

11 Equity Principles

For Domestic Violence Groups and the Social Justice Field

Employ a transparent compensation scale policy, which is at least 1:3. This means that the lowest full-time salary is at a minimum 1/3 of the highest salary (or up to 1:5 depending upon the size, scope, and budget of the organization).

Encourage internal promotions by providing training and skill building opportunities and experiences for all staff members, and pro-actively having aspirational discussions. Some organizations routinely send white staff to conferences and give them special growth opportunities while not making an effort to grow staff members of color, or explore their growth objectives.

Ensure that organizational leadership practices honesty and transparency, and creates feedback loops throughout the organization to gather and consider suggestions, perspectives, and ideas.

Ensure that organizational leadership creates, and has staff create, an array of opportunities for self-care. This includes institutionalizing and modeling self-care.

Maintain compensation policies and access to benefits that have the goal of “making people whole” and attending to human well-being. Consider what it really takes for people to show up fully. When staff members are sent on overnight meetings, compensate them for their child care and/or elder care needs.

Create advancement pathways and opportunities to grow into different roles in organizations or in the broader field. People of color, including staff members whose first language is not English, should be able to attend conferences or participate in collaboratives and speak on behalf of the work.

Conduct annual checks regarding the number of hours and workload responsibilities of all staff. This is important in order to ensure that time worked and workload align with pay, expectations, and well-being.

Recruit and maintain management and board leadership that is diverse by race, experience, and perspective to better reflect the diversity of the community.

Remove salary caps or raise them appropriately to reflect local economies and recognize the invisible labor of line staff, who are often people of color, doing emotionally and psychologically difficult work. Some organizations have salary caps for lower level positions, and not a lot of opportunity for promotion (if any). Some people of color enjoy the work associated with these positions, but are not justly compensated for their work.

Make hiring decisions in inclusive and equity-centered ways. Organizations should use hiring committees that are diverse by race, experience, perspective, and positional power. This helps avoid managers hiring someone they can relate to, which is often someone that looks like them or has similar life experiences.

Recruit and maintain staff that reflect the local communities served. Clients can see themselves and be more comfortable, engagement can be more effective, and staff's understanding of the community needs and desires can be expanded.

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For more information visit:
www.ChangeElemental.org/resources/equity-values-in-action/