

CA DFEH Pay Equity Analysis: Test Co.

Establishment: Total

EquityTest

Date: 2021-03-12

EquityTest

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See <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf> for a description of how to interpret these results, using the login credentials provided to you by EquiCalc. We suggest you review with the assistance of a qualified economist, econometrician or statistician.

If you have any further questions, please contact EquiCalc.

Email: info@equicalc.com

Phone: (415) 699-8180

Executive Summary

Statistically Significant Tests

test	job	n	statistic	p.value
Kruskal-Wallis: Gender: Total	1. Executive/Senior Level Officials and Managers	56	9.93e+00	0.002
Kruskal-Wallis: Gender: Total	2. First/Mid-Level Officials and Managers	71	2.16e+01	0.000
Kruskal-Wallis: Gender: Total	4. Technicians	67	4.06e+01	0.000
Kruskal-Wallis: Gender: Total	5. Sales Workers	170	6.14e+00	0.046
Kruskal-Wallis: Gender: Total	8. Operatives	11	1.00e+01	0.007
Kruskal-Wallis: Gender: Total	9. Laborers and Helpers	19	1.80e+01	0.000
Kruskal-Wallis: Gender: White	2. First/Mid-Level Officials and Managers	12	1.10e+01	0.001
Kruskal-Wallis: Gender: White	5. Sales Workers	16	1.46e+01	0.000
Kruskal-Wallis: Gender: Hispanic	8. Operatives	10	9.00e+00	0.003
Kruskal-Wallis: Gender: African American	5. Sales Workers	33	3.20e+01	0.000
Kruskal-Wallis: Gender: Asian American	5. Sales Workers	23	2.20e+01	0.000
Kruskal-Wallis: Gender: Two or More	4. Technicians	26	2.50e+01	0.000
Kruskal-Wallis: Gender: Two or More	7. Craft Workers	10	9.00e+00	0.003
Kruskal-Wallis: Ethnicity: Total	1. Executive/Senior Level Officials and Managers	56	1.85e+01	0.000
Kruskal-Wallis: Ethnicity: Total	2. First/Mid-Level Officials and Managers	71	1.29e+01	0.005
Kruskal-Wallis: Ethnicity: Total	4. Technicians	67	6.51e+01	0.000
Kruskal-Wallis: Ethnicity: Total	5. Sales Workers	170	1.15e+02	0.000
Kruskal-Wallis: Ethnicity: Total	7. Craft Workers	58	6.70e+00	0.010
Kruskal-Wallis: Ethnicity: Total	9. Laborers and Helpers	19	1.80e+01	0.000
Kruskal-Wallis: Ethnicity: Male	2. First/Mid-Level Officials and Managers	20	1.22e+01	0.000
Kruskal-Wallis: Ethnicity: Male	5. Sales Workers	94	9.12e+01	0.000
Kruskal-Wallis: Ethnicity: Female	1. Executive/Senior Level Officials and Managers	11	1.00e+01	0.002
Kruskal-Wallis: Ethnicity: Female	2. First/Mid-Level Officials and Managers	27	2.03e+01	0.000
Kruskal-Wallis: Ethnicity: Female	4. Technicians	28	2.70e+01	0.000
Kruskal-Wallis: Ethnicity: Female	5. Sales Workers	44	4.30e+01	0.000
Kruskal-Wallis: Ethnicity: Female	7. Craft Workers	53	7.18e+00	0.007
Kruskal-Wallis: Ethnicity: Non-Binary	5. Sales Workers	32	2.99e+01	0.000
Mann-Whitney: Male vs Female: Total	1. Executive/Senior Level Officials and Managers	56	3.80e+02	0.001

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Executive Summary

test	job	n	statistic	p.value
Mann-Whitney: Male vs Female: Total	2. First/Mid-Level Officials and Managers	47	4.52e+02	0.000
Mann-Whitney: Male vs Female: White	2. First/Mid-Level Officials and Managers	12	3.50e+01	0.000
Mann-Whitney: Male vs Non-Binary: African American	5. Sales Workers	33	2.60e+02	0.000
Mann-Whitney: White vs Hispanic: Total	5. Sales Workers	44	4.28e+02	0.000
Mann-Whitney: White vs Asian American: Total	5. Sales Workers	39	2.58e+02	0.013
Mann-Whitney: White vs Native American: Total	4. Technicians	34	2.85e+02	0.000
Mann-Whitney: White vs Two or More: Total	5. Sales Workers	80	8.00e+02	0.000
Mann-Whitney: White vs Hispanic: Male	2. First/Mid-Level Officials and Managers	20	7.50e+01	0.000
Mann-Whitney: White vs Asian American: Female	5. Sales Workers	19	9.00e+01	0.000
Mann-Whitney: White vs Two or More: Female	5. Sales Workers	35	2.50e+02	0.000
Interval Regression: Male vs Female: Total	1. Executive/Senior Level Officials and Managers	56	- 2.95e+05	0.000
Interval Regression: Male vs Female: Total	2. First/Mid-Level Officials and Managers	47	- 4.21e+04	0.000
Interval Regression: White vs Hispanic: Total	2. First/Mid-Level Officials and Managers	51	- 9.23e+04	0.000
Interval Regression: White vs Hispanic: Total	5. Sales Workers	44	- 1.04e+05	0.000
Interval Regression: White vs Asian American: Total	5. Sales Workers	39	- 6.07e+04	0.000
Interval Regression: White vs Two or More: Total	5. Sales Workers	80	- 4.76e+04	0.000

The tests listed above indicate a statistically significant difference in wages between the comparator groups.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group.

For the **Mann-Whitney tests**, a *p-value of less than .025* means that the typically protected groups (women, non-binary individuals, or minorities) are paid a statistically significantly lower wage based on the specific test than the reference group (male or White).

For the **Interval Regressions**, a *p-value (two-sided) of less than .05* means that the typically protected groups (women, non-binary individuals, or minorities) are paid a statistically significantly lower wage based on the specific test than the reference group (male or White). In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

Total Possible Tests: 780

Total Tests Run: 81

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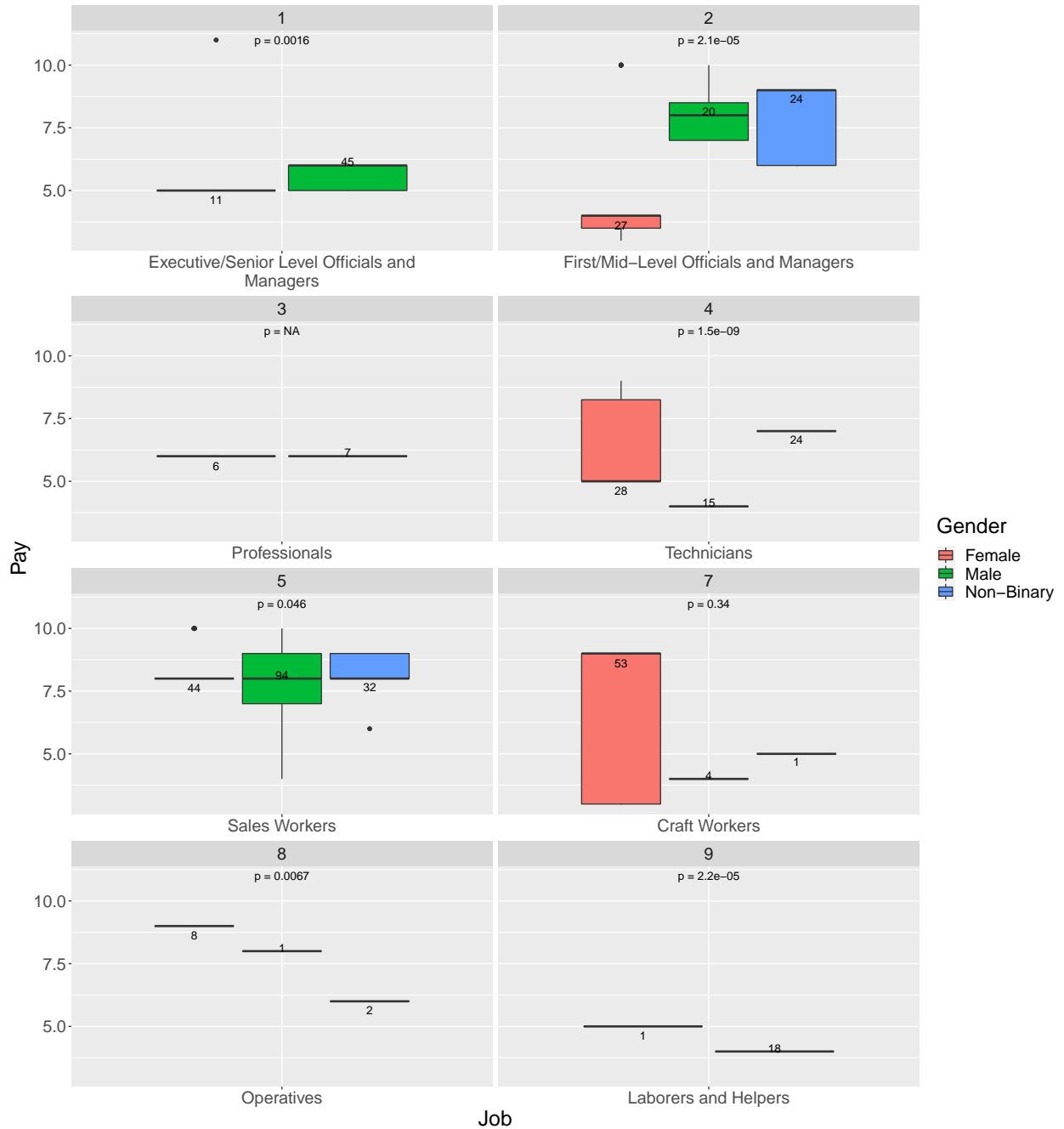
Executive Summary

Total Significant Tests: 44
Percent of Tests Significant: 54.3%

Kruskal-Wallis Test Across Genders

Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Total



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	56	9.93	0.002	Kruskal-Wallis rank sum test
2. First/Mid-Level Officials and Managers	71	21.58	0.000	Kruskal-Wallis rank sum test
3. Professionals	13	NA	NA	NA
4. Technicians	67	40.64	0.000	Kruskal-Wallis rank sum test
5. Sales Workers	170	6.14	0.046	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	58	2.13	0.345	Kruskal-Wallis rank sum test
8. Operatives	11	10.00	0.007	Kruskal-Wallis rank sum test
9. Laborers and Helpers	19	18.00	0.000	Kruskal-Wallis rank sum test
10. Service Workers	0	NA	NA	NA

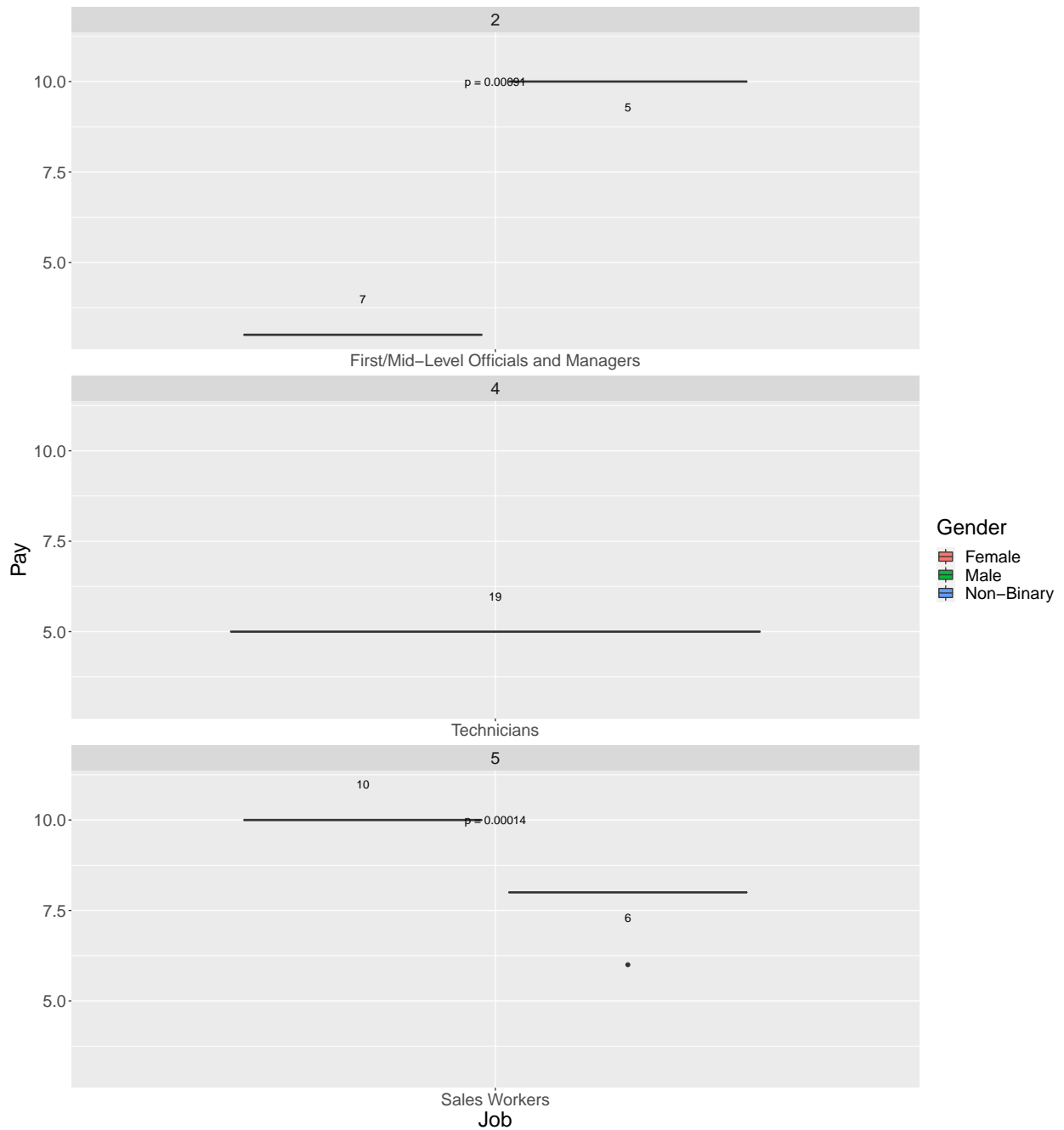
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: White



For description of graphs, read text below statistical output that follows.

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Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	11.00	0.001	Kruskal-Wallis rank sum test
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	16	14.55	0.000	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

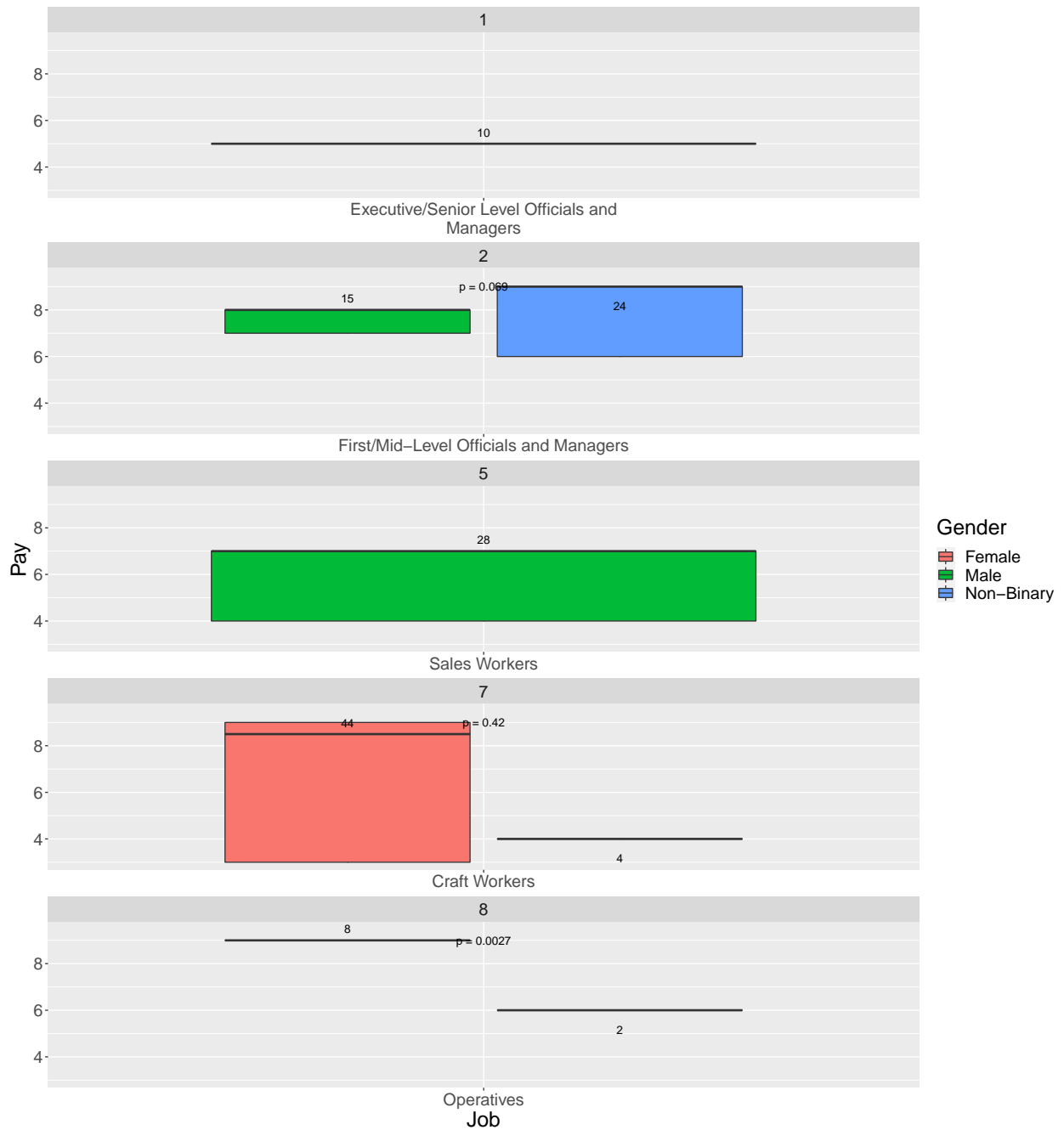
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Hispanic



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA
2. First/Mid-Level Officials and Managers	39	3.30	0.069	Kruskal-Wallis rank sum test
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	28	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	48	0.65	0.421	Kruskal-Wallis rank sum test
8. Operatives	10	9.00	0.003	Kruskal-Wallis rank sum test
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

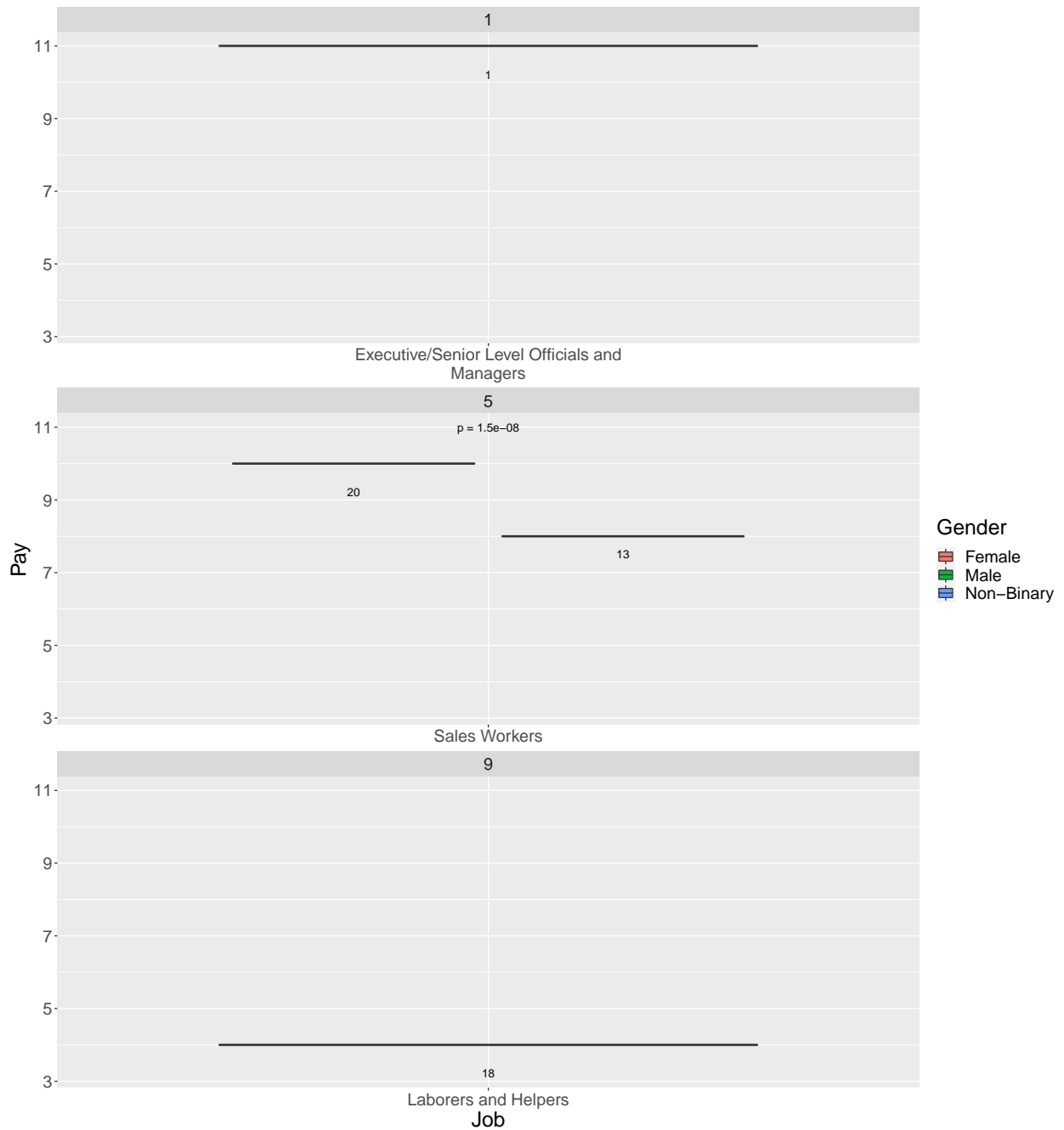
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: African American



For description of graphs, read text below statistical output that follows.

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Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	33	32	0	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA
10. Service Workers	0	NA	NA	NA

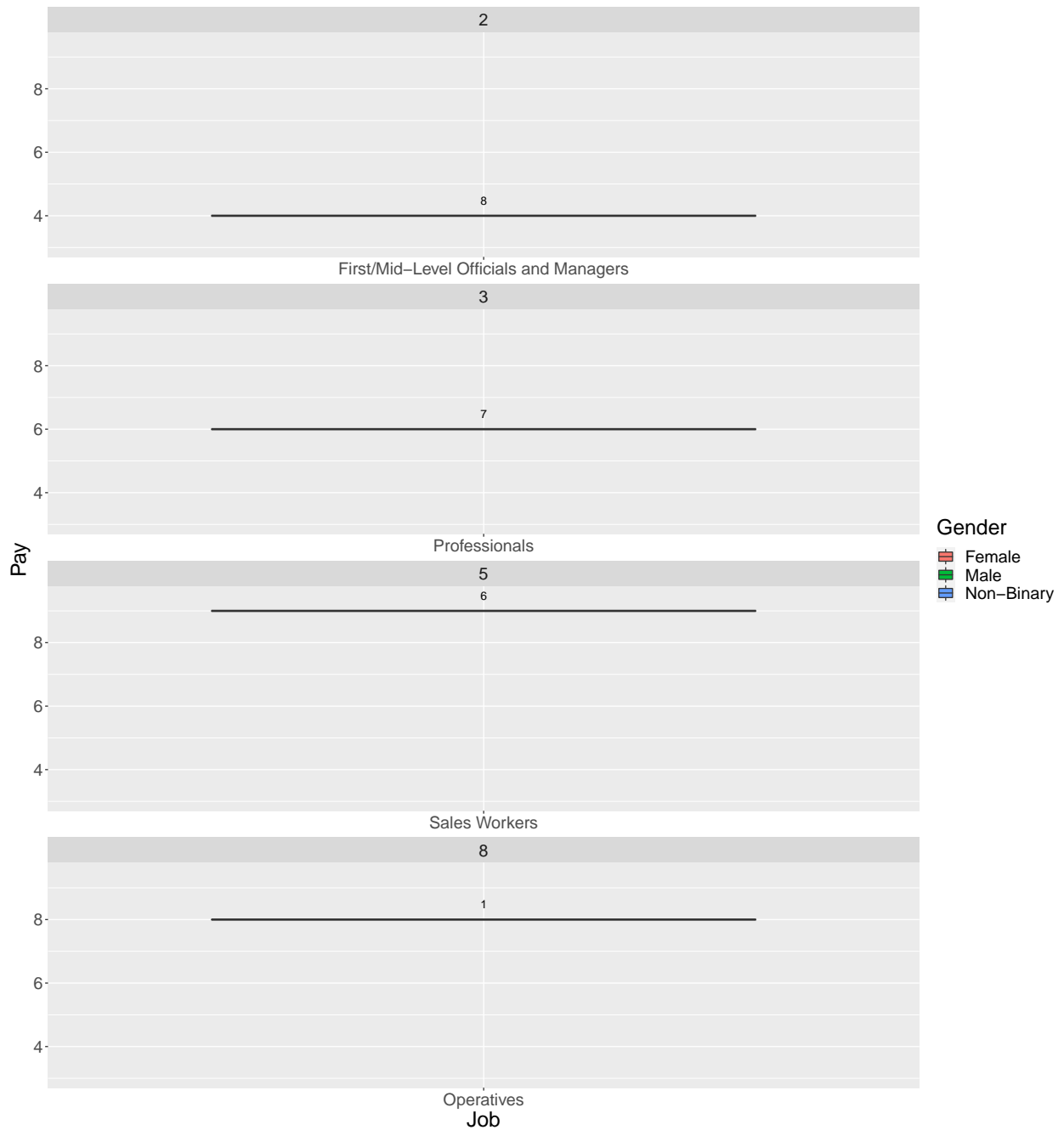
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Native Hawaiian



For description of graphs, read text below statistical output that follows.

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	8	NA	NA	NA
3. Professionals	7	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	1	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

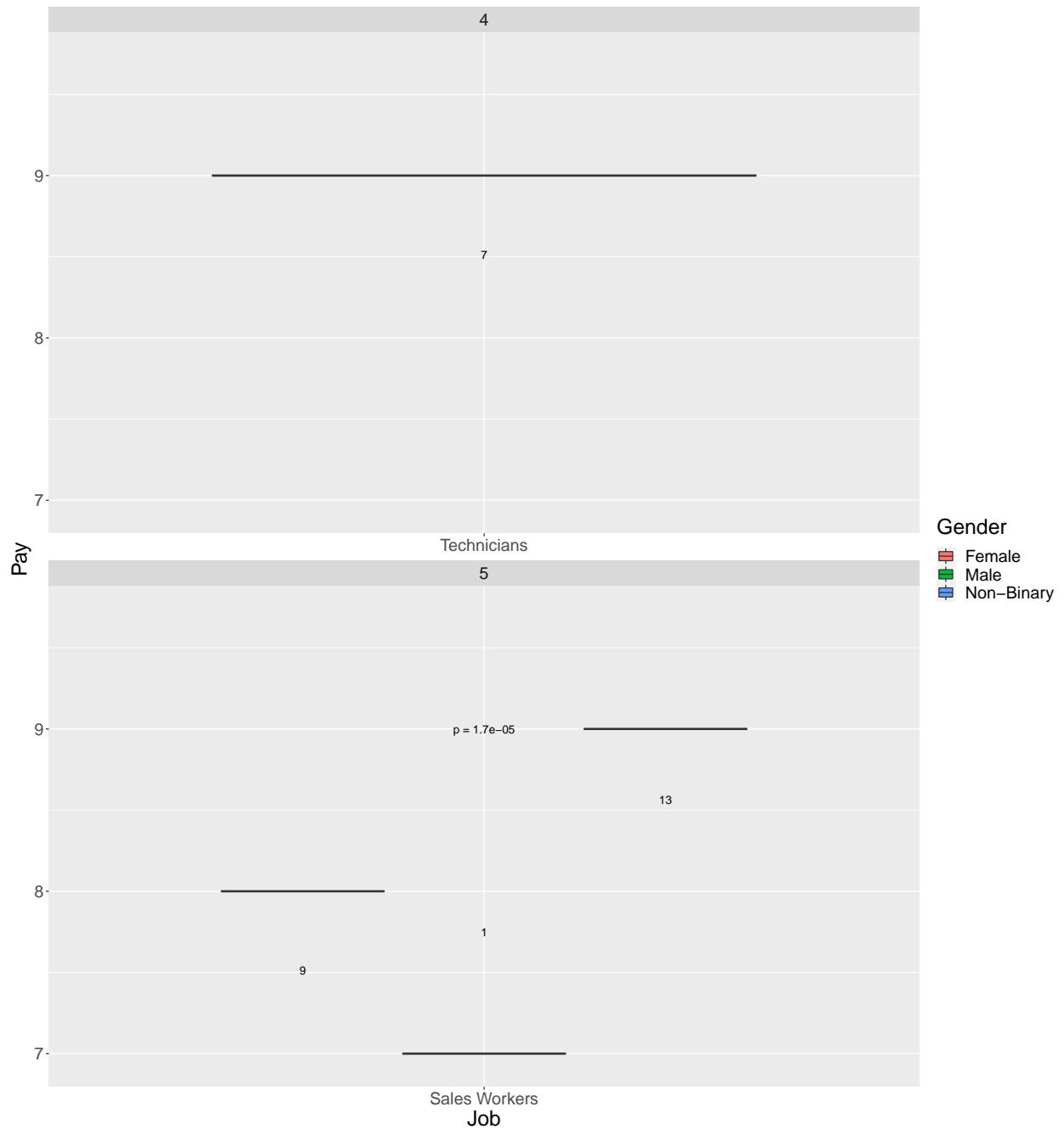
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Asian American



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	7	NA	NA	NA
5. Sales Workers	23	22	0	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

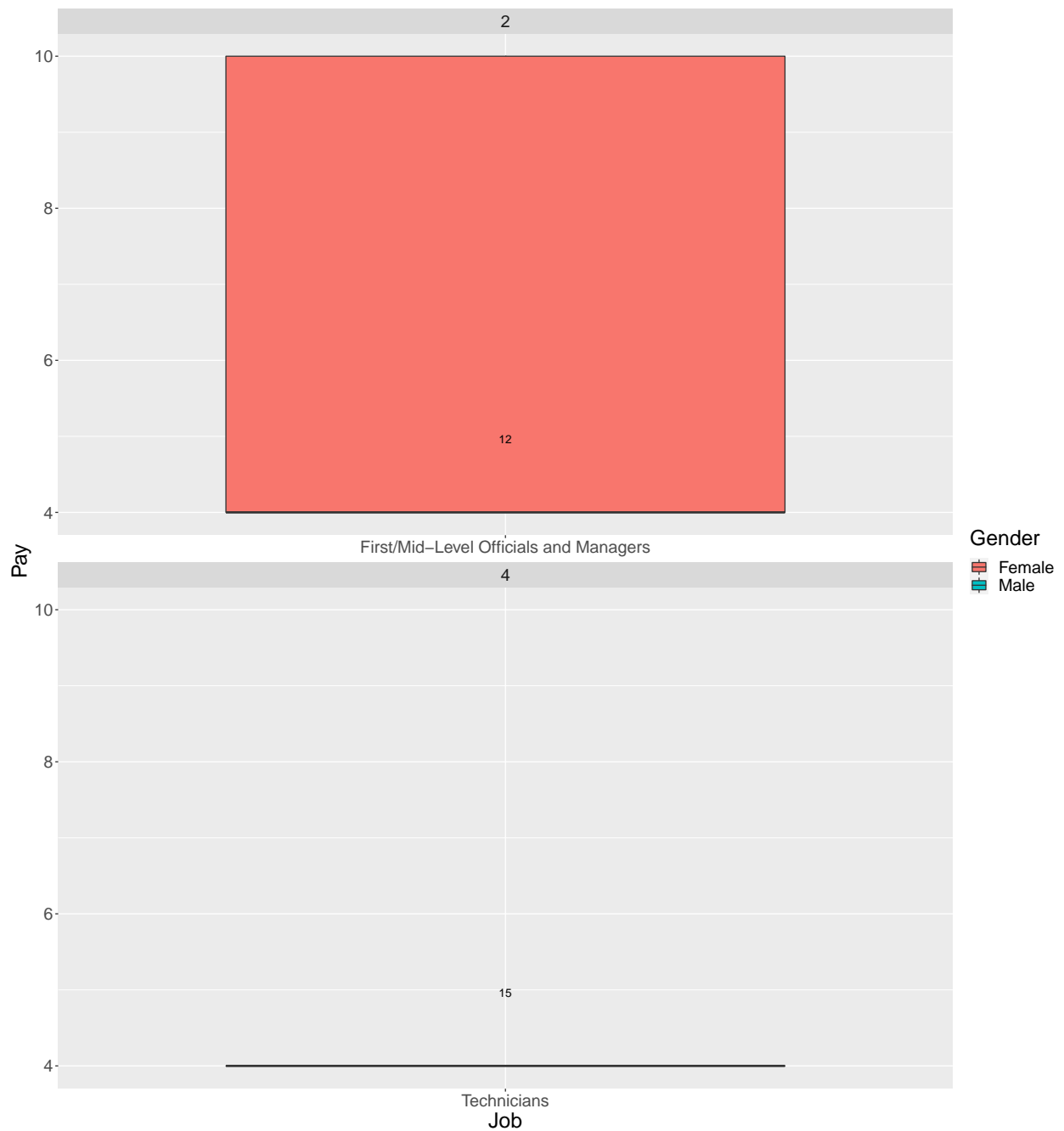
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Native American



For description of graphs, read text below statistical output that follows.

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	15	NA	NA	NA
5. Sales Workers	0	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

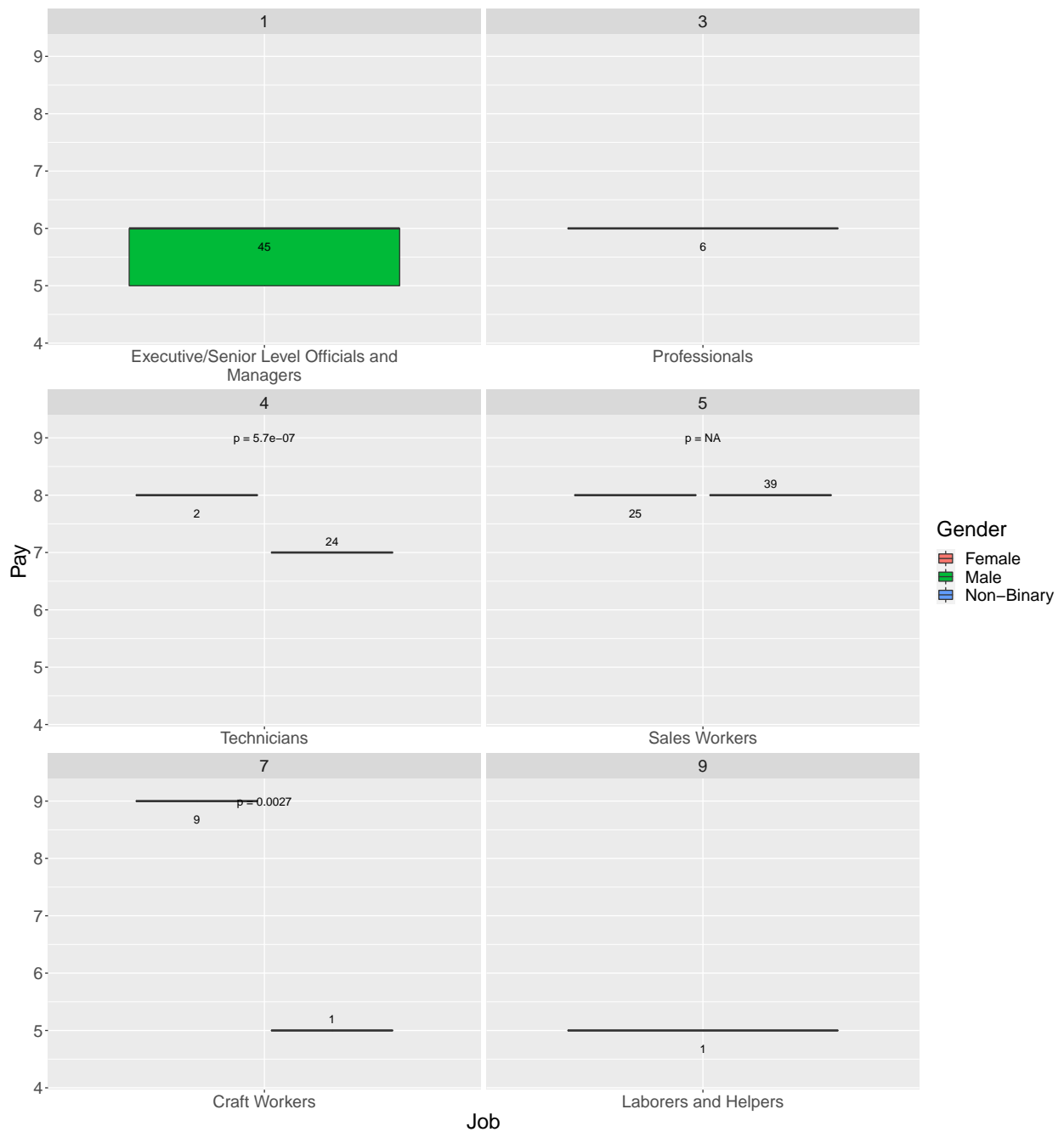
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Genders

Kruskal-Wallis: Gender: Two or More



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Genders

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	6	NA	NA	NA
4. Technicians	26	25	0.000	Kruskal-Wallis rank sum test
5. Sales Workers	64	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	10	9	0.003	Kruskal-Wallis rank sum test
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA
10. Service Workers	0	NA	NA	NA

For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

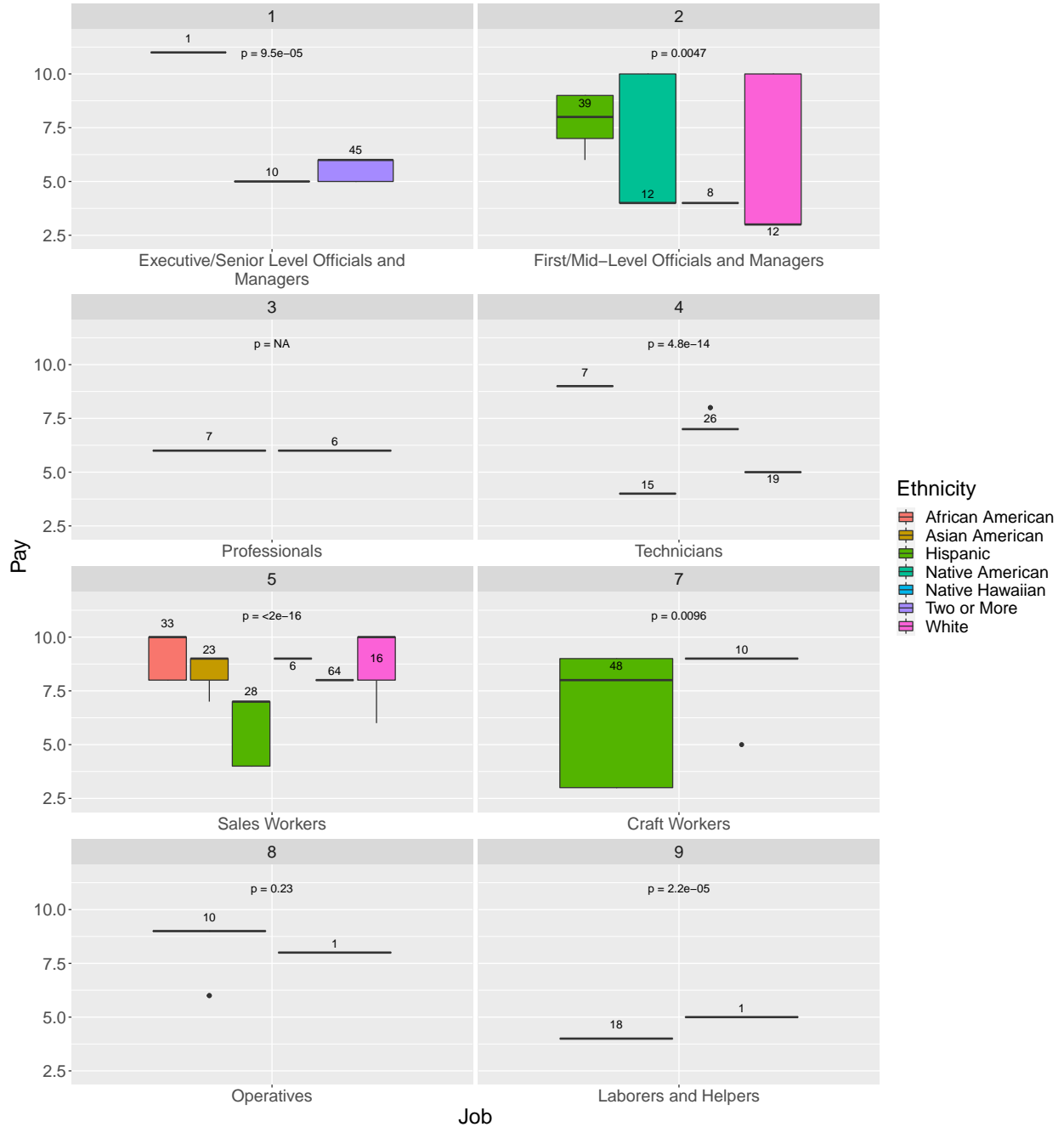
For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Ethnicities

Kruskal-Wallis Test Across Ethnicities

Kruskal-Wallis: Ethnicity: Total



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Ethnicities

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	56	18.53	0.000	Kruskal-Wallis rank sum test
2. First/Mid-Level Officials and Managers	71	12.95	0.005	Kruskal-Wallis rank sum test
3. Professionals	13	NA	NA	NA
4. Technicians	67	65.11	0.000	Kruskal-Wallis rank sum test
5. Sales Workers	170	115.14	0.000	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	58	6.70	0.010	Kruskal-Wallis rank sum test
8. Operatives	11	1.47	0.226	Kruskal-Wallis rank sum test
9. Laborers and Helpers	19	18.00	0.000	Kruskal-Wallis rank sum test
10. Service Workers	0	NA	NA	NA

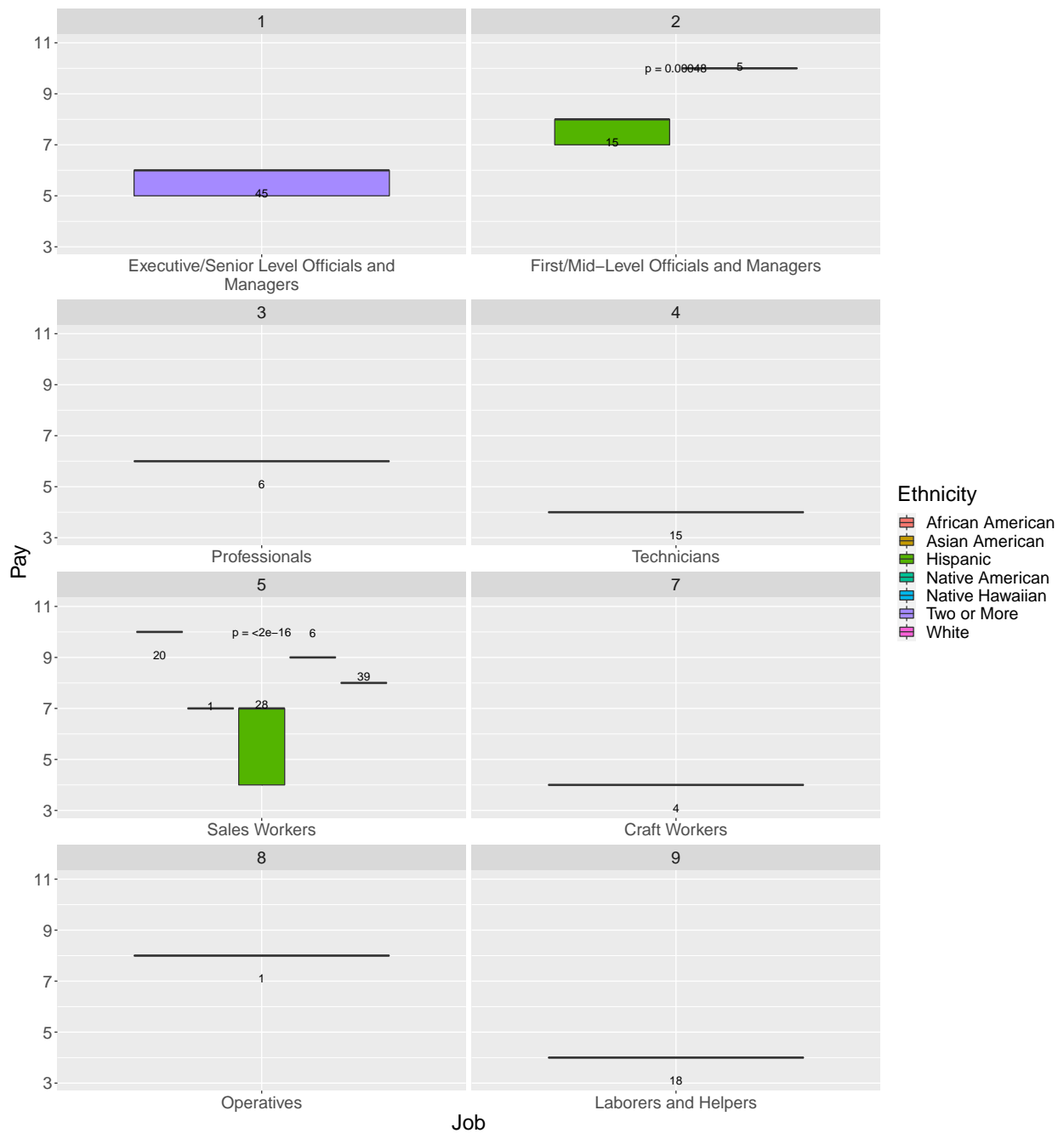
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Ethnicities

Kruskal-Wallis: Ethnicity: Male



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Ethnicities

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA
2. First/Mid-Level Officials and Managers	20	12.18	0	Kruskal-Wallis rank sum test
3. Professionals	6	NA	NA	NA
4. Technicians	15	NA	NA	NA
5. Sales Workers	94	91.22	0	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	4	NA	NA	NA
8. Operatives	1	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA
10. Service Workers	0	NA	NA	NA

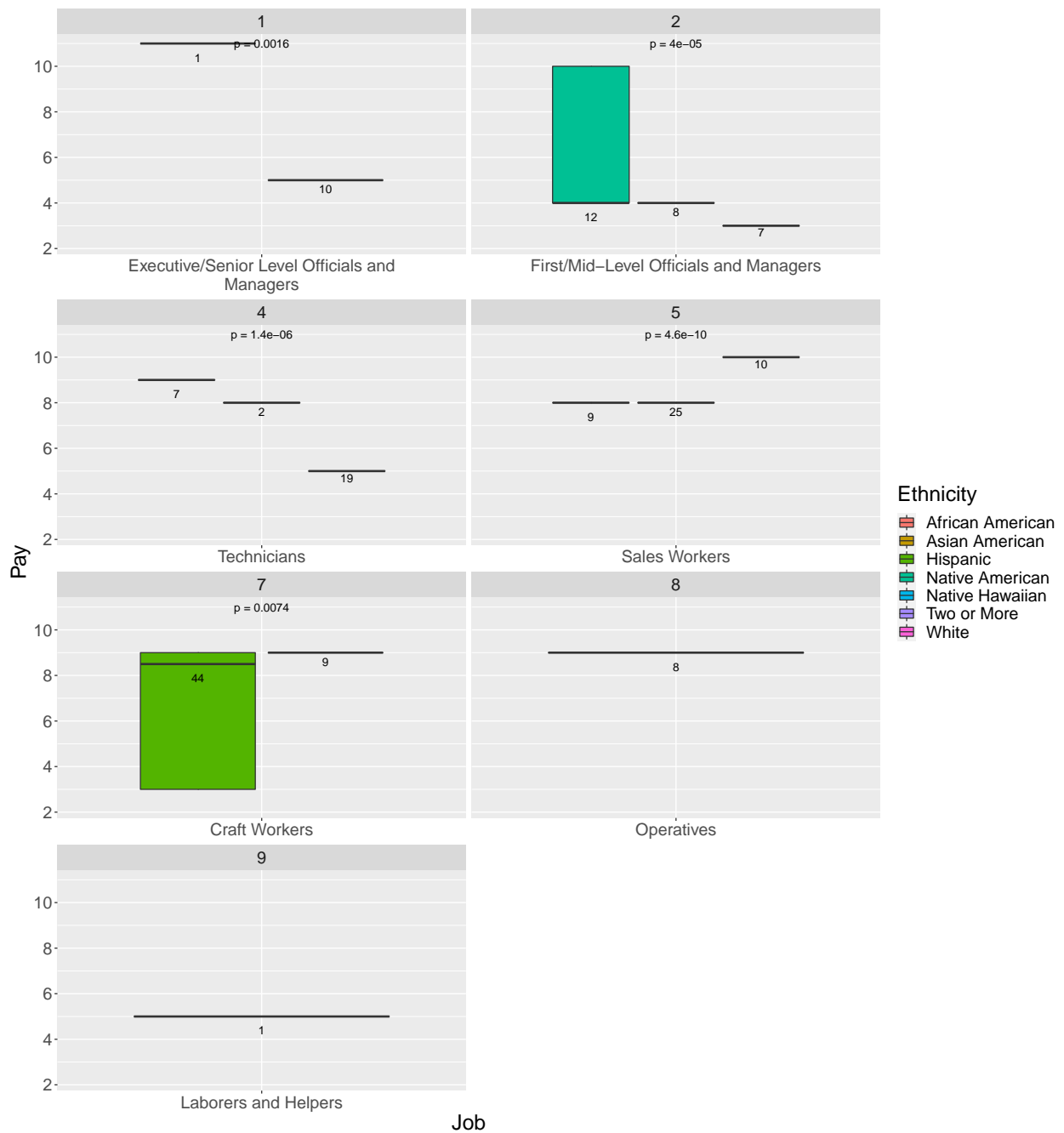
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

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Kruskal-Wallis Test Across Ethnicities

Kruskal-Wallis: Ethnicity: Female



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Ethnicities

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	11	10.00	0.002	Kruskal-Wallis rank sum test
2. First/Mid-Level Officials and Managers	27	20.26	0.000	Kruskal-Wallis rank sum test
3. Professionals	0	NA	NA	NA
4. Technicians	28	27.00	0.000	Kruskal-Wallis rank sum test
5. Sales Workers	44	43.00	0.000	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	53	7.18	0.007	Kruskal-Wallis rank sum test
8. Operatives	8	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA
10. Service Workers	0	NA	NA	NA

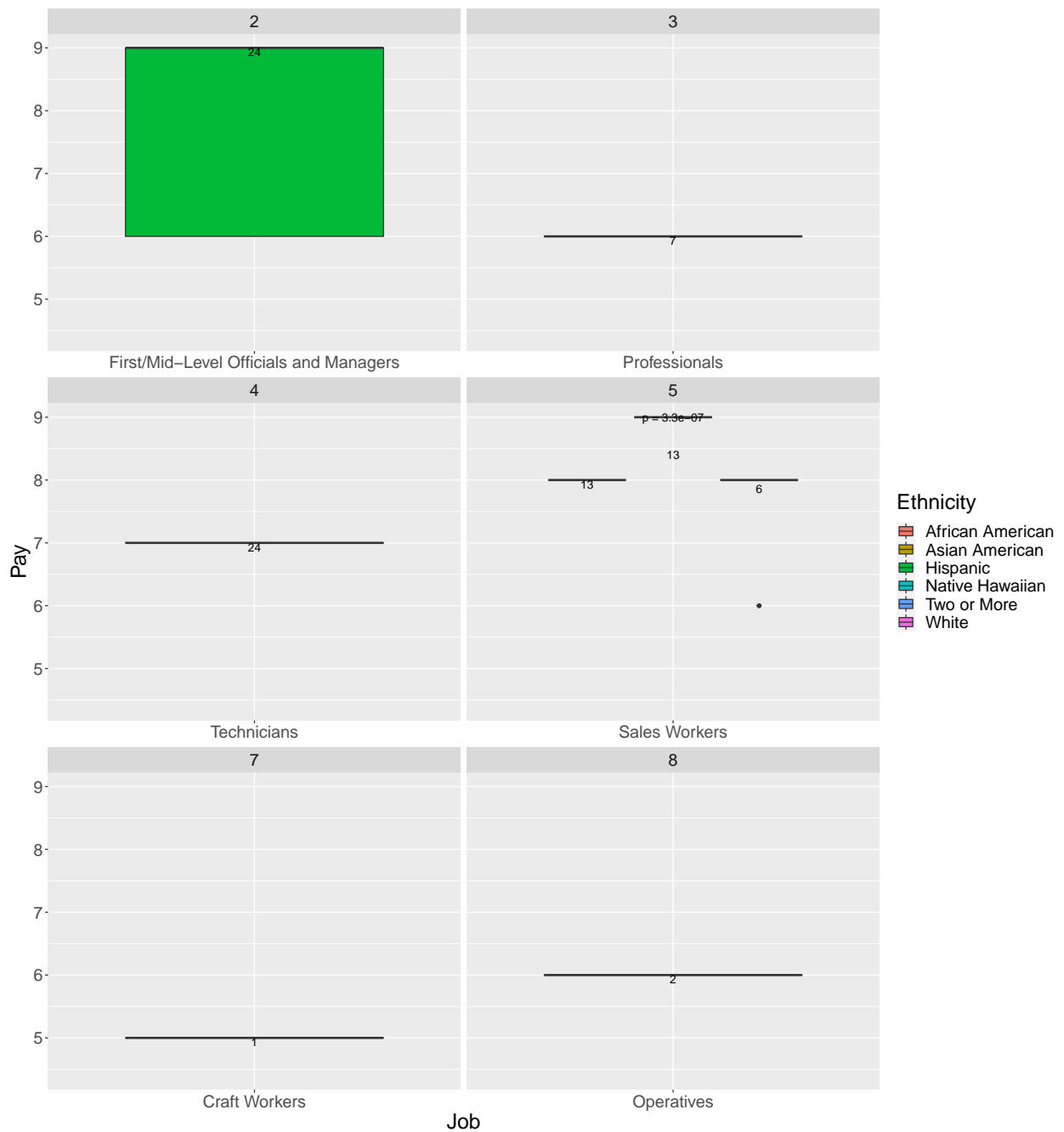
For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Kruskal-Wallis Test Across Ethnicities

Kruskal-Wallis: Ethnicity: Non-Binary



For description of graphs, read text below statistical output that follows.

EquityTest

Kruskal-Wallis Test Across Ethnicities

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	24	NA	NA	NA
3. Professionals	7	NA	NA	NA
4. Technicians	24	NA	NA	NA
5. Sales Workers	32	29.87	0	Kruskal-Wallis rank sum test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	1	NA	NA	NA
8. Operatives	2	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

For the **Kruskal-Wallis graphs** above, each set of up to 7 colored boxes lists the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of a given ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

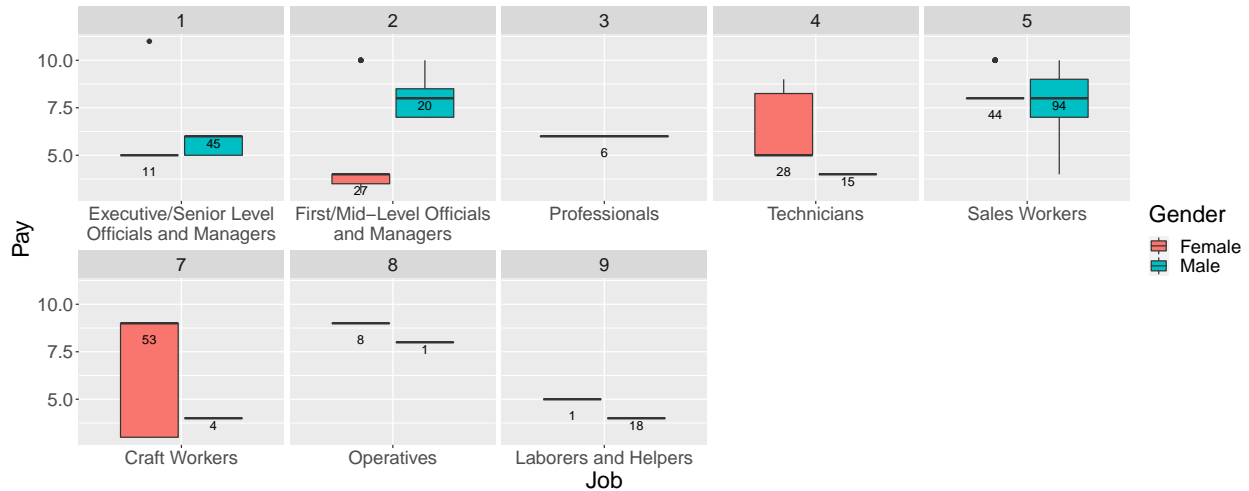
For the **Kruskal-Wallis tests**, any *p-value of less than .05* means that some group is paid a statistically significantly different wage than some other group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: Total

Mann-Whitney Tests by Gender: Total

Mann-Whitney: Male vs Female: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	56	380.0	0.001	Asymptotic Wilcoxon rank sum test	greater
2. First/Mid-Level Officials and Managers	47	452.5	0.000	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	6	NA	NA	NA	NA
4. Technicians	43	0.0	1.000	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	138	1647.0	0.982	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	57	68.0	0.906	Asymptotic Wilcoxon rank sum test	greater
8. Operatives	9	0.0	0.998	Asymptotic Wilcoxon rank sum test	greater
9. Laborers and Helpers	19	0.0	1.000	Asymptotic Wilcoxon rank sum test	greater
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

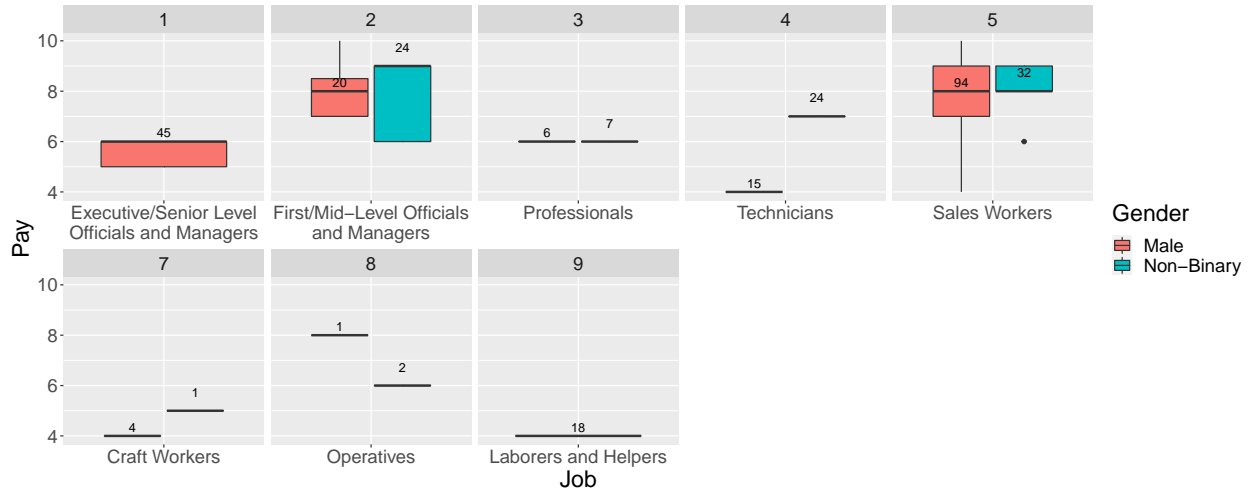
For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

Mann-Whitney Tests by Gender: Total

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Mann-Whitney Tests by Gender: Total

Mann-Whitney: Male vs Non-Binary: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	44	240	0.500	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	13	NA	NA	NA	NA
4. Technicians	39	0	1.000	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	126	1204	0.962	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	5	0	0.977	Asymptotic Wilcoxon rank sum test	greater
8. Operatives	3	2	0.079	Asymptotic Wilcoxon rank sum test	greater
9. Laborers and Helpers	18	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

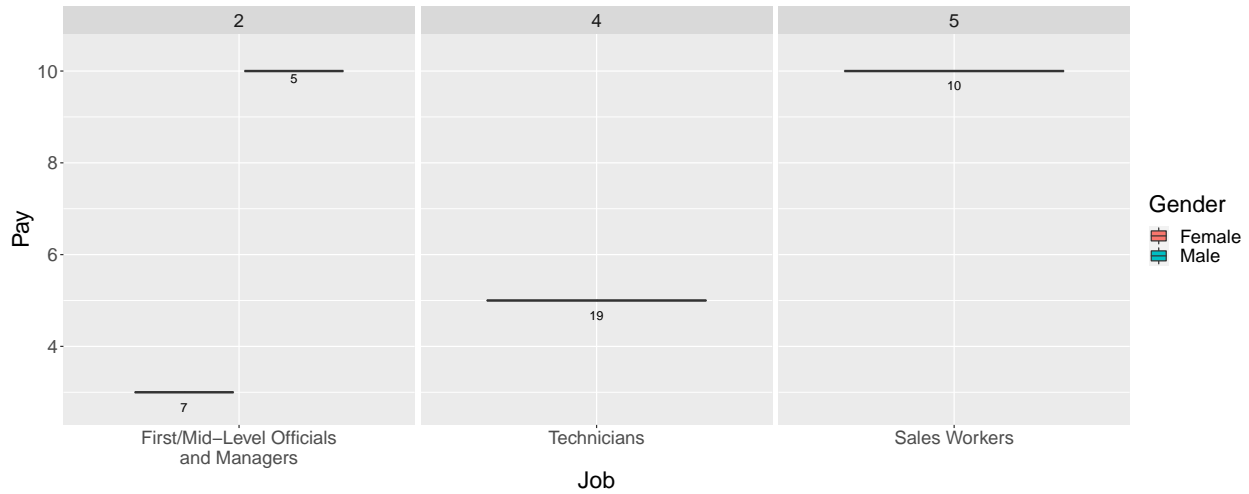
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Female: White



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	35	0	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	10	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

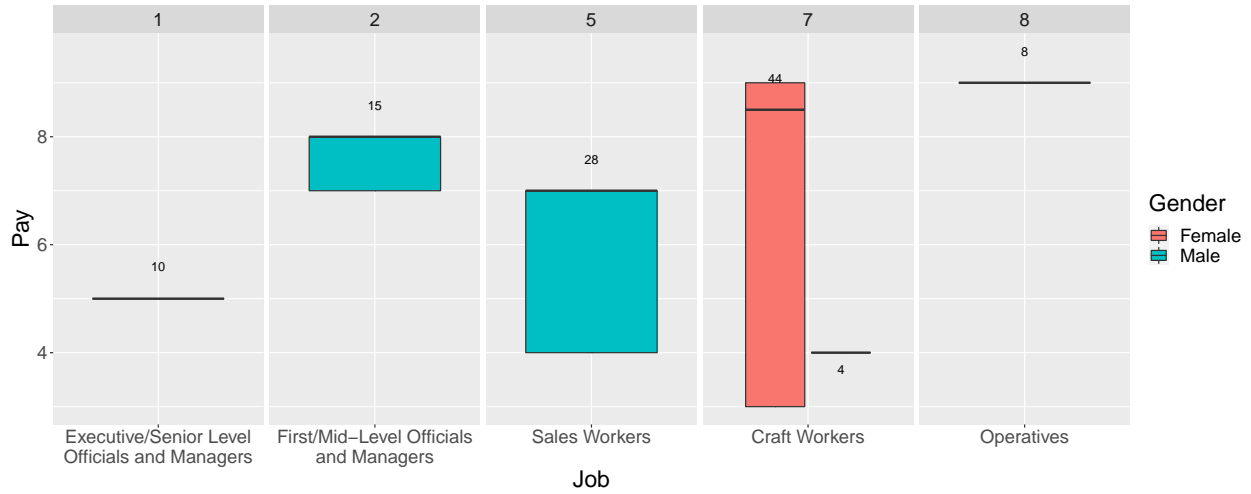
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Female: Hispanic



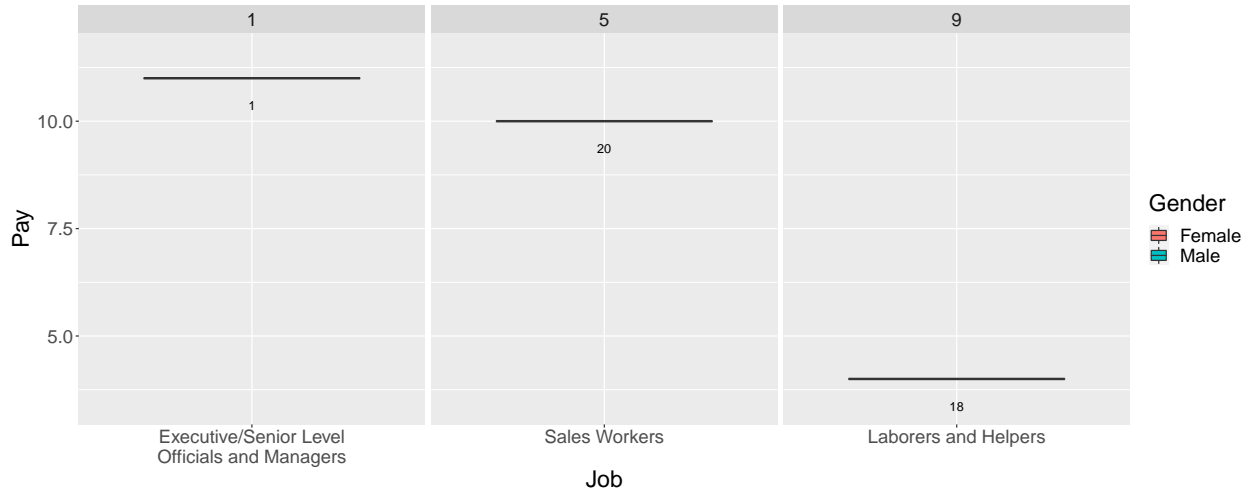
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	15	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	28	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	48	68	0.79	Asymptotic Wilcoxon rank sum test	greater
8. Operatives	8	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Female: African American



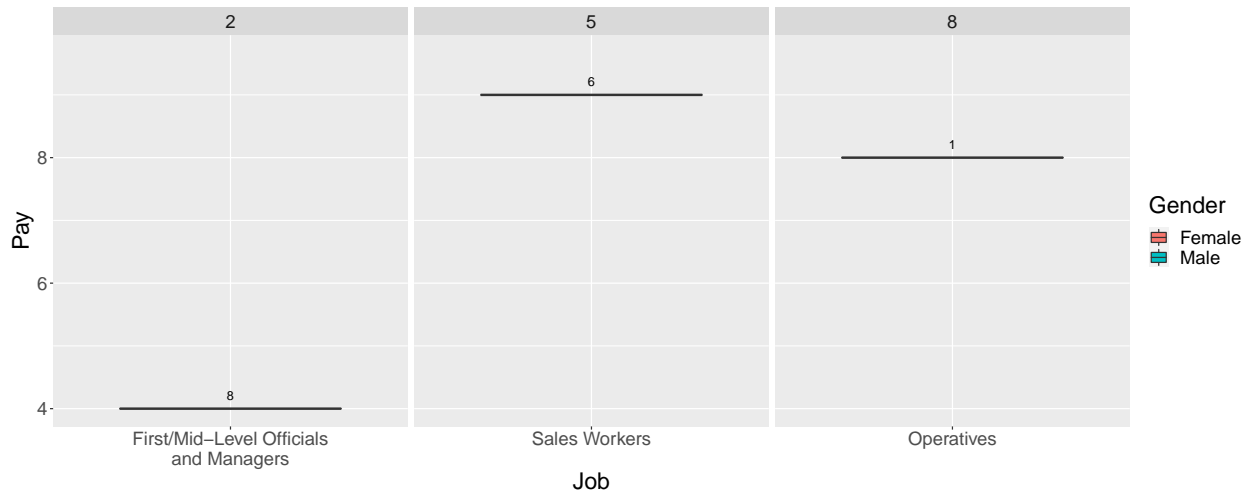
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	20	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Female: Native Hawaiian



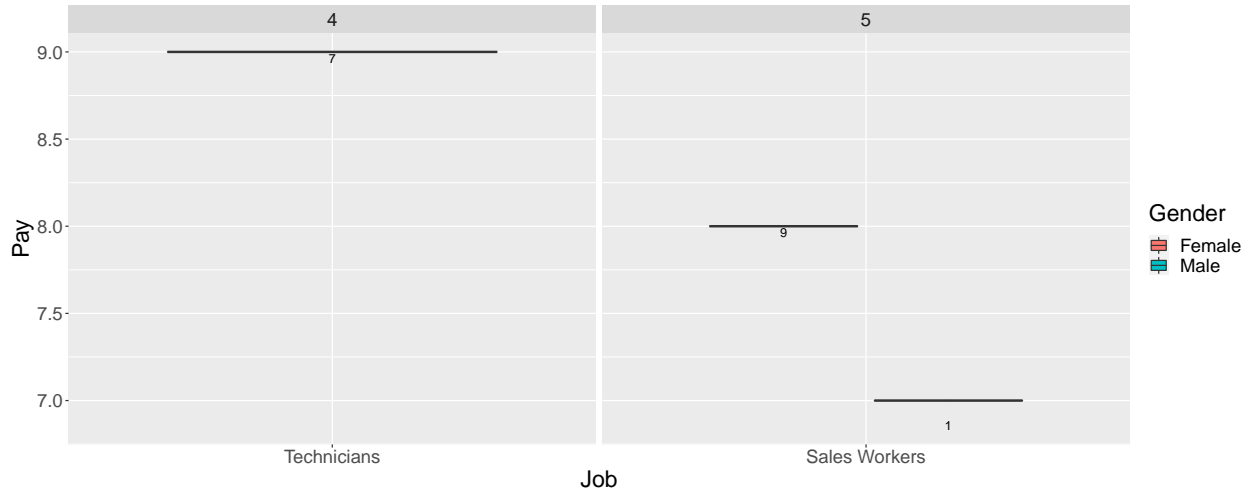
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	8	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	1	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Female: Asian American



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	7	NA	NA	NA	NA
5. Sales Workers	10	0	0.999	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

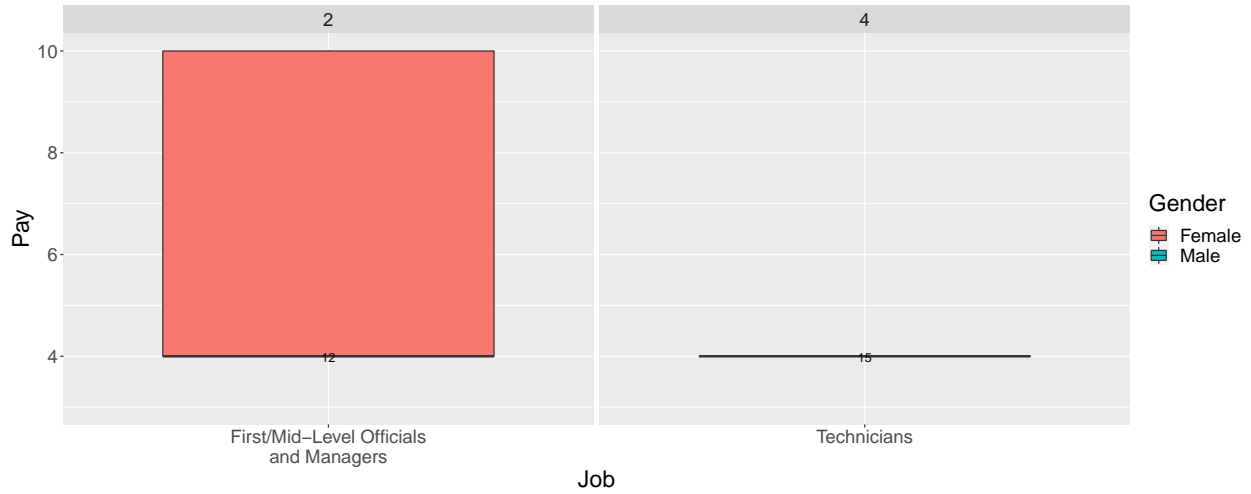
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Female: Native American



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	15	NA	NA	NA	NA
5. Sales Workers	0	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

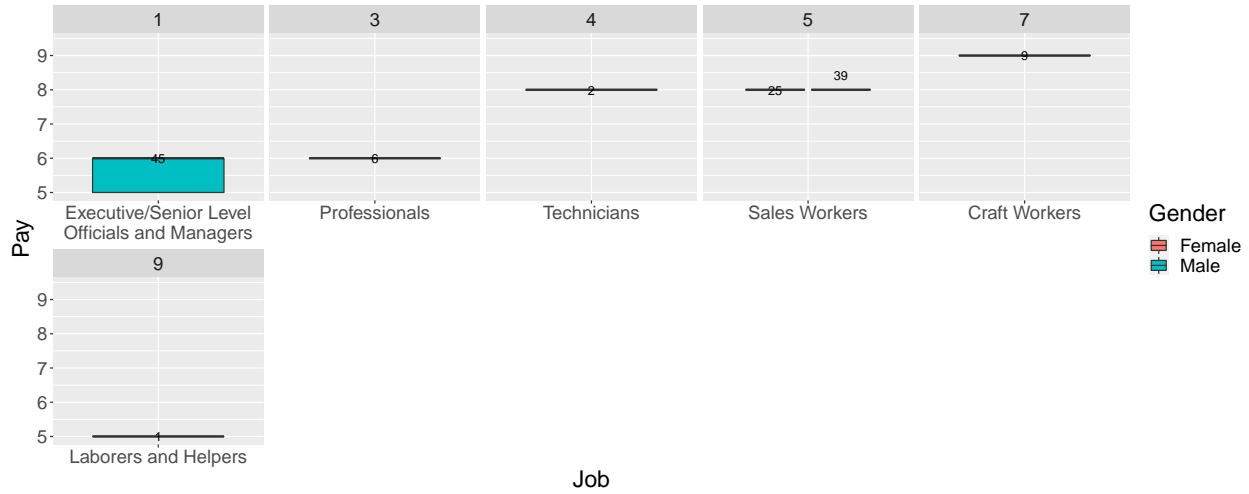
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Female: Two or More



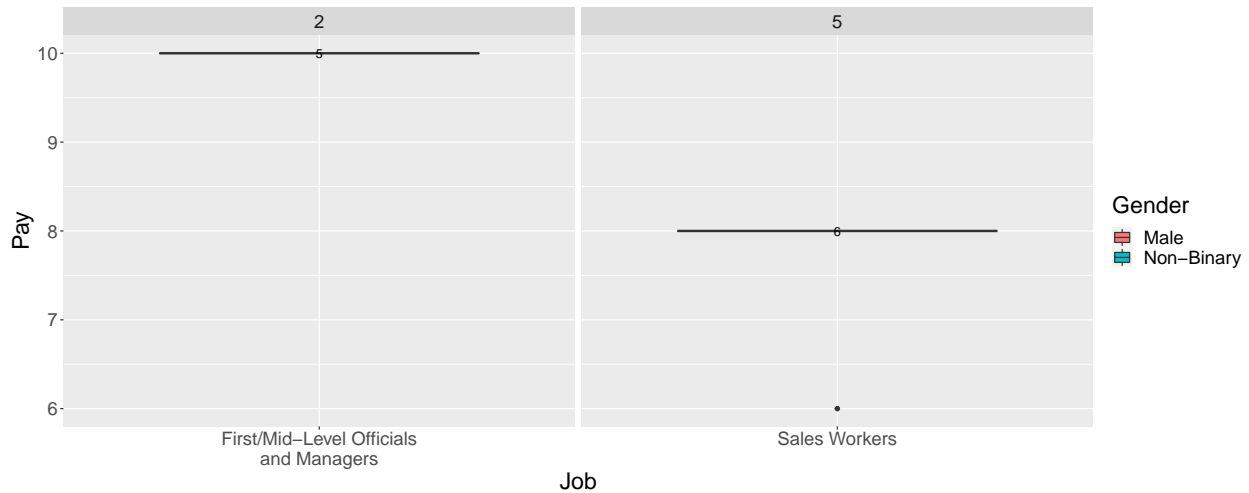
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	6	NA	NA	NA	NA
4. Technicians	2	NA	NA	NA	NA
5. Sales Workers	64	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	9	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Non-Binary: White



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

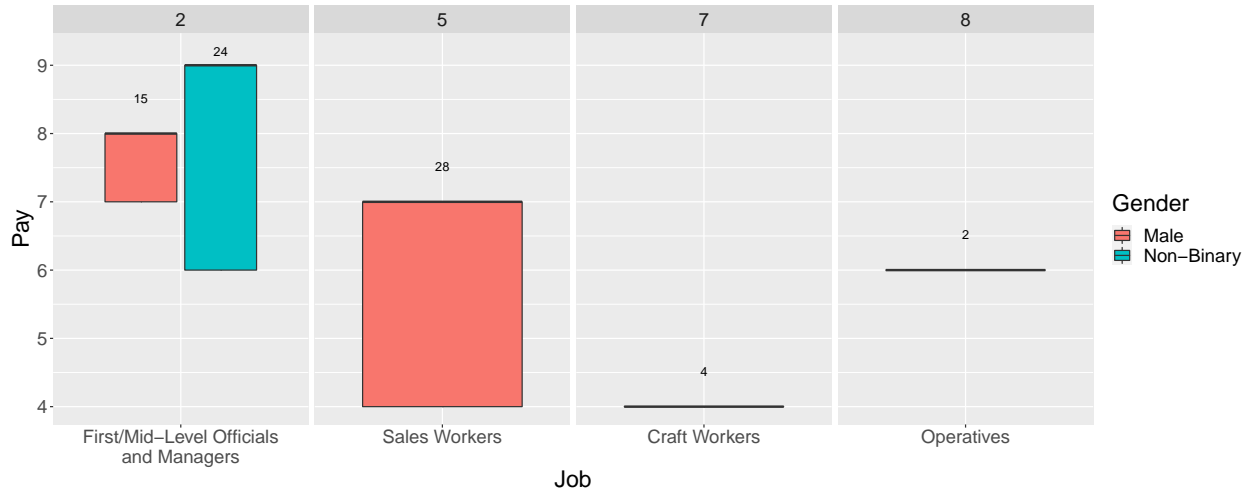
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Non-Binary: Hispanic



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	39	120	0.965	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	28	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	4	NA	NA	NA	NA
8. Operatives	2	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

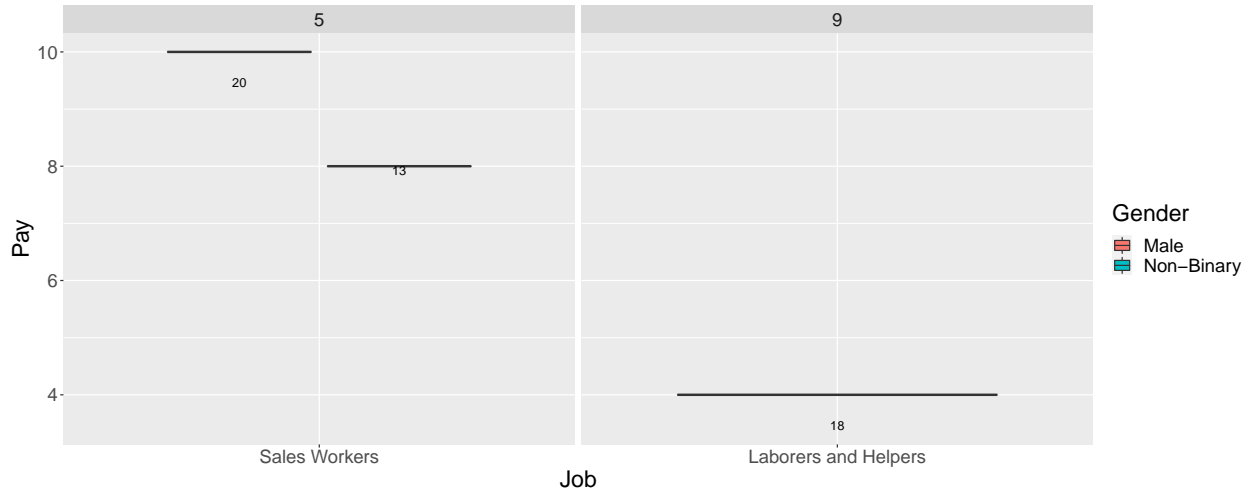
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests by Gender: By Ethnicity

Mann-Whitney: Male vs Non-Binary: African American



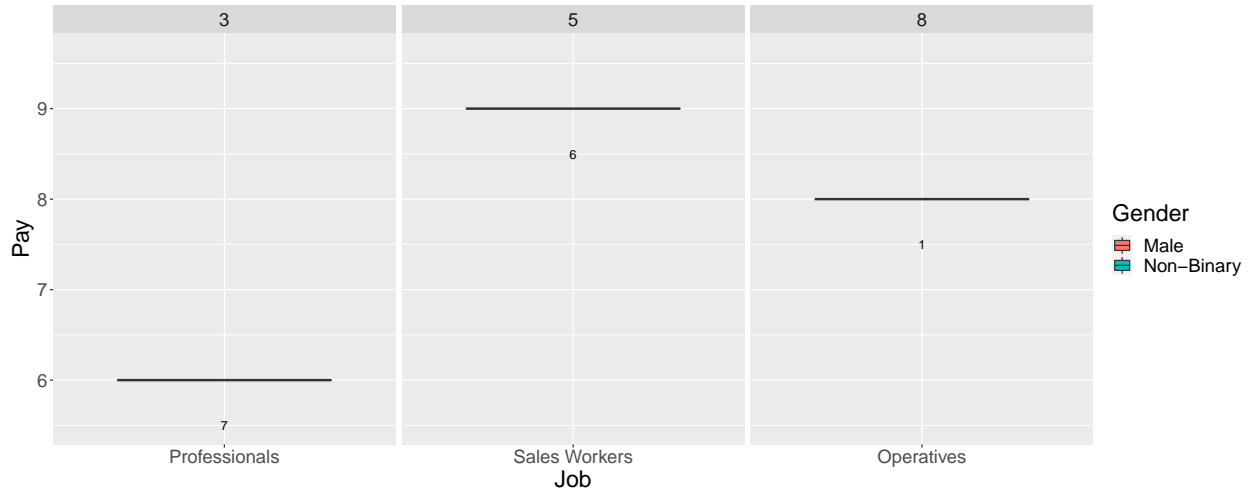
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	33	260	0	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Non-Binary: Native Hawaiian



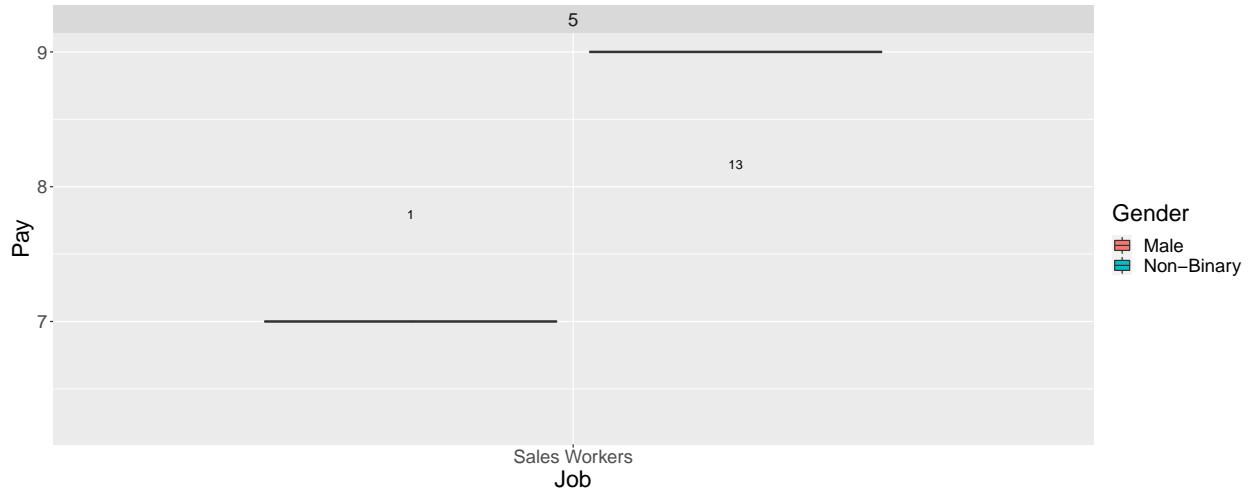
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	7	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	1	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Non-Binary: Asian American



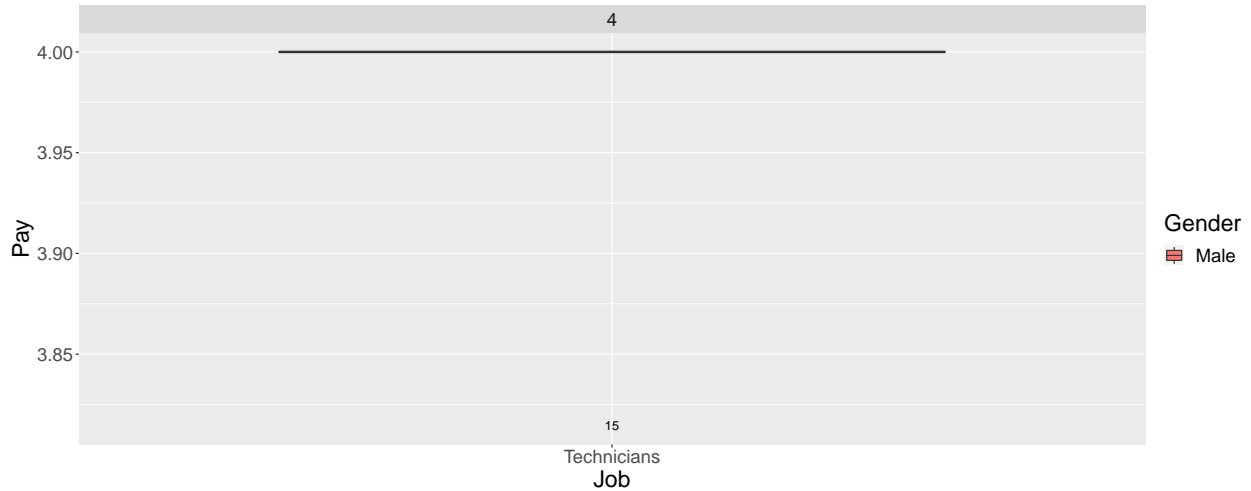
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	14	0	1	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Non-Binary: Native American



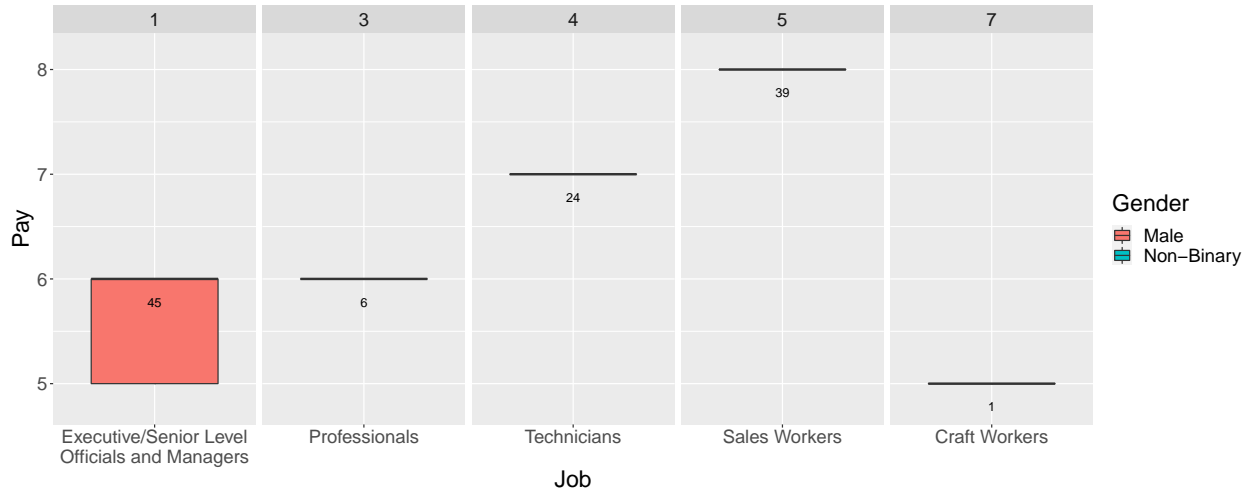
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	15	NA	NA	NA	NA
5. Sales Workers	0	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney: Male vs Non-Binary: Two or More



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	6	NA	NA	NA	NA
4. Technicians	24	NA	NA	NA	NA
5. Sales Workers	39	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	1	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on gender, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

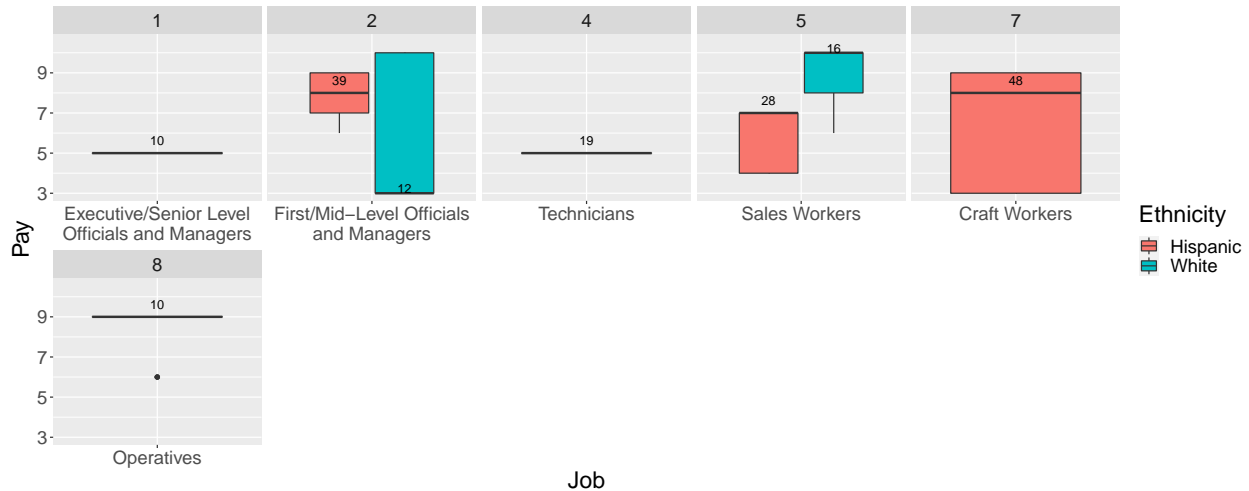
For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs Hispanic: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	51	195	0.812	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	44	428	0.000	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	48	NA	NA	NA	NA
8. Operatives	10	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

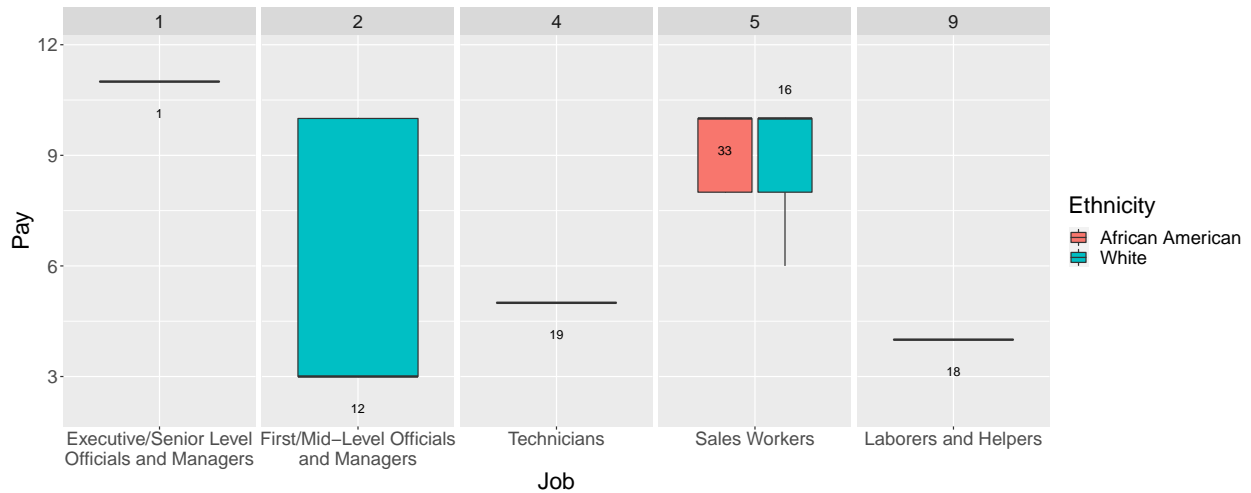
For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

Mann-Whitney Tests By Ethnicity: Total

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs African American: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	49	262.5	0.515	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

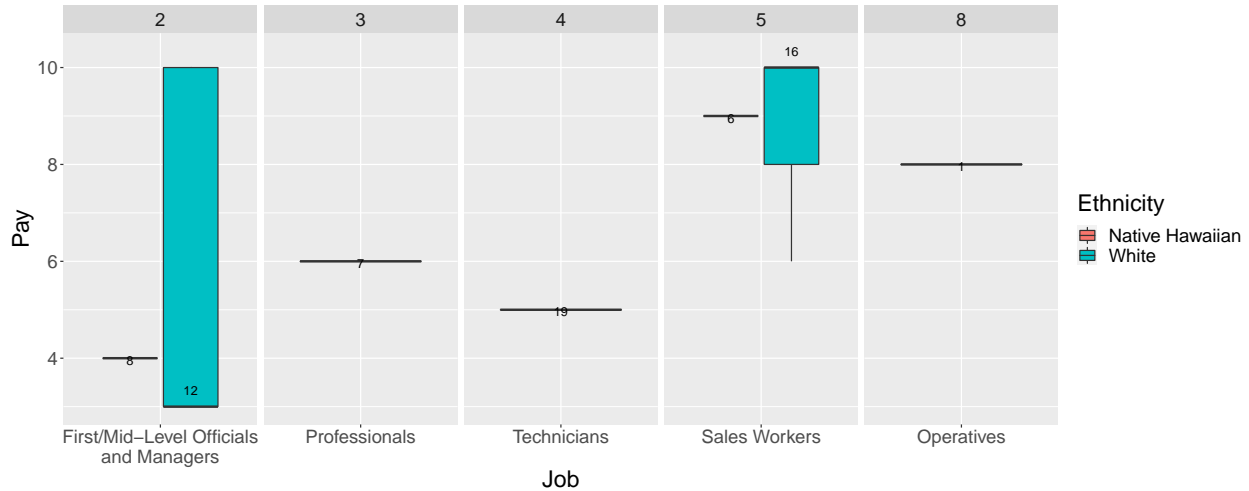
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs Native Hawaiian: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	20	40	0.745	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	7	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	22	60	0.172	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	1	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

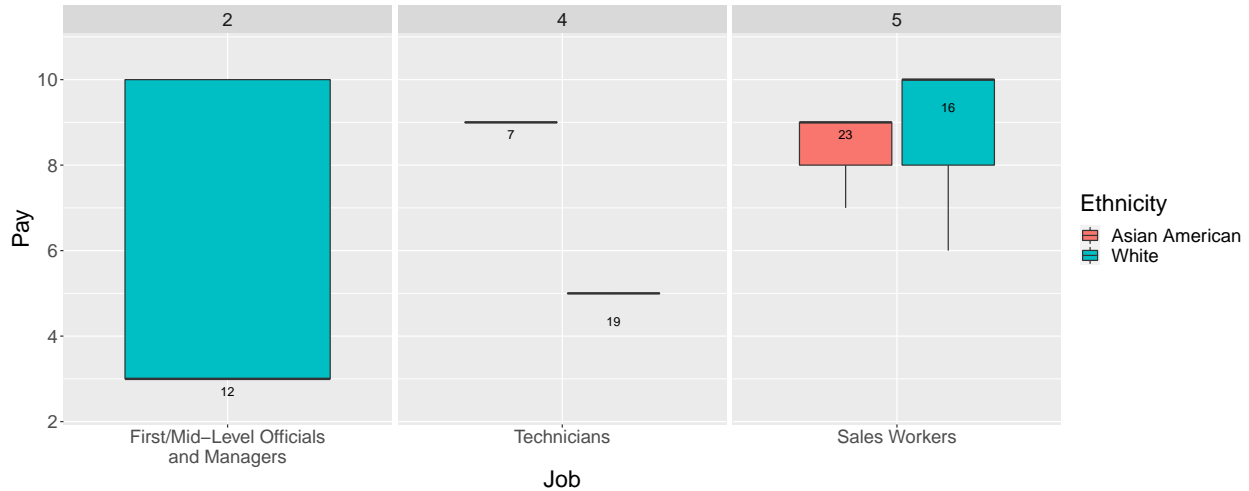
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs Asian American: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	26	0.0	1.000	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	39	257.5	0.013	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

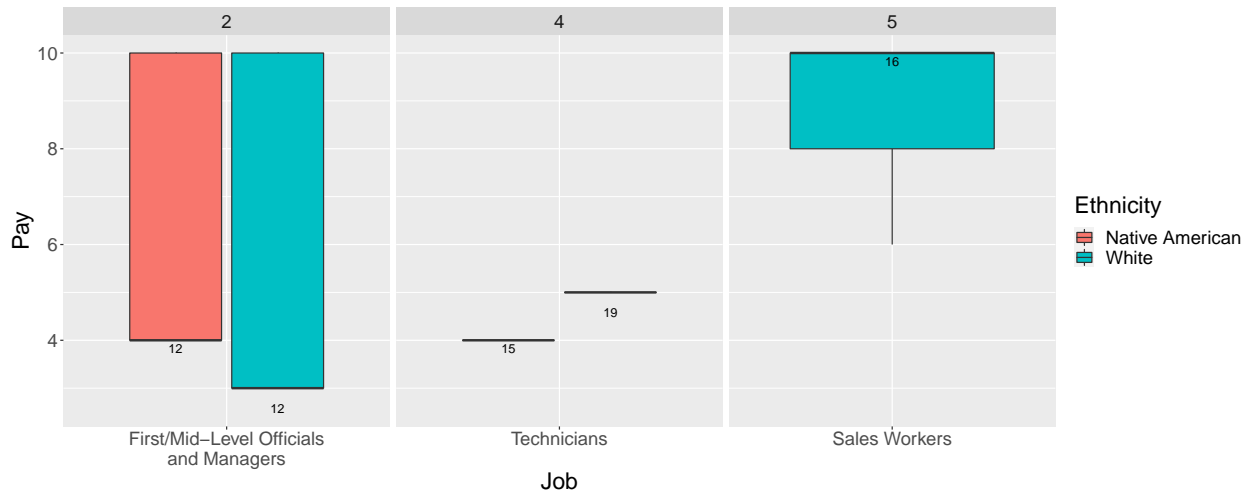
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs Native American: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	24	47.5	0.934	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	34	285.0	0.000	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	16	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

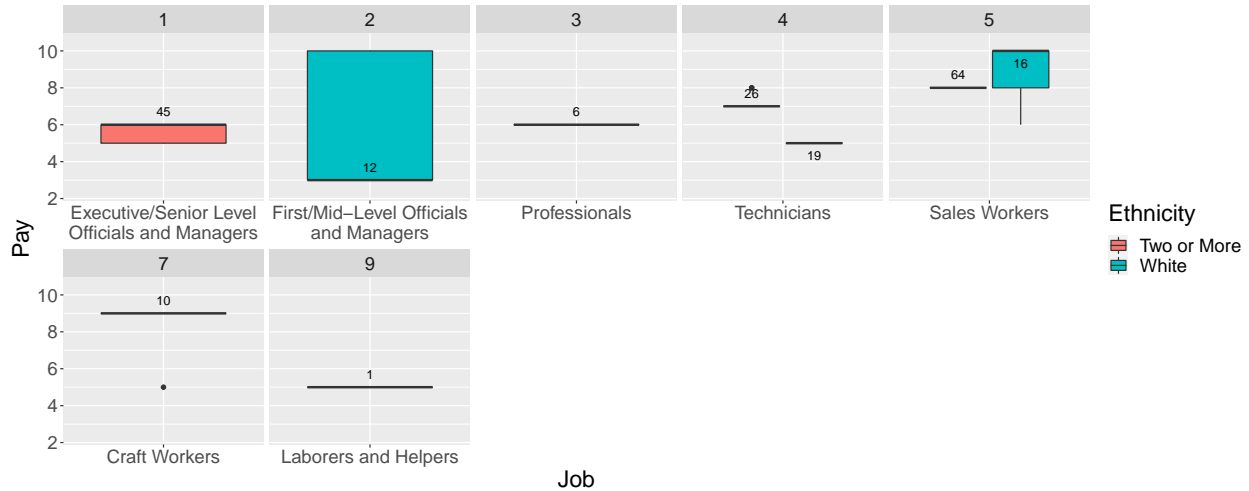
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

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Mann-Whitney Tests By Ethnicity: Total

Mann-Whitney: White vs Two or More: Total



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA	NA
3. Professionals	6	NA	NA	NA	NA
4. Technicians	45	0	1	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	80	800	0	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	10	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

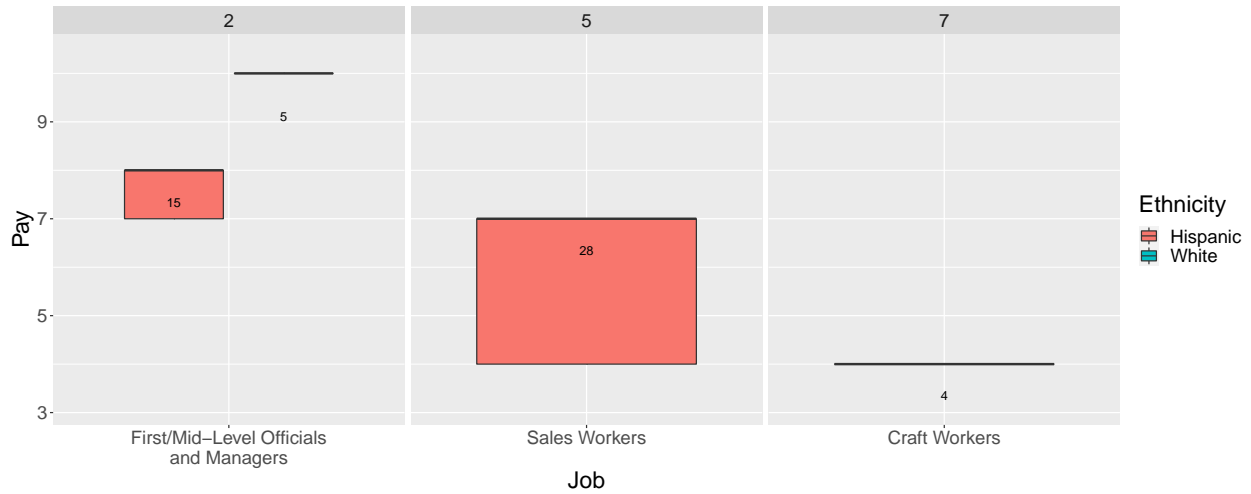
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs Hispanic: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	20	75	0	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	28	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	4	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

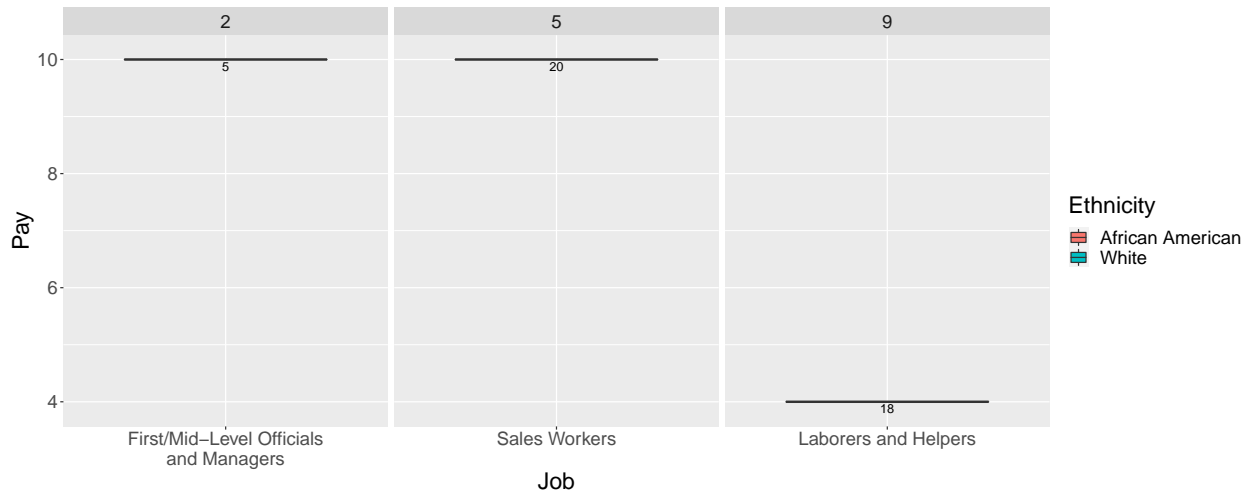
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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs African American: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	20	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

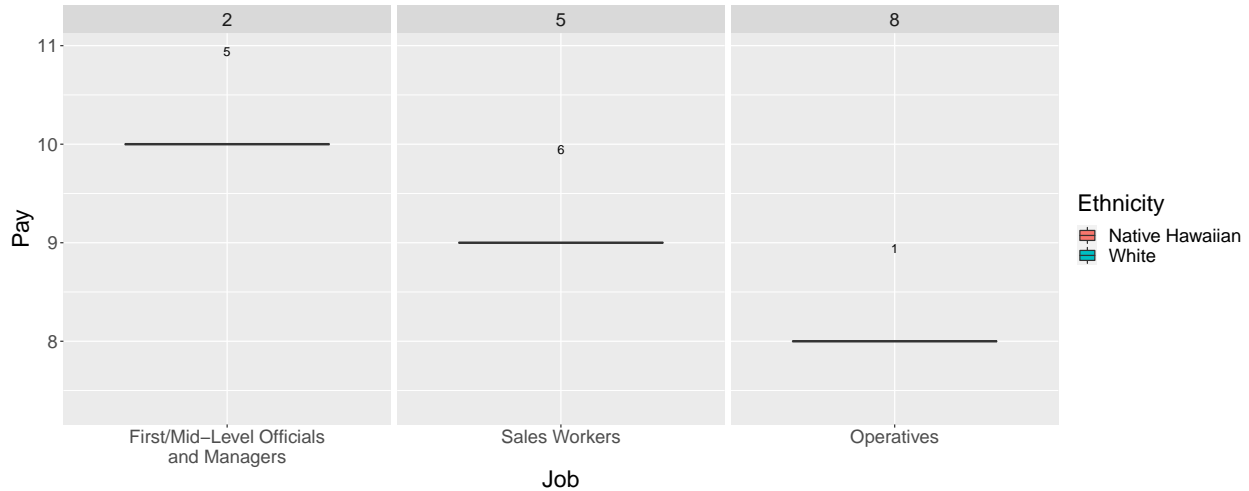
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For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs Native Hawaiian: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	1	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

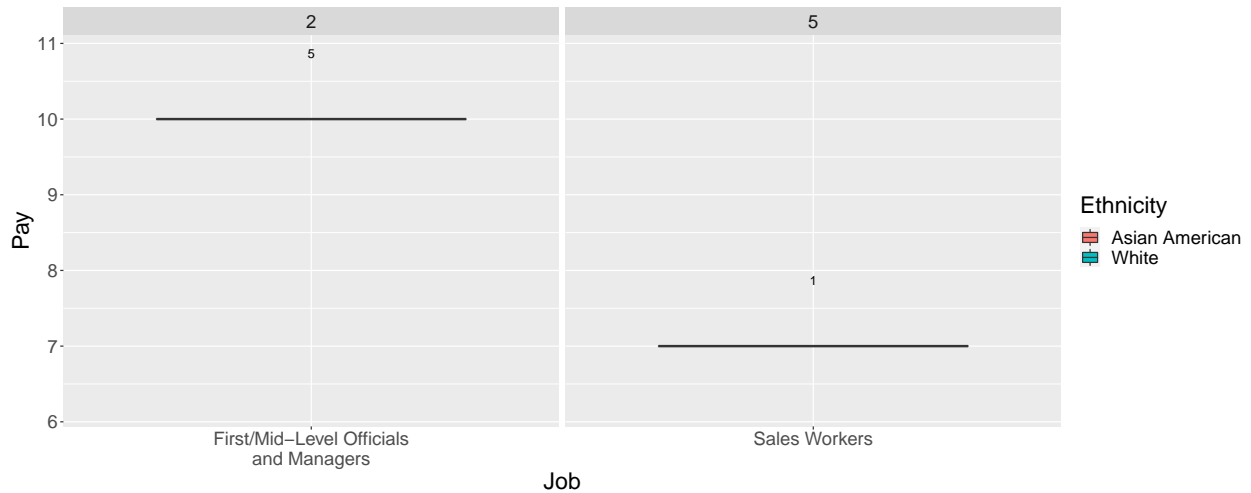
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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs Asian American: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	1	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

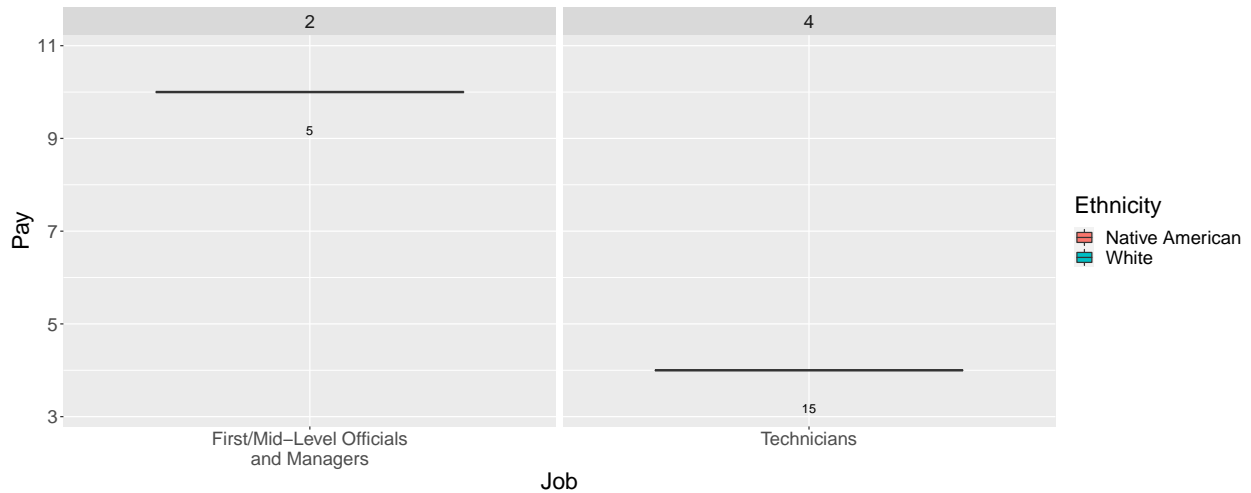
For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs Native American: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	15	NA	NA	NA	NA
5. Sales Workers	0	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

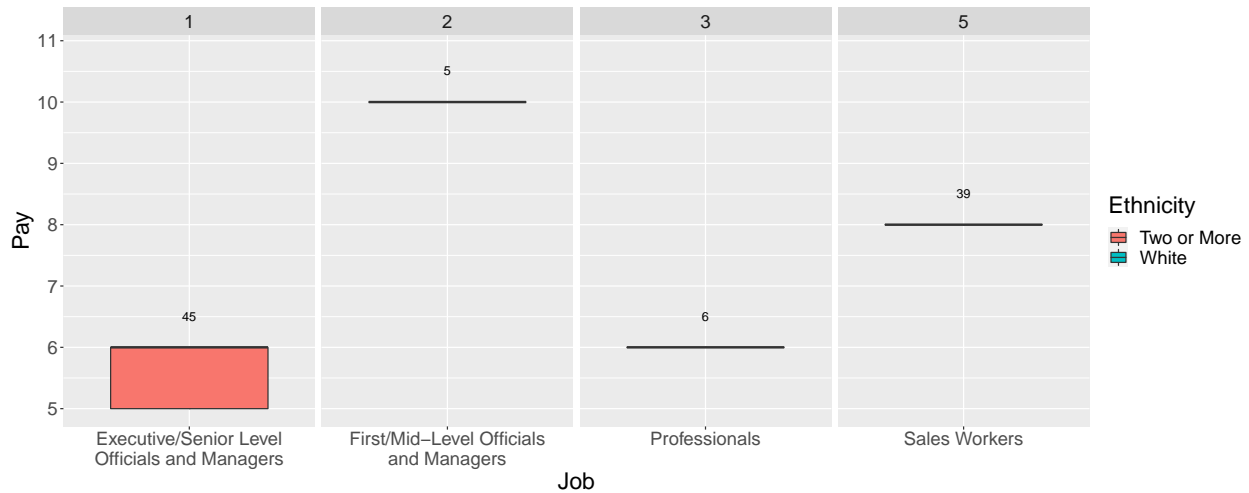
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Mann-Whitney Tests By Ethnicity: Male

Mann-Whitney: White vs Two or More: Male



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA	NA
3. Professionals	6	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	39	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

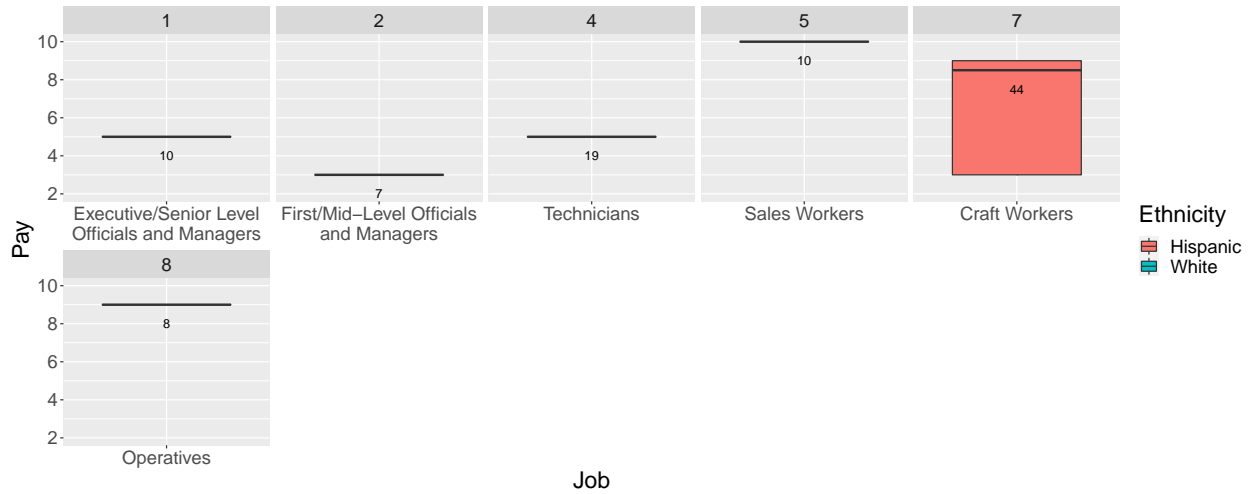
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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs Hispanic: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	10	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	44	NA	NA	NA	NA
8. Operatives	8	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

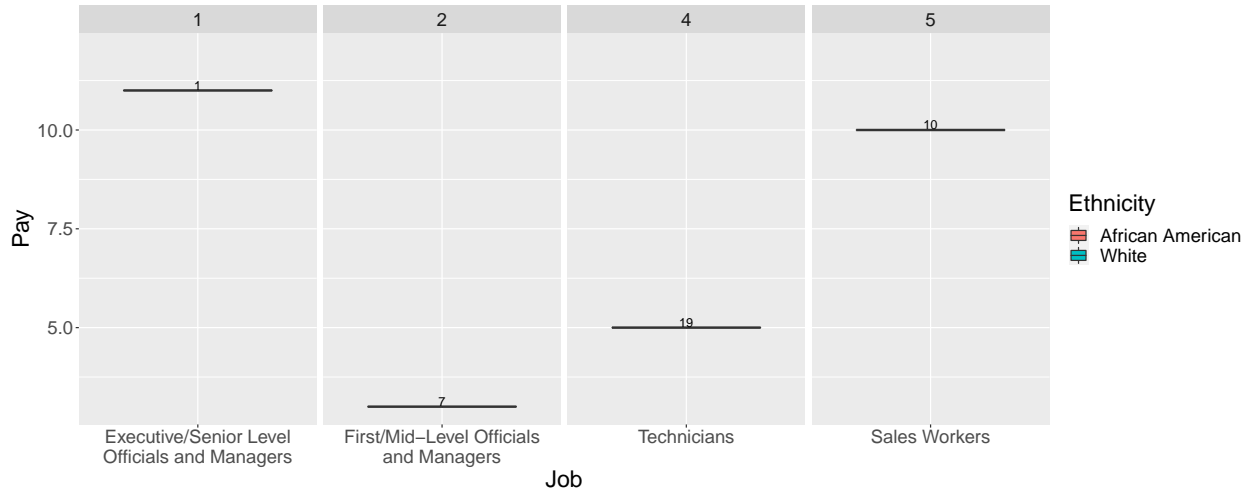
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Mann-Whitney Tests By Ethnicity: Female

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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs African American: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	10	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

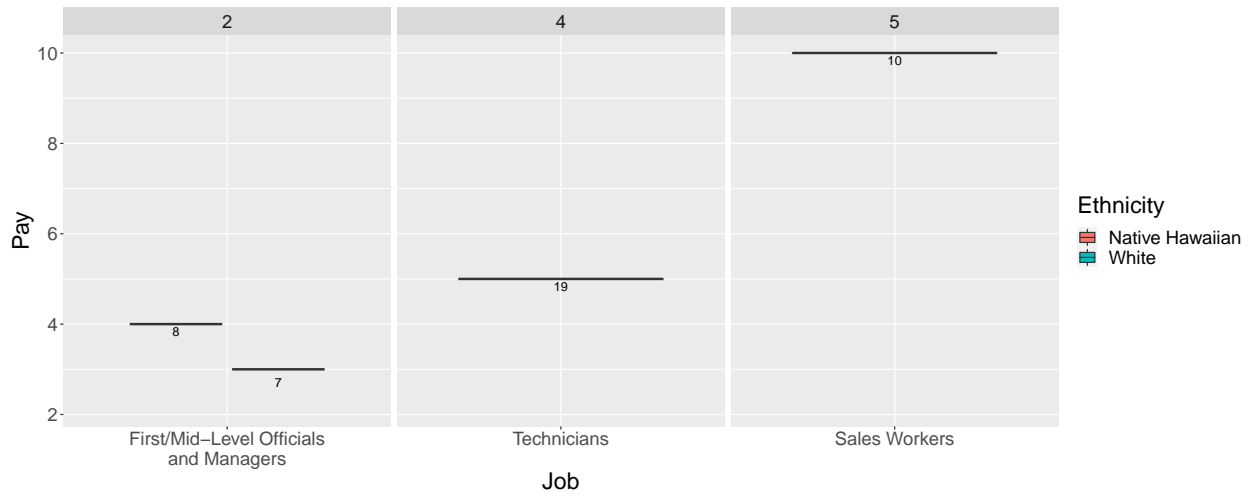
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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs Native Hawaiian: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	15	0	1	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	10	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

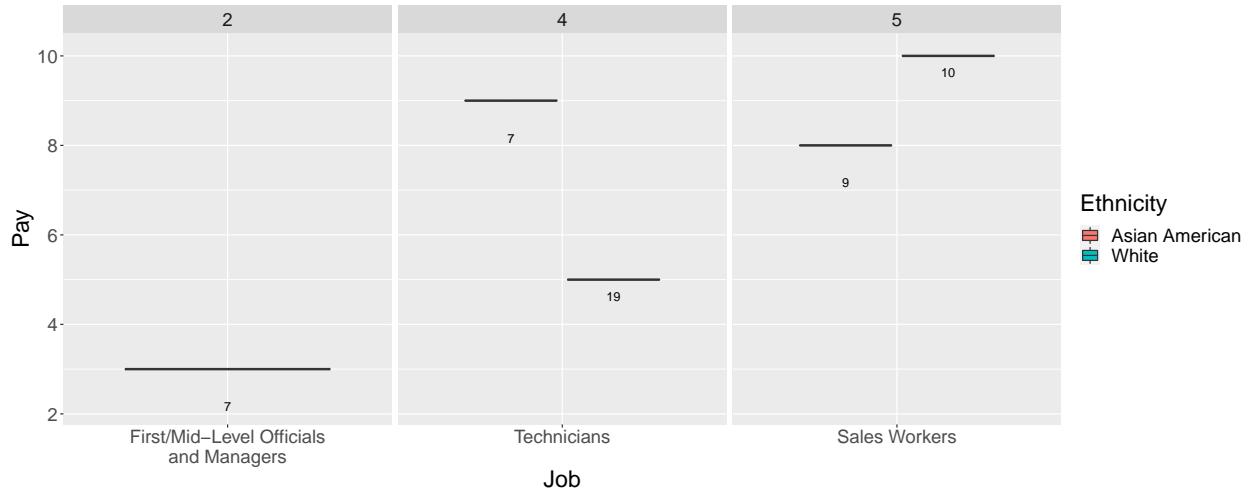
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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs Asian American: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	26	0	1	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	19	90	0	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

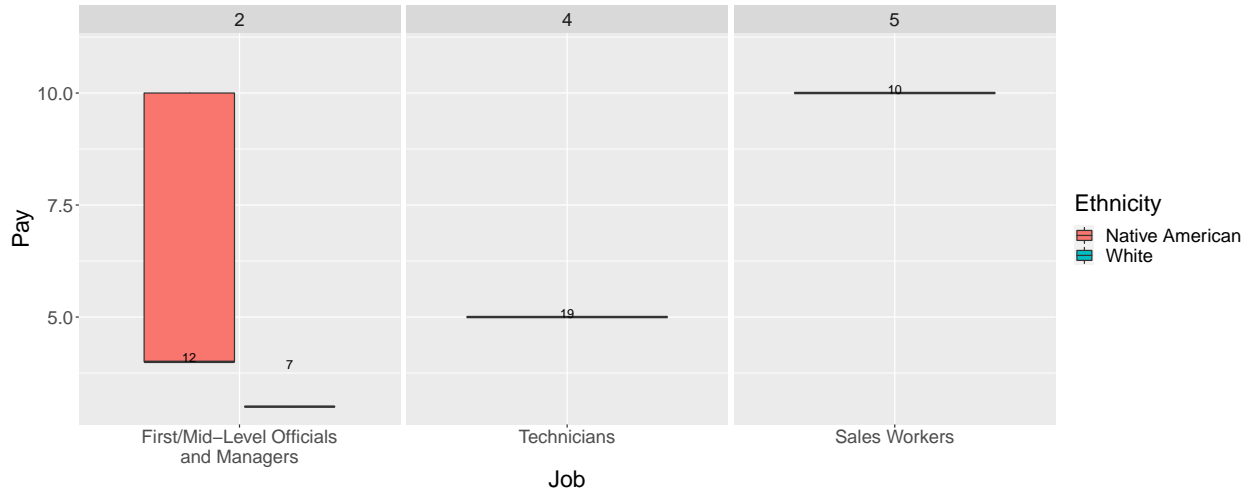
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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs Native American: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	19	0	1	Asymptotic Wilcoxon rank sum test	greater
3. Professionals	0	NA	NA	NA	NA
4. Technicians	19	NA	NA	NA	NA
5. Sales Workers	10	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

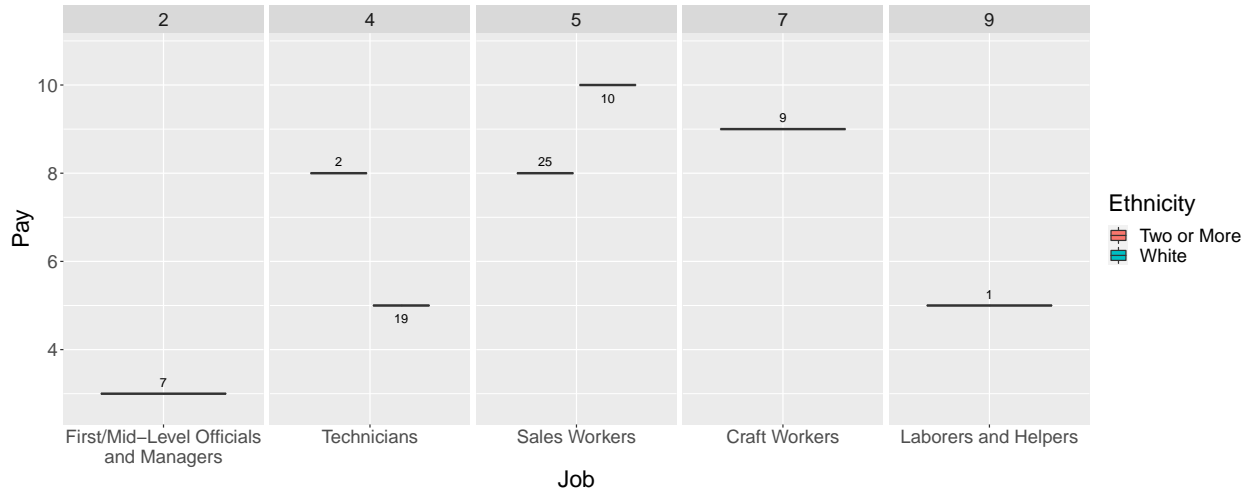
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Mann-Whitney Tests By Ethnicity: Female

Mann-Whitney: White vs Two or More: Female



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	21	0	1	Asymptotic Wilcoxon rank sum test	greater
5. Sales Workers	35	250	0	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	9	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

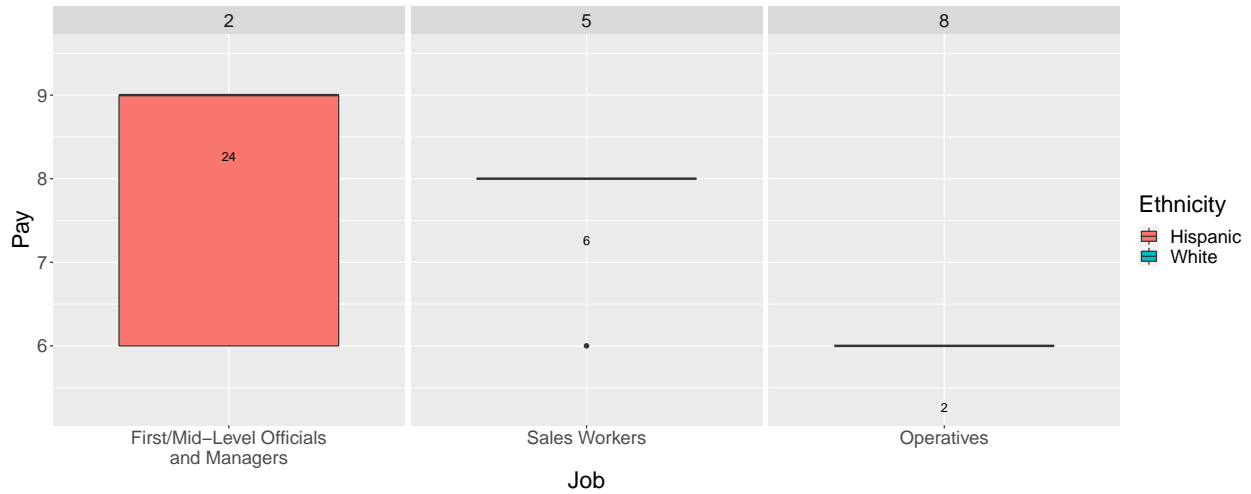
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Mann-Whitney Tests By Ethnicity: Non-Binary

Mann-Whitney: White vs Hispanic: Non-Binary



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	24	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	2	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

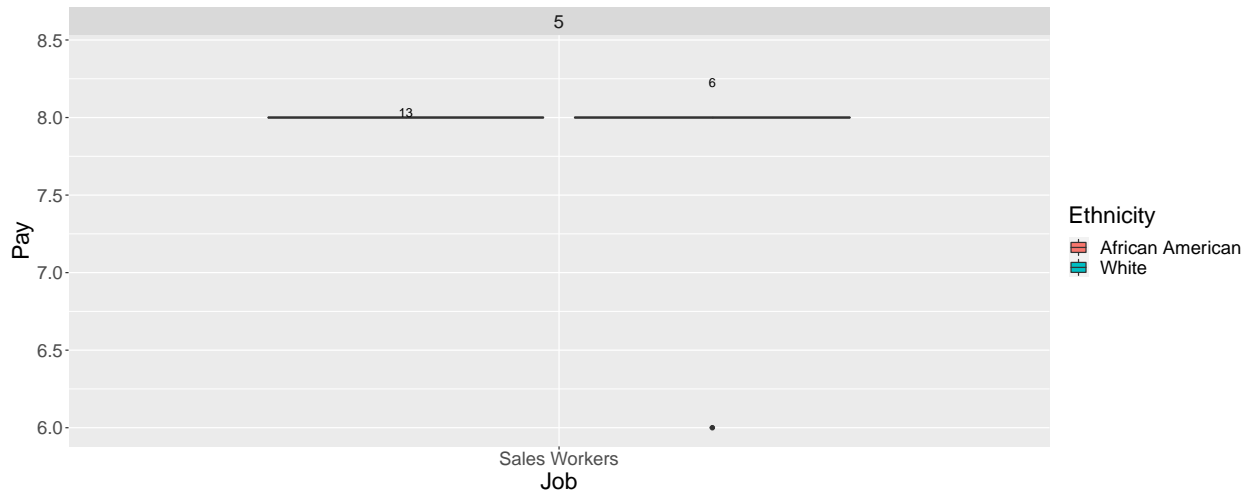
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Mann-Whitney Tests By Ethnicity: Non-Binary

Mann-Whitney: White vs African American: Non-Binary



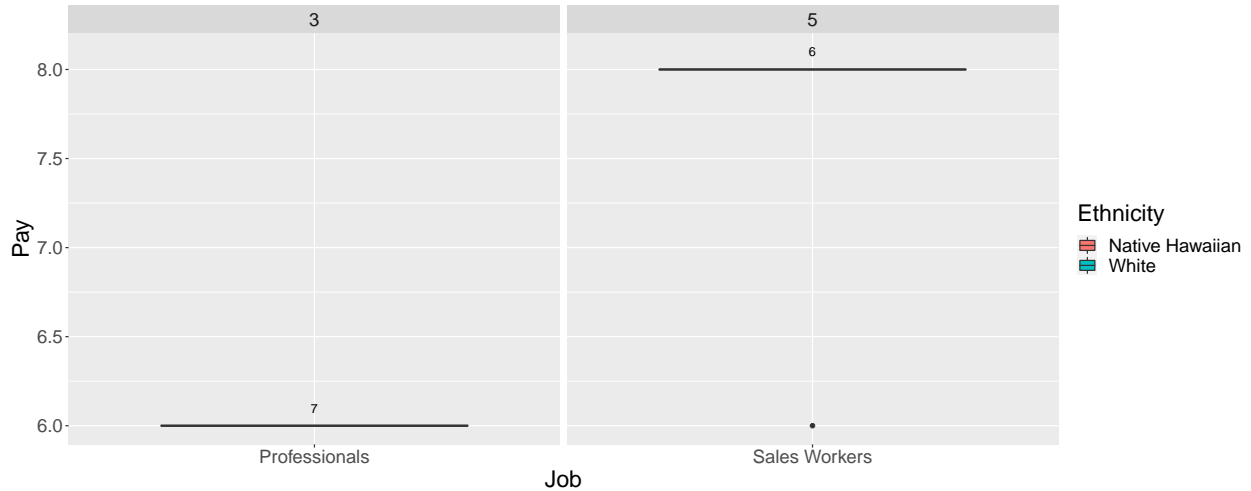
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	19	32.5	0.929	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

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Mann-Whitney: White vs Native Hawaiian: Non-Binary



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	7	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

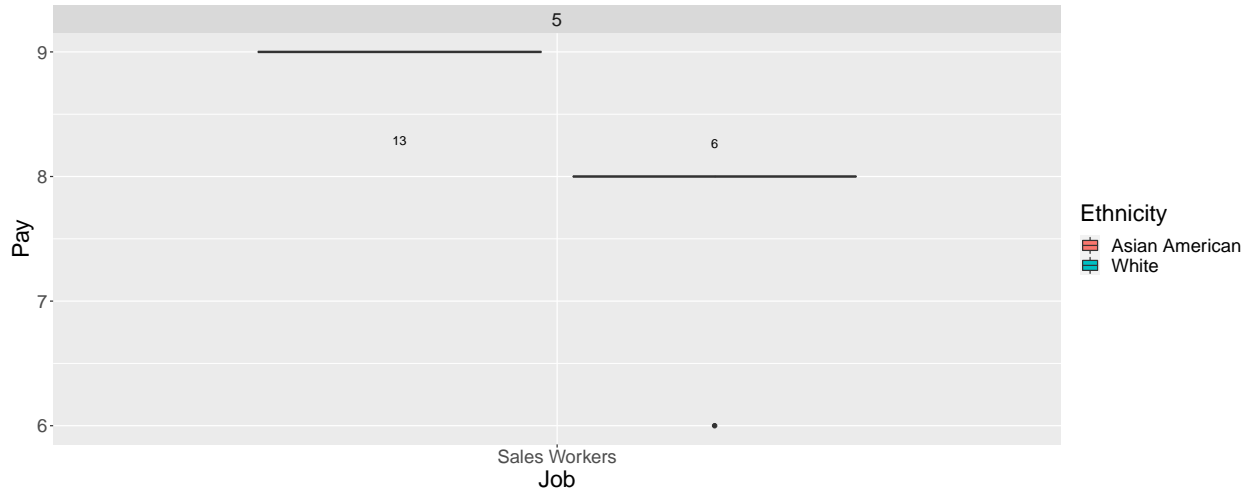
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Mann-Whitney Tests By Ethnicity: Non-Binary

Mann-Whitney: White vs Asian American: Non-Binary



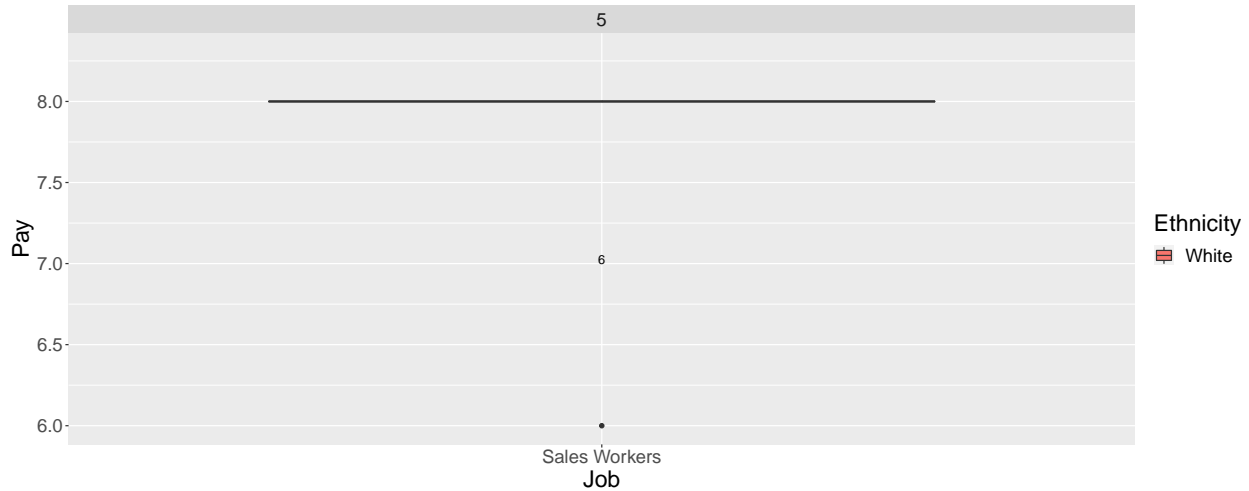
job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	19	0	1	Asymptotic Wilcoxon rank sum test	greater
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

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Mann-Whitney: White vs Native American: Non-Binary



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	0	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	0	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

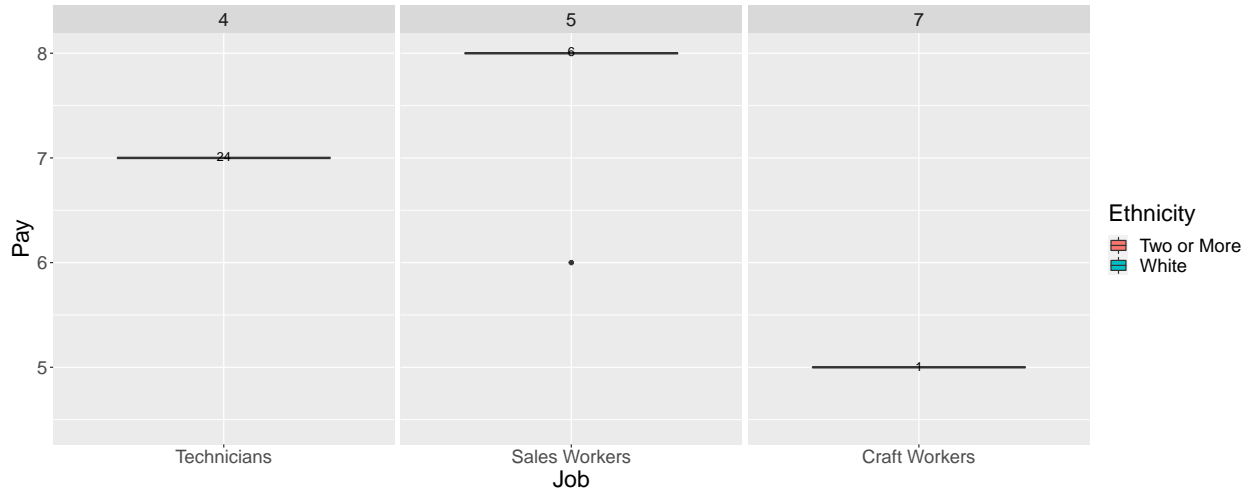
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Mann-Whitney Tests By Ethnicity: Non-Binary

Mann-Whitney: White vs Two or More: Non-Binary



job	n	statistic	p.value	method	alternative
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA	NA
3. Professionals	0	NA	NA	NA	NA
4. Technicians	24	NA	NA	NA	NA
5. Sales Workers	6	NA	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA	NA
7. Craft Workers	1	NA	NA	NA	NA
8. Operatives	0	NA	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA	NA
10. Service Workers	0	NA	NA	NA	NA

For the **Mann-Whitney graphs** above, each pair of colored boxes list the wages for a given EEOC job category, such as “Service Workers” on the bottom right. Each colored box within each job group reflects the wages of two groups based on ethnicity, with the color coding reflected in the Legend to the right of the graphs. The upper edge of a given colored box is the compensation (EEO-1 Wage Category) for the 75th-percentile highest paid individual. The lower edge of the colored box reflects the 25th-percentile. The line or dot shows the compensation of the highest and lowest 2.5% wages.

For the **Mann-Whitney tests**, a *p.value of less than .025* means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). A *p.value of more than .975* means the typically protected group is paid statistically significantly more than the reference group. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression Tests by Gender: Total

Interval Regression: Male vs Female: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	56	-294818.55	0.000	Interval regression test
2. First/Mid-Level Officials and Managers	47	-42071.98	0.000	Interval regression test
3. Professionals	6	NA	NA	NA
4. Technicians	43	41204.50	0.000	Interval regression test
5. Sales Workers	138	12484.36	0.007	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	57	NA	NA	NA
8. Operatives	9	NA	NA	NA
9. Laborers and Helpers	19	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Female, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (female) are paid a statistically significantly lower wage based on the specific test than the reference group (male). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: Male vs Non-Binary: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA
2. First/Mid-Level Officials and Managers	44	10319.64	0.369	Interval regression test
3. Professionals	13	NA	NA	NA
4. Technicians	39	NA	NA	NA
5. Sales Workers	126	28008.27	0.000	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	5	NA	NA	NA
8. Operatives	3	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Non-Binary, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-binary) are paid a statistically significantly lower wage based on the specific test than the reference group (male). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression Tests By Ethnicity: Total

Interval Regression: White vs Hispanic: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA
2. First/Mid-Level Officials and Managers	51	-92311.74	0	Interval regression test
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	44	-104039.71	0	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	48	NA	NA	NA
8. Operatives	10	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Hispanic, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs African American: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	49	7898.88	0.253	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(African American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native Hawaiian: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	20	NA	NA	NA
3. Professionals	7	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	22	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	1	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native Hawaiian, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Asian American: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	26	NA	NA	NA
5. Sales Workers	39	-60731.95	0	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Asian American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native American: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	24	70545.49	0.002	Interval regression test
3. Professionals	0	NA	NA	NA
4. Technicians	34	NA	NA	NA
5. Sales Workers	16	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Two or More: Total

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA
2. First/Mid-Level Officials and Managers	12	NA	NA	NA
3. Professionals	6	NA	NA	NA
4. Technicians	45	NA	NA	NA
5. Sales Workers	80	-47579.19	0	Interval regression test
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	10	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Two or More, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression Tests By Ethnicity: Male

Interval Regression: White vs Hispanic: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	20	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	28	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	4	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Hispanic, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs African American: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	20	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	18	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(African American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native Hawaiian: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	1	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native Hawaiian, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Asian American: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	1	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Asian American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native American: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	15	NA	NA	NA
5. Sales Workers	0	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Two or More: Male

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	45	NA	NA	NA
2. First/Mid-Level Officials and Managers	5	NA	NA	NA
3. Professionals	6	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	39	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Two or More, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression Tests By Ethnicity: Female

Interval Regression: White vs Hispanic: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	10	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	10	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	44	NA	NA	NA
8. Operatives	8	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Hispanic, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs African American: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	1	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	10	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(African American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native Hawaiian: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	15	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	10	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native Hawaiian, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Asian American: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	26	NA	NA	NA
5. Sales Workers	19	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Asian American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native American: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	19	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	19	NA	NA	NA
5. Sales Workers	10	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Two or More: Female

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	7	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	21	NA	NA	NA
5. Sales Workers	35	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	9	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	1	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Two or More, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression Tests By Ethnicity: Non-Binary

Interval Regression: White vs Hispanic: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	24	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	2	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Hispanic, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs African American: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	19	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(African American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native Hawaiian: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	7	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native Hawaiian, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Asian American: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	19	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Asian American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Native American: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	0	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	0	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Native American, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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Interval Regression: White vs Two or More: Non-Binary

job	n	statistic	p.value	method
1. Executive/Senior Level Officials and Managers	0	NA	NA	NA
2. First/Mid-Level Officials and Managers	0	NA	NA	NA
3. Professionals	0	NA	NA	NA
4. Technicians	24	NA	NA	NA
5. Sales Workers	6	NA	NA	NA
6. Administrative Support Workers	0	NA	NA	NA
7. Craft Workers	1	NA	NA	NA
8. Operatives	0	NA	NA	NA
9. Laborers and Helpers	0	NA	NA	NA
10. Service Workers	0	NA	NA	NA

Pay Group = f(Two or More, Hours). *Regression run separately for each job group.*

For the **Interval Regressions**, a *p-value of less than .05, along with a statistic less than zero*, means that the typically protected groups (non-White) are paid a statistically significantly lower wage based on the specific test than the reference group (White). The p-values are “two-sided.” In addition, the “statistic” column indicates the “best estimate” of amount by which the protected group is underpaid. For more details about how these tests are performed and their meaning, see <https://www.main.equitypath.com/wp-content/uploads/2021/03/How-to-Read-Your-EquityTest-Report.pdf>.

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