



Guide to Fair Pay Workplace Certification

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Join a global
community of
organizations
dedicated to pay
equity.

Certified Fair Pay Workplace organizations are trusted. They are leaders in ensuring equal pay for equal work throughout their organizations. They have committed to ongoing pay equity analyses and are actively driving the achievement of their pay equity action plan with the support of Fair Pay Workplace advisors.

Fair Pay Workplace Certification recognizes organizations dedicated to true and ongoing pay equity using a transparent and trusted standard of measurement. The certification is based on a methodology developed by a group of leading experts that measures compensation comparisons across gender, race and ethnicity and provides a framework for organizations to proactively manage pay equity on an ongoing basis. The Fair Pay Workplace certification offers the decisive measures necessary to make lasting progress toward fair pay in today's workplace.

Why Certification Matters

There is not a standardized way for companies to measure pay—so anyone can claim pay equity. Fair Pay Workplace has established and upholds a set of Rules and Standards to ensure that when companies claim achievement of pay equity, they can stand behind their actions with sound methodologies and best practices to maintain and promote ongoing equity.

Motivations for Companies to Get Certified

Live Equity. Becoming a Certified Fair Pay Workplace sends a clear message about your company: you care about your people and you are committed to a more equitable future for all with your demonstrated pay equity actions.

Attract Talent. Now, more than ever, top talent are looking for concrete proof of a commitment to equity before engaging with your brand. Fair Pay Workplace Certification not only attracts high-performing employees; it also helps build a culture that can retain them for the long term.

Build Community. When your company becomes a Certified Fair Pay Workplace, you join a circle of community and business leaders who share your dedication to equal pay. Aligning your company with their records of success can pay big dividends.

Grow your Business. People make decisions on where to spend their money and what brands to support based on shared values. Being a Certified Fair Pay Workplace builds customer trust and confidence, and drives decision making.

Strengthen Your Brand. Let the world know that you believe in equal pay for equal work. Fair Pay Workplace Certification is third-party verified and instantly communicates your brand is dedicated to making an impact on people's livelihood in ways that truly matter.

Certification Steps

A trusted program with a straightforward process that typically takes 6-12 weeks to complete.



1. Pay Equity Review

We confidentially review your workforce and compensation.



2. Understand Pay Discrepancies

Together, we discuss underlying causes for any pay inequity found.



3. Tailored Action Plan

With you, we make an Action Plan unique to and feasible for your company.



4. Agree To Plan and Certification

Once you agree to carry out the steps within your Action Plan, your company will be a Certified Fair Pay Workplace.



5. Share Your Certification

We will provide you with Brand and Communications Guidelines full of resources to communicate this milestone with your internal and external stakeholders.



6. Annual Review Process

Once certified, you will have periodic progress check-ins with your Pay Equity Advisor.

Pay Data

What kind of pay data is evaluated?

Companies are measured against a set of Rules and Standards defined by a group of leading experts from forward-thinking corporations, academia, DEI, data science, human resources, and the legal field. We look at your workforce, compensation and identify pay gaps found. These Rules Standards lay the foundation for a transparent and trusted criteria assessment based on the endorsed methodology of the Fair Pay Workplace to certify an organization.

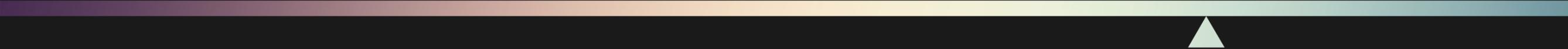
Certification Costs

The cost of certification varies and depends on the total number of employees in your organization, the state of your pay data and other factors. We are your partner in pay equity and will do everything we can to ensure this annual fee works with your budget.

Your Partner in Pay Equity

Our mission is to dismantle unlawful pay disparities based on gender, race and ethnicity. If you're ready to move toward an active, transparent and ongoing commitment to pay equity at your organization, we are your partner in progress.

“Organizations need certification because not all pay equity analyses are created equal.”



Some methodologies allow companies to cook the books very easily—and it's almost never obvious who is doing their analysis correctly. Until now, there hasn't been a single entity that validates the pay equity work is being done accurately and fairly.

That's why Fair Pay Workplace Certification is important."

Dr. Mae McDonnell, Wharton



To learn more about certification or to get started,
email us at info@fairpayworkplace.org.

Fair Pay Workplace

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