leverage to lead
making the invisible visible

Pay Equity

PIHRA

Creating an Equitable Compensation System:

7 Steps to Improve Pay Equity

Reflections

How do you feel when you think about ensuring equitable compensation?

How are your organization's compensation decisions hurting or benefiting people in your organization?

Reflections, Continued

What is your organization's biggest challenge around compensation?

7 Steps to Improve Pay Equity

Below are the seven steps to take to improve pay equity in your organization.

1. Understand the Components of Pay Equity

2. Understand your Employee Population

3. Conduct a Pay Equity Analysis

4. Examine Current Compensation Practices

5. Train Employees on Pay Equity

6. Create Supportive Structures

7. Monitor Pay Equity

We can partner with you to begin creating pay equity at your organization. Email us to get the conversation started.

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About Leverage To Lead

We transform workplace cultures by helping organizations establish and live by their values, commit to Human-Centered Practices, and create supportive, equitable, and inclusive structures. We believe people can thrive, belong, and leverage their difference when they experience psychological safety, high standards, and leaders who practice vulnerability that inspires trust.

Our Vision and Mission

We envision our lives grounded in human connection and partnership. We believe work is one part of our humanity, not our essence or entirety. We believe we can have what we need to be our full selves, live our full lives, and do our best work. This is the future of equitable work.

To create the future of equitable work, Leverage to Lead's mission is to build a coalition of organizations across all industries invested in creating systems and practices that center humanity.