

## ***The Gender Pay Gap – Ways You Can Take Action Today***

Turning data into information into action is where the real work begins for each of our organizations. If we want to achieve the change we seek in the world, then we must understand what science and facts say about an issue and how we can put that information to its best and highest use. We hope you will join Foraker in seeking lasting change in our sector on issues of diversity and equity. Each of our teams is starting in a different place on this journey. While we might not see our ultimate goals achieved while we are on the board or staff of a particular organization, we can all stay devoted to raising the questions and looking for solutions. Below is a list of generative questions to get the conversation started or to reignite the discussion from where you left off. Generative discussions focus more on sense making, values propositions, and the “why” far more than the “what” or the “how.” When you are ready, the “what” and the “how” are waiting for you to make necessary changes. Take a step with your team or ask us for support. We are ready to walk with you in this journey.

### **Generative Questions to promote discussion and action within the team**

*Note that these questions can be used with this report on gender pay or any time you are tackling the issue of hiring or pay in your organization.*

- Why is understanding gender pay an essential part of your mission effectiveness?
- Why do you think there is a conscious or unconscious bias that women are better suited for nonprofit jobs? How do you see this bias play out in the sector or in your hiring process?
- Why do the compounding factors of race and age matter in this discussion, understanding, and action?
- Why is mission better served through actions on pay equity in the sector?
- Why is it important that the board, not just the staff, understand issues of gender equity?
- How does perpetuating the notion of “traditional roles” sustain the cycle of specific genders gravitating to those same roles?
- How does the size of the organization help or hurt pay transparency?
- How does the salary and benefits tool(s) you are using recognize the pay scale imbalance by posting pay ranges or at least more than the median? What does that mean for your decision-making?
- How are you adjusting your practices and pay scale for gender inequity?
- How is the board engaging in a discussion on pay inequity before setting the CEO pay scale?
- How are you adjusting your employee benefits to create an inclusive environment?

***Want more information? Check this list to get started.***

**Get up to date with the latest gender pay gap information for Alaska:**

- [Alaska Economic Trends. The Gender Gap](#) by Karinne Wiebold, *Alaska Economic Trends*, September 2019.

**Gender pay and the intersection of race:**

- [Race to Lead Revisited](#) from the *Building Movements Project 2020*.
- [Nonprofits So White: New Report on Lack of Inclusion Offers Strategies](#), Michele Weldon from the *Take the Lead* blog, June 22, 2020.
- [2019 Nonprofit Diversity Practices Report](#) from *Nonprofit HR*.
- [How to Tackle Race at Your Organization](#) as told to Eden Stiffman in *The Chronicle of Philanthropy*, June 30, 2020.
- [Failure Is Not an Option: How Nonprofit Boards Can Support Leaders of Color](#), Idalia Fernandez, Monisha Kapila, and Angela Romans, *Nonprofit Quarterly*, June 19, 2020.
- [The Gender Pay Gap: 2018; Earnings Differences by Gender, Race and Ethnicity](#), Ariane Hegewisch and Adiam Tesfaselassie, Institute for Women's Policy Research, September 11, 2019.
- [The Wage Gap for Mothers by Race, State by State](#) from the National Women's Law Center, November 2016.

**Gender Pay Gap and the Impacts of COVID**

- [How Coronavirus Could Widen the Gender Wage Gap](#), Danielle Kurtzleben on *Weekend Edition Sunday* on National Public Radio, June 28, 2020.
- [Covid-19 Crisis Could Set Women Back Decades, Experts Fear](#), Alexandra Topping, *The Guardian*, May 29, 2020.
- [Coronavirus and The Gender Pay Gap: An Excuse to Avoid Uncomfortable Facts](#), Josie Cox, *Forbes*, April 18, 2020.

**Gender pay next steps:**

- [Eight Steps Economists Say Could Help Close the Gender Pay Gap](#), Abigail Hess, *Make It* on CNBC, May 9, 2019.
- [State Policy Strategies for Narrowing the Gender Wage Gap](#), Erin Coghlan and Sara Hinkley, Institute for Research on Labor and Employment, UC Berkeley, April 10, 2018.
- [What HR Can Do to Fix the Gender Pay Gap](#), Deborah Ashton, *Harvard Business Review*, December 2, 2014.
- [Pay Equity Best Practices Guidelines](#), Sonja Erickson. Institute of Public Policy, Harry S. Truman School of Public Affairs, University of Missouri – Columbia, for the Women's Foundation.

**Pay Transparency:**

- [Addressing the Gender Wage Gap and Pay Transparency](#), Lisa Nagele-Piazza, *Society for Human Resource Management*, March 15, 2017.