



## Pay equity reflects an organization's commitment to fairness, justice and advancement for all employees

**As a fundamental element of diversity, equity and inclusion initiatives, pay equity is an important prerequisite for fostering a fully engaged workforce.**

Not only is pay equity a legal requirement, but also a widespread employee expectation. Pay equity studies provide organizations with the opportunity to build and sustain value-based workplaces where employees can thrive and advance regardless of their race, age, or gender.

At SullivanCotter, pay equity studies are a foundational component of our compensation advisory services. With an experienced team of statistical and industry specialists, we work with organizations to address a variety of objectives such as auditing for compliance or examining policies and practices to support a [best-in-class pay program](#).



Differences in pay can be the result of a build up of inequities over time

### Our Approach to Pay Equity

Our standard process involves a progressive research course of data collection and comprehensive analyses followed by written recommendations to aid in consensus-building and actionable next steps. Additionally, our statistical approach is thorough and exacting, utilizing innovative techniques to address unique issues related to complex datasets or smaller sample sizes.

# Pay equity is not just a technical exercise but part of our commitment to helping clients build stronger organizations that are diverse, inclusive and fair.

SullivanCotter is dedicated to:

- Supporting **diverse** and **equitable** workplaces
- Leveraging a **deep understanding** of your organization
- Providing **experienced consultants** adept in **quantitative analysis**
- Being **flexible, innovative** problem-solvers
- Utilizing a **collaborative approach** to develop the right solutions



## Who performs the analysis?

SullivanCotter has a team of experienced consultants, statisticians and data analysts dedicated to delivering the most comprehensive solutions for our clients.



## What is the client's role?

As a core member of the project team, clients will provide guidance and feedback throughout the process.



## Who should be on the core project team?

SullivanCotter recommends that clients staff the core team with internal or external legal counsel, an executive responsible for the organization's DEI initiatives, and up to three other members specializing in human resources, compensation, research or other areas of focus.



## How long will the project take?

Depending on the complexity of the project, the typical timeframe from data submission to conclusion runs anywhere from six to twelve weeks.



## What will clients receive once the project is complete?

Clients receive reliable answers to their pay equity questions and a comprehensive report tailored to various audiences as needed. Our work generally culminates with presentations to key stakeholders and a comprehensive report.



## Under whose organizational auspices are these studies performed?

Many organizations commission this work through their legal departments; however, these decisions partly are determined by the reasons for the project, the organizational culture, and how results will be communicated.



**Questions? Contact us!**

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