Working Towards Equity in Benefits and Pay: Does Race or Gender Matter More to Your Paycheck?

Deborah P. Ashton, Ph.D.
About the Speaker

Deborah Ashton, Ph.D.
President | Planet Perspective

Experience

1. Headed diversity & inclusion at Harley-Davidson, Novant Health, Medtronic, Darden Restaurants and Argonne National Laboratory

2. Former Chief of Test Development & Validation, Commonwealth of Massachusetts

Strategist & Author | Six Pillars of Diversity and Inclusion™. Published in Harvard Business Review, Diversity MBA, Diversity Executive, and by the Institute for Diversity in Health Management, American Hospital Association

3. Ph.D., Clinical Psychology and Public Practice | Harvard University
Food for Thought

1. Have an approach to evaluate pay equity in your company.
   - Develop HR metrics
   - Develop HR processes

2. Be mindful of own and others’ unconscious bias in the workplace.

3. Make personal action plan to address pay equity for self

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What Is The Pay Gap?

The difference in the median earnings of full-time workers in one group in comparison to another group, e.g., the median earnings of women to men.
Ashton, D. Does Race or Gender Matter More to Your Paycheck?, HBR.org, June 10, 2014
## 16-24 Year Olds As A Percentage of Full-Time Workers by Race/Ethnicity and Gender

<table>
<thead>
<tr>
<th></th>
<th>White Non-Hispanic</th>
<th>Black Alone</th>
<th>Asian Alone</th>
<th>Hispanic All Races</th>
<th>Males (all races)</th>
<th>Females (all races)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16-24 Year Olds (%)</td>
<td>8.8%</td>
<td>8.0%</td>
<td>6.5%</td>
<td>12.4%</td>
<td>8.7%</td>
<td>8.7%</td>
</tr>
</tbody>
</table>

### 2013 Educational Attainment: Population 25 Years and Over, by Race, Hispanic Origin & Gender
(Civilian noninstitutionalized population\(^1\))

<table>
<thead>
<tr>
<th>Years of School Completed</th>
<th>White Non-Hispanic</th>
<th>Black Alone</th>
<th>Asian Alone</th>
<th>Hispanic All Races</th>
<th>Males (all races)</th>
<th>Females (all races)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8th Grade or less</td>
<td>2%</td>
<td>4%</td>
<td>5%</td>
<td>19%</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Some High School</td>
<td>5%</td>
<td>11%</td>
<td>5%</td>
<td>15%</td>
<td>7%</td>
<td>7%</td>
</tr>
<tr>
<td>High School Graduate/GED</td>
<td>30%</td>
<td>34%</td>
<td>19%</td>
<td>30%</td>
<td>30%</td>
<td>29%</td>
</tr>
<tr>
<td>Some College</td>
<td>17%</td>
<td>20%</td>
<td>10%</td>
<td>14%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Associate Degree</td>
<td>11%</td>
<td>10%</td>
<td>7%</td>
<td>7%</td>
<td>9%</td>
<td>11%</td>
</tr>
<tr>
<td>Bachelor Degree/No Advanced Degree</td>
<td>22%</td>
<td>14%</td>
<td>31%</td>
<td>11%</td>
<td>20%</td>
<td>20%</td>
</tr>
<tr>
<td>Advanced Degree</td>
<td>13%</td>
<td>8%</td>
<td>23%</td>
<td>4%</td>
<td>12%</td>
<td>11%</td>
</tr>
</tbody>
</table>

http://www.census.gov/hhes/socdemo/education/data/cps/2013/tables.html

\(^1\) Plus armed forces living off post or with their families on post. (Rounding error: total percent may be > 100%)
**2013 Median Weekly Earnings Employed Full Time, Wage & Salary Workers by Education, Gender & Race/Ethnicity**

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Men White</th>
<th>Men Black</th>
<th>Men Asian</th>
<th>Men Hispanic</th>
<th>Women White</th>
<th>Women Black</th>
<th>Women Asian</th>
<th>Women Hispanic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than High School Diploma</td>
<td>$505</td>
<td>$456</td>
<td>$463</td>
<td>$480</td>
<td>$401</td>
<td>$391</td>
<td>$405</td>
<td>$378</td>
</tr>
<tr>
<td>High School Diploma/GED</td>
<td>$763</td>
<td>$601</td>
<td>$629</td>
<td>$629</td>
<td>$587</td>
<td>$508</td>
<td>$551</td>
<td>$513</td>
</tr>
<tr>
<td>Some College/Associate Degree</td>
<td>$893</td>
<td>$680</td>
<td>$835</td>
<td>$749</td>
<td>$677</td>
<td>$596</td>
<td>$671</td>
<td>$614</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>$1,317</td>
<td>$964</td>
<td>$1,332</td>
<td>$1,059</td>
<td>$962</td>
<td>$886</td>
<td>$1,040</td>
<td>$842</td>
</tr>
<tr>
<td>Advanced Degree</td>
<td>$1,652</td>
<td>$1,279</td>
<td>$1,734</td>
<td>$1,477</td>
<td>$1,193</td>
<td>$1,116</td>
<td>$1,287</td>
<td>$1,045</td>
</tr>
</tbody>
</table>


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Busting Myths

• White Women Make More Than Minority Men

• Companies Have To Pay More For Talented Women Of Color

• Women Make Less Because of the Occupation They Choose

Source: SHRM, September, 2014 cover
2014 Gender Comparison of Median Weekly Salaries of Full-time Workers by Occupation


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Organizational Response

- Determine the level of knowledge, responsibility, and value to the organization for each job.
- Monitor developmental opportunities, promotions and raises.
- Perform an annual pay equity analysis.
- Discuss and defend the distribution of employees’ raises in a peer group setting.
- Support transparency in compensation.
- Be explicit about who is responsible for equitable pay.
The Path To Pay Equity & A Level ‘Paying Field’

- Organizations Correcting Underlying Systemic Processes And Metrics
- Women Leveraging A Level Playing Field
Readings


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Contact the Speaker

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