

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

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Experience

- Headed diversity & inclusion at Harley-Davidson, Novant Health, Medtronic, Darden Restaurants and Argonne National Laboratory
- Former Chief of Test Development & Validation, Commonwealth of Massachusetts

2

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.



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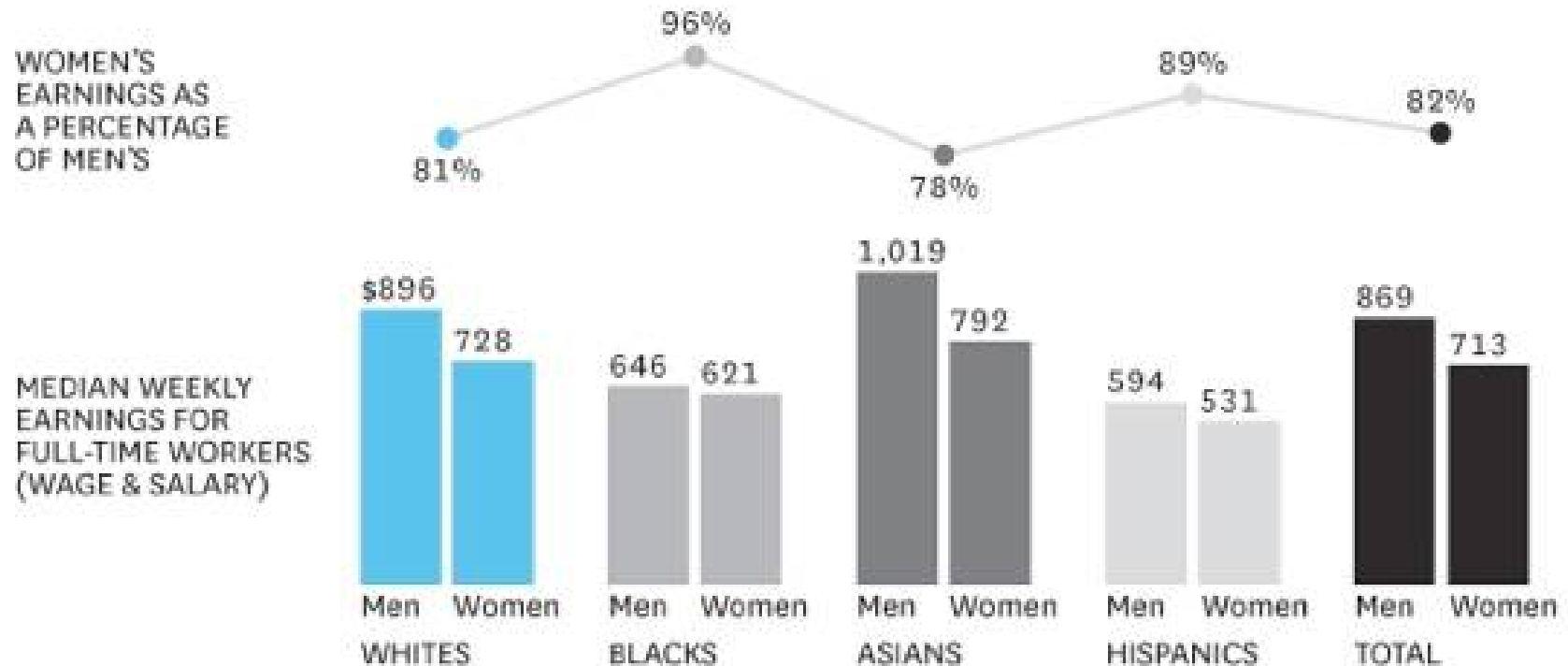
Make personal action plan to address pay equity for self

1 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.

MEDIAN WEEKLY EARNINGS OF FULL-TIME WORKERS BY RACE/ETHNICITY AND GENDER

Plus, women's earnings as a percentage of men's.



SOURCE BUREAU OF LABOR STATISTICS, 2013

HBR.ORG

Ashton, D. *Does Race or Gender Matter More to Your Paycheck?*, HBR.org, June 10, 2014

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16-24 Year Olds As A Percentage of Full-Time Workers by Race/Ethnicity and Gender

White Non- Hispanic	Black Alone	Asian Alone	Hispanic All Races	Males (all races)	Females (all races)
8.8%	8.0%	6.5%	12.4%	8.7%	8.7%

Source: Department of Labor, U.S. Bureau of Labor Statistics (January 22, 2014).
Usual Weekly Earnings Of Wage And Salary Workers, Fourth Quarter 2013,
News Release, USDL-14-0094.
<http://www.bls.gov/news.release/pdf/wkyeng.pdf>



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2013 Educational Attainment: Population 25 Years and Over, by Race, Hispanic Origin & Gender

(Civilian noninstitutionalized population¹)

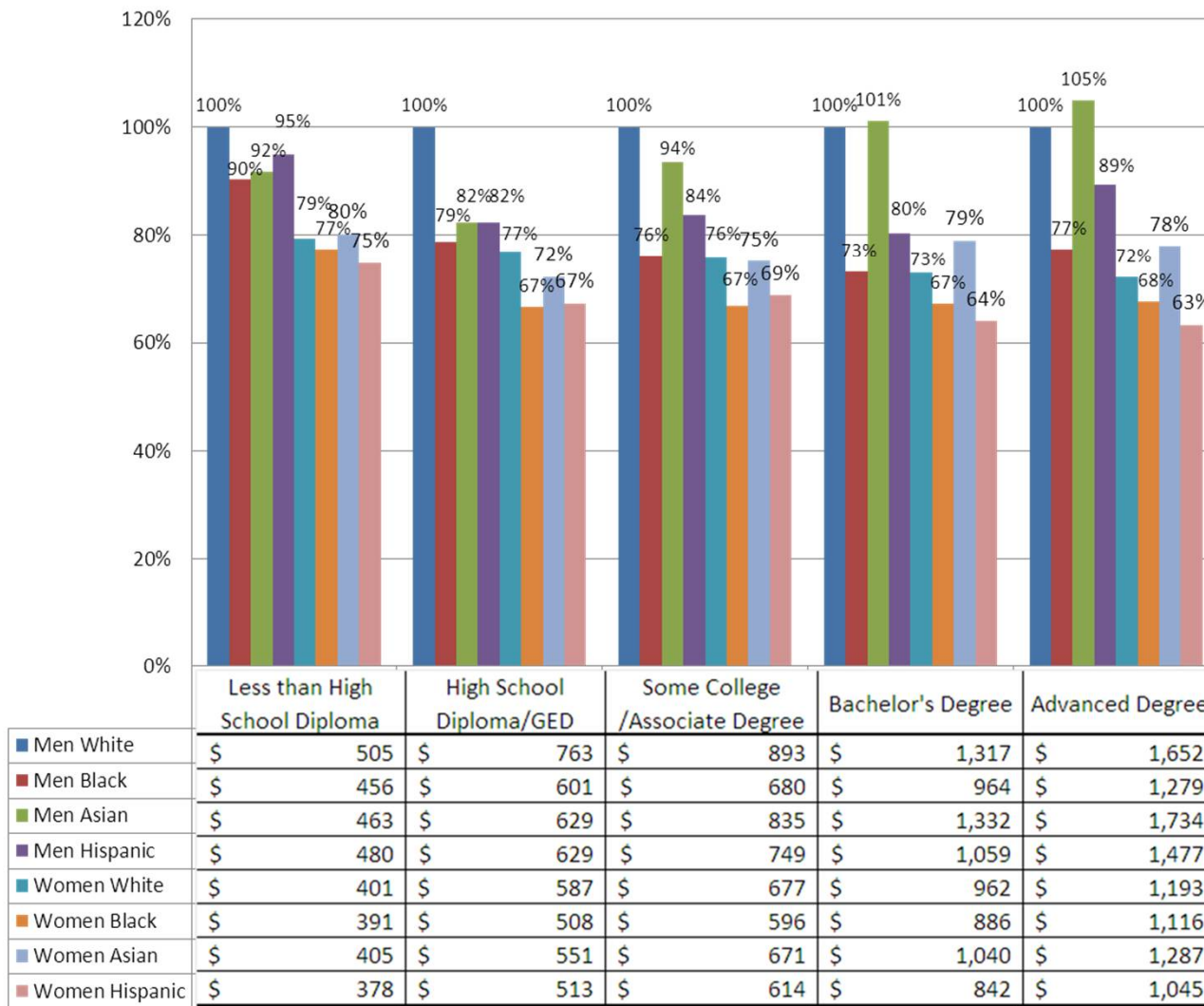
Years of School Completed	White Non- Hispanic	Black Alone	Asian Alone	Hispanic All Races	Males (all races)	Females (all races)
8th Grade or less	2%	4%	5%	19%	5%	5%
Some High School	5%	11%	5%	15%	7%	7%
High School Graduate/GED	30%	34%	19%	30%	30%	29%
Some College	17%	20%	10%	14%	17%	17%
Associate Degree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

Source: U.S. Census Bureau, Current Population Survey, 2013 Annual Social and Economic Supplement
<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%)

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2013 Median Weekly Earnings Employed Full Time, Wage & Salary Workers by Education, Gender & Race/Ethnicity



Source: Table 9. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2013 annual averages U.S. Department of Labor, U.S. Bureau of Labor Statistics (January 22, 2014). *Usual Weekly Earnings Of Wage And Salary Workers, Fourth Quarter 2013, News Release, USD-14-0094.*
<http://www.bls.gov/news.release/pdf/wkyeng.pdf>

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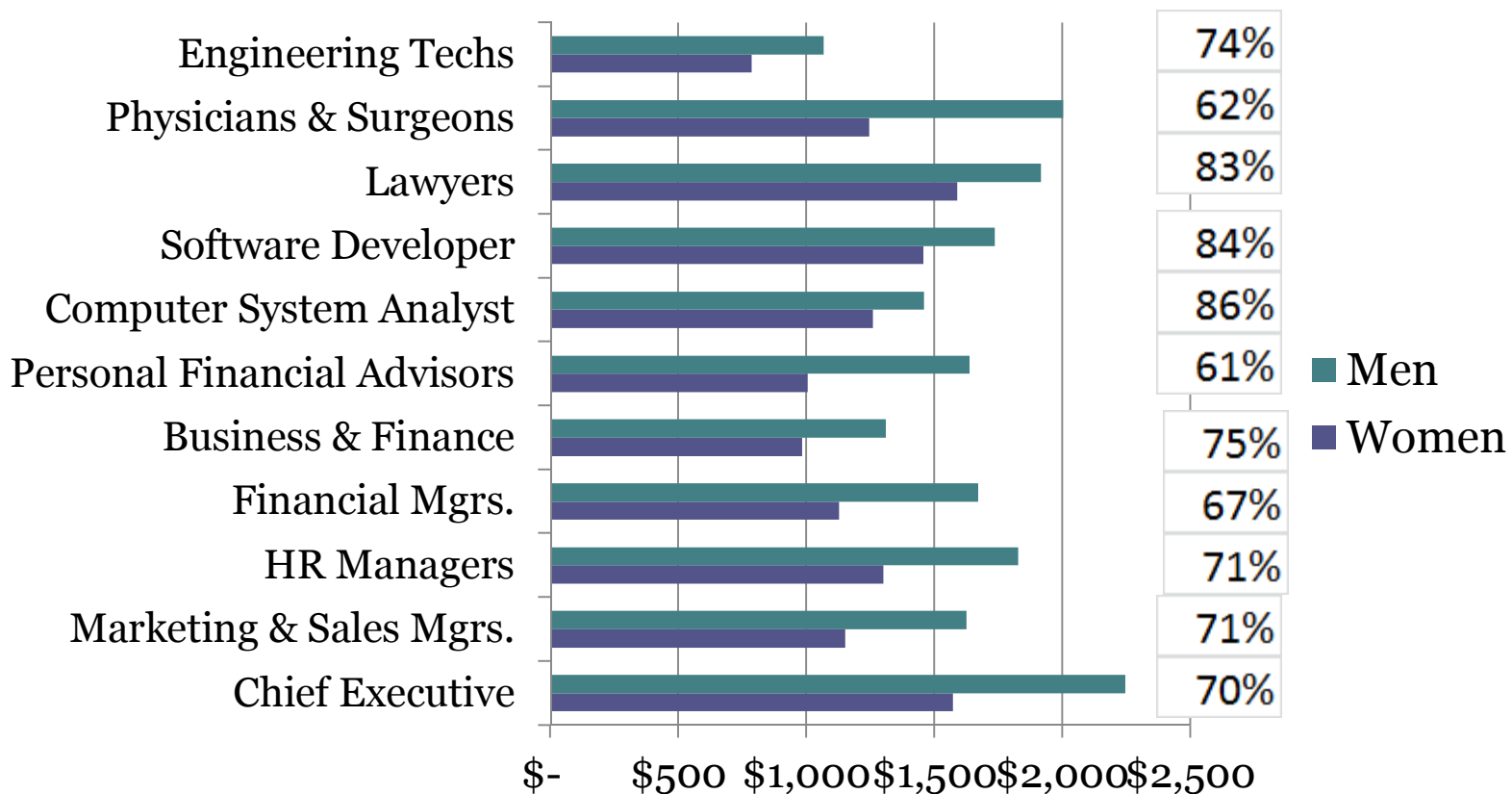
Busting Myths

- 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



Source: Bureau of Labor Statistics, U.S. Department of Labor, Household Data and Annual Averages 39. Median weekly earnings of full-time wage and salary workers by detailed occupation and sex 2014 <http://www.bls.gov/cps/cpsaat39.pdf>

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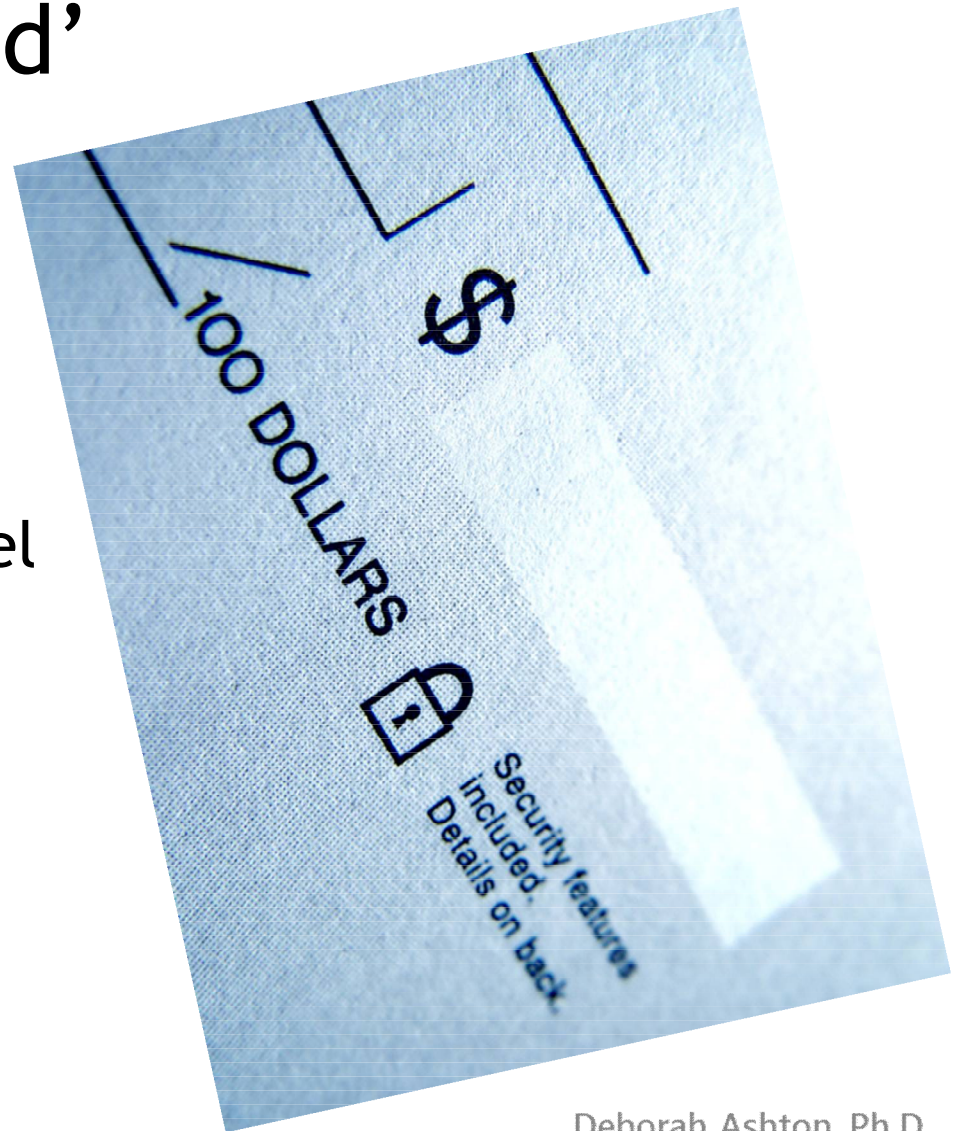


Organizational Response

- 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'

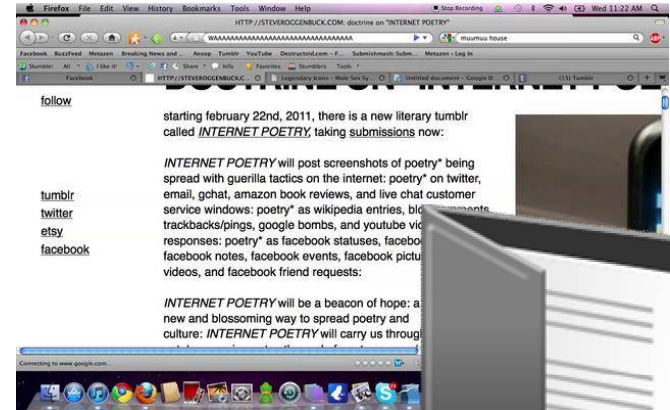
- Organizations Correcting Underlying Systemic Processes And Metrics
- Women Leveraging A Level Playing Field



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Readings

- *What HR Can Do to Fix the Gender Pay Gap*, *Harvard Business Review*, Dec. 2, 2014, (Please click <https://hbr.org/2014/12/what-hr-can-do-to-fix-the-gender-pay-gap>)
- *Does Race or Gender Matter More to Your Paycheck?* *Harvard Business Review*, June 10, 2014, (Please click <http://blogs.hbr.org/2014/06/does-race-or-gender-matter-more-to-your-paycheck/>)



Contact the Speaker

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https://www.linkedin.com/profile/public-profile-settings?trk=prof-edit-edit-public_profile



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