

California Pay Equity Task Force

Subcommittee: Measuring the Pay Gap

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**Overview:** This subcommittee is related to the definitions subcommittee, and members will identify methods and data to fully operationalize legal definitions and indicators. Subcommittee members might be suggesting additional indicators. Measures can include basic and advanced statistics to measure wage gaps and identify correlates to any gap found.

**Audiences:** Human resources, legal, researchers. Additional?

**Broad questions:** What are basic measures used to determine wage gaps? What are advanced statistical analyses to identify sources of a gender wage gap? Are there additional or different indicators needed? Which data should be collected?

**Additional information:**

- a. *Indicators.* Indicators are an initial step in operationalizing a concept. Answers what will you measure to show what a concept is and is not? These are things such as full versus part-time to indicate employment and bonuses, benefits, gross salary, net salary, and starting salaries to indicate pay.
- b. *Measures.* Examples are ratio, ranking, index, mean, median, mode, quartiles, levels, grades, other calculations such as regression, variance, and other statistics. Measures are also common units that measure something (e.g., hours, dollars). Step-by-step instructions about how to measure an indicator and perform an analysis.
- c. *Data.* Collected data versus what an organization has and explaining the data. Ways to collect data such as surveys.
- d. *Time period.* Cross-section, longitudinal, cohort, and panel studies.
- e. *Statutory instrument.* Required ways to collect information.

**Resources:** See literature reviews and documents available on CCSWG

website. <http://www.women.ca.gov/CaliforniaPayEquityTaskForce/Resources.aspx>. Tell staff if you know of additional resources you would like to share.