TEN STEPS COMPANIES CAN TAKE TO NARROW THE GENDER PAY GAP

This research-based document can help businesses address systemic and structural issues that impact decisions around pay at any employment decision juncture.

1. Advance women into top leadership positions. This will create a culture, or "tone from the top," that the company’s behaviors, attitudes, values, goals, and strategies are intertwined with a commitment to support and develop women.

2. Conduct a pay equity audit. Collect salary and compensation data by gender, race/ethnicity, age, education, department, tenure, and location. Create action steps to close the identified gap, and then act.

3. Increase wage and salary transparency. Make internal salary ranges and labor market data available to all employees.

4. Eliminate utilization of salary history to set a worker’s starting salary, as doing so may perpetuate the gender wage gap from prior employment, which may negatively impact subsequent raises, bonuses, and promotions that accumulate over time.

5. Limit salary negotiation for new hires. Instead, establish a structured compensation framework that is objective based on experience and position title.

6. Provide rigorously designed, high quality unconscious bias training to all members involved in the hiring process (e.g., recruiters, hiring managers, committee members).

7. Once salaries and opportunities among genders are equalized, formalize organizational processes that determine how individuals are evaluated for promotion and merit increases. Develop a scorecard to utilize measurable criteria that align with company values. Be consistent with evaluations.

8. Implement family-friendly policies, which includes, but is not limited to, paid maternity/paternity leave, flexible scheduling, remote work options, childcare support, job-sharing, and return to work programs.

9. Create a women’s employee resource group, offer women’s leadership development programs, and support additional efforts to strengthen equity, diversity, and inclusion efforts for all.

10. Make visible commitments like the ElevateHER Challenge and the Parity Pledge, and publicize these decisions.

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