

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

1:15 – 1:30 P.M. EDT – *HR Policy and Institute Leaders*

Opening comments: Setting the Stage

1:30 – 2:30 P.M. EDT – [David Fortney \(FortneyScott\)](#) and [Ani Huang \(HR Policy Association\)](#)

The Shifting View of Pay Equity: The New Lens

- Impact of Societal Justice and BLM movements and the upcoming Presidential Election
- U.S. compliance challenges
- Global challenges, the U.K. the EU and beyond
- The impact on multi-national workforces on the fair pay landscape

2:30 – 2:40 P.M. EDT – *BREAK (10 min)*

2:40 – 3:10 P.M. EDT – [Chris Haffer, EEOC](#)

2017 and 2018 EEO-1 Component 2 Pay Data – Where are we and where are we going?

3:10 – 3:20 P.M. EDT – *BREAK (10 minutes)*

3:20 – 4:20 P.M. EDT – [Kenneth Gage \(Paul Hastings LLP\)](#) and [Chris Gokturk \(Littler\)](#)

Successful Strategies for Pay Studies

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

4:20 – 4:30 P.M. EDT – *BREAK (10 min)*

4:30 – 5:00 P.M. EDT – [Valerie Hoffman \(Seyfarth Shaw\)](#) and [Gary Siniscalco \(Orrick, Herrington & Sutcliffe\)](#)

Evaluating the Wage Gap 2.0 and What Should You Be Saying

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

5:00 – 5:10 P.M. EDT – *BREAK (10 minutes)*

5:10 – 6:00 P.M. EDT – *Virtual Networking Reception*

Thursday, October 1, 2020

11:00 – 12:00 P.M. EDT

KEYNOTE SPEAKER: Arjuna Capital – [Natasha Lamb](#)

12:00 – 12:10 P.M. EDT – BREAK (10 minutes)

12:10 – 1:10 P.M. EDT – [David Cohen](#) (DCI Consulting Group) and [Sabina Mehmood](#) (Bloomberg)

Metrics – Using an Index

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

1:10 – 1:20 P.M. EDT – BREAK (10 minutes)

1:20 – 1:50 P.M. EDT – [Michelle Duncan](#) (Jackson Lewis) and [Paul White](#) (Resolution Economics Group)

Making and Messaging Pay Equity Salary Adjustments

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

1:50 – 2:00 P.M. EDT – BREAK (10 min)

2:00 – 2:45 P.M. EDT – Moderated by [Mickey Silberman](#) (Silberman Law P.C.) Panelists include: [Wendy Carruthers](#) of Boston Scientific and [Sunita Holzer](#) of Realogy

Pay Equity Employer Panel: New Challenges in Today’s Shifting Landscape

- How the BLM movement has impacted how organizations think and talk about pay equity
- Pay Equity Best Practices and Strategies for Success
- Sharing pay equity information with employees – how much, to whom, and when

2:45 – 3:00 P.M. EDT - HR Policy and Institute Leaders

Closing comments