2024 Wage Equity Impact Award Winner

Case Study: State Street

State Street is a global financial services and investment firm with over 45,000 employees internationally, servicing nearly 10 percent of the world’s assets.
Challenge
Closing gender and racial wage gaps at an established, global financial organization requires a multi-pronged approach involving a comprehensive set of interventions over many years, not something that happens overnight. It takes sustained commitment with individual initiatives building upon one another and working in concert over time, thereby enabling steady progress.

Action
State Street has been able to maintain momentum toward closing gender and racial wage gaps through a particular focus on pay transparency. Actions taken over several years that have sustained their commitment include:

- 2017 – adopted a nationwide policy of not asking for compensation history or details of current compensation during the recruiting process, in an effort to avoid inadvertently perpetuating pay discrimination
- 2020 -
  - Expanded the responsibilities of the Human Resources Committee (HRC) of the Board, to include a broader set of human capital issues, including diversity, equity and inclusion, and leveraged HRC as a forum to discuss progress, metrics, and challenges, as well as oversight to hold executive leadership accountable for making progress.
Action (cont’d)

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- **2022**
  - Published their inaugural annual pay equity disclosure, covering gender, globally, and for BIPOC (Black, Indigenous, People of Color) employees in the U.S. This disclosure included “raw,” or unadjusted pay gap, and a comparison of pay between “like-for-like” roles, or adjusted pay gap.

- **2023**
  - Began including the pay range for all job opportunities posted in the United States, in both internal and external job postings, helping candidates to understand the range of potential starting salaries for the role. They also began requiring that all opportunities at the Assistant Vice President level and above be posted and subject to competitive selection processes.

Results

As a result of all of this work, pay has been adjusted for all current employees based on roles and not history. As these efforts have been integrated into the US workforce, State Street closed the adjusted pay gap to less than .05% of difference between men and women, globally, and between employees of color and white employees in the US as of April 2023.