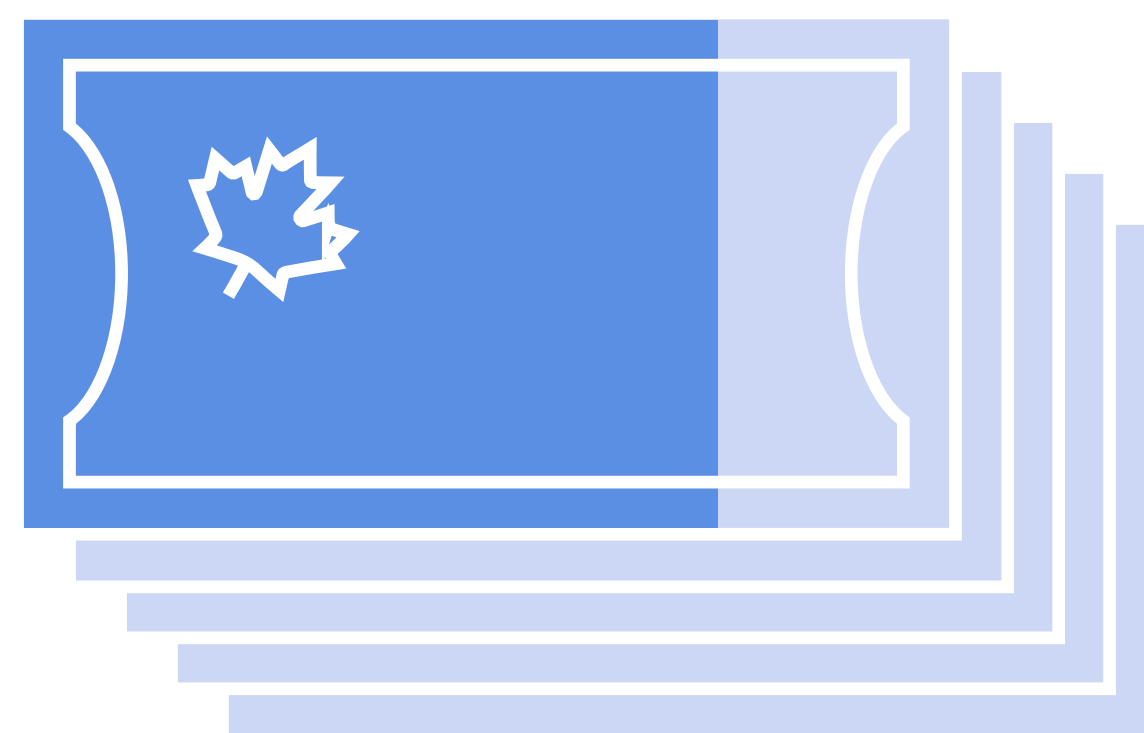
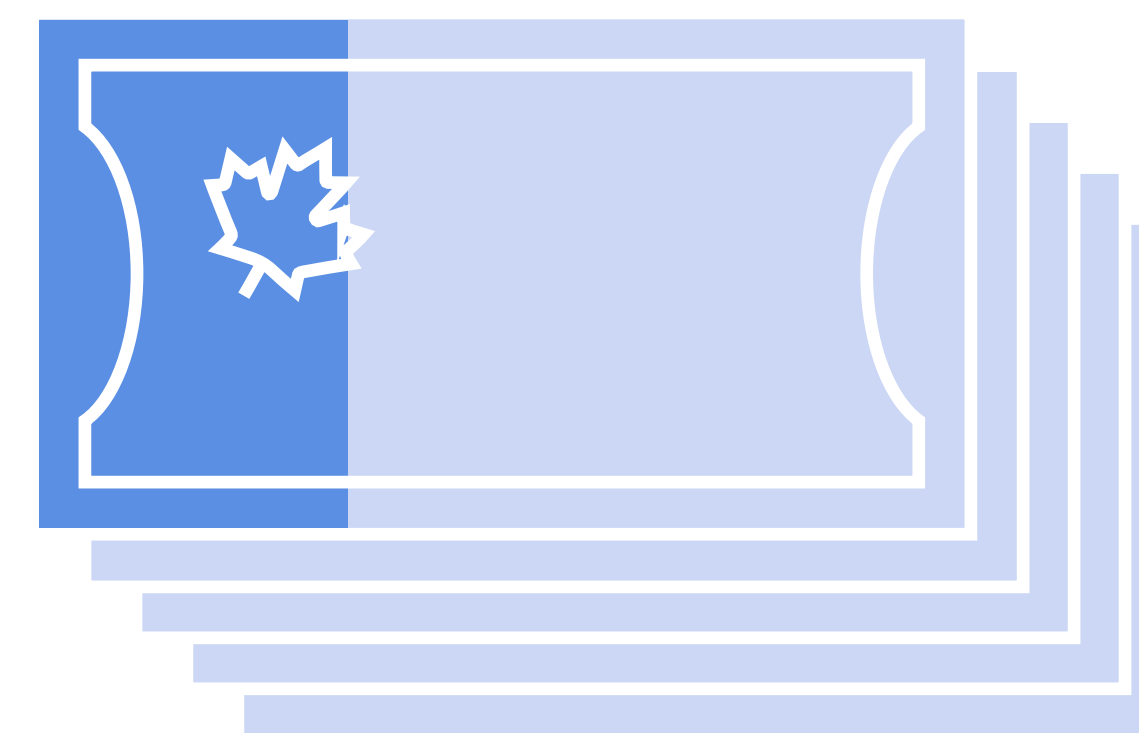


# Equal Pay



## MEN

74% of men believe they are paid equally to other genders.



## WOMEN & LGBTQ2S+

34% of women and 31% of LGBTQ2S+ believe they are paid equally to other genders.

Regardless of race, sexual orientation, seniority, or area of capital markets, the majority of women question whether they are equally paid.

## WOMEN BY RACE

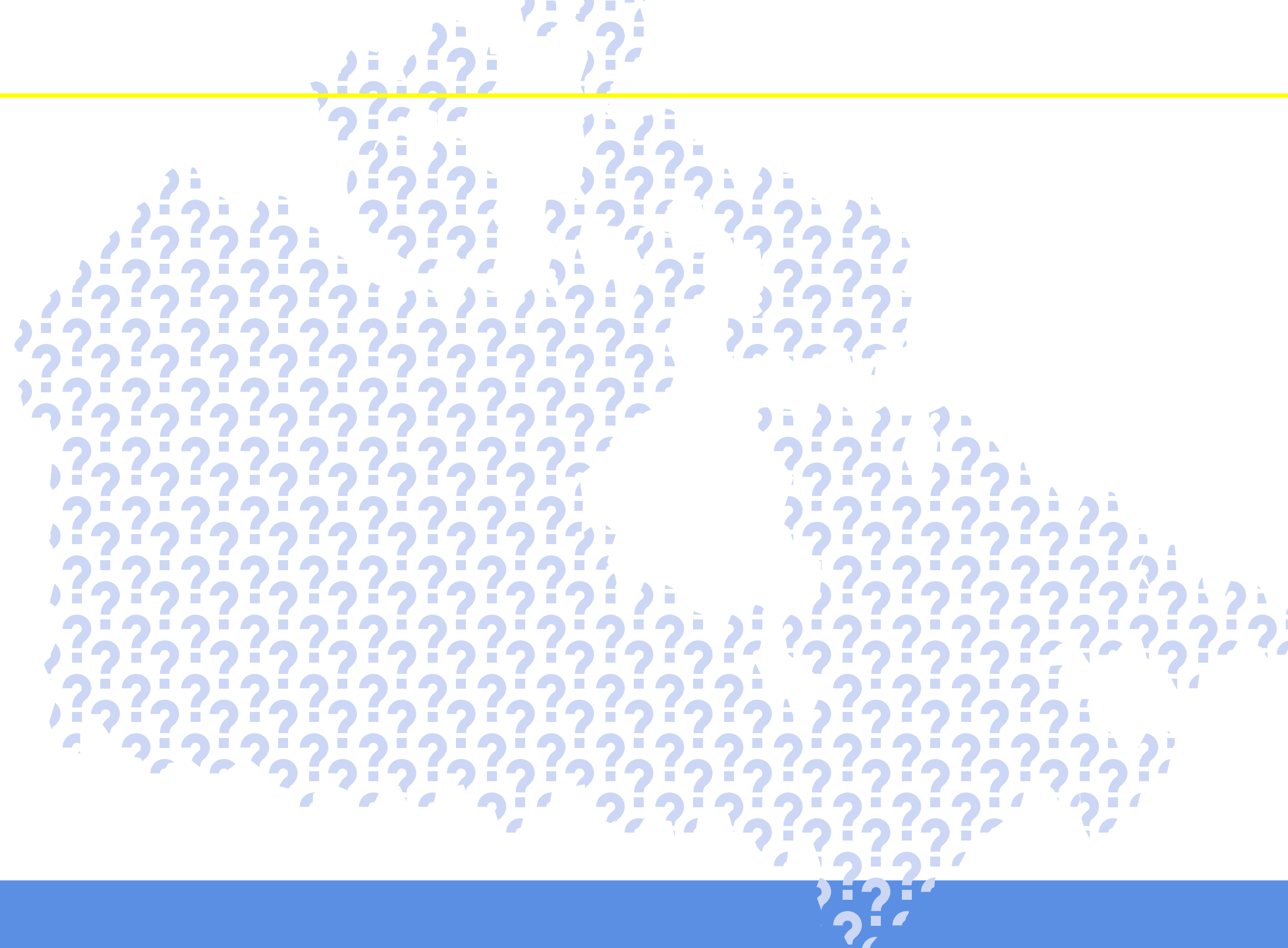


Believe they are equally paid compared to other genders.

## Perception or Reality?

Canada has a country-wide pay gap that is widely reported on. Even at firms where there is a pay process in place to guarantee equal pay, some employees may still have doubts.

If an employee believes they are not being paid equally (even if this is not the case), this belief can inform how they feel, think and act, making this perception just as problematic as if it were a reality.



## How To Ensure Pay Equity

- 1 Conduct a pay equity audit. Review the compensation of all employees and adjust to ensure fair and equitable pay.
- 2 Monitor on an ongoing basis (ie: yearly pay audit).
- 3 Make your compensation framework transparent.

For a detailed action plan, see [The Equity Equation](#)