



Keeping Millennial Women Engaged

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Equal Pay Negotiations LLC

Equal Pay Negotiations LLC

- Dedicated to achieving equal pay by working for all the stakeholders: *employees, employers, and policy makers*
- Focus on the unintended biases in the hiring, promotion, and review processes



Pay Gap +



Source: Catalyst

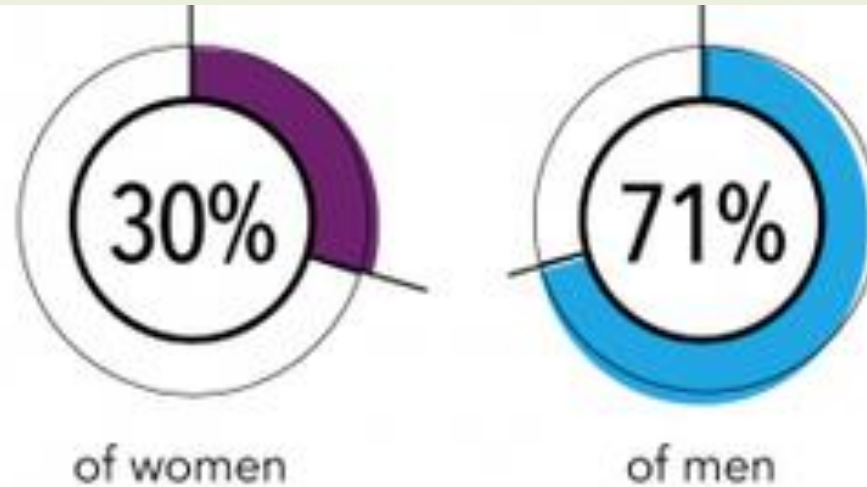
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Discrimination =



Source: Catalyst

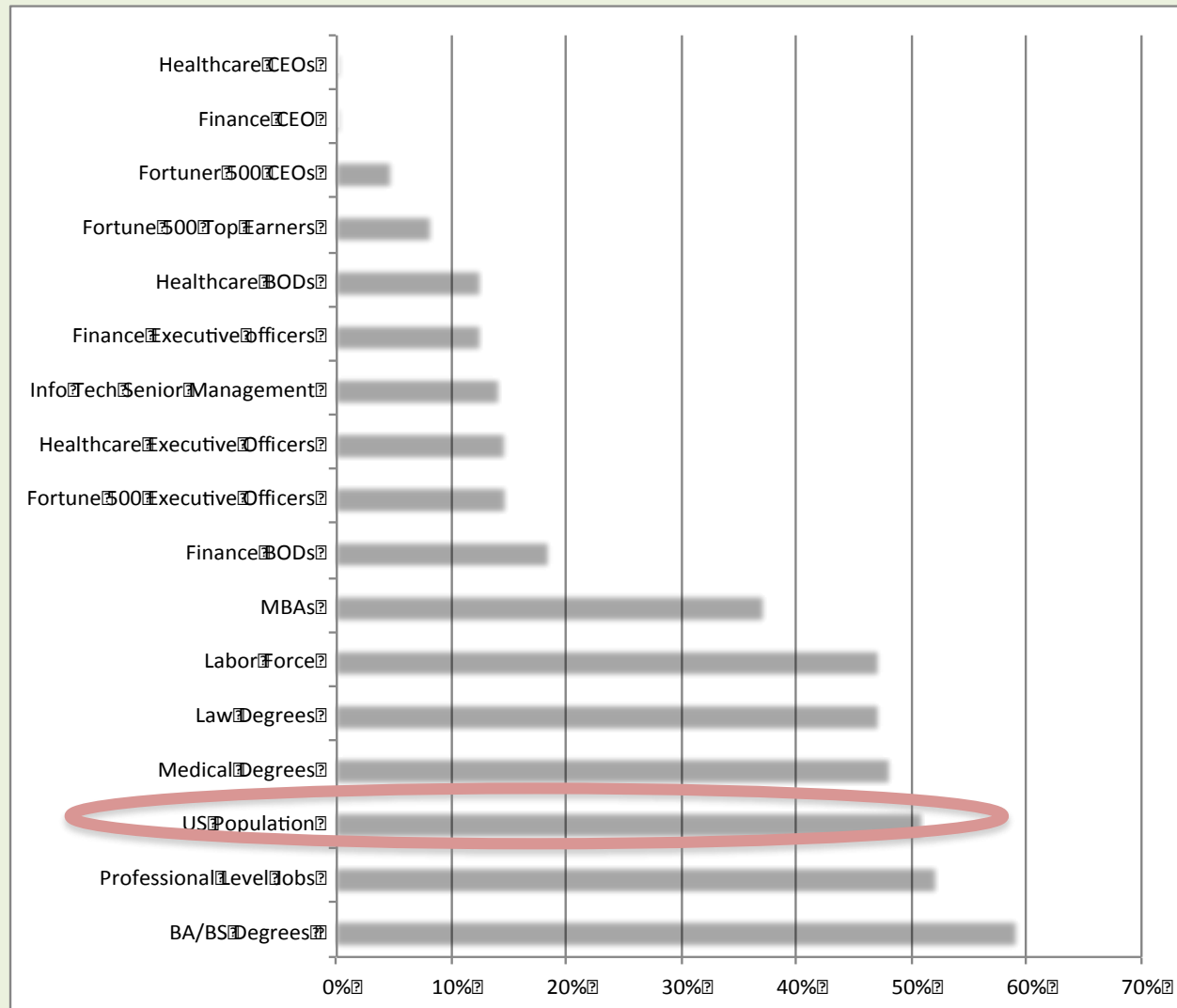
Disengaged Employees



believe that if women try as hard as men, women will have equal success as men.

Source: Catalyst

Women's Representation



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Bias: Name



Bias: Pay as Grading System



Bias: Personality in Reviews



Bias: Referrals from the Top



Process Changes Minimize Unintended Bias

- Stop asking previous pay
- Start anonymous candidate review
- Remove personality references in performance reviews
- Referral candidates should get credit but not trump others



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