



SALARY NEGOTIATION FOR UNDERREPRESENTED STUDENTS

• *The Reality of Salary Inequity*

Salary can be an uncomfortable topic for some because there's a notion that you shouldn't openly discuss pay. That silence allowed a long-standing history of underrepresented groups experiencing salary inequities to go unnoticed and unchallenged for a long time.

Although there is more acknowledgement and advocacy efforts to eliminate wage gaps in recent years, statistics show that underrepresented groups, especially BIPOC and femme-identifying people, are still earning lower salaries than their white counterparts and are less likely to negotiate. With this being a reality, it's important to know how to advocate for yourself and negotiate the salary you deserve.

Know Your Worth

It's often too easy to convince yourself that any job or salary offer is a good one. It can feel like the employer has all the power, especially as an underrepresented individual who has often been shown they don't have the same power or privilege. That's why it's important for you to know *exactly* what you're bringing to the table, how you would benefit the company, and be confident in asking for exactly what you deserve.

Read on for tips on how to advocate for yourself during a negotiation.



*For general advice on salary research and negotiation, check out the Career Center's resource on **Negotiating Salaries and Job Offers.***

How to Advocate for Yourself

Be direct

Don't beat around the bush when opening up the conversation about compensation. Try talking in statements rather than questions. Lay out what the employer is gaining from you and in turn, what you should receive from them.

Be confident

Ask yourself, would a straight, white, male counterpart with your same qualifications be hesitant to ask for what you're advocating for? An employer might say no to your demands, but then you can figure out together where you are both willing to meet. They may not be able to meet your top salary demand, but maybe they could get close and offer additional benefits to make up the difference.

Be realistic

This is where the research comes in. It's important to know what someone in this position would typically make, but you also need to take into account what the organization or company can truly offer. A small nonprofit will be able to offer less than a large conglomerate even if the title is the same.

Be willing to move on

If the offer is not what you want and the employer isn't open to negotiations or your requirements, know that you don't have to compromise. You deserve to be paid equitably, and you don't need to accept the first job offer that comes along. There will be others.

Negotiating a Raise

Salary negotiation isn't something you do just once and only during the offer stage. Pay raises will come naturally with time, but may find your job responsibilities and duties changing in the meantime. If you are taking on more work, your salary should reflect that.

To negotiate a raise, you should come to the table with all the reasons why you deserve one, small and large. Keep a running list of the responsibilities you've taken on that aren't in your job description, any data to back up your positive contributions, and outline how your work has benefited the company. Consider that list, decide how much more you think that work is worth and bring all of that into a conversation with your employer.

A heading here to intro these points?

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