

INCREASING EQUITY AT THE WORKPLACE

COMPENSATION AND BENEFITS SYSTEM
TOOLKIT



**STEP 2:
BENCHMARK**



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WORK EQUITY

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Work Equity is an initiative of the Center for Social Innovation at the Boston College School of Social Work.

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Questions?

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Work Equity 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>



2.0 Introduction

Step 2 enables your organization to benchmark your responses to the Audit of your Compensation and Benefits System (completed in Step 1) against the findings of the National Study of Workplace Equity¹.

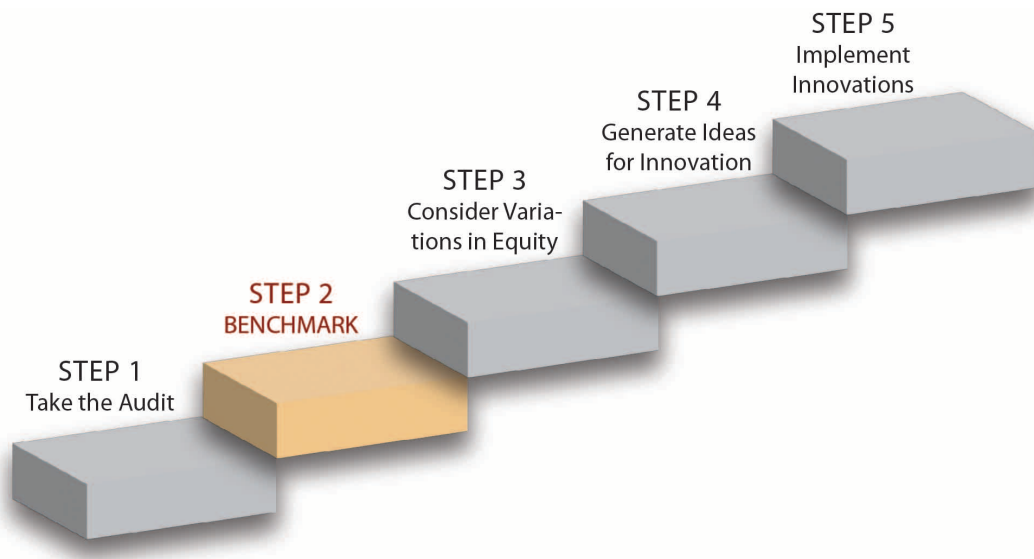



Figure 6: Step 2 of the Compensation and Benefits System Toolkit

2.1 Roles and Responsibilities

The Leader(s) of your Compensation and Benefits System Equity Initiative should assume responsibility for Task 1 (recording the average scores pertaining to the Audit questions) and Task 2 (comparing your organization's average scores to the dataset of the National Study of Workplace Equity).

The Equity Initiative Committee can meet and discuss the implications of the benchmarking results.

2.2 Step 2 Tasks

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Task 1: Compare Your Organization's Average Scores on the Equity Audit to the National Study of Workplace Equity

Compensation and Benefits System Toolkit Worksheet #4 Your Organization's Average Audit Scores

Directions:

In the right-hand column, your Leader(s) should record the information from Worksheet #3 that you completed in Step 1 of this Toolkit.

You will use the average scores from this Worksheet #4 to complete Worksheet #5 below.

	Your Organization's Average Scores From Worksheet #3 (scores ranging from 1.0 to 4.0)
1. To what extent does your organization have written policies which ensure the fairness of compensation?	
2. To what extent does your organization have practices to ensure that employee access to benefits is fair, without regard to employees' demographic or social identities?	
3. To what extent does your organization offer a range of benefits to meet the needs of a diverse workforce?	
4. To what extent does your organization routinely conduct pay audits?	
5. To what extent does your organization routinely audit the fairness of benefits?	
6. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring the fairness of compensation and benefits?	
7. To what extent do the actions of your organizational leaders indicate that they believe there is a connection between the organization's DEI initiatives and the fairness of compensation and benefits?	
8. To what extent does your organization provide employees with equitable access to information about policies and practices related to compensation and benefits?	

Task 2: Benchmark**Directions:**

The Leader(s) of your Equity Initiative should record your organization's average scores (from Worksheet #4 above) on the graph below so that you can compare your score to the averages from the National Study of Workplace Equity.

Compensation and Benefits System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages

Go to Page 6 for Worksheet #5 

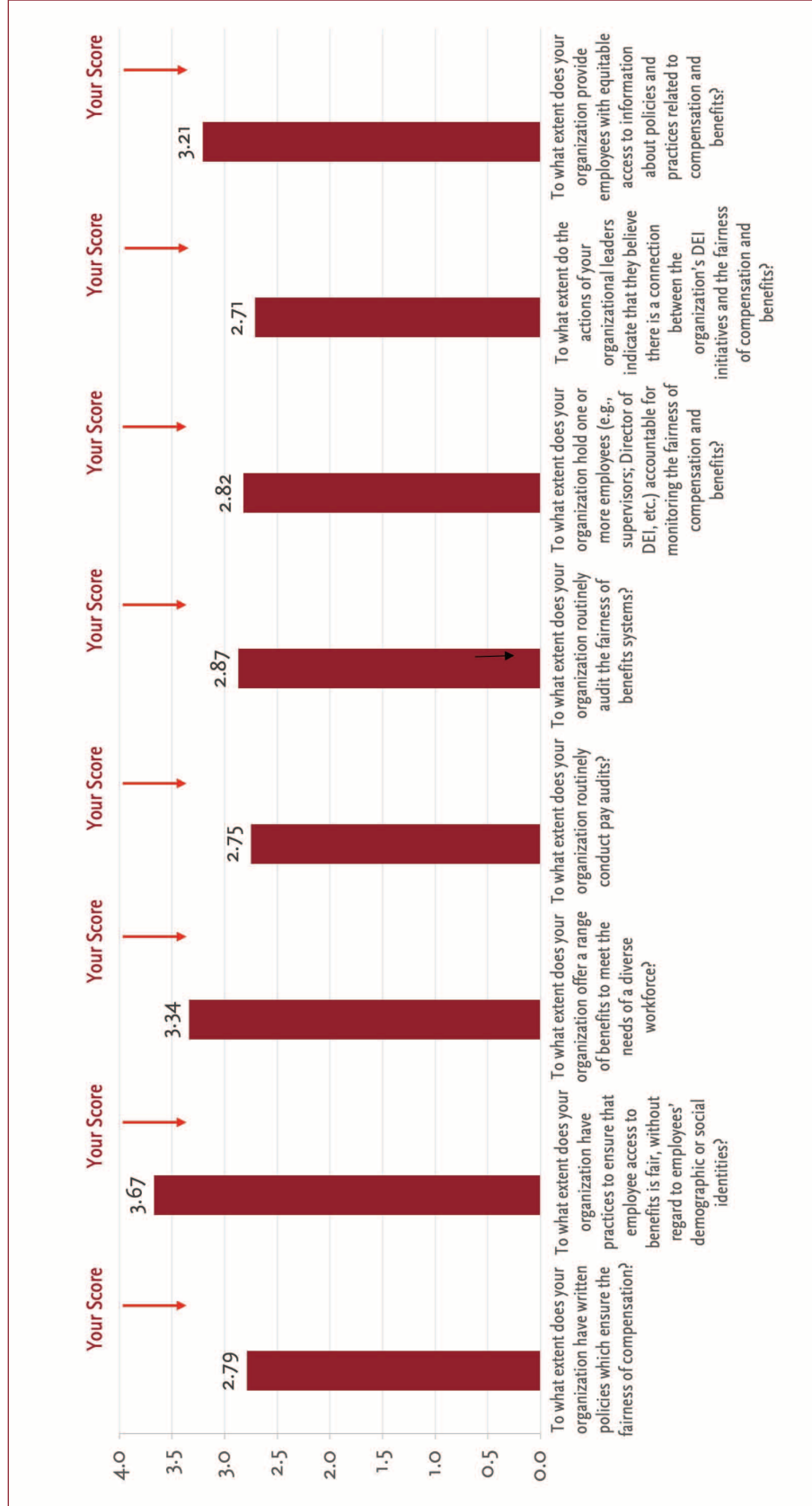
The members of your Equity Initiative Committee should discuss the **strengths** of the equity of your Compensation and Benefits System in comparison to the scores from the National Study of Workplace Equity. The leader(s) of your Equity Initiative can record key observations made by committee members below.

The members of your Equity Initiative Committee should discuss the **weaknesses** of the equity of your Compensation and Benefits System in comparison to the scores from the National Study of Workplace Equity. The leader(s) of your Equity Initiative can record key observations made by committee members below.



Compensation and Benefits System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages



Our analyses of the data from the National Study of Workplace Equity indicate that organizations with fewer than 500 employees are:

1. **less likely** have written policies which ensure the fairness of compensation, and
2. **more** likely to have practices to ensure that employee access to benefits is fair without regard to employees' demographic or social identities.

The members of your Equity Initiative Committee can discuss implications that the **size of your workforce** has for your Compensation and Benefits System. The leader(s) of your Equity Initiative can record key observations made by committee members below.



 **Go to Step 3 of the Compensation and Benefits System Toolkit: Consider Variations in Equity**

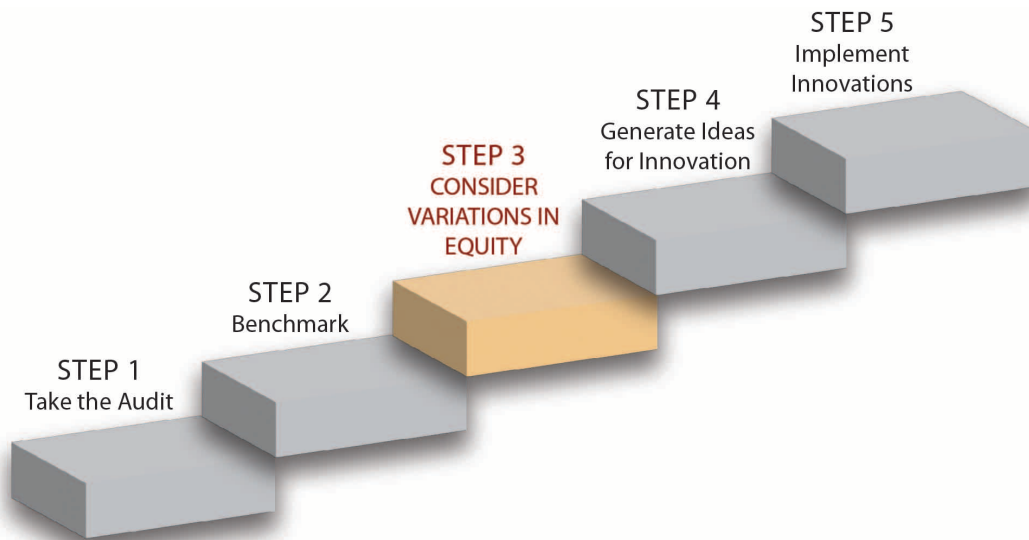


Figure 7: Step 3 of the Compensation and Benefits System Toolkit