



Northeast Indiana Human  
Resources Association



# **Pay Equality: Time to Fix it!**

## **May 9, 2019**



# A Look at Equality At Its Best

<https://www.facebook.com/finansforbundetNO/videos/10156793637468273/>



# Pay Equality Agenda

- ✓ Compensation legislation
- ✓ Size of the issue
- ✓ Tools to analyze
- ✓ Time to fix it!



# Compensation/Pay Equity Legislation

# It's the Law

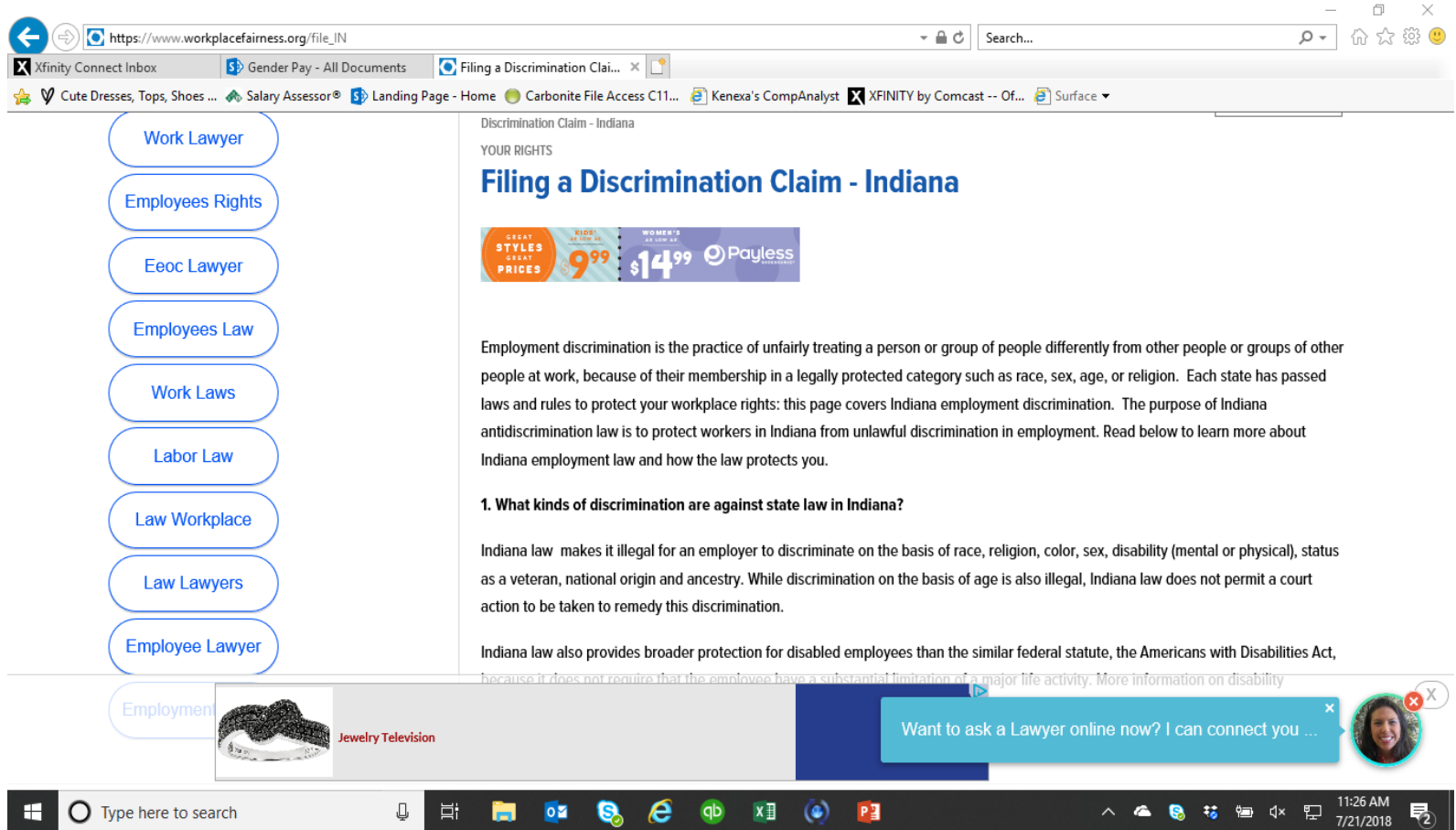
## Equal Pay Act 1963



# It's the Law



# Claims Filing



https://www.workplacefairness.org/file\_IN

Xfinity Connect Inbox Gender Pay - All Documents Filing a Discrimination Clai...

Cute Dresses, Tops, Shoes ... Salary Assessor® Landing Page - Home Carbonite File Access C11... Kenexa's CompAnalyst XFINITY by Comcast -- Of... Surface

Work Lawyer  
Employees Rights  
Eeoc Lawyer  
Employees Law  
Work Laws  
Labor Law  
Law Workplace  
Law Lawyers  
Employee Lawyer

Discrimination Claim - Indiana

YOUR RIGHTS

## Filing a Discrimination Claim - Indiana

GREAT STYLES GREAT PRICES 9.99 \$14.99 Payless

Employment discrimination is the practice of unfairly treating a person or group of people differently from other people or groups of other people at work, because of their membership in a legally protected category such as race, sex, age, or religion. Each state has passed laws and rules to protect your workplace rights: this page covers Indiana employment discrimination. The purpose of Indiana antidiscrimination law is to protect workers in Indiana from unlawful discrimination in employment. Read below to learn more about Indiana employment law and how the law protects you.

### 1. What kinds of discrimination are against state law in Indiana?

Indiana law makes it illegal for an employer to discriminate on the basis of race, religion, color, sex, disability (mental or physical), status as a veteran, national origin and ancestry. While discrimination on the basis of age is also illegal, Indiana law does not permit a court action to be taken to remedy this discrimination.

Indiana law also provides broader protection for disabled employees than the similar federal statute, the Americans with Disabilities Act, because it does not require that the employee have a substantial limitation of a major life activity. More information on disability

Employment Jewelry Television

Want to ask a Lawyer online now? I can connect you ...

Type here to search

11:26 AM 7/21/2018

# Size of Issue



# Why It Is Important

78 to 82 ¢



74¢

# Why It Is Important



# Why It Is Important

78%



80%

53%

# You Decide – Are They Doing it Right?

Walmart 



WELLS  
FARGO



# High Profile Companies



Humana





# High Profile Individuals

- Mark Wahlberg & Michelle Williams
- BBC
- E!News



# High Profile Movements

- #MeToo
- #WhyWeWearBlack
- #TimesUp

# Talent Shortage



**42 to 68 days/6 – 9 months**





# Engagement Cost Effect

Example: \$50,000 Annual Salary

Category	Percent of People	Investment Return	Dollar Value
Engaged	25 – 30%	1.0	\$50,000



# Engagement Cost Effect

Example: \$50,000 Annual Salary

Category	Percent of People	Investment Return	Dollar Value
Highly Engaged	10 – 12%	1.25	\$62,500



# Engagement Cost Effect

Example: \$50,000 Annual Salary

Category	Percent of People	Investment Return	Dollar Value
Somewhat Engaged	45- 50%	.6	\$30,000
Disengaged	10% or less	.4	\$20,000



# Engagement Cost Effect

Example: \$50,000 Annual Salary

Category	Percent of People	Investment Return	Dollar Value
Highly Engaged	10 – 12%	1.25	\$62,500
Engaged	25 – 30%	1.0	\$50,000
Somewhat Engaged	45- 50%	.6	\$30,000
Disengaged	10% or less	.4	\$20,000

# Fairly and Properly Compensated



# Exercise



# Tools



# Discrimination Analysis

- At least annually
- Three protected classes
- Excel or HRIS
- Large Differences
- Same job and similar job





# Equity Analysis

- **At least annually**
- **Pay against each other in same job**
- **Excel or HRIS**
- **Acceptable Differences**
- **Pay Range Use**



# Time To Fix It!



# Make Equal Pay a Reality!

**2059???**

# Who is Doing Something?

Willis Towers Watson



64% Taking Action

43% Philosophy

36% Gap Issues

# Who is Getting it Right?



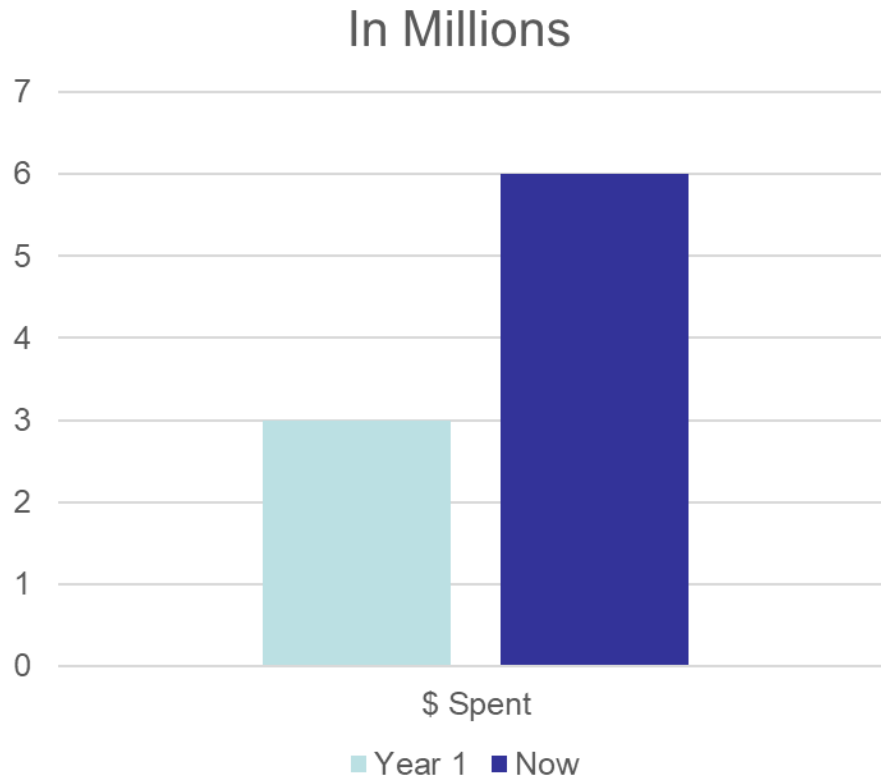
# Who is Getting it Right?



**Salary History**



# Who is Getting it Right?



# Who is Getting it Right?







# How to Drive Positive Change

- Starting pay
- Formal hierarchy
- Pay range for every job
- Process use to establish pay range



# How to Drive Positive Change

- **Monitor merit increases**
- **Train supervisors**
- **Document compensation guidelines**
- **Audit pay practices**

# Gender Diversity/Equity Results

15 %



# Gender Diversity/Equity Results



**36** %

%

# Gender Diversity/Equity Results

13



19



# Self-Reflection

**What do you need to do?**  
**What did you learn?**



# Pay Equality Agenda

- ✓ Compensation legislation
- ✓ Size of the issue
- ✓ Tools to analyze
- ✓ Time to fix it!



# Thanks!

Contact Info:  
Cassandra Faurote at  
[info@totalrsolutions.com](mailto:info@totalrsolutions.com)  
or  
317-589-8529  
[www.totalrsolutions.com](http://www.totalrsolutions.com)

