

SHSC 2024–2025 Wage Equity Survey: Provider-Reported Impacts

Survey Base: 16 City-contracted human services organizations



1. Use of Wage Equity Funds

- Primarily applied to **direct wage increases** for frontline and program staff
- Supported annual wage adjustments and addressed wage compression
- Frequently braided with **other funding sources** to make increases meaningful

2. Workforce Stability Outcomes

- Providers report:
 - **Reduced turnover**
 - **Lower vacancy rates** and easier to fill open positions
- **Increased retention** of experienced staff

3. Service Delivery Impacts

- Providers link wage increases to:
 - Greater **continuity of care**
 - Improved **program reliability**
 - Stronger client relationships
 - Improved staff morale and engagement

4. Implementation Themes

- Across responses:
 - Wage equity adjustments are **stabilizing the workforce**
 - **Predictable, ongoing funding** enables responsible planning
 - Modest or **one-time adjustments limit long-term impact**

Providers consistently report that wage equity adjustments are functioning as intended:
Strengthening workforce stability and supporting service continuity.

SHSC and Wage Equity



Organizing & Study Authorization (Pre-2023)

- SHSC convenes a Wage Equity Leadership Team, mobilizes 100+ organizations and 300+ individuals,
- Secures City Council support under Councilmember Lisa Herbold and launches the UW/West Coast Poverty Center wage equity study to document the pay gap.

Research, Public Narrative & Philanthropic Alignment (2023)

- UW study confirms 30–37% wage gaps
- Philanthropy and funders join via coordinated sign-on letters urging adoption of recommendations.

Policy Wins & Budget Investments (2024-2025)

- 2024 Seattle budget includes \$4.3M for provider pay increases (in addition to inflation)
- 2025 Seattle budget includes another 2% towards Wage Equity for providers

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