

Valuing Work & Advancing Equity: Pay Equity as a Core DEI Practice



Coalition for Pay Equity
Coalition pour l'équité salariale
New Brunswick • Nouveau-Brunswick



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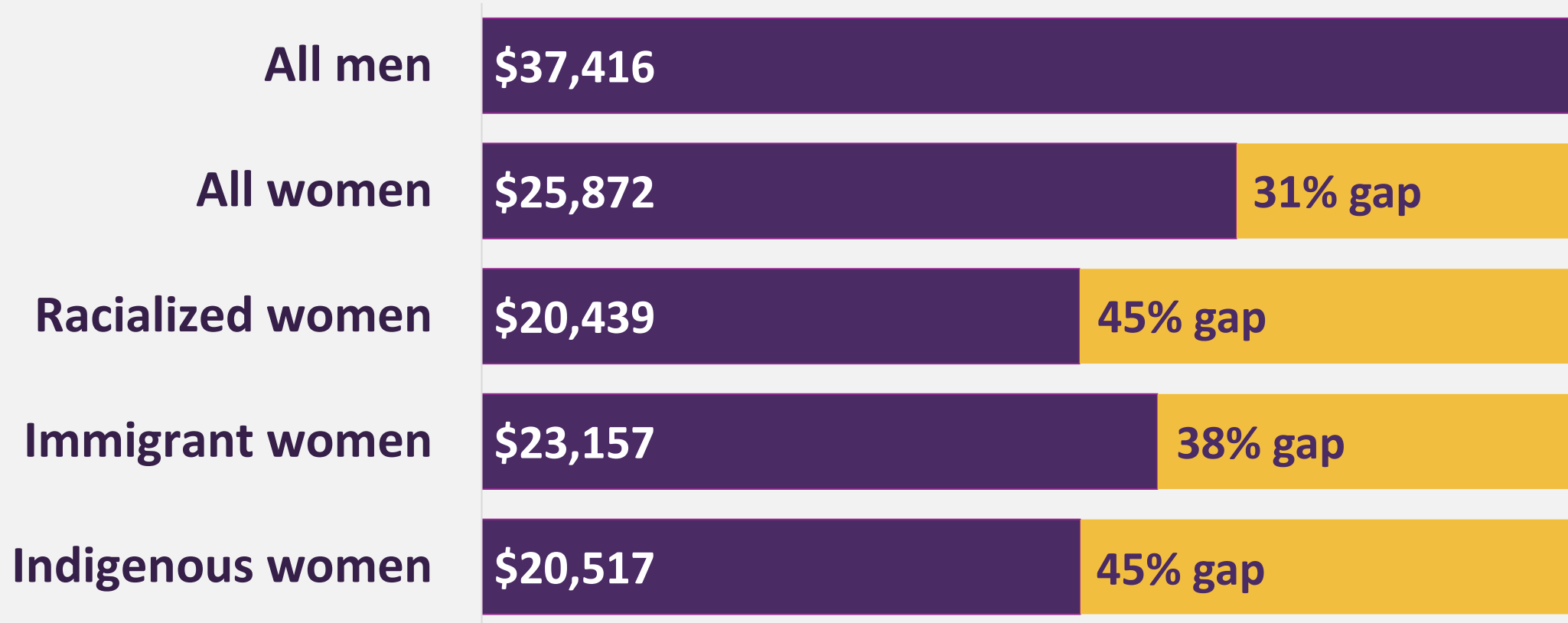
- **Non-profit organization**
- **Right to pay equity & just conditions of work**
- **Advocacy, education, policy development**
- **Work across sectors: government, universities, non-profits, unions, employers**

The problem: Women's economic inequality

- **Gender wage gap** persists due in part to:
 - Concentration in lower-paid, undervalued sectors
 - More part-time and precarious work
- **Pay secrecy** makes inequality harder to detect



Structural inequality in the labour market



Rights already exist to ensure equity:

- ✓ **Right to equal pay for work of equal value**
Canadian Human Rights Act (1977)
- ✓ **Right to equal pay for equal work**
Employment Standards Act (1982)
- ✓ **Right to work free from discrimination**
New Brunswick Human Rights Act (1967)

But rights are difficult to enforce without **proactive policies**

Enforcing our rights Pay Transparency



Pay transparency

- **Pay gaps** often remain **hidden**
- Workers cannot challenge **discrimination** if they **don't know it exists**
- **Transparency** promotes:
 - ✓ fairness
 - ✓ accountability
 - ✓ trust in organizations

Identify and address wage gaps in the workplace.

Women, Indigenous people, persons with disabilities, racialized people, and members of the 2SLGBTQ+ community.



Pay transparency



Anounce **salary ranges** in job postings



Prevent employers from **asking about the previous salary** of a candidate



Protect employees who **discuss wage**



Report pay gaps



Enforcing our rights Pay Equity



Pay parity

Equal pay for
equal work.

Woman chef
\$20 / hour

VS

Men chef
\$20 / hour

Pay equity

Equal pay for work of
comparable value.

Early childhood educator
\$23.47 / hour

VS

Cable technician
\$27 / hour



Can you really compare
apples and oranges ?



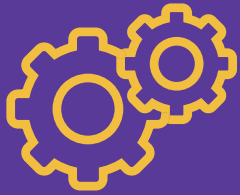
Can you really compare apples and oranges ?



Diameter	36 mm	71 mm
Calories	95 cal.	69 cal.
Fat	0.3 g	0.2 g
Proteins	0.5 g	1.3 g
Fiber	4.5 g	3.1g



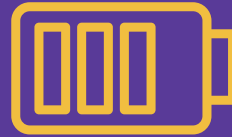
How to determine the **value**



**Skills and
Qualifications**



Responsibilities



Effort



**Working
Conditions**



Pay equity as a DEI practice

Benefits:

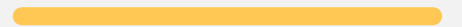
- ✓ Reduces systemic discrimination
- ✓ Improves recruitment and retention
- ✓ Supports transparent HR practices
- ✓ Aligns with ESG and DEI commitments
- ✓ Builds fair and inclusive workplaces



Change is coming!

Upcoming legislation in NB:

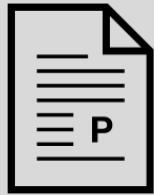
- Pay transparency in **2026**
- Pay equity for the private sector in **2027**



Building fair workplaces, together

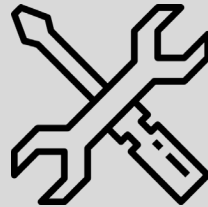
Governments

Check out our framework!



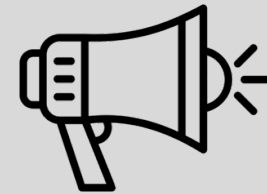
Employers

Download our pay equity guide!



Workers

Know your rights, and join the fight!



Thank you!

1

Become a member!

\$20

For a life-long membership

2

Follow us!

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on



3

Contact us!

**equite-
equity.com**