



AdvicePay's Commitment Diversity. Equity. Inclusion.

WE WELCOME EVERYONE

AdvicePay is committed to improving equity and diversity in the financial planning and technology/development professions by creating an inclusive workplace and comfortable environment for every AdvicePay team member, everyone who goes through our hiring process, and each user of AdvicePay. We welcome everyone!

TAKING ACTION

When hiring, we don't hire based on skin color, gender, or any other areas of diversity - the best candidate for each open position will be offered the job. Best, however, is not defined as the most experience, the right degree, or the person who will get along best with the current team, but instead, the person who will both be able to do the job and bring a unique perspective to our team that will move the entire company forward. We push ourselves to give candidates from underrepresented populations intentional access to opportunities they may not otherwise get.

Our goal is to interview at least one (ideally two) Black, Indigenous, and people of color (BIPOC) candidate in first-round interviews for all open positions.



ADVICEPAY IS PROUD TO SUPPORT EQUAL PAY

During each new team member's first week, we review our transparent compensation structure. Salary is based on levels of accountability, and the compensation associated with each level of accountability is visible for all team members to see. We don't require or allow salary negotiations, as they tend to lead to gender and racial pay gaps (also described here). Instead, every team member at each level of accountability makes the same amount, taking subjectivity out of compensation. We believe in paying the highest amount possible for a given accountability level and expect the best from our team in return.



TEAM DIVERSITY GOALS

Based on our hiring process goals, we set the following targets we hope to achieve among our team members, to align with the demographics of the United States (at a minimum) by 2024:

- 50% gender diverse* (achieved)
- 23% of the team is BIPOC by end of 2023 - Achieved!
- 24% of the team is BIPOC by end of 2024 - Achieved in 2023!

*Gender diverse is defined as anyone who self-identifies as a cis woman, a transgender woman, non-binary, or any other identity, role, or expression beyond the binary framework.

EXPLORE CAREERS