

## **Achieving Equity & Focusing on Personal Action: Salary Pay Disparities Task Force BOD Executive Summary**

### **Task Force Chair and Members: Diana Londoño and mentor Anne Cameron**

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### **Task Force Charge:**

#### **Summarize any change or refinement to the charge:**

Achieve deliverables:

- 1) Write review article of available research identifying disparities, looking at salary gaps, inequities in other specialties, discuss benefits of diverse workforce, impact of pregnancy and maternity leave and solutions and recommendations
- 2) Deliver a maternity leave policy “stamped” in approval by SWUI
- 3) Produce, distribute and summarize findings of survey to be sent out regarding pay equity and demographics
- 4) Have resource page of resources to help address improve task force objectives (books, podcasts, coaching opportunities etc).
- 5) Panel discussion at annual meeting

#### **Overview of preliminary research findings:**

-Outline paper being done at this time. Draft will be ready for late October

#### **Assessment of findings:**

- Need more data to show awareness of problem (working on that on survey and review paper)
- Identify areas of improvement to focus on longterm

#### **Focus for your task force/ Potentials points of leverage:**

- Want to have SWUI policy of maternity leave for others/ institutions to use.
- Have repository of data to use then for talks, meetings with admin to show scope of problem
- Focus on self growth so that all these issues can be tackled

#### **Rationale for the team's choice:**

-Wanted tangible deliverables that could show data and be resources long term

#### **Tentative ideas for deliverable:**

-deliverables are first items discussed. See above.