



****Pay Equity Best Practices Guidelines****

In 2014, Women's Foundation research identified that women in Missouri earn, on average, only 71% of what men earn. Since then, Women's Foundation has worked on increasing public awareness, testifying for legislation, and helping develop policy solutions to advance equal pay.

The Pay Equity Best Practices Guidelines were commissioned by the Women's Foundation with the University of Missouri's Institute of Public Policy and provide best practices for reaching gender pay equity in Missouri. These comprehensive guidelines were developed to fulfill the directive of Governor Jay Nixon's Executive Order No. 15-09.

The Pay Equity Best Practice Guidelines seek to improve standards for pay equity and achieve measurable results with three best practices for employers in both the private and public sectors:

- **Employers Should Determine if Gender-Based Pay Disparities Exist**
 - Conduct self-audits
 - Identify gender-based pay disparities
 - Be accountable for remediating disparities that are identified
- **Re-Evaluate the Current Pay System from an Equity Perspective**
 - Evaluate compensation systems
 - Use standardized methodology
 - Consider non-wage compensation in evaluation
- **Promote and Ensure Pay Transparency**
 - Make salary ranges by title public to job applicants
 - Implement policies to prohibit pay secrecy
 - Consider joint evaluation processes for pay raises and promotions

For each best practice, the report includes a summary and how it can help close the gender pay gap in either the public or private sector; examples from other states; and indicators for measuring progress. It is meant to be a helpful resource and toolkit of practical steps that employers can take to advance pay equity and close the gender wage gap.

A full copy of the report is available at www.womens-foundation.org/Equal-Pay.