

## NO COST ACTION STEPS RESOURCES

---

The following organizations offer free training and resources to implement pay equity steps in your organization:

- **Developing Pay Structures:**  
Society for Human Resource Management (SHRM) <https://www.shrm.org/topics-tools/tools/toolkits/building-market-based-pay-structure-scratch>
- **Inclusive Interview Process:**  
The Management Center: <https://www.managementcenter.org/resources/mitigate-bias-in-hiring-with-a-simple-rubric/>  
  
Nonprofit Leadership Alliance: <https://nla1.org/inclusive-interview-practices/>
- **Pay Transparency:**  
Donation Match: <https://www.donationmatch.com/blog-list/pay-transparency-for-nonprofits>
- **Maximizing Job Postings:**  
Foundation List: <https://www.foundationlist.org/job-postings-expert-tips/>
- **Communicating salary ranges and total compensation packages:**  
Salary Cube: <https://www.salarycube.com/compensation/the-ultimate-salary-guide-for-nonprofits-pay-scales-and-insights/>
- **Inclusive Hiring Practices:**  
Nonprofit Risk Management Center: <https://nonprofitrisk.org/resources/inclusive-hiring-strategies-and-practices/>  
  
Denver Health: <https://www.phidenverhealth.org/-/media/dph-files-and-docs/about-us/health-equity/inclusive-hiring-packet-phidh-acs-final-2023-01-10.pdf>

In addition, please see Delaware-specific information regarding the wage gap and pay equity:

- **Wage Gap in Delaware:**  
The National Partnership for Women & Families: <https://nationalpartnership.org/report/wage-gap/>
- **Workplace Laws in Delaware for pay equity:**  
A Better Balance: <https://www.abetterbalance.org/states/delaware/>