2024 Wage Equity Impact Award Winner

Case Study: Sun Life

Sun Life is a leading provider of group insurance benefits in the U.S., including life, disability, absence, dental & vision, supplemental health and medical stop-loss.
Challenge

Sun Life’s progress to closing gender and racial wage gaps was challenging due to the manual nature of the work done by internal employees. They wanted to improve the process to ensure recommendations for change captured the multiple factors used to differentiate pay in a statistical manner. Therefore, they looked for a technological tool that could enable more sophisticated analysis done in a streamlined and repeatable way. Finding a system, however, that incorporated all of the pay metrics and recommendations they wanted to measure and implement was not a simple endeavor.

Action

Sun Life tested several programs before identifying the third-party technology solution to drive a statistically sound, sustainable, repeatable, and measurable approach to pay equity. This new system allows them to measure gaps with statistical significance, repeat their analysis in real time, and provide clear metrics to assess year over year progress.

Results

While still a work in progress, Sun Life’s third party technology solution is delivering much more accurate and actionable data with outcomes to date that include:

- Confirmation that there are no systemic pay gaps for women or professionals of color across the organization
- Improved pay parity within specific job functions with the use of statistical modeling
- Confidence that their recommendations are projectable for continued use throughout the company