Pay Equity
Best Practices Guidelines

Women working full time in the United States are paid just 80 cents for every dollar made by men, and in Missouri and Kansas the pay gap is even wider.

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. These comprehensive 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

The Pay Equity Best Practices Guidelines are 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.