

A look in to how factors like race and gender lead to unequal outcomes for people and finding out how we can make a difference.

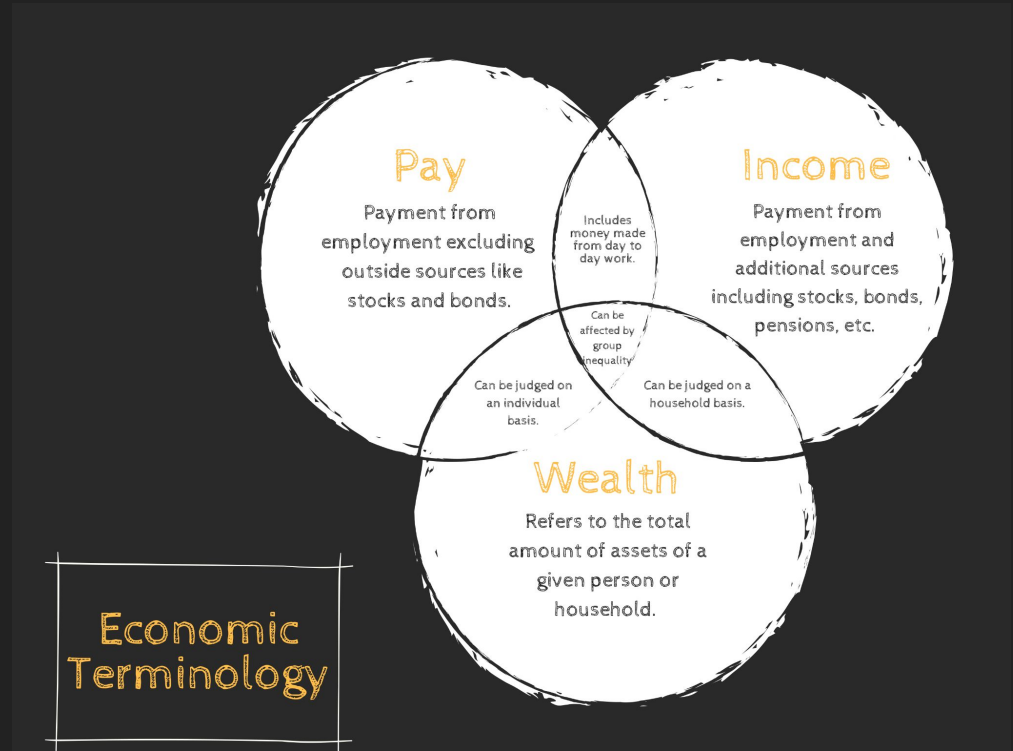
Created & Presented By: Samuel Pederson

How Immutable Factors Affect Payment Inequity

Payment Inequity

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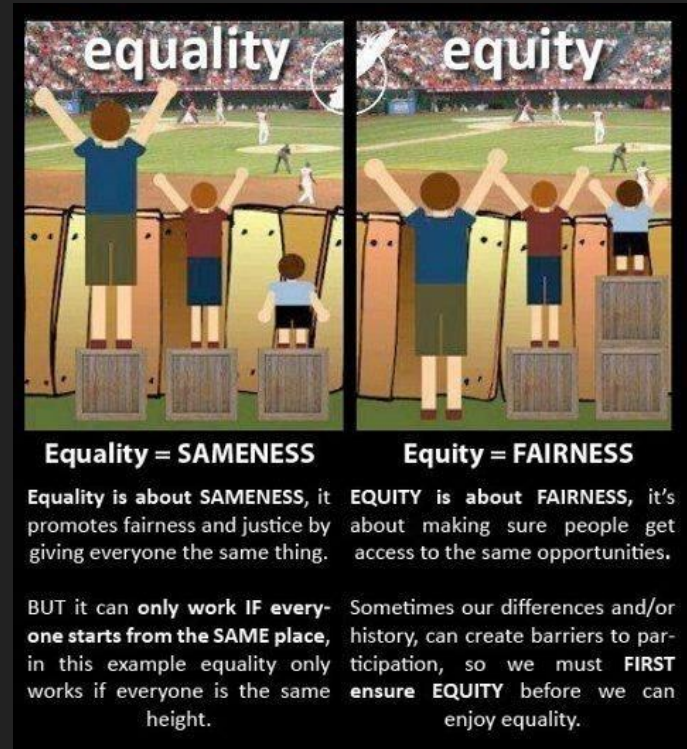
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Equity refers to sameness of outcome regardless of starting points.

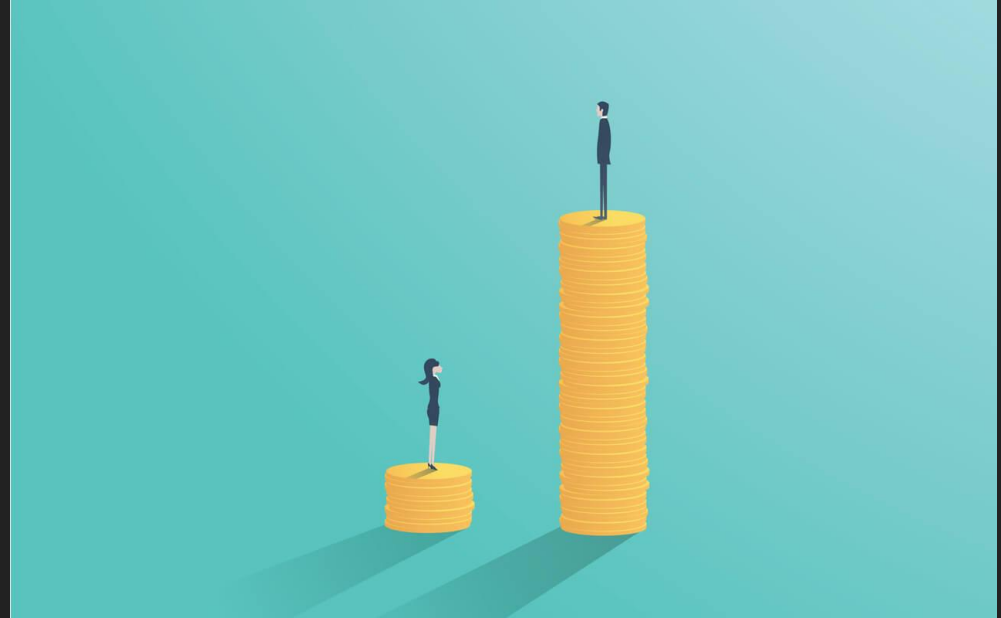


Payment Inequity

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Equity refers to sameness of outcome regardless of starting points.

Therefor, Payment Inequity refers to disparate wage outcomes based on unfair or unequal opportunities.

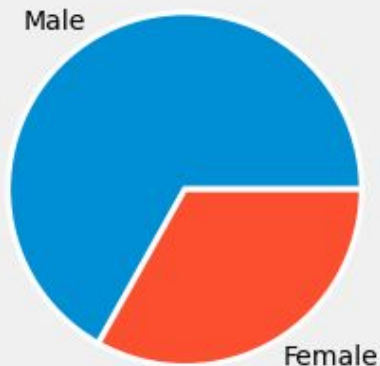


A Look at the Participants

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With a quick look, you should be able to tell that the demographic distribution of the categories of gender are not quite what they would be with a random sampling. This is not a huge problem however, as you can just account for the inter-group population percentage as is shown later.

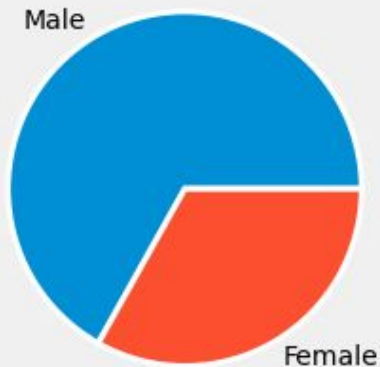
Gender Demographics of Study Participants



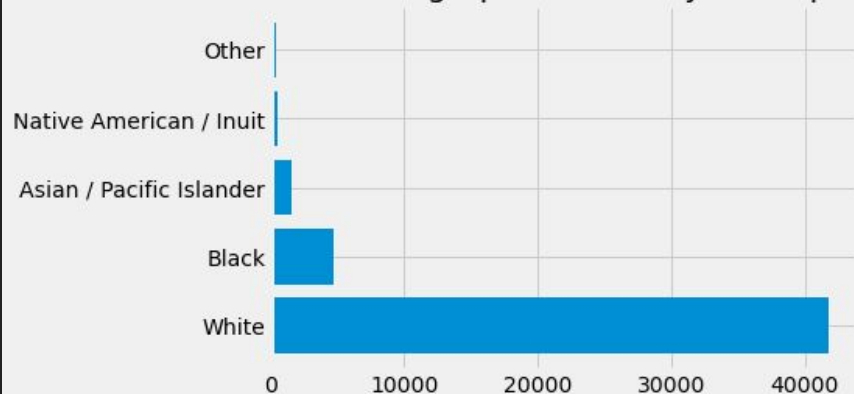
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Gender Demographics of Study Participants



Racial Demographics of Study Participants



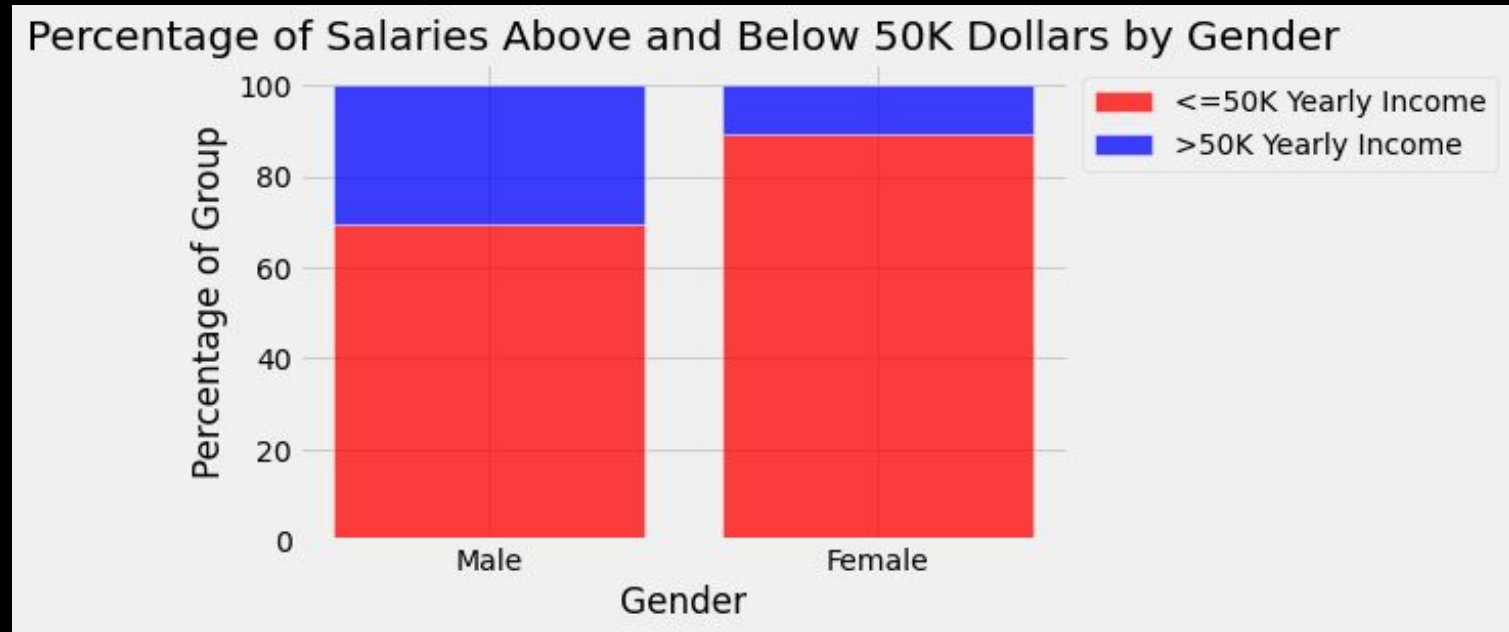
Once again, you can see that there is some differences between this dataset and the actual distribution of racial demographics that we see in the US. This difference can be resolved in much the same way as the gender disparity problem by accounting for inter-group population percentage.



**How do we find
out if there's a
problem?**

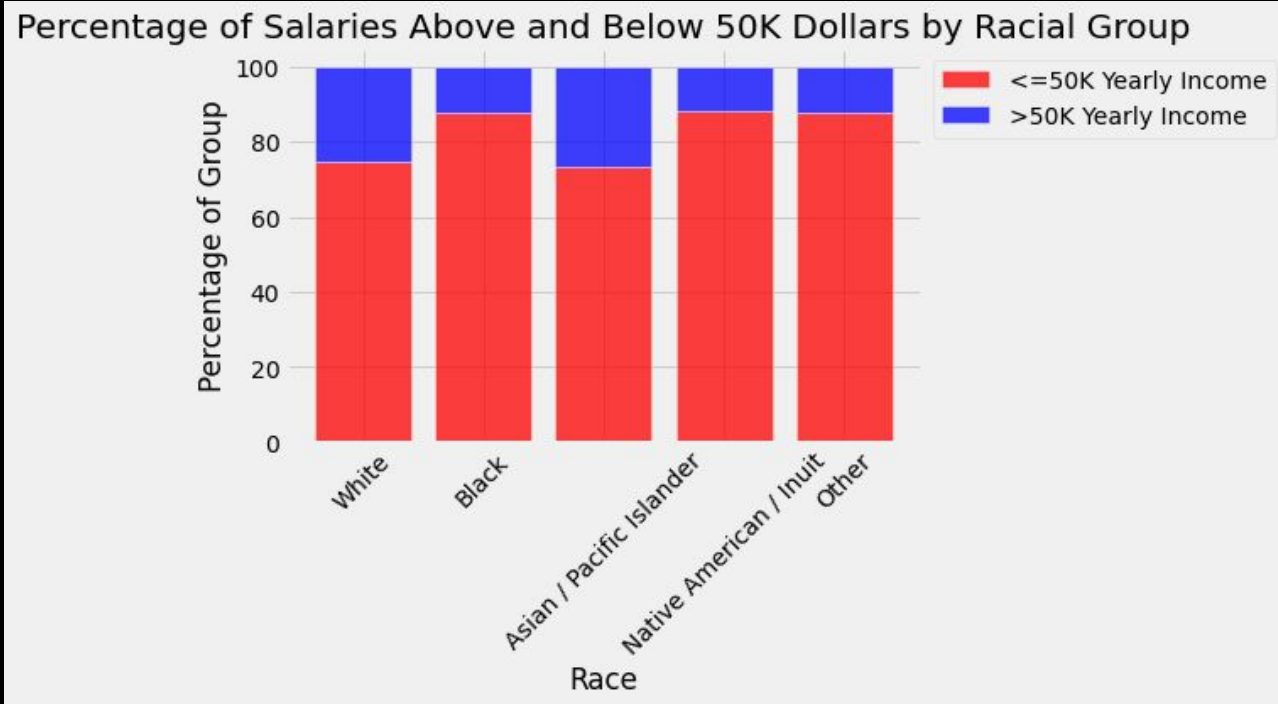
Gender Pay Disparity Visualized

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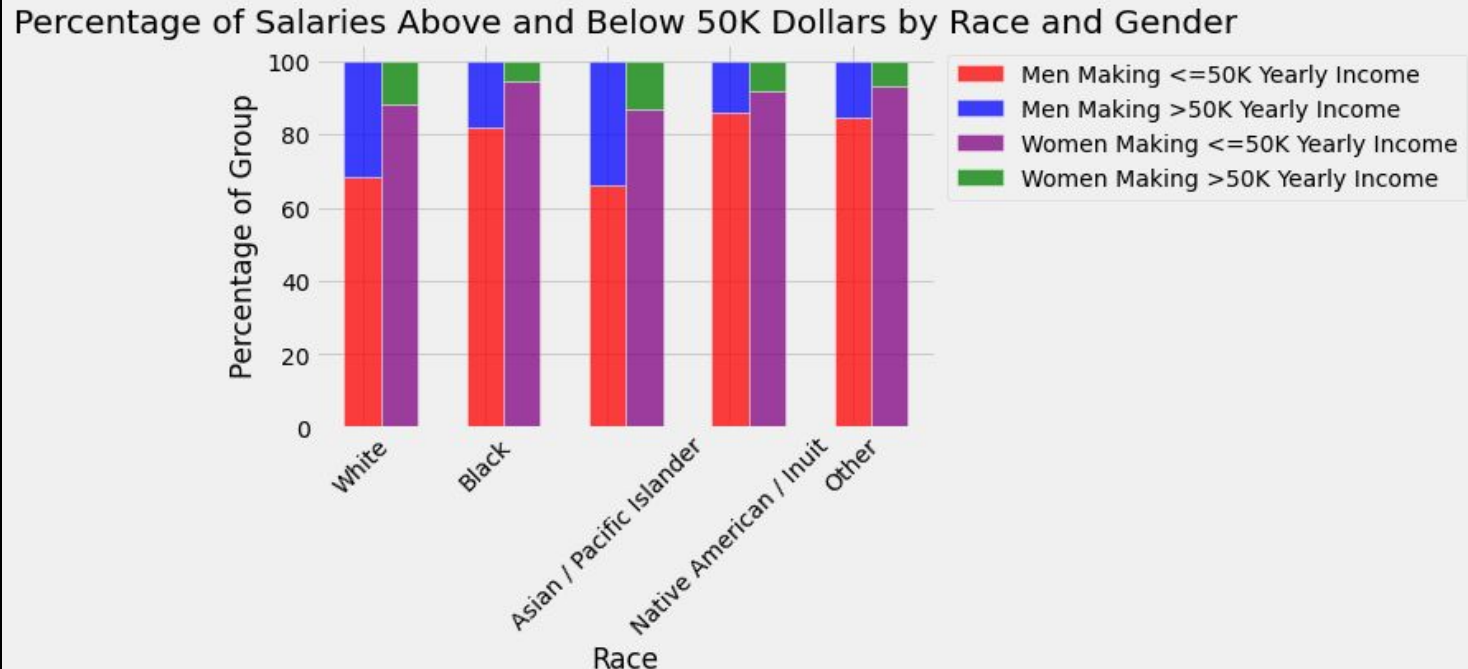
Racial Pay Disparity Visualized

Racial Pay Disparity Visualized



Pay Disparity Visualized by Race and Gender

Pay Disparity Visualized by Race and Gender





**Knowing this,
how can we
make a change?**

How To Solve **This Problem**



Individually

On a personal level, a good place to start the process of moving towards equity is by discussing your salary with your co-workers. While it may seem awkward at first this has been shown to be effective strategy.

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Societally

On a wider scale, we can push for a higher minimum wage. While this would be a massive benefit for everyone, it would be of great help to women, who are disproportionately in low wage fields.

Thank You

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