

## Reimagining Pay Equity Resource List, Compiled April 2022

### **BE INSPIRED**

- CHOOSE 180 raising pay to a minimum of \$70,000: <https://www.seattletimes.com/seattle-news/labor-shortage-or-living-wage-shortage-one-king-county-nonprofit-is-taking-a-different-approach/>
- Nonprofit Increases wage to \$25/hour: <https://www.seattletimes.com/seattle-news/homeless/large-food-bank-provider-increases-wages-to-25-an-hour-as-nonprofits-see-high-turnover-burnout/>
- [The State of the Sector](#), from the JustPay campaign in New York (6 min video), Dec 2021.

### **KNOW THE LAW & HR TOOLKITS**

- Washington Equal Pay & Opportunities Act (June 2018): <https://lni.wa.gov/workers-rights/wages/equal-pay-opportunities-act/> & Video from WA Nonprofits: <https://vimeo.com/569511686>
- “WA Employers Will Have to be Upfront about Salaries in Job Postings:” <https://www.seattletimes.com/business/next-year-wa-employers-will-have-to-be-upfront-about-salaries/>
- Human Resources & Equity Toolkit (King County Communities of Opportunity): <https://www.coopartnerships.org/hr-equity-toolkit>.

### **CALCULATING PAY**

- Salary Policy Discussion Guide from RoadMap: <https://roadmapconsulting.org/resource/salary-policy-discussion-guide/>
- 501 Compensation Tracker from 501 Commons and the Wage & Benefits Survey - <https://www.501commons.org/resources/501-compensation-tracker>
- “How to Pay Ourselves Equitably – in Search of a Salary Calculator for Social Justice” - recorded webinar from Sustainable Economies Law Center - <https://www.youtube.com/watch?v=SwpsHbmb2-s>

### **READ & WATCH**

- “Pay Equity: Performative or Palpable?” - blog post by Erika Chen: <https://communitycentricfundraising.org/2021/08/23/pay-equity-performative-or-palpable/>
- “Attention Small Nonprofits: If You Care about Your Employees, Help Them Retire” – blog post by April Nishimura: <https://rvcseattle.org/2021/07/06/if-you-care-about-your-employees-help-them-retire/>
- “Tackling Pay Equity in the Nonprofit Sector” – blog post from YDEKC: <https://ydekc.org/news/tackling-pay-equity-in-the-nonprofit-sector/>
- “Compensation & Sustainability in the Nonprofit Sector” - recorded session by Resolution to End Homelessness (featuring CHOOSE 180 and the Seattle Foundation): <https://youtu.be/Rq-Pmu9bWVA>
- “The Nonprofit Pay Problem and What We Can Do About It” – article by Liz Moulthrop - <https://ensemblnews.org/region/the-nonprofit-pay-problem-and-what-we-can-do-about-it/>
- “Pay-What-It-Takes Philanthropy” – article in SSIR - [https://ssir.org/up\\_for\\_debate/article/pay\\_what\\_it\\_takes\\_philanthropy#](https://ssir.org/up_for_debate/article/pay_what_it_takes_philanthropy#)

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### IDENTIFY YOUR OWN ROLE AND INFLUENCE

- Social Change Ecosystem Map – Deepa Iyer, Building Movement Project:  
<https://buildingmovement.org/our-work/movement-building/social-change-ecosystem-map/>
- Talk with your colleagues – in and outside of your own organization
- Self-Sufficiency Calculator from The Workforce Development Council of Seattle-King County:  
<https://thecalculator.org/>

### REPORTS & RESOURCES

- 501 Commons “Putting People First,” including the 2021 Wage & Benefits Survey Report:  
<https://www.501commons.org/resources/putting-people-first>
- Sustainable Economies Law Center Legal Cafes: [https://www.theseclc.org/cafe\\_calendar](https://www.theseclc.org/cafe_calendar)
- Workers in Nonprofits Toolkit from Washington Nonprofits: <https://www.wanonprofitinstitute.org/win>
- Fund the People Toolkit - <https://fundthepeople.org/toolkit/>
- Nonprofit Experiences with Government Contracting: Challenges & Recommendations from Washington Nonprofits: <https://washingtonnonprofits.org/the-government-contracting-report-is-here>

### ORGANIZATIONAL EXAMPLE TOOLS

- Partners for a Hunger Free Oregon: Equitable Merit Compensation Policy - [https://harmonize.work/wp-content/uploads/Harmonize\\_PHFOCompensationPolicy.pdf](https://harmonize.work/wp-content/uploads/Harmonize_PHFOCompensationPolicy.pdf)
- Y-WE Pay Transparency Matrix adapted from the Pay Scale Equity Process and Calculator™ created by Vega Mala Consulting – <https://ydekc.org/wp-content/uploads/2022/05/YWE-Pay-Transparency-Draft-Attributed-1.pdf>

### JOIN OR FOLLOW A GROUP INFLUENCING POLICY

- Brave Commitments: <https://bravecommitments.org/>
- Community Centric Fundraising - <https://communitycentricfundraising.org/>
- Greater Seattle Business of Child Care – <https://education.seattle.gov/deel-awards-nearly-3m-to-child-care-workers-in-appreciation-of-their-service-to-seattle-families-throughout-the-covid-19-pandemic/>
- King County Alliance for Human Services <https://kingcountyalliance.com/>
- Rainier Valley Corps – <https://rvcseattle.org/category/blog/>
- Seattle Human Services Coalition, and the Raising Wages for Changing Lives Campaign: sign on here!  
<https://www.shscoalition.org/raising-wages-for-changing-lives>
- Sign up for policy updates from Washington Nonprofits:  
<https://washingtonnonprofits.org/membership/sign-up-for-our-email-list/>
- Youth Development Executives of King County: <https://ydekc.org/what-we-do/advocacy>
- Follow campaigns in other States to get a national perspective and ideas to bring back to WA, such as New York: <https://www.justpayny.org/>