



Salary or Salary Range Now Required for Job Postings on the ICoF Career Center Website

Beginning March 15, 2021, the Iowa Council of Foundations Philanthropy Career Center postings will require a salary or salary range to be published in listings on our [site](#). The ICoF Board and staff leadership made this commitment to support equity, gender equity, racial equity and intersectional equity in the philanthropic and nonprofit sector. Our decision was guided by our commitment to advancing racial equity in Iowa. If you have any questions or would like to access grantmaker salary benchmarking data, please feel free to [contact Kari McCann Boutell, ICoF President](#).

This decision comes after careful deliberation, research, and consultation with peer organizations. You can review a few of the articles that helped us make this decision below. They articulate some reasons why requiring salaries (or ranges) on job postings supports equity across many spectrums.

[When you don't disclose salary range on a job posting, a unicorn loses its wings](#) by Vu Le, Nonprofit AF, 2015

- *"This is a practice adopted from the for-profit sector, to try to get someone for as little as possible; it's dishonest, ivory-tower, and needs to end. The implication is that hiring committees expect people to apply for a job with no idea what it will pay, as if it were an academic exercise, not a matter of feeding your family."*

[You're not serious about equity if you don't post salaries](#) by Amy Sample Ward, NTEN, 2019

- "Posting salaries in job descriptions signals much about what an employee can expect at their organization — trust, transparency, and respect. It also means that as an organization, there's more likely to be parity in salaries across staff since they are made public when open."

[7 reasons why you should include a salary range in your job postings](#) from SocialTalent blog

- 1.) *It's one of the first things job seekers look for.*
- 2.) *Candidates will try to find out anyway.*
- 3.) *Diversity, equity and inclusion "One way to ensure that your organisation is on a committed path to equality and fairness is to disclose salary ranges."*
- 4.) *Millennials want it that way.*
- 5.) *Candidates don't often leave jobs to be paid at the same level.*
- 6.) *It is becoming more normalized "it's even becoming law in some states in [America](#)."*
- 7.) *Standing out from the pack.*

ICoF members are welcome to post jobs on our website for free; non-members pay \$100 for a 90-day posting.

For more information or to post, email info@iowacounciloffoundations.org.