Women working full time in the United States are paid just 80 cents for every dollar made by men. This pay gap is even larger for women of color: Black women make $0.61, Native American women make $0.58, and Latina women make $0.52.

The Pay Equity Best Practices Guidelines were commissioned by United WE 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:

- 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 & enact salary history bans
- 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. Learn more at united-we.org/equalpay.