

Pay Equity Not Just A Compliance “To-Do”



Leading organizations understand that equitable pay is not only about legal compliance—it is a foundational component of diverse, equitable and inclusive workplaces.

If 2020 made one thing clear to corporate America, it's that the spotlight shining on employers' commitment to diversity, equity and inclusion (DE&I) has intensified. And without meaningful and measurable DE&I efforts, organizations could risk both legal and reputational exposure.

Why pay equity?

Pay equity means that an employer has no pay disparities based on gender, race, age, ethnicity and other protected classes. Fair and equitable pay is essential for employers that want to drive employees' trust, loyalty and retention, as well as prove their commitment to DE&I. It is also legally required and enforced by state and federal authorities.

Pay equity is quantifiable

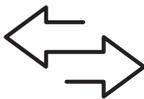
Leading employers conduct ongoing studies to identify pay gaps, remediate disparities and find the root causes of inequitable pay. By applying advanced mathematical models to each of your employee groups, you will:



Learn the extent to which disparate pay practices exist within protected classes



Receive a detailed scorecard for each employee showing where they stand from a pay equity perspective



See the difference between the “statistical” outliers identified by the model and the “real” outliers that require immediate attention, helping to preempt potential issues



Understand how the results will inform your overall pay management strategy, practices and policies



Beyond the numbers

Armed with workforce pay data and remediation approaches, a thorough pay equity analysis will help you understand why pay disparities exist, consider needed cultural changes and develop policies and procedures that support your business. The result is an inclusive, equitable culture with the enhanced ability to recruit and retain a diverse and productive workforce.

For more information,

contact Moshe Mayefsky, Vice President, at mmayefsky@segalco.com or 212.251.5328 or Jason Adwin, Senior Vice President, at jadwin@segalco.com or 212.251.5196.

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