

February 22, 2024

House Committee on General and Housing

H. 704 Comments

Emma Paradis

Common Good Vermont Manager of Policy and Strategic Initiatives, United Way of Northwest Vermont

My name is Emma Paradis and I serve as the Manager of Policy and Strategic Initiatives for Common Good Vermont, a statewide program of United Way of Northwest Vermont. Common Good Vermont is the only statewide program dedicated to uniting, strengthening, and advocating for Vermont's nonprofit sector and serves as the "go-to" resource for nonprofits to share resources, gain skills, and build partnerships.

I am reaching out to express our support of H. 704, An act relating to disclosure of compensation in job advertisements.

Compensation transparency benefits both employers and employees:

- When compensation ranges are disclosed, job seekers can determine if a job will meet their financial needs before applying, saving time for both the individual and employer.
- Women and BIPOC applicants ([who continue to earn significantly less on the dollar nationally compared to white males](#)) are better equipped to negotiate salaries within the employer's means, helping to close the pay gap.
- Salary transparency can help to build trust and equity within organizations and employees who understand how pay is calculated and how to progress in their salary band may be [more motivated and productive](#).

One of the most valued resources Common Good Vermont offers is our statewide Nonprofit Jobs Board. It is the most visited page on our website (receiving 2,500+ visitors per month) and in 2023 we published 550 nonprofit jobs submissions. While we do not currently require organizations to disclose wage information, we have recently added a salary field to our submission form and plan to make it a requirement in the coming months. Leading up to this change, we have offered related trainings including Equity Driven Compensation Design for Nonprofits, Equity in Hiring, and Disrupting Wage Gaps in partnership with Edgility Consulting to help nonprofits prepare.

Nonprofit employers have largely already adopted the practice of disclosing compensation.

- In January of 2024, of the 60 nonprofit job advertisements we published, all but 8 provided compensation information - over 85%.
- Common Good Vermont conducts a biennial Nonprofit Survey on Wages and Benefits in partnership with Maine and New Hampshire.
 - The 2022 report found that 67% of participating Vermont nonprofits have a policy salary/wage transparency in job ads, compared to 65% of participants across all three states.

Common Good Vermont urges the Committee to support H. 704, an important step towards advancing equity and transparency for Vermont's workforce. We would, however, recommend pushing the effective date out by at least six months and including outreach and education to employers to support implementation.

Thank you for your work on this issue and please reach out with any questions.