



A Day Late and a Dollar Short:

**A Report on Pay
Equity in the
Repro Movement**

**REPRO
JOBS** 



A DAY LATE AND A DOLLAR SHORT:

A Report on Pay Equity in the Repro Movement

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BACKGROUND / EXECUTIVE SUMMARY:

In the first six months of 2021, we conducted a survey on race, salary, and workplace practices at reproductive health, rights, and justice organizations. Mirroring some of the questions from our 2019 survey on similar topics, we hoped to go into even more depth about differences in workplace experiences by race in particular. This report details our findings. Our sample this time around is smaller than it was in 2019, though we purposefully recruited a higher percentage of respondents of color than in our previous survey. Though our findings are not generalizable to every repro organization, we believe these data reflect important patterns in our field that are worth documenting and discussing. Specifically:

WHITE WORKERS MAKE MORE THAN WORKERS OF COLOR. The average salary of a white repro worker is \$74,737, about \$6,000 more than Black workers and \$7,000 more than Latinx workers. While these data were not statistically significant, they still reflect systemic inequities in our field that need to be corrected.

GENDER EXPANSIVE AND LGBTQ+ WORKERS MAKE SIGNIFICANTLY LESS THAN THEIR CISGENDER AND STRAIGHT PEERS. This result is similar to the results of our last survey, indicating that the large gaps between the salaries of workers based on gender and sexuality may be a systemic issue.

EXPERIENCES WORKING IN REPRO DIFFER SIGNIFICANTLY BASED ON RACE. This is true across many measures; we found, for example, that people of color working in repro are less likely to be promoted than their white peers and are also more likely than their white peers to believe (correctly) that there are differences in pay by race at their workplace.

MORE THAN 4 IN 10 RESPONDENTS REPORTED CONSIDERING LEAVING THEIR REPRO JOB WITHIN THE NEXT YEAR. The majority (59%) indicated that this was due to low pay, which points to a long-standing yet fixable problem: pay people more! While not a fix for everything, it could increase employee satisfaction *and* retention.

THE VAST MAJORITY OF THE REPRO WORKFORCE IS NOT UNIONIZED, despite major upticks in unionization across broader progressive movements over the last few years. This is a key area for growth in terms of building and expanding repro worker power.

THE VAST MAJORITY (88%) OF WORKPLACES HAVE ENGAGED IN DEI WORK, BUT LESS THAN A QUARTER OF PARTICIPANTS SAY IT HAS RESULTED IN MEASURABLE PROGRESS. The majority of respondents (76%) had participated in DEI efforts, and most were not compensated for it. We need a more robust understanding of what makes *valuable* and *effective* DEI work.

HOW CAN YOU USE THIS INFORMATION?

- **If you're a job seeker**, take a look at the salary averages by region, by years of experience, and by demographics and compare them to the jobs for which you're applying. Peruse the workplace DEI effort statistics and information about raises and unions to get a sense of general patterns at repro organizations.
- **If you're already working in repro**, use this report to compare your salary and workplace experiences to the field at large and get yourself a raise!
- **If you're a manager, leader, or human resources staff**, cross reference your salaries, employee raises trends, and worker retention against the movement in general, and set some benchmarks for improvement.



INCOME¹:

For full-time workers, incomes ranged from less than \$20,000 (for less than 1% of respondents²) to over \$150,000 (4%), with a minimum reported salary of \$12,000 and a maximum salary of \$215,000. The median salary reported by full-time respondents was \$76,756 and the mean was \$77,340. This suggests an increase in average repro incomes as compared to our 2019 survey where the median salary reported was \$60,000–69,900³. For part-time workers, incomes ranged from less than \$20,000 (19%) to over \$150,000 (3%), with a minimum reported salary of \$10,000 and a maximum of \$180,000. The median salary reported by part-time respondents was \$55,000 and the mean was \$55,555.

Income differentials found in our 2021 data followed the same patterns as our 2019 survey data: while income was again not found to be significantly associated with respondents' race/ethnicity, income remained associated with a respondent's age, sexual orientation, being a gender minority (identifying as trans, non-binary, or genderqueer), as were number of years worked in the repro field and seniority at their workplace. Differences in salary by region of the U.S. (South, North, East, and Northwest) was found to be significantly associated with income in 2019 but was not found to be associated in our new 2021 data. More detailed information about each of these findings can be found below.

RACE AND ETHNICITY:

We found no significant differences in income based on race/ethnicity. Since small sample sizes can sometimes lead to skewed findings, we also constructed a binary variable to see whether collapsing across race/ethnicity categories would show us a significant difference in income band based on whether a respondent identified as white or as a person of color (POC). As in our 2019 salary survey, we again did not find a significant relationship between race and a respondent's income. However, while income differences were not found to be statistically significant by race/ethnicity, white respondents again reported a higher median salary than all other race/ethnicity categories. The breakdown of full-time, median salaries by race/ethnicity can be found below:

- White respondents: \$74,737
- Black respondents: \$68,000
- Latinx respondents: \$67,000
- Asian, Arab, and Native American or indigenous respondents: \$72,000
- Biracial/multiracial respondents: \$70,000
- All POC respondents combined: \$70,000

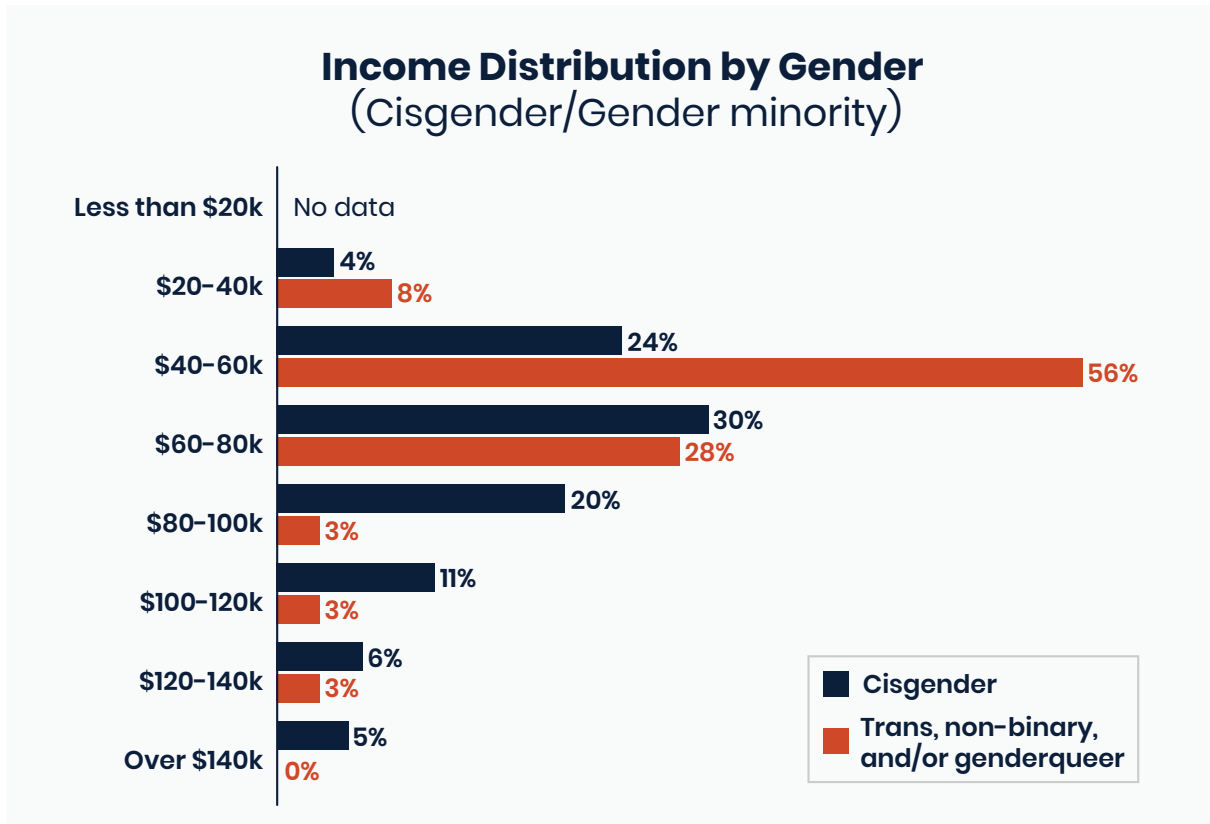
1 Income figures reported throughout this report are based on salaries provided by those who were employed full-time at the time of reporting their income unless otherwise indicated.

2 Throughout this report, percentages in parentheses denote the percent of respondents who fell into each of the categories described.

3 Data was collected in \$10,000 increments (e.g. \$40,000–49,900; \$70,000–79,900) in our 2019 survey.

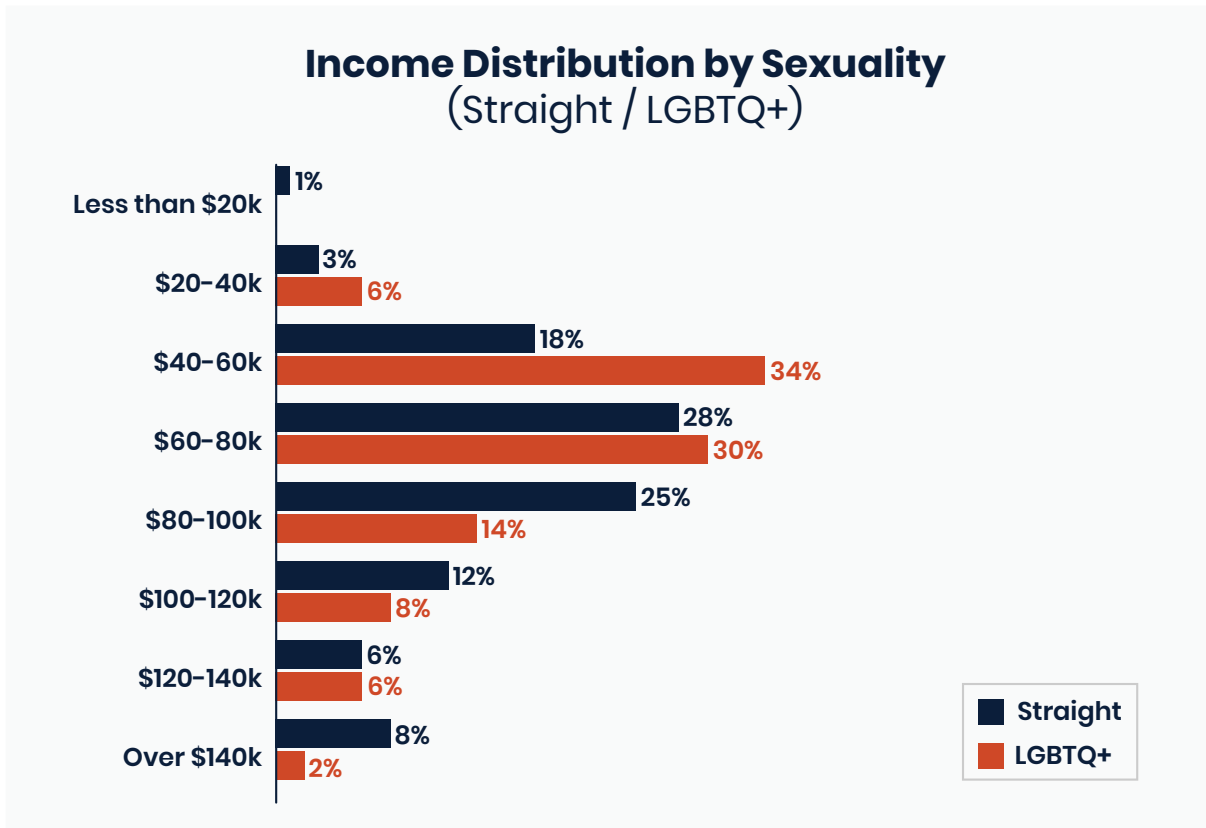
GENDER IDENTITY:

We found that identifying as a gender minority (including trans, non-binary, genderqueer, and genderfluid respondents) was significantly associated with income, with gender minorities earning less than their cisgender peers. For gender minority respondents, the median income reported among full-time workers was \$56,000, whereas for cisgender respondents, the median income reported was \$74,737. These patterns mirror findings from our 2019 survey that also found that gender minority respondents were being paid less than cisgender respondents.



SEXUALITY:

Identifying as LGBTQ+ was also significantly associated with income, with LGBTQ+ respondents earning less than their straight/heterosexual peers. For LGBTQ+ respondents, the median salary reported was \$65,000, whereas straight respondents had a median salary of \$80,000. These findings also align with our 2019 data, where we found that sexual minorities reported lower incomes than their straight/heterosexual peers.



AGE AND EXPERIENCE:

Age group was again found to be significantly associated with higher earnings, with older respondents reporting higher salaries than younger respondents. Those ages 18–25 had a median income of \$50,025, those ages 26–30 had a median income of \$61,000, those ages 31–40 had a median income of \$86,000, and those over 40 years old had a median income of \$93,143.

The number of years of experience a respondent had in the RH/RJ/RR field was significantly associated with higher earnings, as was the level of an employee’s seniority at their organization. The median earnings reported for entry-level respondents was \$52,000, \$72,000 for mid-level respondents, and \$99,176 for senior-level respondents (this category includes those who identify as senior-level but are not department heads or Executive Directors/CEOs).

REGION OF THE U.S.:

While the geographical location of the U.S. where respondents live may impact their repro opportunities and earning potential, geographical region was not significantly associated with one’s income in our sample, likely due to high variability in earnings among workers in each of these regions. In the South, respondents reported a median income of \$70,000; in the Northeast, the median income was \$78,000; for those in the West, respondents reported a mean income of \$76,665; and for respondents living in the Midwest, the median income was \$65,000.

WORKPLACE PRACTICES:

WORKPLACE DIVERSITY:

Staff diversity: 20% of respondents noted that their workplace was majority people of color, 2% worked at an organization that was entirely staff of color, 23% reported working in an organization that was about half people of color, 32% worked in an organization with 35% or less staff of color, 17% worked in an organization with 20% or less staff of color, and 3% noted they were the only person of color in their entire organization, while 2% worked at an organization that was entirely white. 43% of respondents of color reported working for an organization with a reproductive justice framework, while 22% of white respondents worked for an RJ organization. Among those working at majority POC institutions, 70% noted they were an RJ organization, and all (100%) respondents who reported they worked at organizations that were entirely POC-run identified as RJ organizations.

ORGANIZATIONAL BUDGET:

Organizational budgets varied greatly, with a minimum of \$15,000 and a maximum of \$476 million reported. The median budget reported was \$5.8 million. Almost all reproductive justice organizations (91%) had budgets under \$10 million, while nearly half (48%) of reproductive rights organizations had budgets over \$10 million.

UNION:

Only 12% of respondents reported that their workplace had a union, though 5% reported ongoing efforts to unionize their workplaces. Among respondents who reported their workplace had a union, the majority worked in organizations of 75 or more employees (63%) or had organizational budgets over \$25 million (70%). Union participation among our samples remained steady across the two survey years.

SALARY BANDS AND SCANS:

More than half (52%) of respondents worked for an organization with salary bands, while 22% worked at organizations without salary bands, and 26% were unsure whether their organizations had salary bands. 44% reported that their organization conducts salary scans to determine salary ranges, while 18% did not conduct salary scans, and 38% were unsure if their organization participated in this practice. Respondents working for organizations that utilized salary bands reported a higher median salary (\$78,250) than those working for organizations without salary bands (\$69,500).

SALARY TRANSPARENCY:

The majority of respondents (73%) had shared their salary with another coworker. 57% had volunteered information about their salary to a coworker or had shared their salary when asked directly by a coworker (31%). 47% reported that a coworker had shared their salary voluntarily, while 23% had asked a coworker about their salary directly and were provided the information. About one-fourth of respondents had not shared salary information with coworkers: 23% had never asked a coworker about their salary, and 27% had never been asked about their salary by a coworker. More than 70% of white, Latinx, Asian, and multiracial respondents had shared their salary with another coworker, whereas only 47% of Black respondents had shared their salary with another colleague. Most respondents who had chosen to share their salary with another colleague noted that they were motivated to do so to improve transparency and pay equity at their organization.

RAISES AND PROMOTIONS:

RAISE TYPES: 31% of our sample worked for an organization that provided both an annual merit-based raise and a cost-of-living adjustment (COLA) raise, 22% receive COLA raises automatically each year, 14% receive annual merit-based raises only, 20% receive neither COLA or merit-based raises automatically, and 12% were unsure of their workplace's raise practices. As might be expected, respondents working at organizations that provided annual raises reported higher median earnings (\$75,000) than respondents working at organizations that did not provide annual raises (\$57,000).

DISCUSSION OF RAISES: Half (51%) of our sample reported that their organization discussed raises during employee reviews or evaluations, 31% discussed raises with all employees at the same time on an annual basis, 28% reviewed raises when explicitly requested by employees, 16% discussed raises during budgeting processes or new grant cycles, and 21% were unsure of when raises were discussed. 14% of respondents noted that their organizational culture discouraged conversations about pay entirely.

REQUESTING RAISES: The majority of respondents (57%) had received a raise from their employer without having to request it, while slightly less than half (43%) had not. Half (51%) of respondents had ever requested a raise at their current repro organization, while half (49%) had not asked for a raise. Among those who had requested a raise, 41% received a smaller amount than requested, 31% received the amount requested, and 33% did not receive any raise.

The proportion of respondents who had ever requested a pay raise at their current job varied by their race/ethnicity. Half of white respondents (50%) and multiracial respondents (51%) had previously requested a raise, 61% of Latinx and 72% of Asian, Arab, or Native or indigenous respondents had done so, while only 31% of Black respondents had requested a raise at their current job.

PROMOTIONS: Three-fourths (77%) of respondents had ever been promoted at a repro organization: 62% had been promoted in both salary and title, 10% in salary only, 5% in title

only, and 23% had never been promoted in either title or salary. White respondents were significantly more likely to report having ever been promoted at a repro job (82%) than POC respondents (70%). Additionally, while 75% of Black and 76% of multiracial respondents had ever been promoted, only 65% of Latinx respondents and 56% of Asian, Arab, or Native American or indigenous respondents had been promoted at a repro job.

PAY DIFFERENTIALS AND COMPLAINTS:

DIFFERENTIALS IN PAY BY RACE/ETHNICITY: About 1 in 3 respondents (35%) believed that there were differences in pay based on one's race/ethnicity at their organization, while 30% did not believe there to be race-based differentials, and 32% were unsure whether there existed a racial bias in pay. White respondents were least likely to report the belief that there were pay differences by race (31%), whereas 38% of Black, 50% of Asian, 44% of Latinx, and 67% of Native American, Indigenous, and Middle Eastern or Arab respondents believed there to be pay differentials by race at their organization. A small but important 3% noted that their employer had conducted a salary scan in the past year looking for race and gender-based differentials in pay and had corrected salaries (with some organizations providing back pay) for those found to be paid less than their coworkers.

FORMAL COMPLAINTS ABOUT PAY: 8% of respondents have filed a complaint for low or inequitable pay at their organization. 39% of these complaints were met with a positive outcome, such as a raise or a reduction in the respondent's workload, while 22% experienced no outcome from their complaint, and 19% experienced a negative outcome, such as ongoing harassment from their management team or were ultimately pushed out of their role.

CONSIDERING LEAVING THE REPRO WORKPLACE:

More than 4 in 10 respondents (41%) reported considering leaving their repro job within the next year: 24% were "very likely" to leave their job in the next year, while 17% were "somewhat likely" to do so. 59% of respondents had left or had considered leaving a repro job due to low pay.

When asked to list which reasons would lead them to consider leaving their current role/workplace, respondents listed between 0 to 10 reasons (mean/median: 3 reasons). More than half (53%) of respondents would consider leaving their job for better pay, half (49%) would leave because they were "ready for a change," 41% would leave for a better work environment, a third would leave their role for a promotion (34%), 30% would leave for better benefits, and one-quarter of respondents would leave because their current workplace was a toxic environment (25%) or due to poor work/life balance (24%).

While there were no significant differences in the above outcomes based on respondents' racial identity or sexual identity, respondents who identified as a gender minority were more likely to consider leaving their role due to workplace discrimination (24% vs. 12% of non-gender minority respondents).

ENGAGEMENT IN DIVERSITY, EQUITY, AND INCLUSION (DEI) EFFORTS:

WORKPLACE DEI EFFORTS: Most respondents (88%) reported that their organization had participated in DEI work in the last two to three years. The majority of respondents (65%) reported that their organization had hired an external consultant or a firm to assist with DEI efforts, while 15% of respondents noted that their workplace was addressing DEI efforts internally.

PERSONAL ENGAGEMENT IN DEI EFFORTS: The majority of respondents (76%) had personally participated in DEI initiatives at their current repro organization, including 80% of white respondents and 71% of respondents of color. Many (44%) reported that this work was unpaid volunteer work, while 24% indicated that DEI leaders were paid additional money and 4% noted compensation via other means, including gift cards and/or flex time off from work. 10% noted that DEI efforts had been incorporated into their daily responsibilities and were thus 'paid' for it as part of one's existing salary.

OUTCOME OF DEI EFFORTS: Only 19% of respondents reported that their organization's DEI efforts had resulted in measurable progress thus far, while 24% reported that DEI efforts had been unsuccessful, and 57% reported that they were unsure and/or that it was too soon to be able to tell if efforts had been successful. However, respondents of color were more likely (25%) than white respondents (15%) to report that DEI efforts had already led to noticeable differences in racism or discrimination experienced at their current job.



RECOMMENDATIONS:

Many of our core recommendations from our 2019 report remain the same, including urging organizations to conduct periodic (at least yearly) salary scans and sharing salary bands with employees, offering annual raises that are (at the very least) adjusted for cost of living increases, and providing back pay to employees--particularly employees of color and gender expansive employees--who have been and continue to be chronically underpaid compared to their white, cisgender counterparts.

This is the first survey in which we've asked about ongoing diversity, equity, and inclusion efforts at repro organizations, and though many are making headway in starting these projects, it's clear that there has been little meaningful change in actual racist incidents and attitudes in the repro workplace. Organizations need to pay their staff to be involved and engaged in these efforts and go beyond merely hiring consultants to write reports on their DEI findings and recommendations. White repro leaders need to prioritize addressing racism through more than a one-off training or report, or their organizations will continue to hemorrhage staff of color.

This particular survey makes painfully clear the results of a reproductive rights, justice, and health workforce that does not have access to the salaries and benefits they need to thrive: almost half the workforce is considering leaving their jobs, perhaps leaving the movement entirely, because of a myriad of issues, from low pay to toxic work environments. If we do not invest in the staff we have with money, training, and benefits, and if we do not make tangible changes in our workplaces, we will lose our people, the very people we so critically need to win the fight for reproductive justice, health, and rights.

METHODS:

DESIGN: We based the design of our initial survey on the Crack the Code 2018 salary survey and incorporated many questions from ReproJobs’s previous 2019 salary and workplace practices survey. Our final 2021 survey, administered via Google Forms, was mixed methods and consisted of 52 questions, both open-ended and multiple choice. The only mandatory questions were the first two, which determined one’s eligibility to complete the survey. The remaining questions were all optional, and many of the questions were “choose as many as apply to you,” which is why results throughout this report may add up to greater than 100% for any given variable.

ELIGIBILITY: People were eligible to take this survey if they either a) currently work at a reproductive health, rights, and/or justice organization, or b) worked at a reproductive health, rights, or justice organization within the last five years (since January 2015).

DISTRIBUTION: We opened the survey for recruitment in early April 2021 and closed it in early July 2021. We advertised the survey on our social media accounts, our website, and in our newsletter. The survey was also shared via various repro movement listservs and emailed directly to over fifty movement contacts with requests to share it broadly.

ANALYSIS: In total, 394 respondents met our eligibility criteria and completed the survey. To assess for associations between respondent characteristics (e.g. gender identity, race/ethnicity) and our outcomes of interest (e.g. compensation/income, experience of DEI efforts in the workplace), we worked with a data analyst who conducted bivariate chi squared, t-tests, and ANOVA analyses to review for statistical significance of relationships between variables. For an explanation of these tests and what their results mean, see these two [statistics resources](#). These relationships were further explored using simple regression analysis techniques, including logistic, ordered logit, and linear regression models, depending on variable types being assessed. For help understanding or interpreting this data, email us at hello@reprojobs.org.

TREATMENT OF INCOME DATA: We reviewed income data in a number of different ways, including analyzing the data as a [continuous](#) variable, by collapsing data into \$10,000 salary band categories, \$20,000 salary band categories, and, lastly, by reviewing the data by 3 categories: under \$50,000, \$50,000–100,000, and over \$100,000. The findings related to our respondents’ characteristics and their income level did not change based on the different ways we classified the income variable, so for simplicity we report primarily on the median reported values from the continuous data provided, as this provides more specificity for readers who may be able to use these findings to assess their own earnings. For graphs shown earlier in this report, we provide data in \$20,000 increments due to small sample sizes at lowest and highest income categories and because this categorization matches the visual results we included in our 2020 salary report.

DEMOGRAPHICS:

RACE: 66% of our sample identify as white, and 42% identify as a person of color (POC): 15% identify as Latinx or Hispanic, 13% identify as Black, 12% identify as Asian or South Asian, 11% as biracial or multiracial, 2% as Middle Eastern, Arab or North African, and 1% as Native American, Indigenous or Alaska Native. Compared to our 2019 respondents, our 2021 sample was less white and more people identify as a person of color.

AGE: Most respondents in our sample (86%) are under age 40: 13% are between the ages of 18-25, 31% are age 26-30, 42% are age 31-40, 11% are age 41-50, 2% are age 51-60, and 2% are over the age of 60. This age distribution largely aligns with our 2019 sample.

GENDER IDENTITY: The majority of our respondents (87%) identify as “women” and 4% identify as “men.” In total, 11% of respondents report identifying as a gender minority, with 8% identifying as transgender and 10% as genderqueer, non-binary, or genderfluid. The proportion of respondents reporting to be cisgender or a gender minority was largely unchanged between our 2019 and 2021 surveys.

SEXUAL ORIENTATION/IDENTITY: More than half of respondents (56%) identified as a sexual minority: 34% identified as queer, 29% as bisexual, 10% as pansexual, 7% as lesbian, 2% as gay, 2% as demisexual, and 1% as asexual. 45% of the sample identified as straight/heterosexual. As compared to our 2019 data, the diversity of sexual orientation represented in our 2021 data remained largely unchanged.

GEOGRAPHIC LOCATION: Respondents live in 38 states and the District of Columbia (D.C.), while 2% reported working outside of the U.S. The majority (69%) of our sample skewed towards the East Coast and Southern states, with 43% of respondents reporting living in the South, 26% in the Northeast, 13% in the Midwest, and 19% in the Western U.S.⁴ The percentage of 2021 survey respondents located in the West and the South increased slightly from our 2019 data (13% and 39%, respectively), while fewer respondents reported living in the Northeast (36% in 2019).

PARENTING: 20% of respondents reported that they are parenting children under the age of 18, while the majority are not currently parenting (80%). Parenting participants reported significantly higher earnings than those who were not parents: parents reported a median salary of \$85,000 vs. a median of \$70,000 for non-parents. However, participants reporting parenthood were typically older than non-parents and had more years of experience in the field, which may explain why parents had higher median salaries.

WORK STATUS: The majority of the sample (91%) reported full-time employment in the RH/RJ/RR field. 3% report that they work part-time at one or more jobs, 2% report that they are

4 For geographic analysis, regions were determined using the geographic boundaries set by the standard U.S. Census Bureau https://www2.census.gov/geo/pdfs/maps-data/maps/reference/us_regdiv.pdf.

freelancers or consultants, 2% are currently in school or are participating in an internship or fellowship, and 2% report being unemployed at the time of the survey.

YEARS OF EXPERIENCE IN THE FIELD: Respondents reported a range of less than one year of experience working in the RH/RR/RJ field to up to 40 years of experience in the field. The majority of respondents report that they have worked in the field for 10 years or less (80%), with almost half (46%) of all respondents reporting being in their first 1–5 years of working in a repro field.

SENIORITY: The majority (65%) of respondents identify as entry-level (19%) or mid-level (47%) employees. Around 1 in 3 respondents report that they are a senior-level employee or higher (35%): 10% report being senior-level but not department heads, 13% report being department heads, 8% report being Executive Directors/CEOs or organizational heads, and 1% report being freelancers/consultants.

LIMITATIONS:

The biggest limitation that prevents our data from being generalizable is that the survey has a convenience sample of respondents conducted online and within limited professional circles. Our survey also targeted the experiences of those who have worked at a repro-related job within the past five years, so our results may not be representative of those who discontinued working in a repro field prior to this time period. In our previous 2019 salary survey, we took out paid ads to promote the survey, which we did not do this time in order to conduct our outreach more organically. It's possible that if we'd used different methods of dissemination or survey administration, we would have a larger sample or a different demographic sample.

With nearly 90% of our sample under the age of 40, our sample skews towards a younger RH/RJ/ RR workforce. While this age distribution may be an accurate representation of the repro field at large, it could also be a remnant of ReproJobs being a largely social media-forward community that engages with younger workers.

Lastly, some of our results may have been impacted by the small sample size of some characteristic subgroups, such as some racial/ethnic subgroups or gender minority status, which may skew data towards non-significance (or vice versa).

THANK YOU

Thank you to our survey respondents and to everyone who helped us share our survey across the movement. Thank you to Design Choice for supporting us in making this report look beautiful, and to Rosalyn Schroeder for her incredible support in data analysis. Coin images are part of the U.S. Mint's American Women Coins Series courtesy of www.usmint.gov.