

Powered by



The Advancing Equality Calculator



The Advancing Equality Calculator™ calculates your organization's raw gender wage gap in just a few simple steps.

WE NEED YOU

Pay parity is a critical driver of equality — and as the world grapples with a pandemic that threatens to undo decades of progress, it has never been more important for organizations to take a stand for equality.

The Female Quotient is the leading voice on equality, creating moments of impact at the world's leading conferences. We have the largest global community of leaders, influencers, and women in business. We specialize in implementing solutions to close the gender gaps.

At the start of this year The Female Quotient launched the Advancing Equality Calculator™ powered by Citi. This is a free, secure tool that fosters transparency around the gender wage gap, helping organizations calculate their raw pay gap and, ultimately, better serve society.

Here are a few highlights:

- Input your data and analyze your organization's raw gender wage gap.
- Understand the potential contribution to revenue and impact on GDP in closing the gap.
- Get additional insights that may help your organization build a strong business case for gender equality.

Organizations of all sizes can now join the movement towards pay parity. We are all early on in this work, but together, we *can* advance equality.

Ronda Carnegie
Chief Innovation Officer
The Female Quotient

WHY IT MATTERS

It will take **267.6 YEARS** to close the global gender pay gap.

Globally, women are paid **23% LESS** than men.

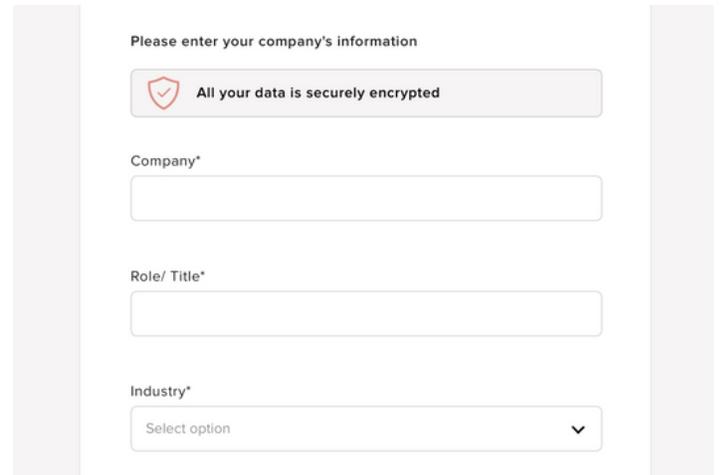
86% of job seekers say workplace diversity is an important factor when considering a potential employer.

GETTING STARTED

Step 1.

Create your free account.

We ask for your company, title, industry, country, work email and a secure password.



Please enter your company's information

All your data is securely encrypted

Company*

Role/ Title*

Industry*

Select option

Step 2.

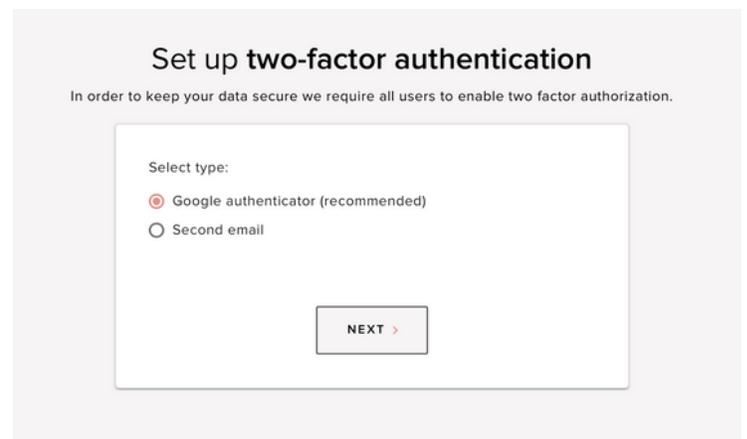
Set up two-factor authentication.

We require you to use a secondary email or authenticator app on your smartphone or tablet to secure your account.

When prompted, enter the code sent to your email or shown on your authenticator app.

Download your backup codes and store them in a safe location. You can use them at any time to regain access to your account if you don't have access to your email or app.

To keep your account secure, you must enter in your secure code every time you login.



Set up two-factor authentication

In order to keep your data secure we require all users to enable two factor authorization.

Select type:

Google authenticator (recommended)

Second email

NEXT >

Step 3.

Verify your email address. You cannot begin using your account until you verify your email.

GETTING STARTED

Step 4.

Enter your organization's data.

We ask for the country your employees are based, what part of your organization you're evaluating, number of employees, aggregate and median salary information, and your projected revenue.

Choose to evaluate your organization as a whole, or by departments or teams. You can always revisit and recalculate your data as many times as you want.

If you don't know your projected revenue, include last year's data. Or, leave it blank.

3 How many employees are in the organization/department you are evaluating?

Total number of male employees ⓘ

Total number of female employees ⓘ

4 What are their aggregate salaries?

Aggregate salaries of all male employees (in US Dollars) ⓘ

Step 5.

Review your wage gap results.

The first graph on the results page shows your organization's gender wage gap according to your country's currency. Your gender wage gap is compared with your organization's industry, surrounding industries, your country average, and the global average gender wage gap.

At the bottom of the page, you will see your total annual wage gap between men and women in your organization.



GETTING STARTED

Step 6.

Review your impact results.

See how long it will take your organization to close the gender wage gap based on an accelerated or usual growth rate.

Also, see the impact on GDP and your organization's revenue when you close the gap.

To completely close the gender pay gap

 **1.4 years**

If gap is reduced by 5% each year

 Annual change in revenue
If you close the wage gap this year
+USD 86,146,272.21

Step 7.

Understand your insights.

The Advancing Equality Calculator offers three insights around key drivers of equality. Check them out on the Insights tab.

Committing to achieving pay parity in your organization is only the first step. These insights will help you and your organization's leadership understand the importance of diversity and inclusion among the push for organizational and industry change.



GETTING STARTED

Step 8.

Expore or share your data.

Save your results for later or share them with others by clicking the "Save Results" button to convert your data into a PDF report.

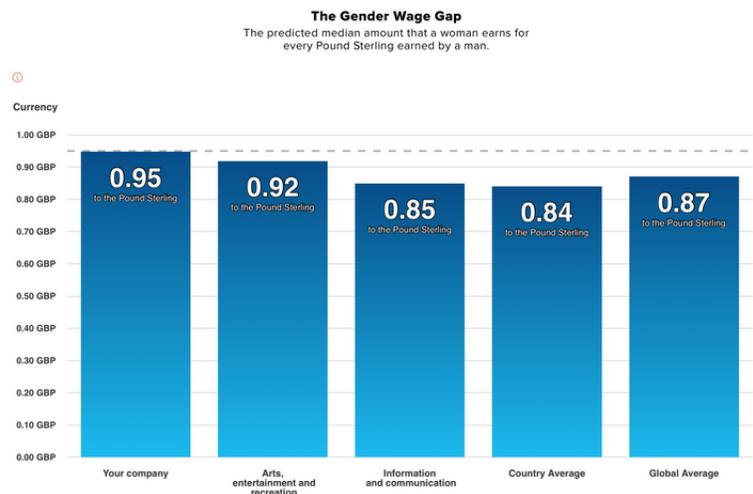


Step 9.

Revisit progress over time.

Return to the calculator regularly to recalculate your data when you have updated employee or organizational information.

Name and date your exported results appropriately so that you can easily spot and track trends over time.



Step 10.

Hold conversations around pay equity in your organization.

This is only the beginning of your organization's journey to greater diversity, equity and inclusion. We built this tool to start a narrative around pay equity and disparities within organizations, industries and countries. Now we ask you: Will you continue this important work with us?

FAQS

Q: Why does the wage gap matter?

A: Pay parity stands as one of the greatest barriers to gender equality. The World Economic Forum's projections show that we won't achieve gender parity on a global scale until the year 2070 — and that isn't even taking into account the decades of progress that have been undone by the pandemic.

Q: Who is the Advancing Equality Calculator (AEC) for?

A: Any organization can use the Advancing Equality Calculator, though we have found organizations with 50 employees or more benefit most from this tool.

Q: What do I need to get started?

A: To get on your way with the Advancing Equality Calculator, you'll need some important organizational data. This tool is best used by individuals working in HR, C Suites, or parts of the organization that have access to pay data.

Q: What variables does the AEC let me look at?

A: The Advancing Equality Calculator shows you how your organization's wage data compares to other companies in the same industry. It also demonstrates how closing the pay gap could potentially contribute to revenue and GDP, and provides tailored insights that may help your organization build a stronger case for gender equality.

FAQS

Q: How is my data protected?

A: Your data is stored on a secure server and is not publicly accessible. Additionally, all data transmitted to and from the Advancing Equality Calculator™, when and where applicable, is encrypted using industry standard security measures. Access to the Advancing Equality Calculator™ is secured over a HTTPS protocol with a strong SSL Certificate. All connections and transferred data is encrypted. We have a strong password policy for accessing an Advancing Equality Calculator™ account, and users' passwords are stored in a hashed format using algorithms and iterations to ensure maximum security. We also have Two Step Authentication to maximize security.

Q: Do I have to pay to use the AEC?

A: The Advancing Equality Calculator is completely, totally, 100% free to use. The Female Quotient is dedicated to closing the gender pay gap, and the AEC is our way of helping you through that first step of diagnosing your event.

Q: I'm having technical difficulties, where do I go to get some help?

A: You can email us at **aec@thefq.com** or fill out the contact form on The FQ's or the AEC's website and one of our team members will respond as soon as possible.

JOIN TODAY.

SIGN UP FOR FREE

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To learn more, visit:

www.thefemalequotient.com/the-advancing-equality-calculator

SHARE THE TOOL



www.advancingequalitycalculator.com