In the US, for every dollar paid to White men employed full time, year-round:

- Latina women were paid 54 cents
- Native American women were paid 57 cents
- Black women were paid 62 cents
- White women were paid 79 cents
- Asian American women were paid 90 cents

**Systemic Recommendations & Resources:**

- **Promote Equal Pay Day and increase awareness about unconscious bias** and how it impacts salary negotiations and perpetuates pay inequities.
- Conduct and publish a **study of staff salaries**, including analysis by gender and ethnicity.
- **Educate hiring managers** about AB 168 that prohibits employers from inquiring into an applicants’ salary history or using it as a factor to set salaries as well as PPSM 30 that eliminates the 25% annual salary increase limit.
- **Publicize enforcement mechanisms** and how violations of AB 168 and PPSM 30 should be handled.
- Create a **transparent review process** and access to information.

**Resources:**

- Staff Ombuds Office
  510-642-7823
- #EqualPayDay
- Coalition Toolkit
- Glassdoor: How to Negotiate Your Salary
- Publicize enforcement mechanisms and how violations of AB 168 and PPSM 30 should be handled.

For more recommendations around pay inequity and source information, please see Staff Ombuds Office 2018-2020 Biennial Report or visit https://staffombuds.berkeley.edu