

Podcast: *HR Bartender*

Episode: Brian Reaves on Changes in Pay Equity

Summary:

Tune in to this episode of the *HR Bartender* podcast, where we have a casual conversation to get practical advice on being a better employee, manager, and leader! Hosted by Sharlyn Lauby, author of the *HR Bartender* blog, this *bonus* episode welcomes on guest Brian Reaves to share his thoughts surrounding the topic of Pay Equity. Brian is an executive VP at UKG, along with serving as their Chief Belonging, Diversity, and Equity Officer. While season two of this podcast has been centered on the topic of change, Sharlyn offers this bonus episode to touch on *Changes in Pay Equity* from a top professional, along with her own takeaways that she hopes listeners glean too!

As Sharlyn welcomes on Brian Reaves, she offers a brief summary of his beginnings as a software engineer by trade, and the numerous senior roles he's held following, in a variety of tech sectors across multiple companies, from Dell Technologies to SAP. Now working at UKG, Brian is helping to foster a culture that is built on trust, fairness, and equality. Their conversation starts as Sharlyn asks the question she asks all her guests—what is a good change he has experienced? Hear about Brian's experience with UKG's new CEO, Chris Todd, and the ConnectLive tour they completed in an effort to engage worldwide with individuals in-person.

Jumping into today's topic, Sharlyn asks Brian to share about UKG's study entitled *Making Pay Equity Work for All*. What is pay equity? Brian shares about this and the statistics accompanying their recent study. As an extremely complex issue, learn how pay equity exists in an ecosystem of equity with 4 primary aspects. Brian provides one example of this complexity and how there is a disparity between the number of people identifying equity as important, and the number of companies actually taking steps to make it a reality. Learn about the differences in perceptions of ownership and why responsibility is key.

Listen to Brian's thoughts on how to change the mindset and reward the right behaviors in a company. The best companies operate with high trust cultures, and pay is a strong proxy for valuing employees. But, how can pay equity ultimately help the bottom line for a company if it means higher wages? Brian not only addresses this from a company leadership standpoint, but he also offers thoughts on what an employee can do in having a conversation if they feel there is pay disparity? Crucial for both the employee and employer side of things is education on the complexity of this topic. With more facts than emotion on the landscape, true progress can be made, especially in assessing the equity efforts to groups who've been marginalized. A complicated topic, but Brian asserts it is worth being transparent about and leaning into, to engage leaders with their employees.

Sharlyn helps summarize some major topic Brian addresses here and then shares her own takeaways from today's conversation. Step one, she says organizations need to have a plan, but

in order to do so, they need to be educated on the principals of compensation. Is there a natural space in the business cycle to mention these topics? Brian says, absolutely! Hear Sharlyn's thoughts on this and why equity has to be viewed as the entire job package, not just pay. Listen to how basic compensation and pay work, and how proper understanding can prevent breaking down trust. She finds this conversation exceptionally helpful in demystifying pay and encouraging listeners to educate themselves on the same!

Thanks for listening, please don't forget to like, share, and subscribe! We hope you'll join us for the next season of *HR Bartender*!

Links:

Read UKG's [Making Pay Equity Work for All](#) study.

Learn more about [Brian Reaves](#) and connect with him on [Twitter](#).

Connect with Sharlyn on [LinkedIn](#) and check out her [HR Bartender Blog](#).