

Pay-Equity Analysis

HR & WorkTech

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This guide explains what the tool produces, how to use the output, and what to watch for. The actual output (draft/report) is generated on the tool page.

Background

Analyses pay equity for like-for-like roles, surfacing unexplained gaps and remediation, mindful of the Equal Remuneration principle. Use it to find pay gaps. For diversity metrics tracking, use the Diversity Metrics Dashboard Designer.

Purpose of this tool & output

Check for gender or role pay gaps

How the output is used

Use it to check for gender or role pay gaps — a pay-equity analysis that surfaces unexplained differences to review.

Who should vet it

A compensation advisor or legal counsel, to confirm the pay-gap findings and remediation before you act.

Important cautions

AI-generated analysis; controls (experience, performance) matter; validate before acting.

Companion documents

- DEI Language Audit of Job Descriptions
- Inclusive Job Ad Rewriter
- DEI Policy Generator
- Diversity Metrics Dashboard Designer
- Bias-Free Interview Guide

This is AI-assisted guidance. Verify with a qualified professional before any binding decision. Fees, authorities and processes vary by state and change over time — confirm with your state authority.