2024 Wage Equity Impact Award Winner
Case Study: Trillium Asset Management

Trillium Asset Management is an investment advisor working towards a global sustainable economy, a just society, and a better world. They are an ESG-focused investing firm, centering positive environmental, social, and governance outcomes.
Challenge
While the Financial Services sector has many DEI initiatives underway, it has a way to go in achieving its goals. Trillium, as an ESG-focused investment firm, wanted to lead by example in the marketplace as well as for their portfolio holdings companies to whom they advocate social responsibility. Identifying any potential disparities in wages at their own firm was an essential step for them.

Action
Following unanimous agreement by the executive committee in 2015, Trillium conducted its first gender pay equity analysis, using an internally designed program. Since that initial effort, the firm has committed to conducting this analysis every two years, and has expanded to include demographic information beyond gender such as race/ethnicity. With the most recent analysis in 2022, employees were characterized by role, years of experience, professional certification, gender, and self-identification of race/ethnicity. In a desire to be fully transparent, Trillium shares the results of these analyses with their employees every two years in their impact report.

Results
Measuring their gender wage gap every two years for almost a decade and using this data to strengthen key drivers for women’s advancement and higher earnings at the firm has proven successful for Trillium in its efforts toward pay equity. In fact, their most recent report showed no significant gender wage gap in compensation – a true accomplishment.