

Bitch Better Have My Money:

**Salaries, Benefits, and Workplace
Concerns in the Reproductive Health,
Rights, and Justice Movements**

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KEY TAKEAWAYS

WHO: People who took the survey tended to be: white, under 40, identify as “women,” identify as LGBTQ+, did not report a disability, are U.S. citizens, and either live in the South or Northeast.

JOBS: Most respondents work full time in the reproductive health, rights, and justice (RH/RR/RJ) field, either in advocacy or direct service provision. Most identify as entry-level or mid-level and have been working in the field for 10 years or less. Slightly more than half are managers, but only half of those managers received any management training. Most respondents do not have a union at their workplace.

SALARIES: The median overall income is \$60,000–\$69,000, which is comparable to other nonprofit salary surveys. We know racial discrimination exists in pay, but we did not find significant differences in pay by race in our sample. This may be because of the small sample size or the way we asked questions about salaries. We did find that being trans or non-binary and/or LGBTQ+ is significantly associated with having a lower salary (than being cisgender and/or straight). We also find that respondents living in the Midwest are paid significantly less than respondents in other parts of the U.S.

NEGOTIATIONS: A majority of respondents report attempts to negotiate their salaries and we did not find any significant demographic associations with salary negotiation success. Instead, managers and respondents with more experience are more successful in negotiations than non-managers and people earlier in their careers.

HARASSMENT AND DISCRIMINATION: About one-third of respondents report no Human Resources staff at their organization. We found that respondents who identify as a person of color, trans or non-binary, or LGBTQ+ are significantly more likely than their counterparts to report experiencing harassment and discrimination at the workplace. Respondents who are LGBTQ+ and trans and non-binary people of color are significantly more likely to experience harassment than their white LGBTQ+ and trans and non-binary counterparts.

BENEFITS: Most respondents have access to some benefits, the most common being health insurance. Some benefits differ by demographic categories. White respondents, for example, are more likely than people of color respondents to have access to a retirement plan, and Black respondents are significantly less likely to report access to paid parental leave than respondents of other races/ethnicities. Trans and non-binary respondents are significantly less likely to report receiving health insurance through their employer than cisgender respondents. LGBTQ+ respondents are less likely than straight respondents to report receiving a number of benefits.

We close with recommendations for organizational leadership and foundations about how to begin addressing some of these inequities.

BACKGROUND

For many of us, working in the reproductive health, rights, and justice (RH/RR/RJ) movements is a decision we make because of our deep passion to ensure that everyone has the right to decide if, when, and how to grow their families. Many of us go into nonprofit and community-based work knowing that we won't be paid millions—and many of us don't want to because we're working to end capitalism. Our work can be a reflection of who we are, and where our passions lie, but that shouldn't mean that we should settle for subpar compensation.

Since the start of ReproJobs, we have advocated to ensure that all workers are paid equitably for their labor in our movement. Part of that meant advocating for organizations to [list salaries on job descriptions](#) and supporting workers in [asking for fair wages](#), but that left us with many questions, like: what is an equitable salary for these positions? How do we know?

Some organizations have engaged in salary scan processes to create more equitable salaries and salary bands within their organizations, but this data is rarely public. What happens for job seekers and organizations that don't have access to this data? After five years of anecdotally documenting salary discrepancies at organizations in the reproductive health, rights, and justice movement, we wanted to get more concrete movement-wide information.

That's where this report comes in; it's our analysis of over 500 workers' salaries in the reproductive health, rights, and justice movements. As far as we know, this is the first analysis of worker salaries in our field. When possible, we compared our findings with the [Race to Lead](#) survey, the [Talent Justice](#) survey, and other nonprofit compensation reports to see how the repro field stacks up. Of course, our data is limited (see more on that below), but we hope this information helps your organizations pay more equitable salaries and helps you negotiate for what you truly deserve.

METHODS

DESIGN: We based the design of the survey on the [Crack the Code 2018 salary survey](#). Our final survey, administered via Typeform, was mixed methods and consisted of 39 questions, both open-ended and multiple choice. The only mandatory questions were the first two, which determined eligibility to complete the survey. The remaining questions were all optional, and most respondents skipped at least one question. A majority of the questions were “pick as many as apply to you,” which is why many answers do not add up to 100%.

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 (from 2019).

DISTRIBUTION: We opened the survey in December 2019 and closed it at the end of February 2020. We advertised the survey on our social media accounts, our website, in our newsletter, and in paid ads on Facebook. Because of the anonymous nature of ReproJobs’ work, we did not share the survey on listservs. If we were to do this again, we’d ask trusted allies to share it on our behalf.

ANALYSIS: In total, 508 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 workplace harassment/discrimination), 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.

RESULTS

RESPONDENT DEMOGRAPHICS

RACE/ETHNICITY: Nearly three quarters of survey respondents identify as white (73%) and one quarter (25%) of the sample identified as a person of color (POC). Among POC respondents, 9% identify as Black, 11% as Latinx, 8% as Asian American or Pacific Islander, 1% as Arab, 1% as Southwest Asian or North African, 1% as Native or Indigenous American, and 8% identify as multiracial. Compared to the Talent Justice survey and the Race to Lead survey, our sample has more respondents who identify as white or Latinx, fewer respondents who identify as Black, and about the same amount of respondents who identify as multiracial or Asian.

AGE GROUP: The large majority of respondents (90%) are under age 40. Among respondents, 15% are ages 18-25, 33% are ages 26-30, 42% are ages 31-40, 7% are ages 41-50, 2% are age 51-60, and <1% are over the age of 60. Compared to other nonprofit demographic surveys, our sample skews toward a younger workforce.

GENDER IDENTITY: The vast majority (84%) of respondents identify as “women” and 1% identify as a “man.” In total, 10% of respondents report being a gender minority, with 2% of respondents identifying as transgender and 9% of respondents reporting being either agender (1%), nonbinary (5%), genderfluid (2%), or genderqueer (3%). In comparison to the Talent Justice and Race to Lead surveys, our sample is comprised of a higher proportion of women and gender minority respondents.

SEXUAL ORIENTATION/IDENTITY: Over half of respondents self-identify as LGBTQ+ (53%), while 50% report identifying as “straight.” Of those identifying as LGBTQ+, 7% of the total sample identify as gay or lesbian, 25% as bisexual, 33% as queer, 6% as pansexual, and 1% as asexual. As compared to the Race to Lead survey results, our sample is composed of a much higher proportion of LGBTQ+ respondents.

DISABILITY STATUS: Around 1 in 6 respondents (16%) report having a disability, 77% report no disability, and 7% prefer not to respond to this question. The percentage of respondents reporting having a disability is higher in our sample than in the Race to Lead survey.

CITIZENSHIP STATUS: The majority of respondents identify as U.S. citizens (89%) or as documented migrants (5%). No respondents report being undocumented migrants. 25% of respondents report that their families have been in the U.S. for three generations or more, 1 in 5 (19%) report that at least one of their parents had migrated to the U.S., and more than 1 in 10 (11%) had at least one grandparent migrate to the U.S. Our citizenship/immigration data aligns closely with the results reported in the Race to Lead report.

GEOGRAPHIC LOCATION: Respondents come from 39 states and the District of Columbia (D.C.), but are heavily skewed toward East Coast and Southern states. The South (39%) and the Northeast (36%) account for $\frac{3}{4}$ of respondents. 13% of respondents hail from the West

Coast, while 12% live in the Midwest. For geographic analysis, regions were determined using the geographic boundaries set by the standard U.S. Census Bureau [map](#).

UNION: Union membership is rare, with only 13% of respondents reporting that their workplace has a union.

WORK STATUS: The majority of the sample (90%) report full-time employment in the RH/RJ/RR field. 6% report that they work part-time at one or more jobs, 7% report that they are freelancers or consultants, 5% are currently in school, and 2% report being unemployed at the time of the survey.

MAIN WORK OF THE ORGANIZATION: The majority of the respondents work in issue or advocacy work (60%) or direct service provision (37%). Nearly 1 in 5 (17%) participants identify their roles as existing at the intersection of both, and another one-fifth of the sample works in academic research or a think tank (21%). 4% work at a consulting firm, 3% at a foundation, 4% at a government organization, 3% are self-employed, and 2% are not classifiable into other organizational types.

YEARS OF EXPERIENCE IN THE FIELD: Respondents report between 1–40 years of experience working in the RH/RR/RJ field, with a mean of 7.5 years and a median of 5 years. The majority of respondents report that they have worked in the field for 10 years or less (79%), and half of all respondents are in years 1–5 of working in the field (50%).

SENIORITY: Most respondents identify as entry-level or mid-level employees (combined: 68%). Slightly less than 1 in 3 respondents report that they are a senior-level employee or higher (31%). 27% of respondents report being entry-level, 41% report being mid-level, 13% report being senior-level but not department heads, 12% report being department heads, 6% report being Executive Directors/CEOs, and 1% report being freelance/consultants.

MANAGER STATUS: 57% of respondents report they have managerial responsibilities of paid staff or volunteers in their current position. Of these, only half (51%) had received any managerial training.

INCOME

Income ranged from less than \$20,000 (2%) to over \$150,000 (3%). The median income bracket for respondents is \$60,000–69,900.¹ This median salary is in-line with nonprofit salaries in the Race to Lead 2020 report and Talent Justice report, though each survey measured salaries differently.

¹ We looked at income data in a number of different ways, including analyzing the data in the original \$10,000 categories, by collapsing the data into \$20,000 increment 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 three ways we classified the income variable, so for simplicity we report primarily on the \$10,000 income band category findings, as they provide more specificity for readers who may be able to use these findings to assess their own earnings.

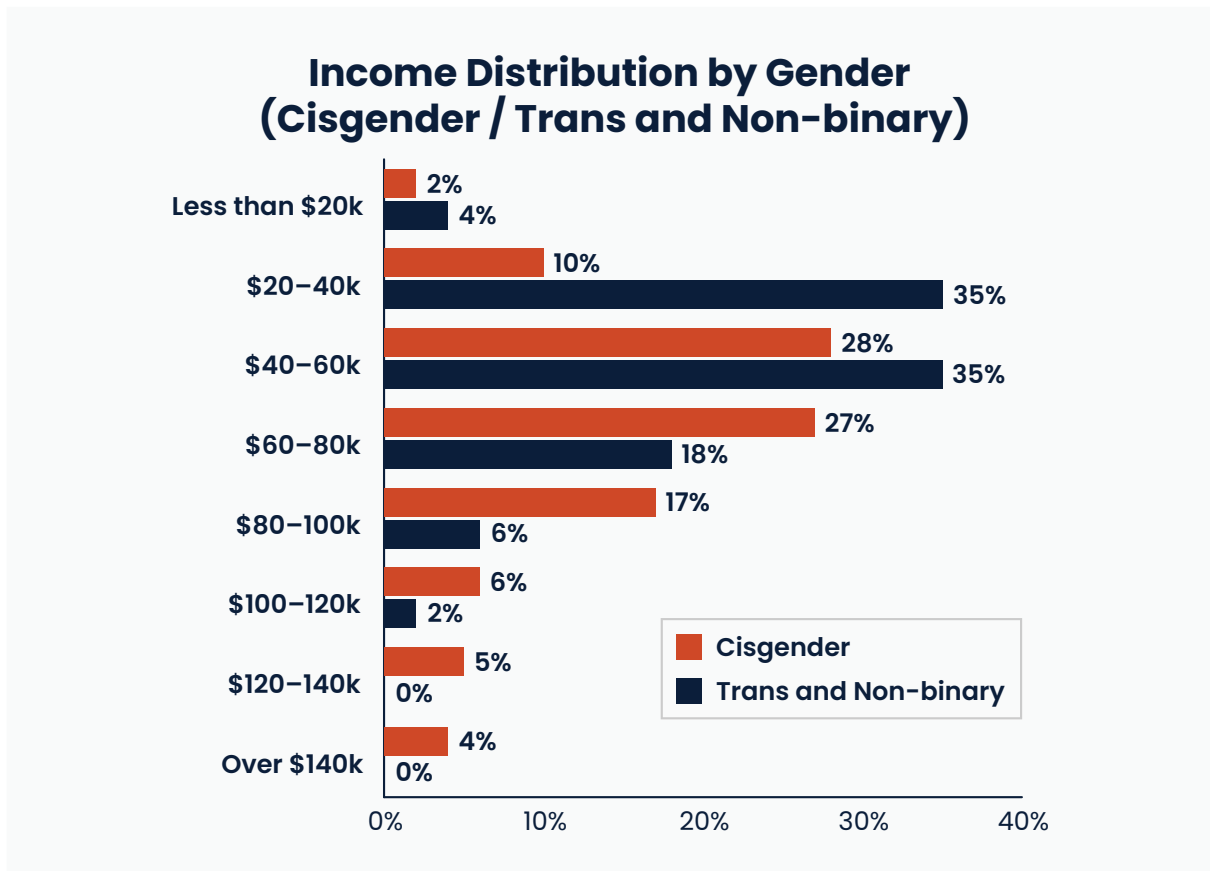
RACE & ETHNICITY

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 race/ethnicity categories would show us a significant difference in income band based on whether a respondent identified as white or as a POC. It did not, as both white and POC respondents report a median income band of \$60,000–69,900.

GENDER IDENTITY

Identifying as a trans or non-binary is significantly associated with income, with gender minorities earning less than their cisgender peers.

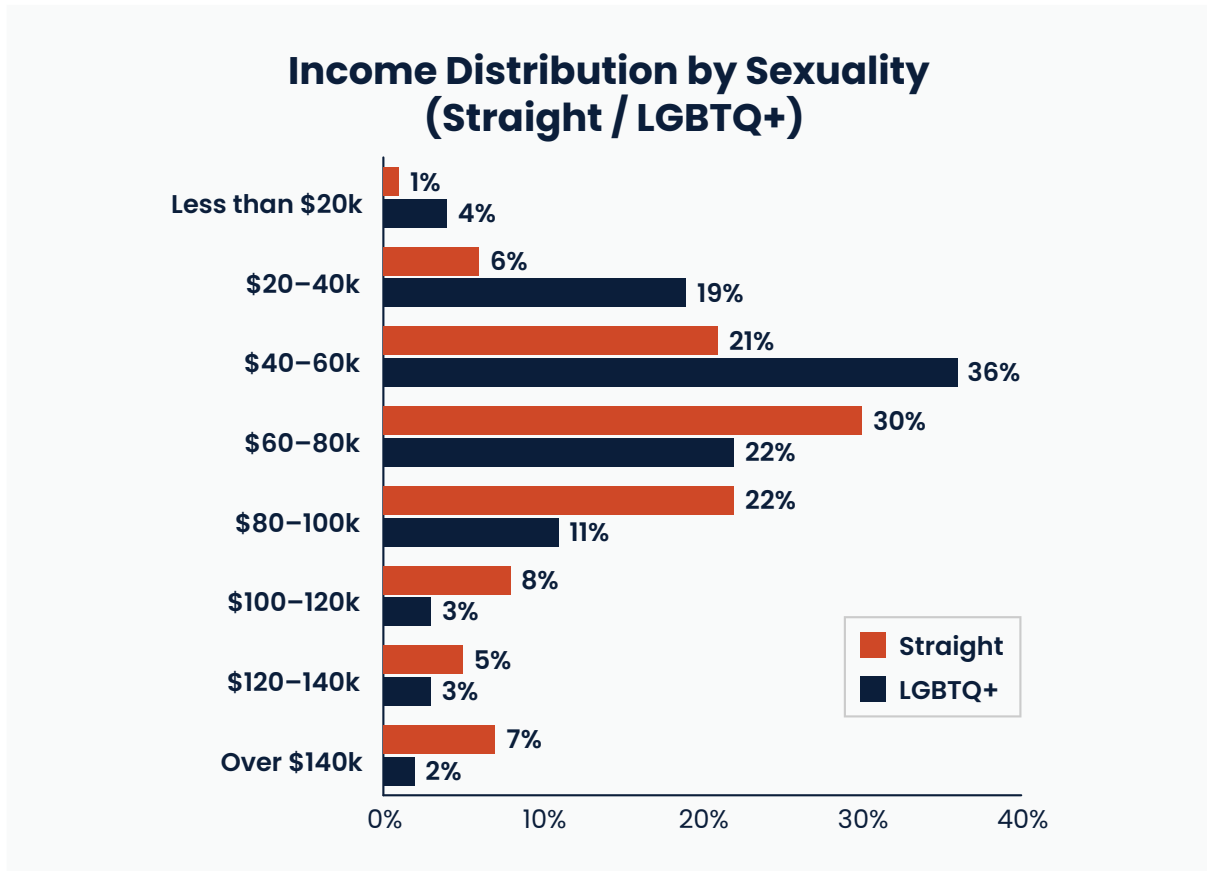
For trans and non-binary respondents, the median income band is \$40,000–49,900. For cisgender respondents, the median income band is \$60,000–69,900. More than half of trans or non-binary respondents (55%) earn less than \$50,000, as compared to only 27% of cisgender respondents; and whereas 15% of cisgender respondents earned \$100,000 or more, only 2% of trans and non-binary respondents fell into this income category.



SEXUALITY

Identifying as LGBTQ+ is also significantly associated with income, with LGBTQ+ respondents earning less than their straight peers. For LGBTQ+ respondents, the median income band is \$50,000–59,900, whereas for straight respondents, the median income band is \$70,000–79,900. This inequity holds for all LGBTQ+ subgroups (e.g. bisexual, gay, lesbian, queer, etc.).

4 in 10 respondents identifying as a LGBTQ+ (40%) earn less than \$50,000, as compared to only 19% of straight respondents. Whereas 20% of straight respondents earn \$100,000 or more, only 8% of LGBTQ+ respondents fall into this income category.



AGE

Age group is significantly associated with higher earnings, with older respondents reporting higher earnings than younger respondents. Those ages 18–25 have a median income band of \$40,000–49,900, those ages 26–30 have a median income band of \$50,000–59,900; those ages 31–40 have a median income band of \$70,000–79,900; and those over 40 years old have a median income band of \$80,000–89,900.

REGIONS

The geographical location of the U.S. wherein the respondents live is significantly associated with income. In the South and the Northeast, respondents report a median income band of \$60,000–69,900; for those in the West, respondents report a mean income band of \$70,000–79,900; and for respondents living in the Midwest, the median income band is \$40,000–49,900.

DISABILITY STATUS

For those identifying as having a disability, the median income band reported is \$50,000–59,900; for those not identifying as having a disability, the median band is \$60,000–69,900. However, statistical analyses show that income levels for those identifying as having a disability is not found to be significantly different from those who did not identify as having a disability.

YEARS OF EXPERIENCE & SENIORITY

The number of years of experience in the field is significantly associated with higher earnings, as is the level of an employee's seniority at their organization.

Those with more RH/RJ/RR experience report higher earnings than those with less: those with 1-5 years experience report a median income band of \$50,000–59,900, those with 6-10 years experience report a median income band of \$70,000–79,900, and those with 11-15 years or 15+ years of experience report a median income band of \$80,000–89,900.

The median earnings band for entry-level respondents is \$40,000–49,900, \$60,000–69,900 for mid-level respondents, and \$80,000–89,900 for senior-level respondents (this category includes those who identify as senior-level but not department heads, department heads, and Executive Directors/CEOs).

MANAGEMENT

Being a manager is associated with higher earnings, with non-managers earning a median income band of \$50,000–59,900 and managers earning a median income band of \$70,000–79,900.

Older employees and those with more years of experience in the field of RH/RJ/RR are significantly associated with managerial duties. The likelihood of being a manager does not meaningfully vary between white respondents and respondents of color, LGBTQ+ and straight respondents, and cisgender and trans and non-binary respondents.

NEGOTIATING SALARY

60% of respondents report an attempt to negotiate their salary and/or benefits during their last job offer or performance review, and 40% of respondents report a positive outcome from their attempts. 37% report that negotiating improved their salary, 10% negotiated an improved title, and 4% negotiated improved benefits. However, 23% note no changes from their negotiation attempts, and 2% were penalized for attempting to negotiate.

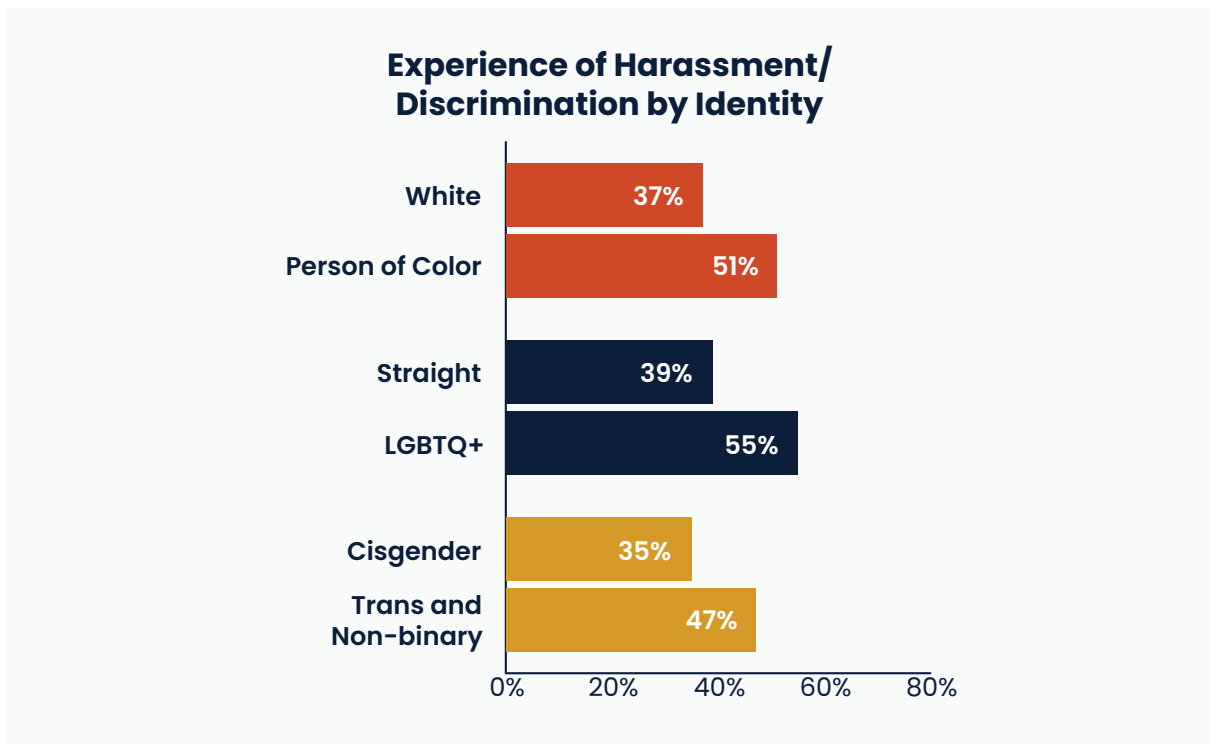
Respondents who are older were more likely to experience successful negotiations than those who were younger; managers are more likely to successfully negotiate than non-managers; and respondents who held more senior roles within their organizations are more likely to experience negotiation success than more entry-level respondents.

The following demographics are not associated with differences in a respondent's negotiation success: a respondent's race/ethnicity, their gender, their sexuality, their disability status, or the number of years of experience the respondent has in the RH/RJ/RR field.

HARASSMENT AND DISCRIMINATION

70% of respondents indicate that there is dedicated Human Resources staff at their current organizations, while 30% work at an organization without HR representation.

41% of respondents report having experienced harassment and/or discrimination at any RH/RR/RJ job. 1 in 3 white respondents reported experiencing harassment or discrimination at their workplace, while for respondents of color, approximately 1 in 2 experience workplace harassment/discrimination. The proportion of respondents reporting yes to harassment or discrimination at their RH/RJ/RR organization (by race/ethnicity) is as follows: white: 37%, Black: 54%, Latinx: 49%, Asian/Arab/Native American: 44%, Multiracial: 58%.



Employees who identify as LGBTQ+ or trans or non-binary are also more likely to report workplace harassment and discrimination than straight or cisgender employees.

Respondents that identify as both a person of color and as LGBTQ+ face intersecting forms of harassment and/or discrimination, with 60% of POC LGBTQ+ respondents reporting workplace harassment/discrimination compared to 40% of white LGBTQ+ respondents. Among trans and non-binary respondents who identify as POC, 60% have experienced harassment/discrimination at work as compared to 52% of white trans and non-binary respondents, though this is not a significant difference.

The age of the respondent and a respondent's disability status are not significantly associated with harassment or discrimination in the workplace.

Respondents note that racism, sexual harassment, sexism, harassment due to the respondents' LGBTQ+ identity, and verbal harassment are the most common types of harassment/discrimination experienced in the workplace, and many respondents report intersecting forms of harassment and discrimination.

BENEFITS

Most respondents report that they are eligible for at least some employment-based benefits at their current position, with a range of 0 benefits (minimum) to 10 benefits (maximum) provided, with an average of 6 benefits.

The most common benefits provided are health insurance (94%), paid vacation (94%), paid sick leave (87%), and retirement plan benefits (83%). Uncommon benefits are pension plans (6%) and funding for child care (5%).

We also analyzed the benefits provided by race/ethnicity, sexuality, and gender. For race/ethnicity by benefit provided, nearly all associations are not significant, except retirement plan and professional development. White respondents are more likely to report working for a workplace that provided retirement benefits. POC respondents are more likely to report professional development as a workplace benefit.

Trans and non-binary respondents are less likely to report receiving health insurance through their employer, with 85% of trans and non-binary respondents reporting this benefit vs. 94% of cisgender respondents.

LGBTQ+ respondents are less likely than their straight counterparts to report receiving multiple workplace benefits, including health insurance, the ability to work remotely, access to paid parental leave, pension plan, and tuition reimbursement.

The seemingly disparate ways in which these variables interact is surprising but may represent the realities of different workplaces' capacities for providing comprehensive benefit structures. For example, an LGBTQ+ or a POC worker may choose to work in a workplace that better supports their identity but cannot provide the same network of benefits as a less diverse but better-funded organization.

VACATION AND SICK LEAVE POLICIES

The duration of paid vacation ranges from 0 weeks (5%) to 25 weeks (0.2%), and the average number of paid vacation weeks is 3.3. Paid sick days range from 0 days (16%) to 102 days (0.3%), and the average number of paid sick days is 10.

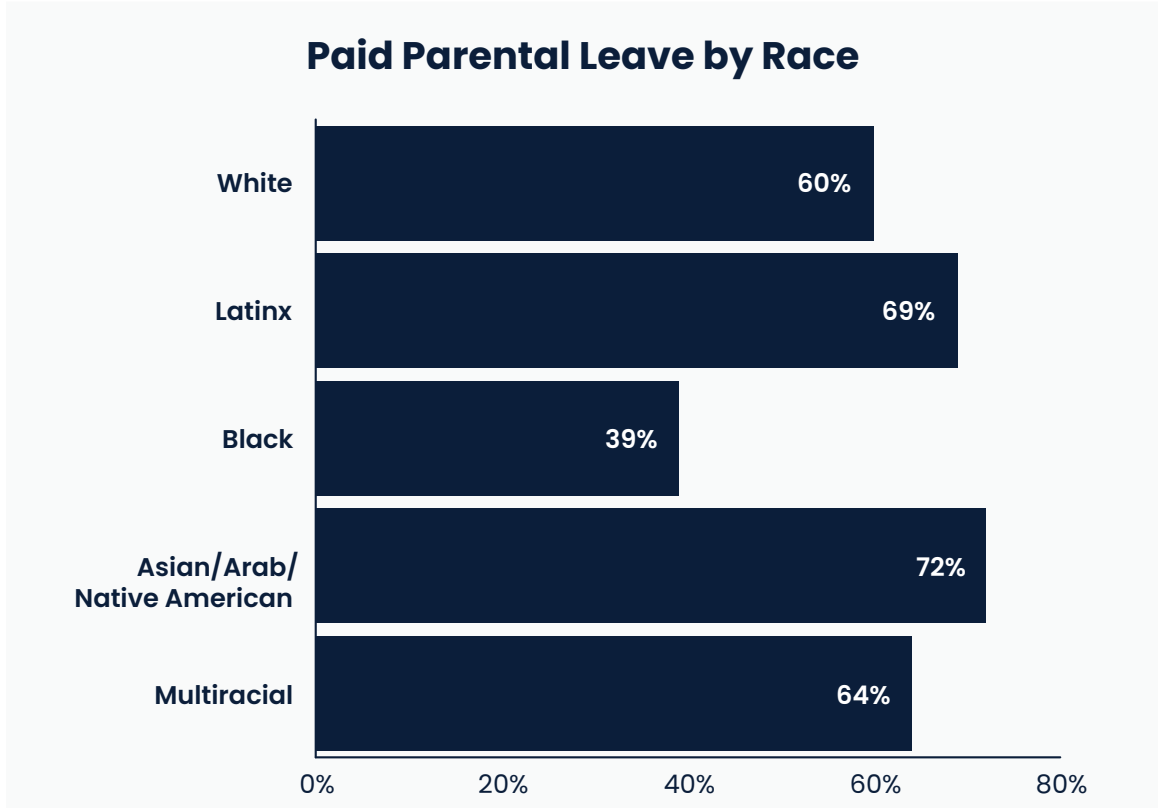
While the majority of participants feel they could request time off without facing consequences (79%), more than 1 in 5 indicate that they feel uncomfortable requesting time off (21%).

PARENTAL LEAVE

Around two-thirds of respondents report that their organization provides paid parental leave (69%), and two-thirds also report that their organization provides unpaid parental leave (67%). 40% of the sample report that both paid and unpaid parental leave are available through

their workplace, while 7% report neither paid nor unpaid leave as available. Paid and unpaid leave lengths and pay structures vary widely among respondents' workplace organizations.

Although no significant differences were found when looking at white respondents vs. POC respondents as a binary variable, an independent look at our categorical race variable vs. paid parental leave availability showed that Black respondents are significantly less likely to report paid parental leave as a benefit provided than their peers (39% vs. 60-72% for all other race/ethnicity categories).



Our current survey results echo what we found in our previous [report](#) on parental leave in the RH/RR/RJ field: Only 1% of respondents note that their workplace provides 24 weeks of paid leave, and many respondents report poor organizational practices, including reduced pay structuring throughout parental leave, differential leave lengths depending on the employee's tenure, and differentially classifying leave lengths based on: if the employee is or is not the birthing parent (including foster and adoption cases), and the type of birth they had.

Overall, many respondents are unaware of their organization's parental leave policies (particularly unpaid leave policies), indicating that these benefits remain opaque. This underscores our prior recommendation that employees request written leave policies, read up on them, and become advocates for paid parental leave at their workplaces.

RECOMMENDATIONS AND LIMITATIONS

These results provide a brief glimpse into the salaries, benefits, and experiences of workers in the reproductive health, rights, and justice movements. While our survey is not generalizable to the entire field, it is striking that our respondents as a population are distinct from the general population of nonprofit workers, namely that they are younger, more gender-fluid, more LGBTQ+, and have more people who have disabilities. As such, the work to address the unacceptable amount of harassment and discrimination in our field based on these identity categories, and the systems that enable people to get away with these intolerable actions, is paramount.

Based on our findings, we recommend the following actions for reproductive health, rights, and justice organizational leadership:

SALARIES & BENEFITS

- Conduct a salary survey/scan of every position to ensure staff are paid equitably and according to the cost of living in their area, paying particular attention to race/ethnicity, age, gender identity, and sexuality, at the very least, and salary discrepancies.
- Address and correct salary discrepancies that emerge as a result of the survey/salary scan. This reaffirms for staff that the organization is committed to equity not just in program work but in internal staff operations. Be clear with foundations and donors that operational expenses may increase as a result, and that investing in staff will strengthen the work of the organization.
- Commit to salary transparency by putting salary ranges on every job description. Be clear about when there is, and is not, room for salary negotiation.
- List the benefits your organization offers in the job description, including the number of weeks of paid and unpaid parental leave, the number of vacation and sick days, and types of professional development available.
- Review your benefits to make sure they cover abortion, infertility care, gender confirmation care, etc. If they do not, provide a stipend to cover these costs so employees do not have to do so out of pocket.
- Conduct periodic reviews comparing salaries and benefits at your organization to other nonprofits in your state. See our resources below.

MANAGEMENT

- Standardize management training and provide it multiple times a year.
- Provide a forum for managers to support each other and learn from each other.
- Create a space for staff to provide anonymous and confidential feedback on their managers. *Actually* do something with this information, like using it to weed out toxic managers, provide areas of growth for managers to improve, and reward successful managers.
- Provide managers with ongoing education about power, privilege, and identity in the workplace from organizations like the [Management Center](#), the [National Equity Project](#), and [AORTA](#).

HARASSMENT AND DISCRIMINATION

- Engage an independent consultant to determine staff understanding of and experiences with racism, sexism, homophobia, transphobia, ageism, ableism, and bullying at work. *Actually* commit to making change by putting resources into this as an ongoing project; this is not a one-time training or survey. This should happen yearly, at a minimum.
- Provide extra support for staff and board members of color, for LGBTQ staff, for trans, genderqueer, and non-binary staff, and for staff with disabilities. For insights into what this support might look like, turn to resources such as the [Race to Lead reports](#), the [nonprofit Diversity Report](#), the [Talent Justice Toolkit](#), the [Woke at Work blog](#), and yes, your organization's Glassdoor reviews. As brutal as they might be, people are often more honest when they can be anonymous. You might consider engaging an [outside consultant](#) to survey these staff members about what kind of support they need and commit to acting on the findings.
- Provide extra training/education for white staff (especially leadership) and board members to enrich their understanding of racism and clearly explain repercussions for racist actions at work. Again, this is yearly, at the very least.
- Take every complaint brought up by staff seriously. Follow through on independently investigating these complaints no matter what is going on politically or programmatically. Do so in a way that does not punish that person bringing the complaint. Follow up with staff about their complaint so they know it is being taken seriously and addressed, even when you cannot disclose details of the confidential process.

ROLE OF FUNDERS AND DONORS

Many of these actions cannot occur without clear support in the form of significant additional funding and pressure from foundations. In recognition of that reality, we recommend the following actions for reproductive health, rights, and justice foundation donors:

- Proactively provide funding for salary scan activities, a list of recommended consultants, and inquire about the changes grantees make as a result of the findings.
- Conduct their own internal audits of grantee salaries and benefits by demographic factors, focusing specifically on race, ethnicity, sexuality, age, and gender identity at the very least. Have frank conversations with grantees about patterns and changes that need to occur in order for salaries to be equitable across demographic lines. Provide consequences for not following these requirements, including limiting funding.
- Increase general support and operating funds so that organizations can cover management training, conflict management, continuous education and training on harassment and discrimination (with an emphasis on race/ethnicity, gender, and sexuality), specific support for people of color in the workplace, specific education/training for white people in the workplace, and other professional development for all staff.
- Request information from organizational leadership about: how the organization handles interpersonal conflict and how the organization addresses harassment and discrimination complaints. Request data to back up what leadership tells you.
- Review all personnel policies of grantees to determine if they are in line with the organization's values. If they are not, provide funding and support for the organization to do so.
- Provide additional funding for a human resources function at each organization you fund. Provide additional funding explicitly for benefits, especially paid parental leave, to bring the reproductive health, rights, and justice movement into the 21st century and requiring that organizations offer at least 24 weeks of leave. Provide funding for them to train and hire temporary staff to cover employee absences during this time.
- Interface with staff, not just organizational leadership. If possible, uncover if the organizations you fund are union-busting, and do not tolerate this behavior.

LIMITATIONS

As expansive as our survey was, it couldn't cover everything and there are several limiting factors that impact the results. The biggest limitation that prevents our data from being generalizable is that the survey has a convenience sample of respondents conducted online and in limited professional circles. 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 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 organization that engages with younger workers.

Additionally, by using a categorical variable for income/salary in \$10,000 bands, we may be missing any within-band variation we may have seen had we used a continuous income scale, which may mask potential significant differences in earnings by our respondent characteristics of interest. For example, while one employee may make \$61,000 to another's \$69,000--and at the collective population level, these intra-band differences may have been found to be statistically significant--this level of detailed information is not available to us.

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).

We'd like to see future surveys of salaries and benefits in the repro field oversample for respondents of color, ask questions about parenting status, and ask more specific questions about the current salary which would allow us to examine salary discrepancies in more detail (i.e., smaller than \$10,000 increments).

RESOURCES

- Find your [State Association of NonProfits](#), which often houses state-specific information about nonprofit compensation.
- Candid (formerly Guidestar) has [this expensive report](#) that lists nonprofit compensation by state. If you'd like access to it, email us at hello@reprojobs.org. Organizations like the [Council of NonProfits](#) and [NonProfit Impact Matters](#) also have nonprofit salary information by state.
- You can also look at websites like [PayScale](#) and [Salary Expert](#) for position-specific salaries.
- If you're curious about exploring more surveys of nonprofit salaries, we recommend [Race to Lead](#) and [Fund the People](#), in addition to this Idealist-compiled [list](#) (some links are out of date).
- Enroll in programs like the New Left Accelerator for access to cutting edge thinking on policies and benefits in other progressive organizations.
- Additional resources: the [Melanin Collective](#), [Roadmap Consulting](#), and [Equity in the Center](#).

NEXT STEPS

[Explore the salary database >](#)

[Add to the Salary Database >](#)

[Explore our executive summary with more graphs! >](#)