

Course Highlights

Statistical and legal principles of pay discrimination	Constructing, testing, and running regression analyses	Effectively analyzing smaller groups of employees	The mechanics of an effective cohort investigation
Retooling analyses in response to stakeholder pressures	State and local equal pay and salary history developments	When and how to take corrective pay equity actions	Defending pay practices before the EEOC and OFCCP

Agenda

Day 1		
8:00 AM	Registration & Continental Breakfast	
8:30 AM	Welcome & Introductions	
9:00 AM	Preliminary Considerations	
	Investigating and Analyzing Employee Compensation Complaints	<ul style="list-style-type: none"> • Introduce Scenario* & Review Four Preliminary Considerations and Factors Needed for Review • Determine Scope of Compensation Analysis • Interpreting Differences in Employee Compensation • Understanding the Difference between Pay Discrimination and Pay Equity • State Workplace Discrimination and Pay Equity Rules • Identify Potential Follow-up Action Items <p><i>*The course scenario and associated activities spotlight the most common types of compensation analyses and considerations for evaluating the results</i></p>
12:00 PM	Lunch	
12:45 PM	Investigating Equal Employment Opportunity Commission Charge	<ul style="list-style-type: none"> • Introduce Scenario & Review Four Preliminary Considerations and Factors Needed for Review • Determine Scope of the Analysis • Analyzing Small Groups for Statistical Disparities • Investigating Differences in Employee Compensation • Identify Follow-up Action Items
	Proactive/Self-Critical Analysis	<ul style="list-style-type: none"> • Introduce Scenario & Review Four Preliminary Considerations and Factors Needed for Review • Determine Scope of the Analysis • Identify Larger Employees Group for Analysis • Evaluating Compensation Statistics • Multiple Regression Analyses • Identify Follow-up Action Items
5:00 PM	Adjourn	

Day 2		
8:00 AM	Continental Breakfast	
8:30 AM	Class Action Lawsuit Alleging Pay Discrimination	<ul style="list-style-type: none"> • Introduce Scenario & Review Four Preliminary Considerations and Factors Needed for Review • Determine Scope of Analysis • Introduction to Pooled/Controlling for Title vs. Grouping • Tainted Variables • Compensation Beyond Base Pay • Identify Follow-up Action Items
	Shareholder/Board of Directors Review	<ul style="list-style-type: none"> • Introduce Scenario & Review Four Preliminary Considerations and Factors Needed for Review • Determine Scope of Analysis • Understanding and Defining the Gender Pay Gap • Pay Equity Analyses • Report to Board of Directors • Identify Follow-up Action Items
	Pay Equity at the State Level	<ul style="list-style-type: none"> • Trends in the States • The Ever-Changing Definition of Pay Equity
	Wrap-Up	<ul style="list-style-type: none"> • Review Key Messages from the Course • Complete Course Evaluation • Certificates of Completion
12:30 PM	Adjourn	

There are two 15-minute breaks planned on day one (one in the morning and one in the afternoon) and one 15-minute break planned on day two.