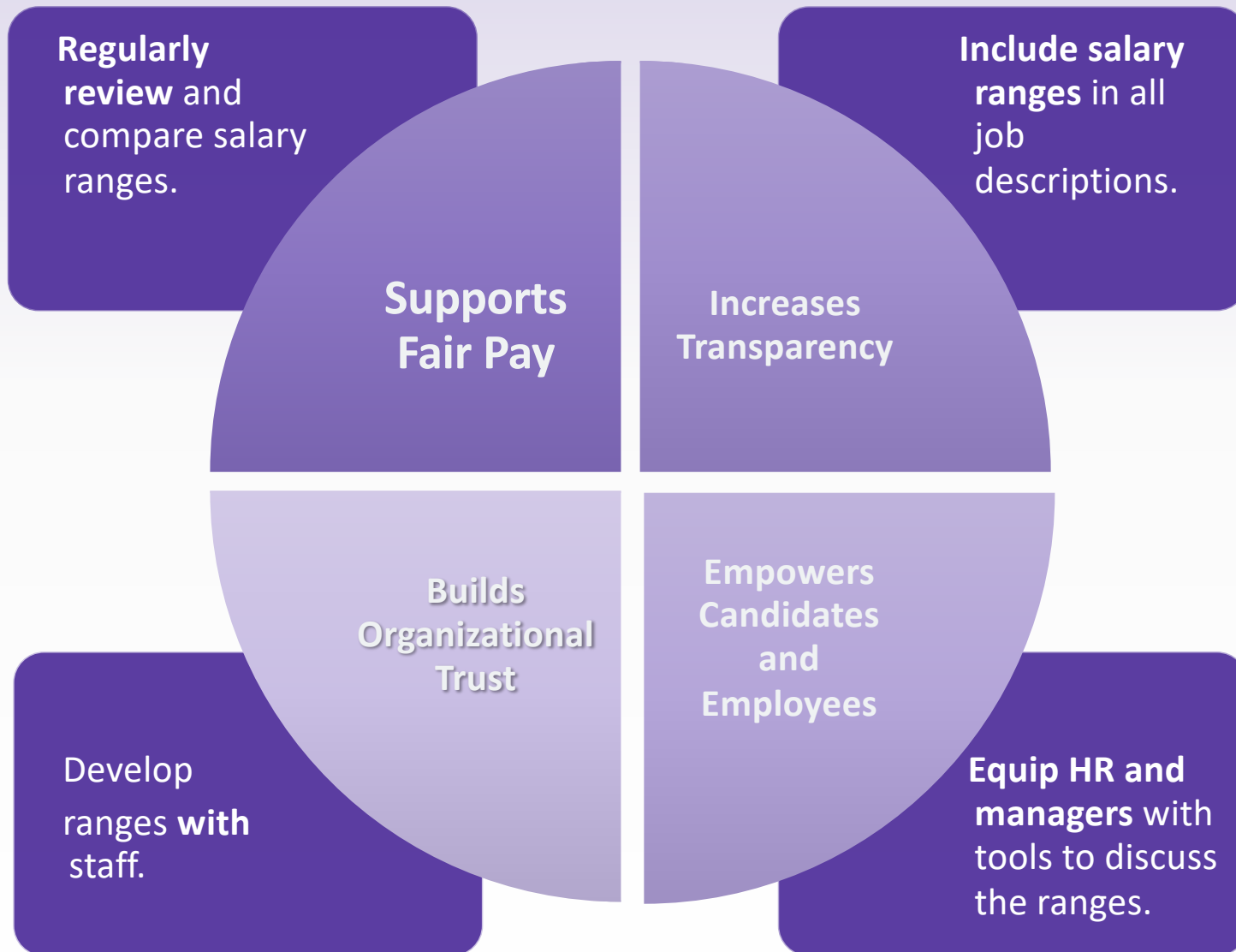


## **WATCH OUT FOR THESE COMMON PRACTICES**

- Asking for desired salary or salary expectations
- Asking for a base pay the applicant would accept
- Trying to guess salary history based on previous titles
- Asking references for salary information
- Using broad language, like “What motivates you in a benefits package?”
- Asking what benefits the applicant has had access to in previous roles



# ✓ Publishing salary ranges



## THINGS TO CONSIDER WHEN DEVELOPING RANGES



**Ensure Equity** –WHO is developing the ranges? Who has a say?



**Budget Considerations** – Determine sustainable salary ranges within budget constraints (*e.g., personnel costs  $\leq$  70% of the budget*).



**Include Benefits** – Factor in health insurance, PTO, and other benefits when setting salaries.



**Market Adjustments** – Regularly update salary ranges based on inflation, market trends, and organizational growth.



**Structured Ranges** – Define minimum, midpoint, and maximum salaries to accommodate different experience levels.



**Regional Adjustments** – Modify salaries as needed based on cost-of-living differences across locations.



## Reviewing Job Postings

Use clear, plain language

Focus on skills and  
competencies needed  
vs. degrees

Emphasize transferable  
skills and encourage  
non-traditional  
applicants to apply

Offer flexibility and  
accommodations

Use inclusive language  
and avoid gendered  
terms

Equity-based pay  
differentials (i.e.,  
language access)



# ✓ Inclusive Interview Process



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## Post Salary Structure

- **Enhance transparency** to attract diverse talent & build trust.
- **Conduct job analysis** to assess responsibilities & skills.
- **Benchmark salaries** using regional & industry data.
- **Establish pay grades** with clear minimum, midpoint, & maximum salaries.
- **Ensure career progression** is built into the salary structure.





## Prohibit Retaliation for Wage Disclosures



- **Develop a Non-Retaliation Policy →**
- **Train managers & HR →**
- **Provide safe reporting options →**
- **Publicly affirm commitment →**
- **Gather employee feedback →**

 Promotion Practices

**Define clear criteria**

→ Outline skills, experience, and performance needed for advancement.

**Notify staff first**

→ Post openings internally before seeking external applicants.

**Communicate promotion pathways**

→ Share in handbooks, team meetings, and internal websites.

**Discuss career goals**

→ Regularly review promotion readiness & goals in annual evaluations

**Support skill development**

→ Provide job shadowing, training, & leadership opportunities.

**Encourage or provide mentorship.**

**Recognize internal growth**

→ Celebrate promotions in meetings & newsletters.

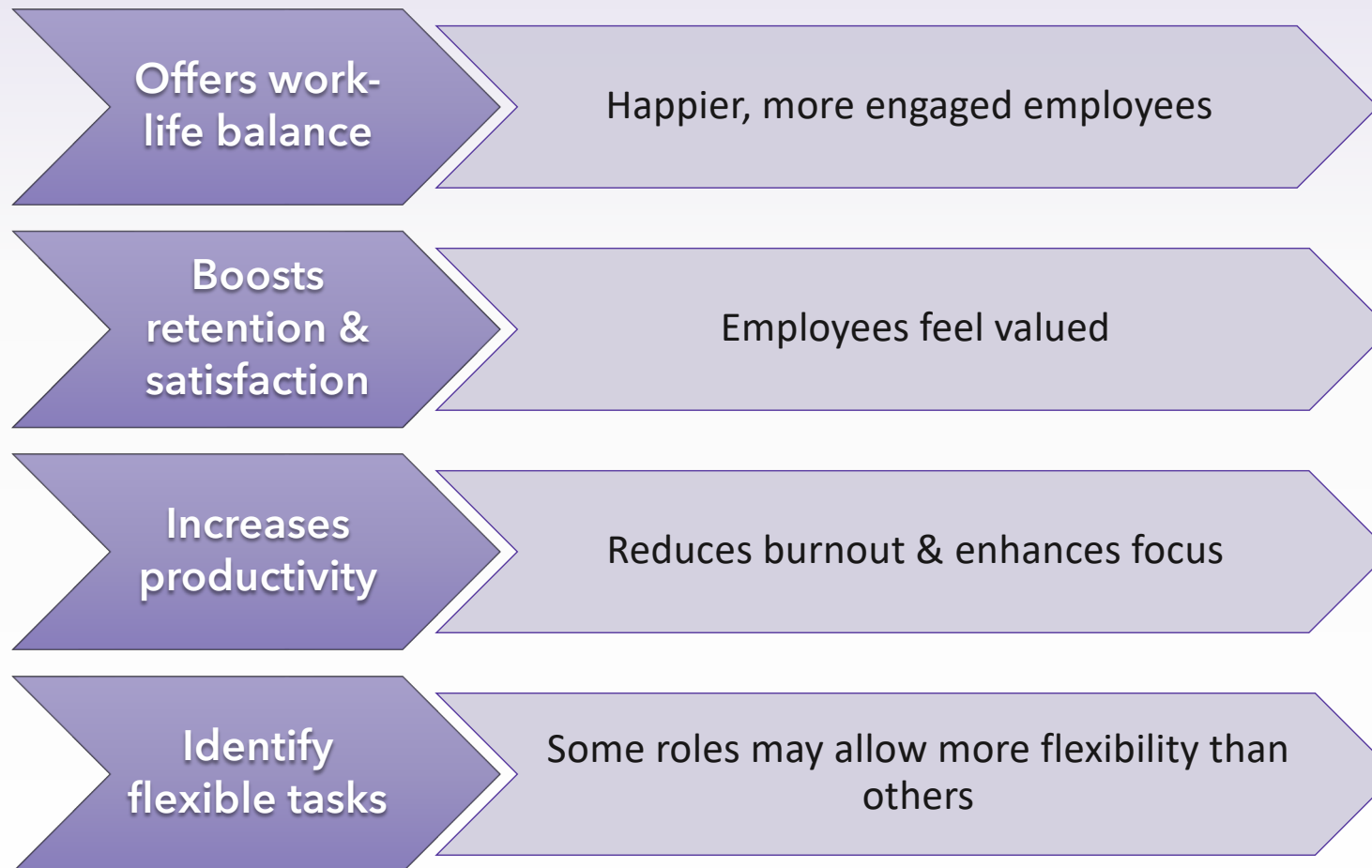
**Ensure fairness**

→ Use anonymous feedback to assess promotion transparency.



# Flexible Work Schedules

 Supervisors play a key role in balancing flexibility with fairness and accountability.



# IMPLEMENTING FLEXIBILITY

- ✓ Gather **employee input** (surveys, meetings)
- ✓ Maintain **consistency** while allowing adjustments
- ✓ **Train leaders** on managing flexible teams
- ✓ Pilot programs & **refine based on feedback**



**Remote work** → Not the only option!

**Flex hours and holidays** → Pick own times and days



**Job sharing** → Two employees split responsibilities

**Compressed workweek** → Longer shifts, fewer days



**Mental, menstrual, menopausal leave** → Time off for whole-body wellness

**Parent/Caregiver flexibility** → Kid-friendly workplace options, breastfeeding and pregnancy support, policies for solo caregiving



# THANK YOU

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