

Webinar on

Pay Equality: Closing The Wage Gap And Leveling The Playing Field

Date : August 12, 2021

Areas Covered

- Defining pay equity*
- Provisions of the 2019 Paycheck Fairness Act*
- Does the Paycheck Fairness Act go far enough?*
- Other Federal legislation that governs pay discrimination*
- Provisions of the Equal Pay Act*
- Creating pay equality in the workplace*
- Steps organizations can take to create better pay equality*



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- Auditing your pay practices*
- Bias-proof your interviewing process*
- Importance of training managers to ensure all employees are treated fairly & pay decisions are made in a transparent & consistent manner*
- Establish compensation policies and stick to them*
- Setting specific goals around gender/racial equity*
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Learning Objectives

- Pay inequality is a form of gender discrimination & violates multiple Federal laws*
- Understanding the differences between Pay Equity & Equitable Pay*
- Criteria used to determine whether an employer has committed compensation discrimination*
- Steps to take to eradicate the gender wage gap*
- Legitimate explanations for wage gaps*



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- What role does bias play in the gender wage gap?*
- Are there legitimate explanations for certain wage gaps?*
- Understanding the importance of rectifying pay equity issues*
- Consequences to employers who are non-compliant with equal pay legislation*
- Are victims of pay discrimination protected against retaliation under pay equity legislation?*
- Which Federal and/or State laws discriminate?*
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In this webinar understanding the differences between Pay Equity & Equitable Pay.

PRESENTED BY:

Diane L. Dee, President, and Founder of Advantage HR Consulting, LLC is a senior Human Resources professional with over 30 years of experience in the HR arena. Diane's background includes experience in HR consulting and training & administration in corporate, government, consulting, and pro bono environments.

Date : August 12, 2021

Time : 02 : 00 PM EST

Duration : 75 Minutes

Price: \$149

Webinar Description

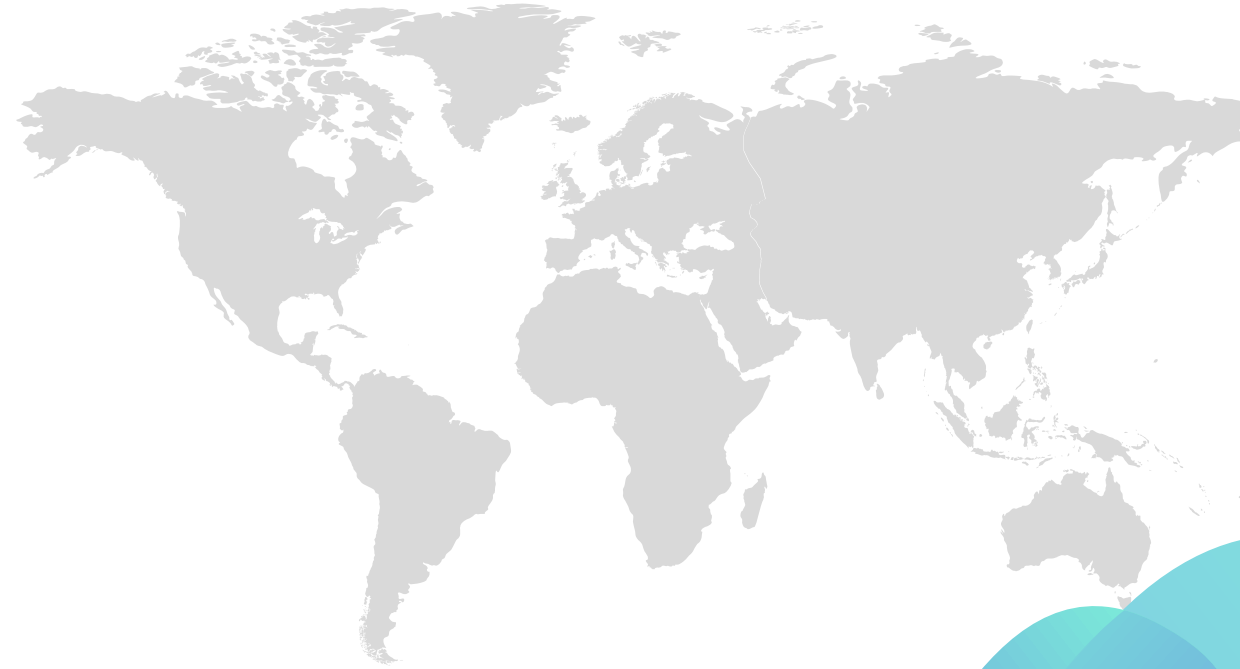
Pay equity continues to be a top concern for HR professionals. In the past couple of years, federal, state, and local legislators have ramped up requirements for employers to address the pay gap between men and women, and between white and minority employees. Additionally, workers themselves now are well aware of how much they're worth in the market, as they have more access to salary information than ever before. All of this means that businesses need to make it a priority to pay employees fairly and consistently, without discrimination on the basis of gender or race.

While organizations have made strides toward pay equality in the workplace, there's still a lot of work to be done. While your organization may not be able to solve every issue on its own, there are steps that can be taken to create better pay equity and cultivate a work environment that will lead to more equitable outcomes for all people within your organization.



Who Should Attend ?

- *Senior Leadership*
- *Human Resources Managers*
- *Compensation Professionals*
- *Operations Professionals*
- *Recruiting Professionals*
- *Managers & Supervisors*



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