

2020 Virtual Pay Equity Symposium

Don't miss the 2020 Virtual Pay Equity Symposium, September 30 - October 1, 2020 co-hosted by The Institute for Workplace Equality and HR Policy Association. In addition to hearing from national experts and leaders in pay equity matters, we are excited to announce that Natasha Lamb from Arjuna Capital will be the keynote speaker. Arjuna Capital is a leading national investor fund that advocates for sustainable investing based on achieving results in pay equity and diversity matters through shareholder activism. Arjuna Capital recently announced that it will rely on the new comprehensive Pay Equity Index, which was developed by The Institute to aid employers, to evaluate pay equity in the companies that Arjuna Capital reviews.

Wednesday, September 30, 2020

2:00 - 2:15 P.M. EDT - *Co-Chairs*

Opening comments: Setting the Stage

2:15 - 3:15 P.M. EDT - *David Fortney and Ani Huang*

Overview: Conducting Pay Studies in the U.S. and Globally and Potential Impact of the Election

- U.S. challenges and compliance
- The Global challenges, the U.K. the EU and beyond
- How multi-nationals navigate the fair pay landscape

3:15 - 3:45 P.M. EDT

BREAK

3:45 - 4:45 P.M. EDT - *Ken Gage and Chris Gokturk*

Successful Strategies for Pay Studies

- Pay equity studies – going beyond Base Pay Analyses – Bonus, Long Term Incentive, Merit, Starting Salary

4:45 - 5:15 P.M. EDT - *Val Hoffman and Gary Siniscalco*

Wage Gap and Other Public Disclosures

- When is a Wage Gap Analysis used?
- Public Disclosure – To disclose or not to disclose and related communication strategies

5:15 P.M. - 6:00 P.M. EDT

Virtual Networking Reception

Thursday, October 1, 2020

11:00 - 12:15 P.M. EDT

KEYNOTE SPEAKER: Arjuna Capital – ***Natasha Lamb***

12:15 - 12:30 P.M. EDT

BREAK

12:30 - 1:30 P.M. EDT - *David Cohen and Bloomberg (TBD)*

Metrics – Using an Index

- The Institute’s Pay Equity Index (PEI)
- Bloomberg Gender-Equality Index (GEI)

1:30 - 2:00 P.M. EDT - *Michelle Duncan and Paul White*

Making and Messaging Pay Equity Salary Adjustments

- Adjustments – how and when
- Communicating with key Stakeholders – employees, shareholders and other

2:00 - 2:15 P.M. EDT

BREAK

2:15 - 3:00 P.M. EDT – Moderated by Mickey Silberman

Pay Equity Employer Panel

- Pay Equity Best Practices Strategies for Success

3:00 to 3:15 P.M. EDT - *HR Policy and Institute Leaders*

Closing comments