

# INCREASING EQUITY AT THE WORKPLACE

C M E N A I N AND BENEFIT  
LKI EM



STEP :  
CONSIDER VARIATIONS  
IN EQUITY



## Directors

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• **E.** is an initiative of the Center for Social Innovation at the Middlebury College School of Social Work.  
[www.bc.edu/workequity](http://www.bc.edu/workequity)

Questions?

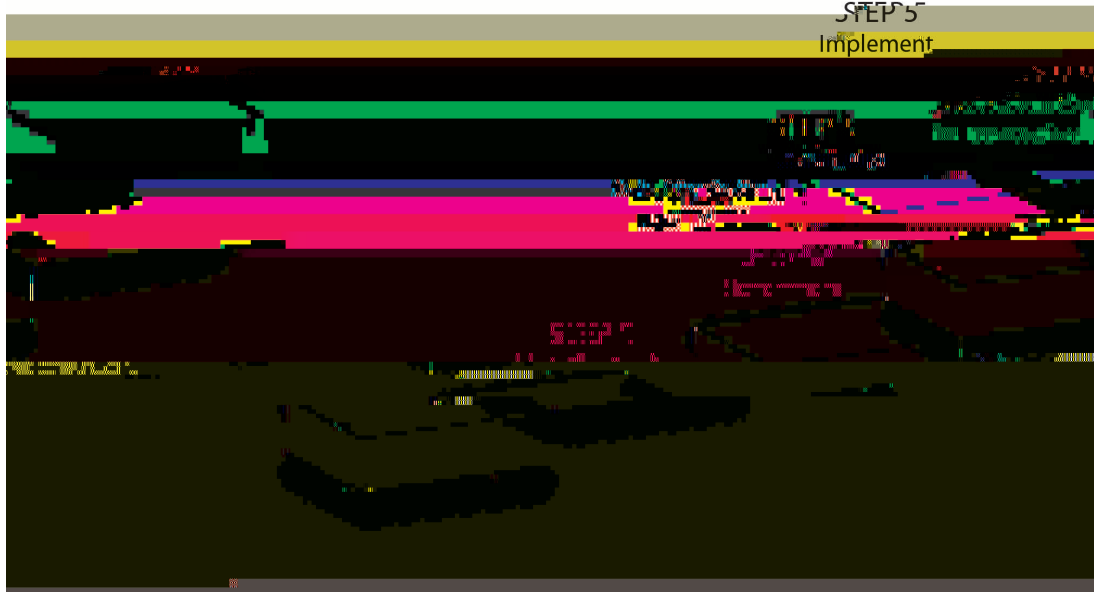
Please contact us at [workequity@bc.edu](mailto:workequity@bc.edu)

• **E.** is grateful for funding received from WorkRise for the National Study of Workplace Equity. We are also appreciative of our partnership with SHRM and its support of this study. To read more about this study, go to: <https://www.bc.edu/content/bc-web/schools/ssw/sites/center-for-social-innovation/projects/the-national-study-of-workplace-equity.html>



### 3.0

This section of the Compensation and Benefits System Toolkit helps your organization to address possible variations in the equity of your Compensation and Benefits System.



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### 3.1

In consultation with the members of the Equity Initiative Committee, the leader(s) of the Equity Initiative will decide who could be invited to conversations about employees' experiences with the Compensation and Benefits System and how those experiences might vary by employees' affiliations with demographic and social identity groups.

**1:** You could use the questions in Worksheet #6 below to guide a discussion with the members of your Equity Initiative Committee.

**2:** The Equity Initiative Committee could convene discussion groups (for example, brown bag lunches, focus groups, etc.) with employees who are affiliated with specific demographic and social identity groups.

### 3.2 3

The responses to the Audit questions about your organization's Compensation and Benefits System provide you with some insight about the equity of compensation and benefits for employees, overall. But is this enough for you to understand the equity experiences of your employees?

Your organization might want to consider whether its Compensation and Benefits System is "equally fair" to people with different social and demographic identities, including people affiliated with different:

- races/ethnicities,
- gender identities,

- sexual orientations,
- ages,
- religious affiliations,
- national backgrounds,
- abilities/disabilities, and
- job classifications (for example, part-time vs. full-time, exempt vs. non-exempt, contractors vs. employees).

Worksheet #6 (following pages) focuses on the seven Levers for Change in your organization's Compensation and Benefits System.



1. Policies
2. Practices
3. Planning, Data Collection, and Evaluation
4. Roles and Accountabilities
5. Culture
6. Climate
7. Communications

(Please see the Overview Booklet of the Compensation and Benefits System Toolkit for the discussion of the Levers for Change.)

### *Task 1: Consider Variations in Employees' Equity Experiences*

Directions:

Worksheet #6 (following pages) asks people in your organization to think about the extent to which the Levers for Change in your Compensation and Benefits System seem to result in either privileges or disadvantages for people in different groups.

For each of the following questions, think about the different demographic and social identity groups in your workforce. Insert comments if your committee members/other employee groups think that there could be variation that results in a lack of equity.

Continue to next page



#6



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Employees of different races/ethnicities:

Employees with different gender identities:

Employees with different sexual orientations:

Employees of different ages:

Employees with different religious affiliations:

Employees with different national backgrounds:

Employees with different abilities/disabilities:

Employees in jobs with different classifications (e.g., part-time vs. full-time, exempt vs. non-exempt, contractors vs. employees):



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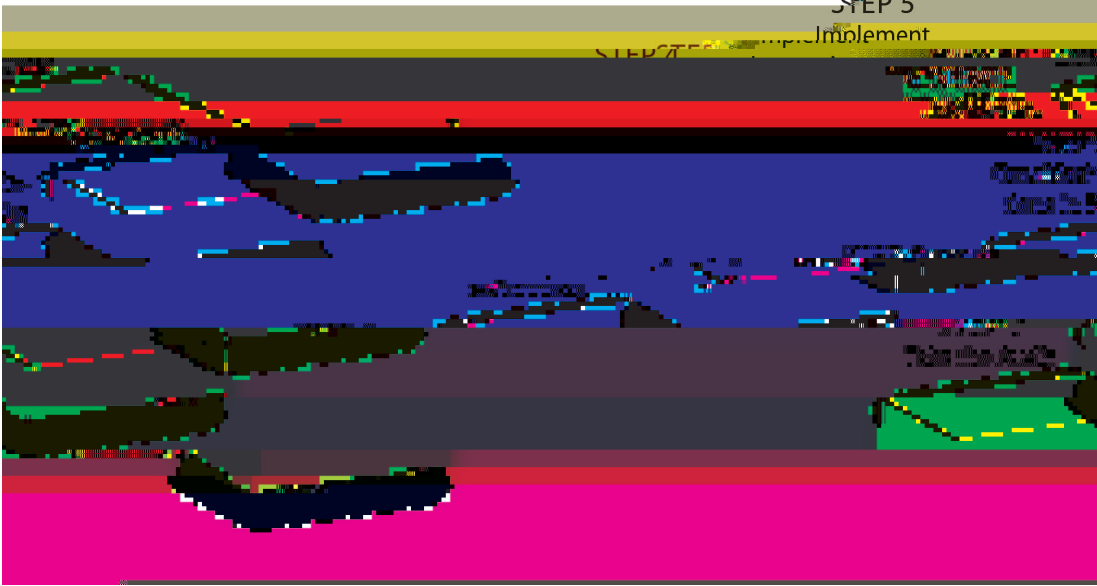
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