

Salesforce's Annual Equal Pay Assessment — Statistical Pay Audits and Adjustments for Gender and Race

Gender Equality · Good practice · United States of America

Quality score: 63/100

Evidence strength: Moderate

Summary

Salesforce audits base pay, bonuses and (since 2021) stock grants each year and adjusts unexplained gaps: 8.5% of ~70,000 staff in 2022 (\$5.6M), 3% in 2024; over \$22M spent by 2022. Self-reported.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-04

[Salesforce](#) — accessed 2026-10-04

[Salesforce — 2022 Equal Pay Update](#) — accessed 2026-10-04

[Salesforce — 2024 Annual Equality Update](#) — accessed 2026-10-04

[SEC — Salesforce 2019 proxy statement \(DEF 14A\)](#) — accessed 2026-10-04

Cite this — Evidoria. *Salesforce's Annual Equal Pay Assessment — Statistical Pay Audits and Adjustments for Gender and Race*. Persistent ID: 289cdfa8-ac80-4479-aed3-7f67a23fee10.