



To: House Economic Matters Committee
From: Rebecca Snyder, Executive Director, Executive Alliance
Date: February 28, 2023

RE: FAVORABLE HB 649

Executive Alliance focuses on creating opportunities for professional women in Maryland's boardrooms and executive leadership levels through education, advocacy and mentorship.

We are pleased to support HB 649, which would require employers to add pay ranges to their job announcements. This is a best practice that helps businesses attract and retain employees by creating more transparency in the hiring process. It also helps ensure that pay is set fairly, which is a significant problem for women and especially women of color, who have significant pay gaps as compared to men.

Forbes reported on a study from the job search platform Otta, which showed that "women of color provide dramatically lower minimum salary requirements than white men, white women and men of color...the differences emerged across the board for every role and every level of experience."

(<https://www.forbes.com/sites/kimelsesser/2023/02/06/women-of-color-set-lower-salary-requirements-than-white-men-according-to-job-search-site>). In the states that have implemented this type of wage transparency legislation, growing research points to a reduction in gender pay gaps and increased wages for women after states and/or employers have enacted pay transparency policies. The National Women's Law Center says "when job applicants are clearly informed about the context for negotiations, including the types of compensation, benefits, or conditions that are negotiable, or the typical pay for the position, gender differences in negotiation outcomes diminish, which could help narrow gender wage gaps." (<https://nwlc.org/resource/salary-range-transparency-reduces-gender-wage-gaps>)

We urge a favorable report.

Executive Alliance is a Maryland 501(c)(3) organization dedicated to accessing power as women leaders in Maryland's workplace. We measure that power by representation in the c-suite, board room, and other places of power and nurture a network of women leaders that support each other in their development. Learn more at executivealliance.org.

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We stand for women's leadership.

ADVOCACY • EDUCATION • MENTORSHIP