

# GENDER EQUITY

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## IN HIRING PROJECT

### Suggested Persuasive Language

Knowing your strategy helps you to make the case for yourself--and for the work. Here are some possible responses when faced with a specific salary range transparency issue.

#### 1. For responses to absence of salary range:

- “I noticed that this job posting (or advertisement) doesn’t include a salary range...”
  - “Could you tell me a bit more about why that is?”
  - “Could you provide one?”
  - “I’d be glad to speak to the person/team who wrote the job description to ask them for more information about this choice, if appropriate.”
- “I encourage adding a salary range, as it promotes pay equity in the field.”
  - (see above for additions, if helpful)

#### 2. When asked to pass along a job posting:

- “This looks like a great opportunity and I’d love to share it; however, I’m committed to promoting gender pay equity in the field so I can only pass this along with a salary range.”
- “I’d be happy to share this with my networks if you can provide a salary range.”

#### 3. When you ask about salary range and the person says they can’t provide it or add it to the posting:

- “Thank you again for sharing this job posting with me. Unfortunately, I will not be able to share it without a salary range.”
- “When you’re ready to include a salary range, please feel free to let me know. I’ll look forward to sharing it with my network and with potential candidates.”
- “If you’re not yet comfortable advocating for this, I’m glad to help you formulate some language” or “If you’re not yet comfortable advocating for this, I’m glad to be in touch with the person supervising the hiring and advocate with them to make this change.”

- “I appreciate that this is hard for organizations and that some folks are not yet ready. Do you think that there’s someone inside the organization who might be a helpful resource with whom you might speak to begin to advocate for next time/for the next job posting?”

**4. When you are approached by a recruiter or leader about a potential job opportunity ([many suggestions drawn from this Forbes article](#)):**

- “What is your client looking to pay their new hire?”
- “What’s the budget your organization has set for this position?”
- (If you’re told they don’t have a number in mind) “I expect that they’ve created a budget line/budget for this position. What is that range? I want to make sure to use your time effectively, and before we go further, I want to establish that their salary range is a fit for me. Do you want to get back to me once your client knows the budget for this role?”
- “What is the salary range for this position, or similar positions with this workload at this organization?”

**5. When inquiring with an organization about a position without a salary range listed:**

- “I noticed that this position doesn’t have a salary range included. I’d like to apply, but I’d like to make sure that the salary is within my range before I do. Would you share the salary range with me?”
- I noticed that this position doesn’t have a salary range included. Would you have any more information about this? I’d like to consider applying, but I don’t want to waste [your organization]’s time if I’m not a match for the salary range.

**6. Thanking and celebrating individuals or organizations for including salary range:**

- “Thank you so much for including a salary range. This will make a meaningful difference in recruiting a diverse applicant pool.”
- “Thank you so much for including a salary range. I’m so glad to be able to share this with others.”
- “I’m so glad to see this job description includes a salary range. That tells me a great deal about how [you/your organization] value/s transparency and equity, and I’m so glad to share it with potential candidates.”
- “I’m so impressed that you all have made this shift and embraced equity to share salaries on your job postings and descriptions. I’m sure that it was hard. Thank you.”
- “I am aware that you made the change to include salary range on your job postings recently. Thank you so much for that step toward equity. I’d love to hear about how you did it, and be able to appreciate your hard work toward this goal.”