

What inequities in compensation have you seen within youth serving nonprofits?

Development staff makes more

comparing to other non-profits/ local and national average.

Racial and gender

tech roles make more and have wider pay bands

lack of recognition of lived experience as quantifiable

Public funding doesn't keep up with cost of living

Black and Brown employees are underpaid. Especially Black and Brown women

staff offered salaries that keep them below the low income line, even when they have master's degrees

Contracting agencies can pay their staff better.

What inequities in compensation have you seen within youth serving nonprofits?

calling us Babysitters

Relying on AmeriCorps and unpaid student interns.

Gender inequalities. Race inequalities. Comparing "Market Rates" to other non-profits perpetuates the problem.

Takes years to "prove" my worth.

comparing to market

CEO making 10 times as much as front line staff

Low ED salary keeps everyone down

Operational costs not always covered by grants

Staff working directly with youth are paid the least. Within the youth facing staff, inequities in their roles. white employees more likely to get promotions

What inequities in compensation have you seen within youth serving nonprofits?

Direct service staff (who are often POC) having lower compensation rate

temp or contract work - inconsistent and no benefits

Unrealistic educational requirements

Cost versus social value

direct service providers paid less

salaries not in line with market

Program staff not being compensated appropriately during COVID-19

program team paid least

Emphasis on degree and not experiences

What inequities in compensation have you seen within youth serving nonprofits?

More opportunities for growth for admin staff

Care providers undervalued

invisible on how much leadership team makes, typically leadership is white and frontline staff are folx of color

Hiring before we can pay equitably

have to "pay your dues"

Compensation often relying on funder expectations/barriers

salary negotiation by white folks

a disincentive for getting talented young people into the sector

new staff coming in negotiate for more than current staff are being paid

What inequities in compensation have you seen within youth serving nonprofits?

Tax implications prevent us from issuing reasonable stipends for youth to do youth-led work

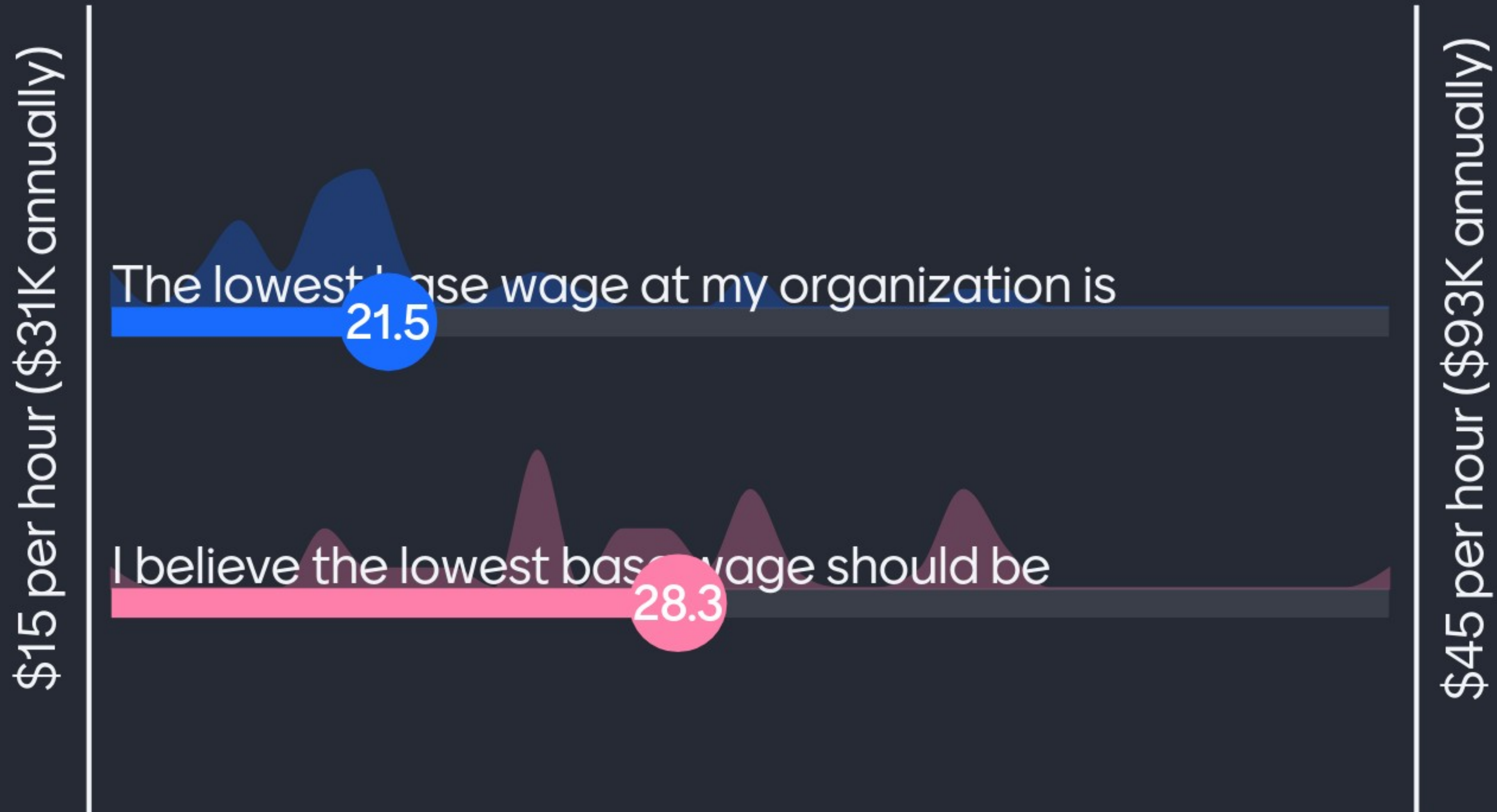
Huge differences between entry level salaries and director salaries

That the "heart work" in some way compensates for lower pay. Mortgages don't care what industry you're in.

pressure from funders to not pay for staffing "overhead" when staffing is the critical thing we do

Staff not being able to evaluate their own salaries, salaries going up after someone leaves, little to no raises.

Scales



What do you think is the most important action to take to address inequities & improve compensation?

New public funding streams

Advocacy for funding streams to allow for higher staff wage allocation

TRANSPARENCY ACROSS THE BOARD ON HOW EVERYONE MAKES

Funders paying for the full cost of the service

Unrestricted funding sources

change the mindsets of funders

Adopt formal policies to build it into the culture of the organization

Create a plan to increase wages that allows sustainable growth

Don't accept human services contracts that pay below livable wage

What do you think is the most important action to take to address inequities & improve compensation?

Transparent pay scales.

Transparency in all wages.

To address compensation, we need to address revenue that is allocated to the true cost of services.

Re evaluating titles and budget transparency

Transparency

educate funders and build public will

Pay transparency within organizations and also across the non-profit field

Educating Policymakers

access to pay data, clearer job descriptions

What do you think is the most important action to take to address inequities & improve compensation?

Improve government contract rates at all levels

paying for full cost and overhead

not hiring for positions that are not a livable wage. if you can't pay, don't hire

Educating

Listening to team members about their experiences!

A n honest market analysis of comparable roles

Reduce number of "Leadership" roles to ensure equitable salaries to all staff.

Full overhead cost being considered.