Inequalities between members of organisations, such as pay gaps, are often explained based on demographic characteristics, assuming linear causality. However, explaining inequalities is more complex. A stock and flow diagram provides insight into the dynamics of gender and ethnic pay gaps in order to increase our theoretical understanding of intersecting inequality.

Pay gap as indicator of inequality
White upper class men as advantageous group
Based on a literature review and causal loop diagram

Model summary
Difference in acceptance rates and access to human capital create gender and ethnic pay gaps
Job performance training, education on the pay gap and income regulations could balance these processes

Reinforcing feedbacks
R1a-b Making wage claims
R2a-b Accepting wage claims
R3 Maintaining awareness

Balancing feedbacks
B1 Job performance training
B2a-b Regulating wage
B3a-b Acceptance pay gap

Next steps
Quantification
Simulation
Validation