

A: Application of the Nonprofit Wage & Benefits Survey & Tools

Do an analysis and may still find positions predominantly held by women, now and in the past, tend to be paid less

Process vs. program and people directors - working to make the differences more transparent

When creating a pay matrix, in order to raise the floor, the process decreased salaries for some managers - in an org with all or majority people of color

Do we really know what the full cost of doing business/offering programs is? - includes program costs, overhead for the program, and overhead for the org

Done a comparative analysis to ensure we are "competitive" but fully realize that isn't enough for a thriving wage. Working toward a comp philosophy now and trying living wage

Implement a salary floor - then shift to "floor plus" so that every year you're making increases

Self-sufficiency calculator (on the Resource List) for this event

With grant applications - we need to have the same social justice lens internally as we do externally - highlight the team as well as the program in descriptions

Oregon law on pay equity applies to all protected classes; Washington law on pay equity only speaks to gender

Made decision to move all staff to non-exempt staff - partially to make sure they are paid for the hours they do (still pay benefits for all full-time staff)

More flexibility for staff who are exempt; societal value placed on "exempt" status

What is considered exempt according to salary for nonprofits is increasing

What is the current conversation around equitable wages for salaried vs. non-exempt. And how do we take that into account when creating equitable wages?

recommendation - to work towards pay equity within the larger nonprofit sector - government, education, health care, nonprofits, etc.

Looking at how E.D. salary cap was affecting other salaries

Do analysis of salaries with regard to race

Committee of staff at various levels of leadership/roles within the organization to work with consultant on compensation philosophy

Creating salary bands for purpose of transparency; lack of clarity on how people's salaries are determined

Noticing pattern - hiring new people with higher wages than people who have been there longer - which adds another layer of inequity

Follow-up note to the strategy recommended below - be sure to follow employment law when creating a compensation checklist like this.

Implementing a compensation checklist where there will be a base and then 4 areas that will qualify someone for an increase to the base - 1 area is paying more if they are POC.

Paying for increased emotional labor to support students of color. Another is paying more for those who speak a 2nd language

B: Advocating for Government Contracts to Cover the Full Cost of Services

Need help articulating sustainable levels of 'leveraging and braiding funding'. There actually is value in braiding funding, but also shouldn't solely be on the shoulders of non profits

System at a breaking point. Can't serve as many people for the rates being offered.

Multi-year contracts are ideal

Government entities need to realize that they have struggled to reach our communities and NEED us trusted messengers to carry out their responsibilities

How can we continue to educate boards of directors in organizations about true cost and needs.

Sometimes need to say no to contracts that don't fully pay.

How can we encourage a sea-change, getting government contracts at all levels to increase so that wages can increase across larger orgs?

Pay Equity Analysis happening this summer through SHSC.

What is our business model - how do we build social equity in teh community by investing in young people.

Is there actually a chance to advocate to government in specific contracts?

When an individual funder / contract requires a certain wage, can't always meet that wage with other funds.

Professional consultants receive government contracts that pay upwards of \$150-200/hour. How can we demonstrate that our staff have comparable skills and expertise when it comes to serving community?

Gov't agencies assisting CBO with capacity building resources

we always try to negotiate contracts for flexibility in spending once they are received, before we sign & return them!

"Sustainability" Planning for nonprofits, but what about sustainability for government agencies themselves - double standard.

Learning where to apply for funding outside of Human Services funding opportunities

C: Philanthropy's Role in Supporting Thriving Wages

5% payout for foundations as a base, not ceiling

Foundations need to take it upon themselves to be accountable.

For funders: Nonprofit AF and RVC Seattle's Equitable Grantmaking Continuum (<https://nonprofitaf.com/wp-content/uploads/2021/03/Equitable-Grantmaking-Continuum-One-Page-update-March-2021.pdf>)

Funders educating funders and seeing this as THEIR work, not just the sector having to sing for their support so to speak

narrative change in philanthropy is needed

Foundations need to remove the barrier that comes with grant reporting and have an active role in valuing equitable pay.

nonprofit reports tell the story of outcomes of their programs. Donors like to see those positive outcomes as way to see "their dollars at work". What if nonprofits reported on the internal health of their organization:

Nonprofits and funders should not be perpetuating the martyrdom mentality.

Fund generations, 3, 5, 8, 10 year grants

Stop trying to fight racism with corporate diversity consultants <https://www.theguardian.com/commentisfree/2020/jul/08/diversity-consultants-racism-seminars-corporate-america>

Interesting research highlighting "passion exploitation" - affirms lots of stories shared today <https://pubmed.ncbi.nlm.nih.gov/30998042/>

(cont from above) livable wages, mental wellbeing, retention of staff, etc. & the importance of donor dollars to supporting these positive outcomes.

People and philanthropists are more likely to give up their privileges if they know that they are directly causing harm.

would love more stories of the types of orgs and strategies that philanthropy has invested in that is moving the needle on thriving wages - particularly worker voice and representation!

D: Changing Policy to ensure the Child Care Sector Thrives

The new bus schedule proposal is impacting childcare services

Childcare services should be at the table with talks surrounding schedule changes

Working families are facing employment scare with the school schedules potentially impacting work hours

Plans to keep employees include:

Retirement employer match

Retention bonuses

Wellness fund for staff

Starting with PTO

Tuition Reimbursement programs