

**Domain: Our Organization**  
**Metric 4: Leadership Practices to Advance Racial Equity**  
**Focus Area: Pay Equity Analysis**

**QUESTION 9**

**On at least an annual basis, does your organization conduct a pay equity (wages and benefits) analysis that:**

	0 - Not in place	1 - Internal Socialization	2 - Initiation	3 - Piloting	4 - Implementation	5 - Best Practice
a) compares wages and benefits by Race Ethnicity and Language (REaL) data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b) analyzes and reviews- your organization's entry level wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c) compares utilization of additional employee incentive programs or advantages such as analysis of participation in employee matching retirement programs, child care subsidies, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d) informs a standardized pay equity policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>