

11 Equity Principles for our Domestic Violence Organizations

- 1) Employ a compensation scale policy to be at least 1:3 and is transparent regarding the policy.** (or up to 1:6 depending upon the size, scope, and budget of the organization) What this means that is the lowest full-time salary is at a minimum 1/3 of the highest salary; for example, if the lowest staff person was paid \$25,000, the highest paid staff member's salary at maximum would be \$75,000.
- 2) Maintain compensation policies and access to benefits that have the goal of "making people whole" and attending to human well-being.** One example is when staff members are sent on overnight meetings and are not compensated for their child care/elder care needs.
- 3) 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 and do very 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 people contact and the work associated with the less-compensated positions. However, their compensation may be limited. (Ex. A staff member chooses to stay working at the shelter for more than a decade and is maxed out and not fully compensated for the scope of labor when we consider the emotional and psychological dimensions of the work.)
- 4) Encourage internal promotions by providing training, skill building opportunities, and experiences for all staff members and pro-actively having aspirational discussions.** Examples were shared of domestic violence organizations only sending Caucasian staff to conferences or giving them special opportunities etc., and not making an effort to grow staff members of color or even explore their growth objectives.
- 5) Create advancement pathways and opportunities to grow into different roles in organizations or in the 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 organization.
- 6) Conduct annual checks regarding the number of hours and workload responsibilities of all staff in order to ensure that time worked and workload aligns with pay, expectations and well-being.**
- 7) Ensure that organization leadership practices honesty and transparency and creates feedback loops with line staff and throughout the organization to gather suggestions, perspectives and ideas for program and organization enhancements.**
- 8) Ensure that organization leadership creates, and has staff create, an array of opportunities for self-care as well as institutionalizing and modeling self-care.**
- 9) Have management and board leadership that is diverse by race, experience and perspective to better reflect the diversity of the community.**
- 10) Recruit and maintain staff that reflects the local communities served so that the clients can see themselves and be more comfortable; engagement can be more effective; and staff's understanding of the different communities can be expanded.**
- 11) Make hiring decisions in inclusive and equity-centered ways.** For example, every organization should use hiring committees that are diverse by race, experience and perspective. This helps avoid managers just hiring someone they can relate to which is often someone that looks like them or has similar life experiences.