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COMMUNITY | UPDATE

Heartsters Children's Brand Launches

When Isabella Martinez was 5-years-old, she began drawing characters with heart shaped heads and big potential. This month, Isabella and her mother, Consult HR Partners' CEO and President Jennifer Martinez, will officially launch her childhood creation as a children's brand and website dubbed the Heartsters.

The Heartsters are a cast of characters intended to encourage love, friendship and happiness among children through their stories. From Luna, the aspiring space explorer, to Jake, the sports and teamwork loving Heartster, the growing cast of characters will offer a diverse range of relatable friends to get to know.

The Martinezes also hope to use the Heartsters as a way to give back to children in need, and especially those battling serious illness. After Isabella received a false positive result for a heart condition as a child, eliminating heart conditions has remained an important cause to the Martinez family.

A Heartsters themed pillow and hat will be available soon for purchase on the Heartsters website with more products in development. Heartsters fans will also have the opportunity to submit their own character ideas in the future for the chance to see them featured as the next fully-developed Heartsters friend. Visit the [Heartsters website](#) to learn more and get involved with the Heartsters community.

HEARTSTERS

LEADERSHIP | UPDATE

Pay Equity: The Time to Act is Now

By Randy Stollar

It's been over 55 years since the 1963 Equal Pay Act became law, and over 10 years since the Lily Ledbetter Fair Pay Act, and yet women in the U.S. today are still paid an average of 80 cents for every dollar paid to men. For women of color, the wage gap is even worse. And although the U.S.



House of Representatives passed the [Paycheck Fairness Act](#) in April of this year, which would require proof that any pay differences are job-related and not based on gender, the bill most likely will not be considered by the Senate during this Congress.

It's clear that previous legislation is not working as intended because the root causes of pay inequity continue to exist. Progressive companies are taking action now versus waiting for the slow process of law-making. A pay equity research study conducted by Korn Ferry this year found that 60% of all organizations surveyed are currently taking action on pay equity management. These companies are actively identifying and resolving the root causes of pay inequities in their organizations and are implementing remediation strategies and pay equity adjustments.

Not only should it be self-evident that women who have the same job, education, training, and years of experience should be paid the same as men, multiple studies show there are significant business and economic benefits to pay equity. Closing the pay gap would increase women's earnings by \$2 trillion, in turn cutting the poverty rate of working women in half and decreasing overall global poverty. Companies with strong pay equity management practices report measurable increases in employee retention and engagement leading to improved bottom-line financial results.

Your organization can be one of those taking the lead. Some high-level pay equity management strategies include:

- **Adjust your recruitment process by not asking candidates their salary histories.** Many states and cities have already enacted "salary

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history bans”, now a fast-growing legal trend in the U.S. Shift your thinking to ensure employees are paid their market worth versus what they’ve earned in the past.

- **Use established salary ranges based on peer benchmarks.** When recruiting and promoting employees, share the salary range for the position and explain how their pay is determined. Today’s worker expects full transparency with their compensation.
- **Conduct a pay equity audit.** Smaller companies tend to use basic statistics for their pay equity audits, such as averages and medians, and review employee compensation by job title, experience, gender, and ethnicity. These basic statistics may not uncover all pay inequities or the root causes, so the use of regression analysis with multiple variables is recommended, e.g., job-related skills, company tenure, geographic location, level of education, etc.

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wish you a safe
and happy
Independence Day



COMMUNITY | LEADERS

Las Vegas Leadership Spotlight: Kim Marie Rebeiro



This month we’d like to continue our leadership series by introducing you to Kim Marie Rebeiro. Kim Marie is a dynamic Executive Coach, International Trainer, and Keynote Speaker. She’s passionate about helping others reach their maximum professional potential by providing them the skills and the tools to do so. Her 30+ year career of designing and delivering executive leadership, presentation, and development programs to global workforces has earned Kim Marie national acclaim. Among her accolades, she can now include the title of published author. Her book, *Recalibrating to Your NEXT: Effectively Navigating to Your Next Professional Position*, is available now on [Amazon](#). Read more about Kim’s book below!

What inspired you to write *Recalibrating to Your NEXT*?

Not everyone has the access to executive coaching or professional development. I’ve been fortunate to have trained 10,000 + people throughout my career in group settings, one-on-one and virtually. The common denominator is that people have what it takes to be better, to get where they want and truly thrive in their career. They simply need to be aware of their abilities, become cognizant of their environment, align to who they truly are and have a game plan. They don’t need to reinvent themselves, they simply need to recalibrate, using what already works and do some tweaking.

Who would benefit from reading the book?

The book is beneficial to those who are...

- Being confronted with an unexpected change affecting their livelihood (layoff, terminations).
- Asked to take a promotion that they didn’t see coming.
- Realizing their current job or career path is not the one they want.
- Ready to be promoted yet no one else seems to share their opinion.
- Unsure if they want to be around for yet another merger.
- Ready to start that business they have always been thinking about.
- Deciding to leave or re-enter the workforce for personal reasons.

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