ADVANCE BU
Advancing and Maintaining Equity

9 Policies that Lead to a More Equitable Workplace

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November 18, 2024

Defining DEI

diversity, equity and inclusion noun

variants *or less commonly* **diversity, equity, and inclusion**

1   : a set of values and related policies and practices focused on establishing a group
culture of equitable and inclusive treatment and on attracting and retaining a diverse
group of participants, including people who have historically been excluded or
discriminated against

Merriam-Webster

DIVERSITY

- The presence of different characteristics that make up individual and collective identities, such as race, gender, age, religion, sexual orientation, and more.
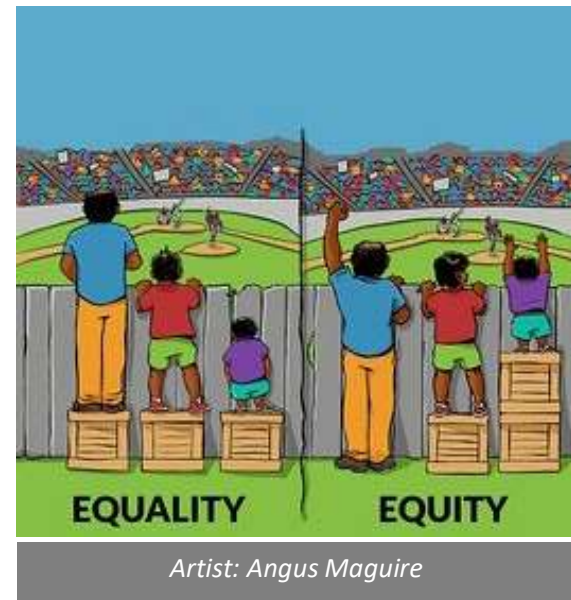
EQUITY

- The process of identifying and removing barriers that create disparities in access to resources and opportunities.
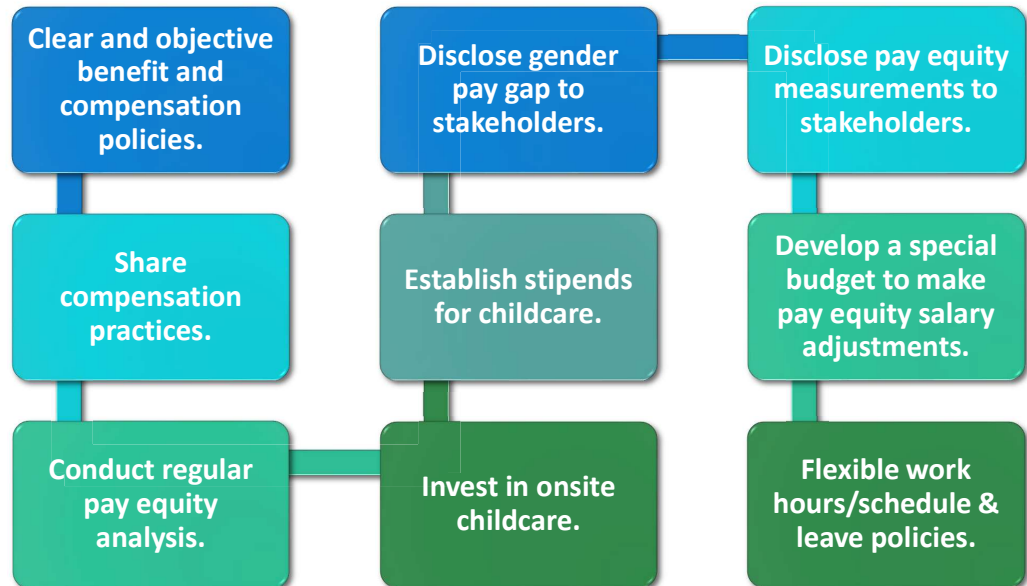
INCLUSION

- Creating environments where individuals and groups can feel welcomed, respected, and supported.

Equality vs. Equity

- **Equality:** Treating everyone the same with equal support, regardless of their needs or circumstances.

- **Equity:** Providing the resources and opportunities that each person needs to be successful, based on their individual circumstances.

- Studies show that 81% of organizations around the world are committed to advancing gender equity in the workplace; however, most organizations (42%) do not have a plan to remove equity barriers, such as bias in hiring or limited opportunities to advance positions (Ammerman & Groysberg, 2021).

EQUALITY   EQUITY

Artist: Angus Maguire

9 Policies that Lead to a More Equitable and Inclusive Workplace

Clear and objective benefit and compensation policies.

Disclose gender pay gap to stakeholders.

Disclose pay equity measurements to stakeholders.

Share compensation practices.

Establish stipends for childcare.

Develop a special budget to make pay equity salary adjustments.

Conduct regular pay equity analysis.

Invest in onsite childcare.

Flexible work hours/schedule & leave policies.

Source: Doragnes Rivera Bradshaw, DBA

1. Clear and objective policies

❖Creates a standard for providing fair and equitable pay and benefits to all employee types.

❖Details types of compensation structures and eligibility (Base salary, bonuses, promotions, payout frequency) based on work, knowledge, skills, and abilities (competencies).

❖Performance-based bonuses aligned with institutional goals. What are the key performance metrics (KPI)?

❖Complies with labor laws and regulations.

2. Share Compensation Practices

Also known as Pay Transparency

❖ Promotes fairness and pay equity; reduces pay gaps.

❖ Attracts and retain top talent.

❖ Improves employee engagement.

❖ Improves employee/manager communication.

❖ Builds trust and loyalty leading to retention.

3. Conduct Regular Pay Equity Analysis

❖Compliance with Equal Pay Act.
  ❖Gender Pay Gap

❖Pay Transparency.

❖Sets expectations about the possibilities.

❖Prevents discrimination lawsuits.

❖Creates a fair and positive work environment.

4. Disclose Gender Pay Gap

❖Reduces salary negotiations.

❖Avoid discriminatory pay patterns.

❖Attract and retain talent.

❖Increase economic growth.

❖Create gender equality.

5. Invest in Onsite Childcare

❖ Better work-life balance

❖ Peace of mind leading to reduced stress

❖ Increased productivity

❖ Competitive advantage as an attraction and retention tool

❖ Enhances company reputation

❖ Learning center for the institution in partnership with academic affairs.

6. Establish Stipends for Childcare

❖Flexibility in the type of childcare needed for families

❖Supplemental income

❖Alleviates stress

❖Improves loyalty and productivity

7. Disclose Pay Equity Measurements

❖Close Pay Gaps

❖Attract Top Talent

❖Improve Reputation

❖Comply with laws to avoid litigation

8. Develop a Special Budget for Pay Equity

❖Analyze the pay gaps.

❖Define goals.

❖Determine how to measure progress.
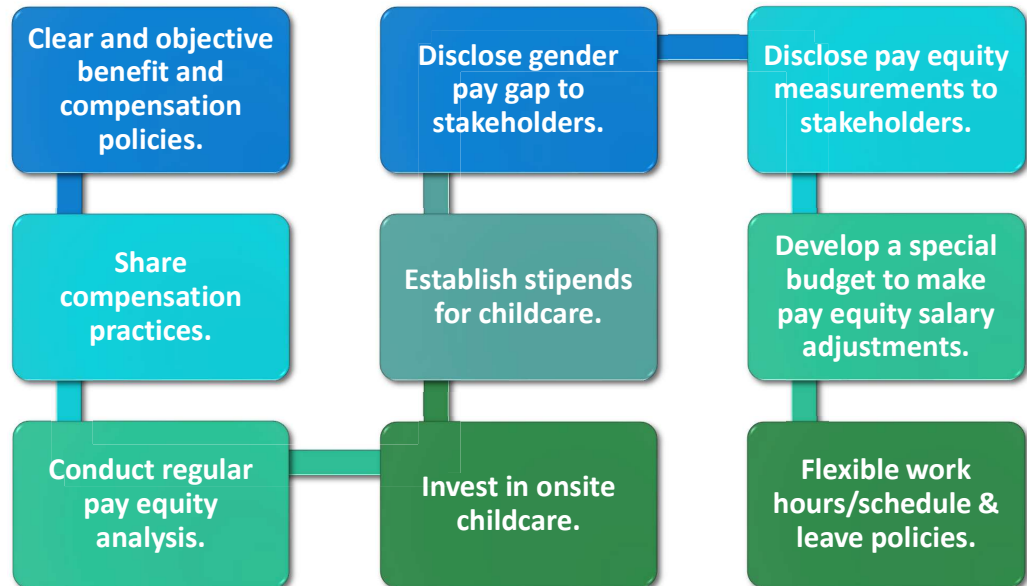
❖Identify opportunity gaps.

❖Manage wage compression.

9. Implement Flexible Work Policies

❖Improve work-life blending (not balancing).

❖Saves employees and employers money in commute times.

❖Increase productivity.

❖Improved wellbeing through reduced stress, healthier eating, and exercise.

❖Boost employee morale and retention.

❖Broaden the talent pool.

❖Contribute to Sustainability goals.

❖Ensures business continuity.

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Source: Doragnes Rivera Bradshaw, DBA

Let's Connect!

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