Compensation Equity Analysis

Executive Summary

INTERNATIONAL WOMEN’S HEALTH COALITION
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Executive Summary

This report contains the results of a compensation equity analysis requested by International Women’s Health Coalition (IWHC). The analysis is generally inconclusive due to the limitations of a small population with which to conduct a meaningful statistical analysis that could either identify any disparities of statistical significance or any nondiscriminatory factors that may be contributing to any disparities. To the extent that a meaningful statistical analysis could be conducted within some groups, there were no findings. A review of IWHC’s compensation practices did not reveal anything that was inherently discriminatory. However, it is recommended that IWHC take a number of steps to formalize and/or modify their current compensation policies and practices, conduct organization-wide job analyses, and engage a third party to benchmark compensation so that IWHC may simplify compensation administration, better communicate compensation policies and practices to staff, and improve staff understanding and confidence in how compensation decisions are made.