## PAYBY POSITION

HOWISPAYEQUITY
AFFECTED BY
CORPORATE
STANDING?

## Research

Paychecks are often dictated over time by two major systems: **Tournament** and **Equity**.

Tournament theory dictates workers competing for higher pay. Equity theory explains a worker's greater output leading to greater paychecks.

## SERVICE



I helped the League for Women Voters create a survey and storage solution for their upcoming **Pay Equity Scorecard**. I advised them on questions to ask for an effective format for appeal and readability. I also engineered a manual for review material on the processes for creating future surveys and data sheets.

## **The Manual**



Beta Questions  Testing in Progress	the l s (or ale?	What is the average monthly pay of nonmanagerial positions who identify as male?	What p nonn position occupied as) ma
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### Results

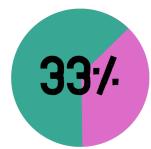
CEOs are treated independently of the two systems. Business leaders dictate their own paycheck by abiding by an industry-standard pay ratio between management and worker-level jobs.

#### **LESSONS**

Pay equity between positions is usually based on an arbitrary ratio. This ratio is changed frequently on committees as most CEO boards will vote for higher paychecks for themselves at the expense of other occupations within the business. This rift between the hierarchy of working positions varies in size based on the industry of the company, especially by race.

#### **The Numbers**





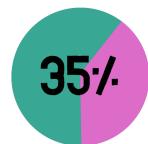
Women are hired **33% less** on average in competitive environments than men.

50%

When applying for the same highpaying position, women were **50% less** likely to be given an offer than men.



If women were paid equally to men in the US, the poverty rate would decrease by **40% or more** in 28 states.



Female employees only make up **less than 35%** of CEOs regardless of work merit or experience.

# <u>League of</u> <u>Women Voters</u>



Cate Stadelman is the leader of the League of Women Voters. She and her organization advocate for equal treatment in the workplace. Their motto is "Empowering Voters. Defending Democracy." They are responsible for the Vote411 voter information program in North Carolina.



#### **UNC Charlotte**

CUYC 3600 Community
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Psychology Major
Urban Youth and
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**SOURCES: ANNOTATED BIBLIOGRAPHY** 

#### Conclusions

The rate of pay is usually based on the industry. Business-orientated workplaces experience the greatest disparity in pay equity. Under the scope of discrimination, Hispanics/LatinX is subject to lower paychecks than the average worker regardless of setting and double the chances if the worker identifies as female.

By Daniel Jackson
With Community Partner Cate Stadelman