

## PAY & BENEFITS

Equitable pay and benefits packages should take account of historic and ongoing social and economic inequities and the enduring undervaluing of care-taking labor. LGBTQ people face barriers to employment and earn less than similarly positioned heterosexual and gender conforming counterparts over their lifespan. Transgender people and LGBTQ people of color are particularly likely to experience barriers to employment and to live in poverty. LGBTQ people are less likely to have adequate access to medical and mental health care or less likely to have savings or mortgage equity to draw upon in case of a health crisis or other emergency. LGBTQ people are also more likely to be estranged from families of origin and therefore cannot call upon these supports in time of stress or financial need.

Creating meaningful job opportunities for LGBTQ people, particularly transgender people and LGBTQ people of color, is an important way that community-based human service organizations can increase access for LGBTQ communities. Ensuring that all employees have access to meaningful pay and benefits is a critical way for organizations to participate in social justice.

### TIPS FOR PAY & BENEFITS EQUITY

- Establish an ethical bottom line for compensation packages that accounts for current costs of living in the area in which your employees work.** Routinely examine costs of housing, transportation, food, healthcare, and other expenses in your area. Use costs of living to determine fair compensation packages for employees.
- Evaluate equity by looking at differences in pay and advancement** by gender, race, ethnicity, LGBT identity, and other relevant social factors.
- Establish a participatory process for employee feedback.** Employees from across various levels of the organization can be consulted and give feedback in the employee pay and benefit structure. A transparent and values-based approach to human resources can enhance confidence and retention of staff.

## PAY & BENEFITS

- ❑ **Expand and clarify the definition of “family” for personnel policies to include non-traditional and chosen families.** Allow employees to identify family members in advance for purposes of all workplace policies such as sick leave, bereavement, etc.; Explicitly ensure sick time may be used to attend to any sick children in an employee’s care, regardless of whether the employee is a legal parent or guardian.
  
- ❑ **Include health benefits for domestic partners.** There are many reasons why LGBTQ people, as well as survivors of violence, may not want to or be able to become legally married. If your organization extended benefits to unmarried partners of employees, do not discontinue these benefits because same-sex marriage is now available. If your organization only covers benefits for legal spouses, consider adding non-married domestic partners.
  
- ❑ **Expand benefits for all workers.** This should include affordable healthcare insurance benefits, long- and short-term disability insurance, and life insurance.
  
- ❑ **Ensure that your healthcare plan covers transgender health** and does not limit or explicitly exclude gender-affirming medical treatment.