

# Pay Equity as Pathways to IPV Prevention

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Advancing Economic Justice  
for Advocates and Survivors

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# About us!

**Aishwarya Sinha** (she/her)  
Senior Prevention Specialist

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Director of Prevention



# Learning Objectives

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**Discuss how pay equity is prevention** and the role of our movement in fostering long-term safety and economic justice.



**Share the challenges** local domestic violence organizations face when implementing pay equity initiatives.



**Review practical, low- and no-cost strategies** to advocate for and advance pay equity practices within organizations.



A stylized illustration of a megaphone, colored in shades of teal and light blue, pointing towards the right. It is positioned on the left side of the slide, partially overlapping the text area.

## We need more research!

Further research and targeted efforts are necessary to ensure that everyone, regardless of race, gender identity, ability, or cultural background, can benefit from pay equity and live free from violence.

While we want to include all people who identify as women and with identities that are marginalized, it is important to note that much of the existing research primarily discusses cisgender women and often lacks an intersectional lens.

We welcome any experiences regarding the wage gap from anyone who wants to share them to help expand on the importance of discussing this topic.



Take care of yourself.

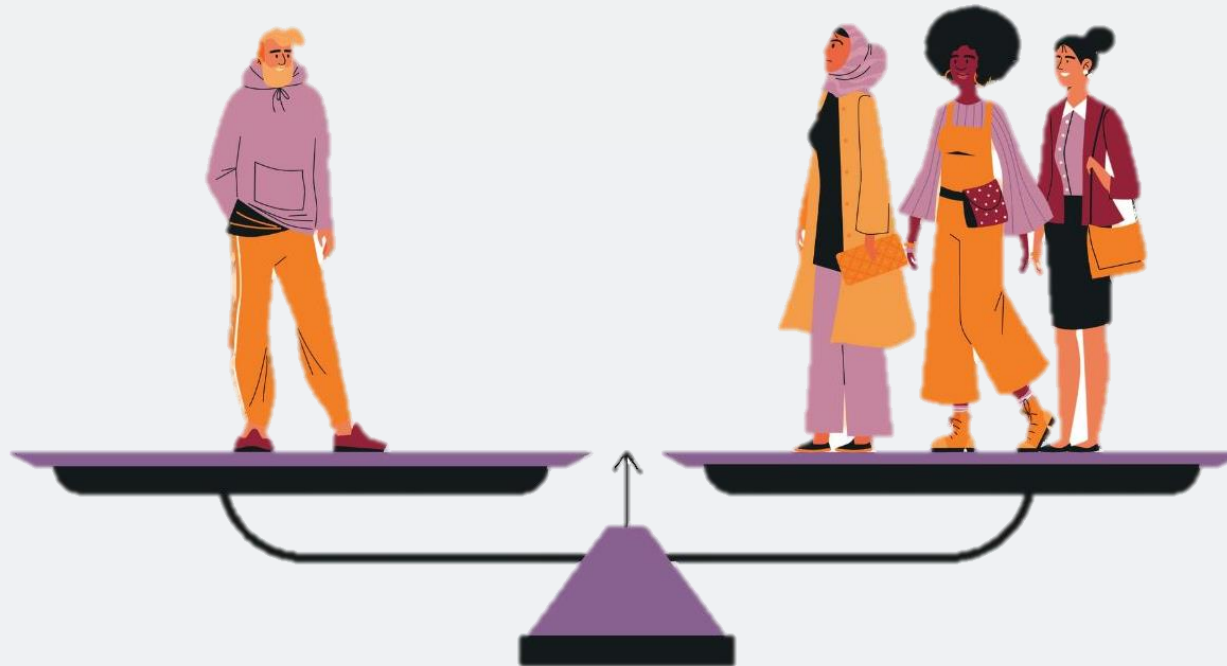


# *The Gender Wage Gap The Pay Gap Pay Inequity*



# 01

Women in the  
United States  
earn 83 cents



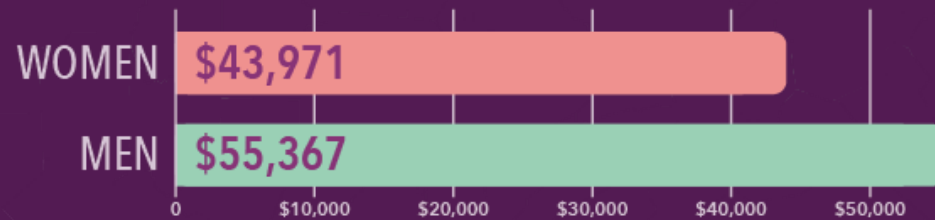
# 01

Women in the United States earn 83 cents

# 02

Median annual pay nationally, for a woman is 53,544 dollars.

## Average salaries for working full-time, year-round in PA



This adds up to an annual wage gap of \$11,396<sup>2</sup>



# 01

Women in the United States earn 83 cents

# 02

Median annual pay nationally, for a woman is \$43,971.

# 03

This number is different for women of color.

**Black women**  
are paid

**63¢**

**Latinx women**  
are paid

**54¢**

**Native women**  
are paid

**60¢**

for each dollar a white, non-Hispanic man gets.<sup>8</sup>



# 01

Women in the United States earn 83 cents

# 02

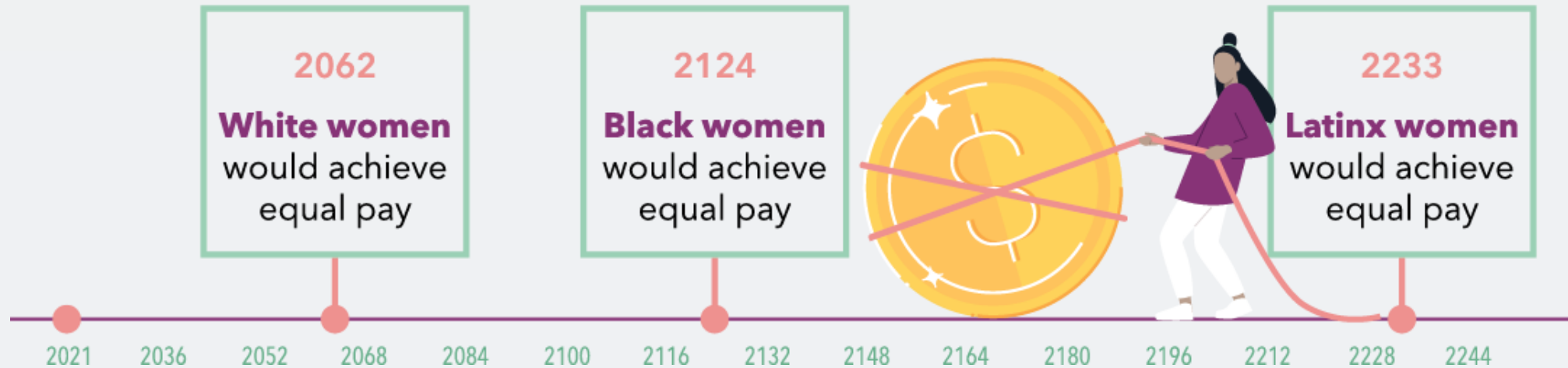
Median annual pay nationally, for a woman is \$43,971.

# 03

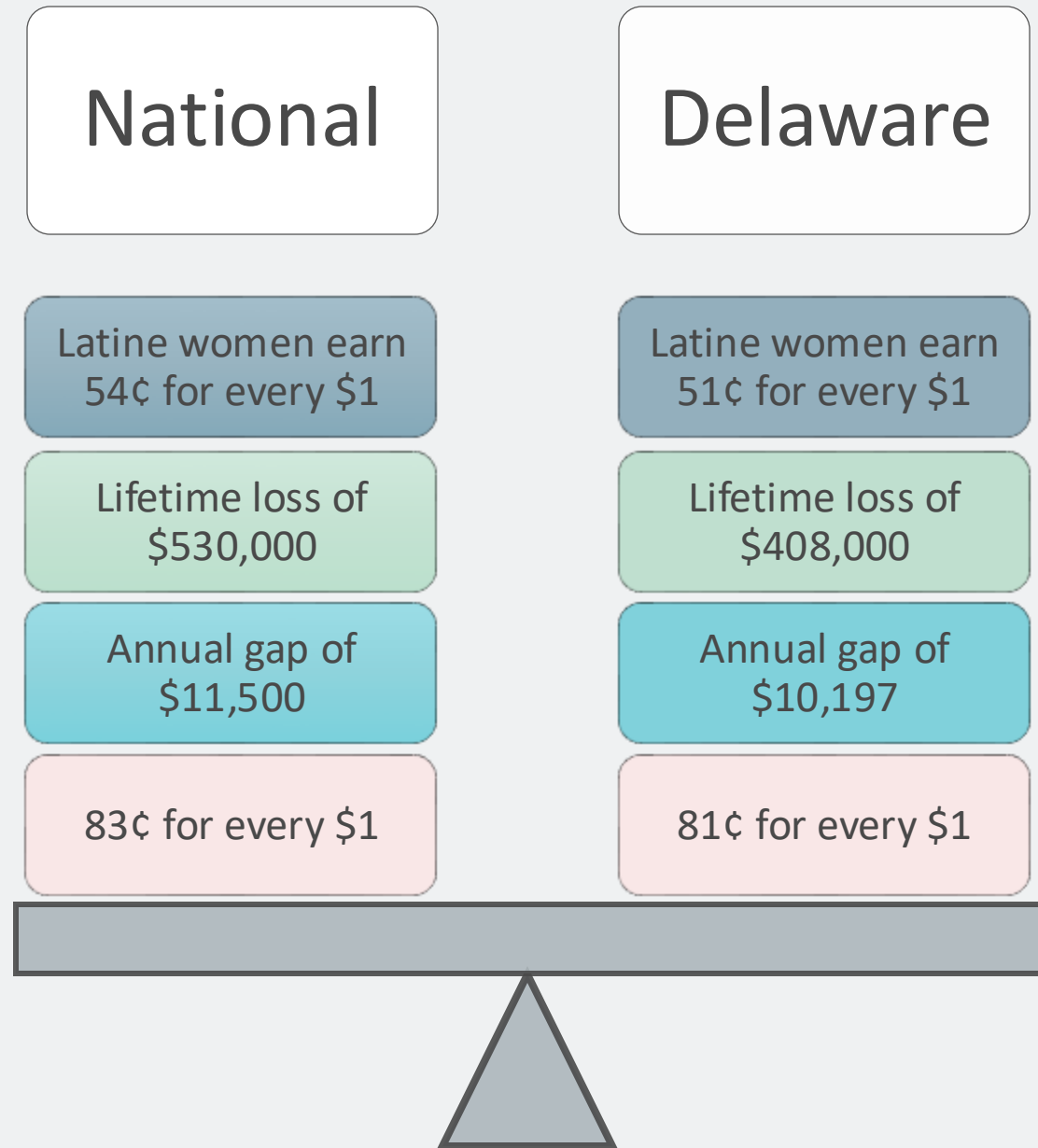
This number is different for women of color.

# 04

It will take 41 years to close the wage gap in the U.S.



# Pay Inequity in Delaware





If the annual gender wage gap were eliminated for just one year, a working woman in Delaware could, on average, do one of the following:



### PAY FOR THIS MANY MONTHS OF RENT

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
22	17	*	11	*	*



### PAY FOR THIS MANY MONTHS OF PREMIUMS FOR EMPLOYER-PROVIDED HEALTH INSURANCE

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
17	13	*	9	*	*



### PAY FOR THIS MANY YEARS OF CHILD CARE

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
2.5	1.9	*	1.2	*	*



### PAY OFF HER STUDENT LOANS IN THIS MANY YEARS

Latina	Black	Native American	White, Non-Hispanic	Asian American	Native Hawaiian & Pacific Islander
1.2	1.6	*	2.5	*	*

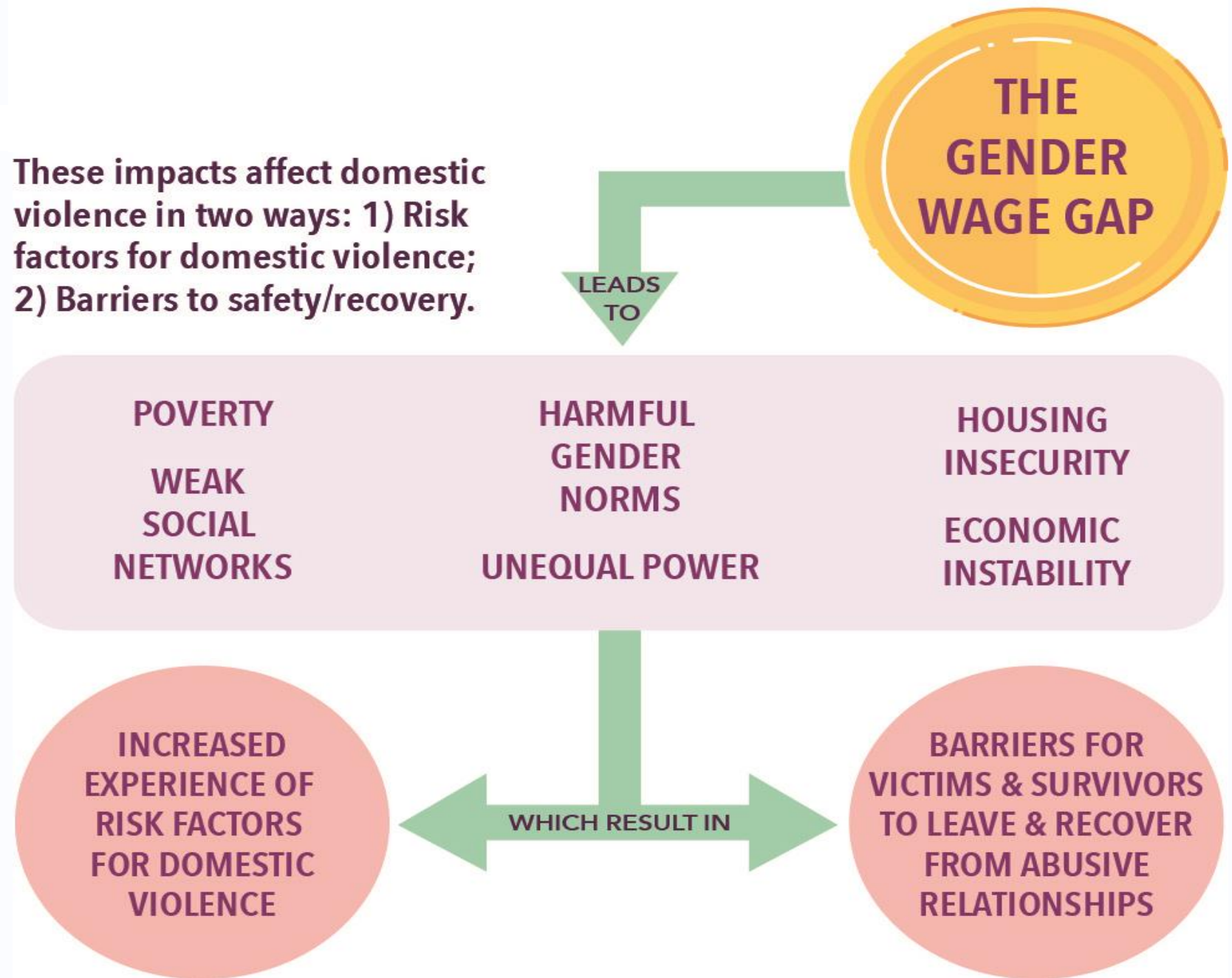


# Connection to Domestic Violence & Prevention

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# Connection to IPV Prevention

These impacts affect domestic violence in two ways: 1) Risk factors for domestic violence; 2) Barriers to safety/recovery.





# Why Pay Equity Matters in Prevention:

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**Let's Discuss!**

What barriers have you faced addressing pay equity  
in your organization/programs?

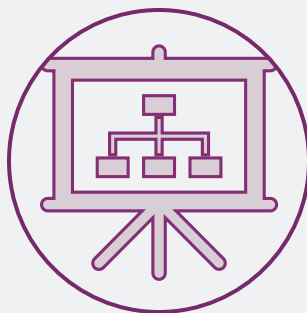
# Key Challenges -



Lack of  
Standardized  
Pay Structures



Job Valuation  
and Classification



Organizational  
Equity



Lack of funding



Inconsistent /  
Unpredictable  
funding





# Beyond Discussion— What are pay equity strategies?

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# Pay equity strategies for employers



Paid sick and safe leave



Paid parental leave



Flexible work schedules



Conduct a pay audit and  
Pay a thriving wage



Ban the use of salary history



Publish pay ranges on job posts



Review job descriptions



Prohibit retaliation for wage  
disclosures

A peeled orange is shown with a simple black line drawing of a smiling face. A speech bubble originates from the top right of the orange, containing the text 'Let's Discuss!'. The orange is resting on a light-colored wooden surface.

**Let's  
Discuss!**

**What strategies has your organization  
implemented already?**

# Low and No-Cost Options

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*What else can we do?*

## No-cost action steps:

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- ☐ Banning the use of salary history
- ☐ Publishing salary ranges
- ☐ Review job postings for unnecessary or discriminatory requirements
- ☐ Inclusive interview process
- ☐ Post salary structure
- ☐ Prohibit retaliation for wage disclosures
- ☐ Flexible work schedules
- ☐ Promotion practices





## Banning the use of salary history



- No longer asking for salary history can **break the cycle of underpay.**
- **Fosters greater pay equity,** especially for women and marginalized communities.
- Candidates will be paid on **qualifications + job responsibilities vs. their previous earnings.**

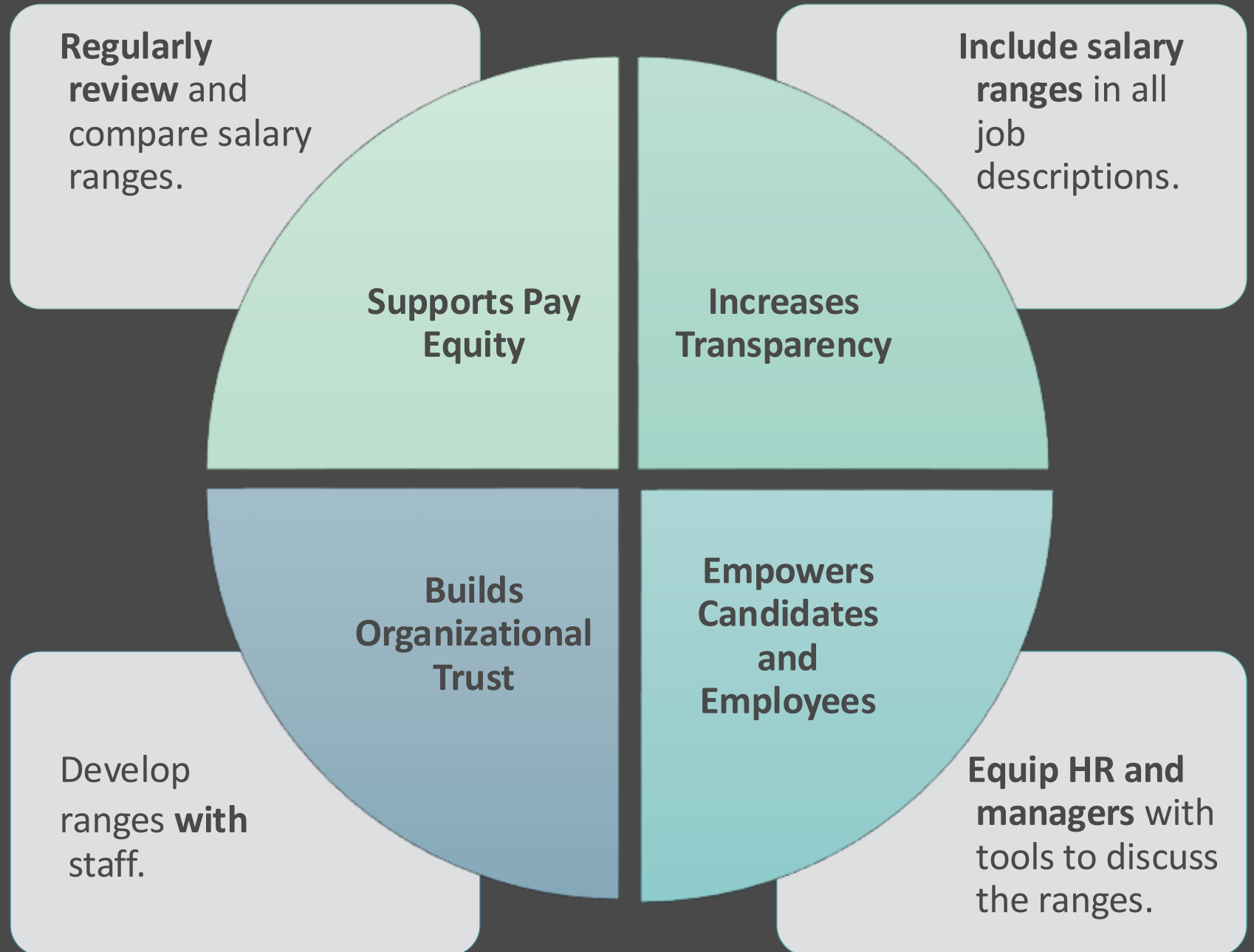


# Watch out! for these workarounds...

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- Asking for desired salary or salary expectations
- Asking for a base pay the applicant would accept
- Trying to guess salary history based on previous titles
- Asking references for salary information
- Using broad language, like “What motivates you in a benefits package?”
- Asking what benefits the applicant has had access to in previous roles

# ✓ Publishing salary ranges



# Things to Consider When Developing Ranges



**Ensure Equity** –WHO is developing the ranges? Who has a say?



**Budget Considerations** – Determine sustainable salary ranges within budget constraints (e.g., *personnel costs  $\leq$  70% of the budget*).



**Include Benefits** – Factor in health insurance, PTO, and other benefits when setting salaries.



**Market Adjustments** – Regularly update salary ranges based on inflation, market trends, and organizational growth.



**Structured Ranges** – Define minimum, midpoint, and maximum salaries to accommodate different experience levels.



**Regional Adjustments** – Modify salaries as needed based on cost-of-living differences across locations.

# Reviewing Job Postings

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Use clear, plain  
language

Focus on skills and  
competencies needed  
vs. degrees

Emphasize transferable  
skills and encourage  
non-traditional  
applicants to apply

Offer flexibility and  
accommodations

Use inclusive language  
and avoid gendered  
terms

Equity-based pay  
differentials (i.e.,  
language access)



# ✓ Inclusive Interview Process

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- Diversify recruitment
- Train hiring teams
- Use inclusive language
- Ensure accessibility
- Standardize interviews
- Competency-based hiring
- Flexible.
- Avoid biased questions
- Be transparent
- Compensate candidates

# ✓ Post Salary Structure

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- **Enhance transparency** to attract diverse talent & build trust.
- **Conduct job analysis** to assess responsibilities & skills.
- **Benchmark salaries** using regional & industry data.
- **Establish pay grades** with clear minimum, midpoint, & maximum salaries.
- **Ensure career progression** is built into the salary structure.



# ✓ Prohibit Retaliation for Wage Disclosures



- **Develop a Non-Retaliation Policy →**
- **Train managers & HR →**
- **Provide safe reporting options →**
- **Publicly affirm commitment →**
- **Gather employee feedback →**

# Promotion Practices

## **Define clear criteria**

→ Outline skills, experience, and performance needed for advancement.

## **Notify staff first**

→ Post openings internally before seeking external applicants.

## **Communicate promotion pathways**

→ Share in handbooks, team meetings, and internal websites.

## **Discuss career goals**

→ Regularly review promotion readiness & goals in annual evaluations

## **Support skill development**

→ Provide job shadowing, training, & leadership opportunities.

## **Encourage or provide mentorship.**

## **Recognize internal growth**

→ Celebrate promotions in meetings & newsletters.

## **Ensure fairness**

→ Use anonymous feedback to assess promotion transparency.



## Flexible Work Schedules

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Supervisors play a key role in balancing flexibility with fairness and accountability.

**Work-life balance**

Happier, more engaged employees

**Boosts retention & satisfaction**

Employees feel valued

**Increases productivity**

Reduces burnout & enhances focus

**Identify flexible tasks**

Some roles may allow more flexibility than others



# Implementing Flexibility

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- ✓ Gather **employee input** (surveys, meetings)
- ✓ Maintain **consistency** while allowing adjustments
- ✓ **Train leaders** on managing flexible teams
- ✓ Pilot programs & **refine based on feedback**



**Remote work** → Not the only option!



**Flex hours and holidays** → Pick own times and days



**Job sharing** → Two employees split responsibilities



**Compressed workweek** → Longer shifts, fewer days



**Mental, menstrual, menopausal leave** → Time off for whole-body wellness



**Parent/Caregiver flexibility** → Kid-friendly workplace options, breastfeeding and pregnancy support, policies for solo caregiving

# Not sure where to start?

- Pay transparency: foundational, leads into all other conversations
- Easier:
  - Job description changes
  - Banning salary history
  - Posting salary ranges on job postings

# Action Steps for...

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## Staff, for internally advocacy

- Learn pay equity basics and how it shows up in your role
- Propose a working group or host a lunch and learn to share information
- Ask leadership or HR

## Leadership / HR

- Advocate for pay transparency and pay equity audits
- Share this information with staff, Board of Directors
- Offer training on non-retaliation, flexible work, etc.
- Encourage wellness: Provide mental health resources, including self care and stress management techniques.
- Have regular check-ins with your staff/Team to provide a supportive environment.

## Preventionists working externally

- Bring this info to other organizations, partners, companies in your community
- Host conversations about pay equity across fields, create peer learning circles
- Frame pay equity as prevention! Opportunity to also connect to folks (internal or external) doing economic justice or housing work



## Pay Equity in Our Movement

1. How can we, as a movement, support each other in making pay equity a reality?
2. What is one thing you can commit to do after this presentation?
3. What else do you need to advocate for pay equity?

# Thank you!

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## Evaluation Time

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Go to [menti.com](https://menti.com)

Use code: 3231 4339

