

INCREASING EQUITY AT THE WORKPLACE

COMPENSATION AND BENEFITS SYSTEM
TOOLKIT



**STEP 3:
CONSIDER VARIATIONS
IN 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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3.0 Introduction

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.

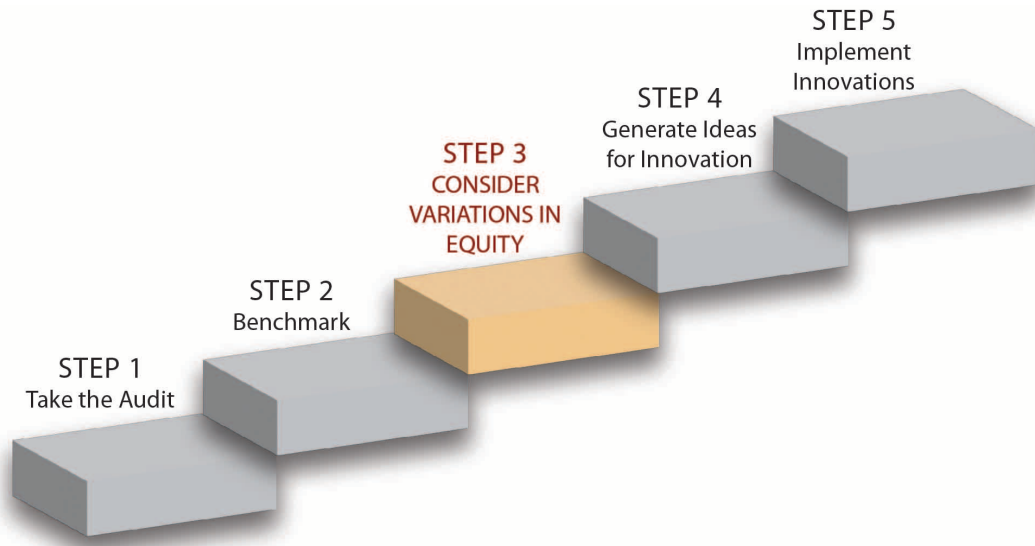


Figure 8: Step 3 of the Compensation and Benefits System Toolkit

3.1 Roles and Responsibilities

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.

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

Option 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 Step 3 Task

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 



Compensation and Benefits System Toolkit Worksheet #6

Equity of Compensation and Benefits System – Levers for Change



Lever for Change in the Compensation and Benefits System: Policies

Are your organization's policies related to compensation and benefits fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Practices

Are compensation and benefits practices fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Planning and Evaluation

Is the planning and evaluation of compensation and benefits fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Assignment of Roles and Accountabilities

Is the assignment of roles and accountabilities for the Compensation and Benefits System fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Workplace Culture

Are your organization's values and principles related to compensation and benefits fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Workplace Climate

Is the workplace climate pertaining to compensation and benefits fair for...

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):



Compensation and Benefits System Toolkit Worksheet #6 (continued)



Lever for Change in the Compensation and Benefits System: Communication

Are communications regarding compensation and benefits fair for...

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):

 **Go to Step 4 of the Compensation and Benefits System Toolkit: Generate Ideas for Innovation**

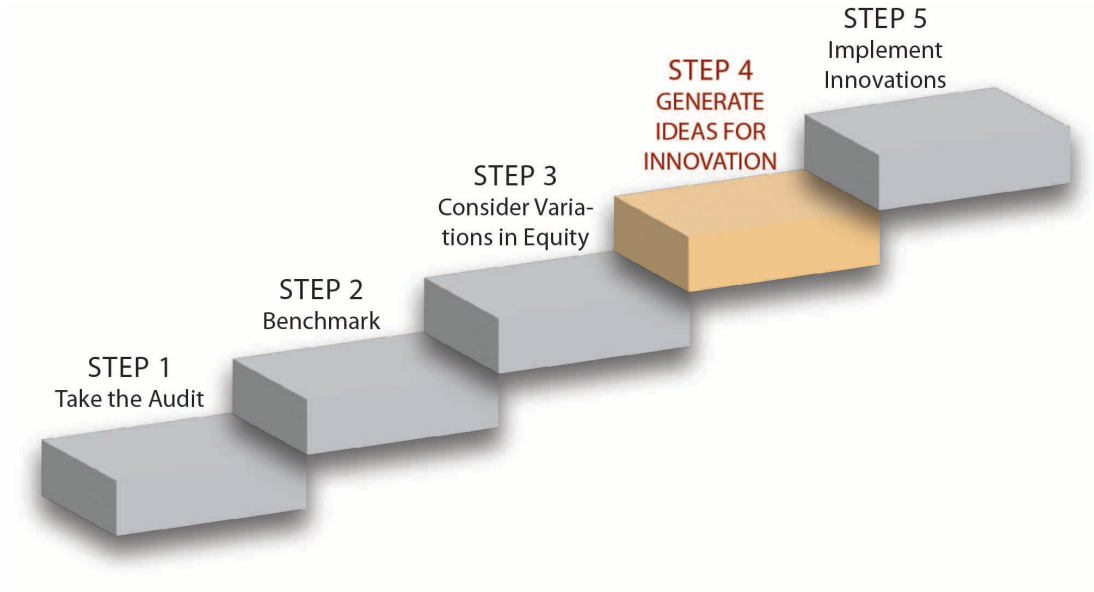


Figure 9: Step 4 of the Compensation and Benefits System Toolkit