



**TRU**SAIC

# How to Create & Maintain a DEI Program and why Pay Equity is Integral to its Success

# Webinar Agenda

<b>Intro</b>	Meet your Presenters	<b>1</b>
<b>DEI Journey</b>	Programing & Ethics	<b>2</b>
<b>Pay Equity</b>	Discovery, Remediation, and Prevention	<b>3</b>
<b>Key Takeaways</b>		<b>4</b>

# Presenters



**Joanna Kim-Brunetti**  
EVP of Regulatory  
Affairs & Chief Legal  
Officer



**Marie Kulbeth**  
General Counsel



**Ryan Parker**  
Chief Legal Product  
Officer

# DEI Programming



## Initial Assessment

- Determine factors
- Gather data



## Formulating a Plan

- Stakeholders
- Core Values/Mission
- Legal Considerations



## Early Stage Execution

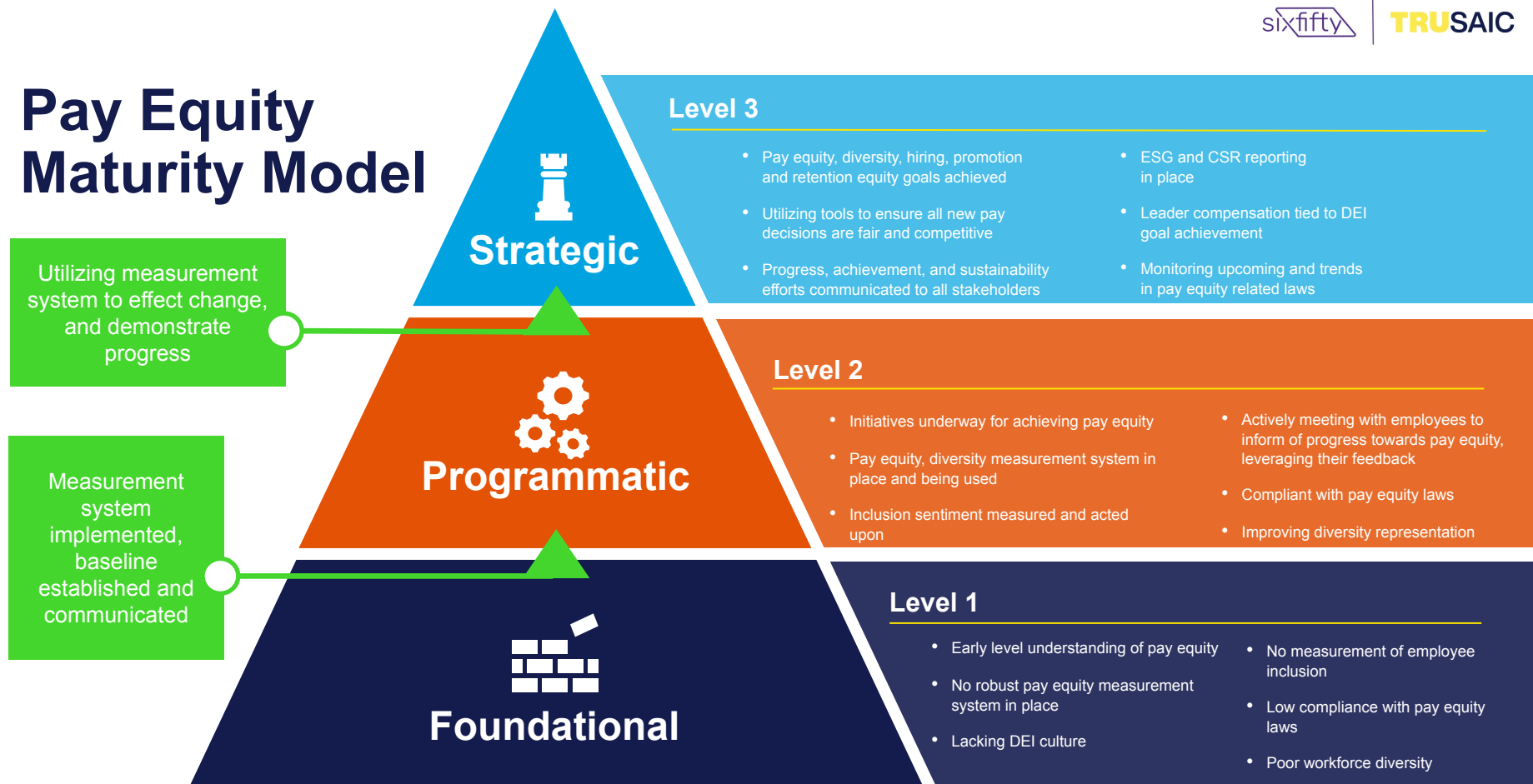
- Gather/Organize Data
- Initiate Plan



## Continuing Assessment

- Review Data
- Adjust Plan
- Reinitiate

# Pay Equity Maturity Model



# Determining Where You Are

## Questions to help you understand your current pay equity level

- Are you complying with local/national pay equity laws?
- What compensation, hiring and promotion policies are documented?
- What are you measuring?
- To what extent are your stakeholders involved in your pay equity initiatives?
- Are you involving your employees?
- Is there accountability in achieving pay equity goals?
- Are you communicating pay equity commitment, progress, and goals?

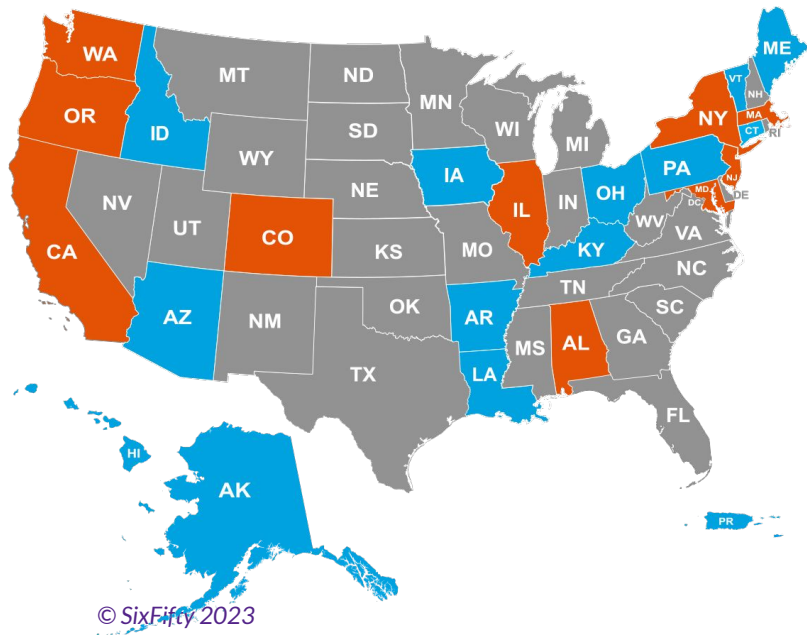


## Regulatory Landscape

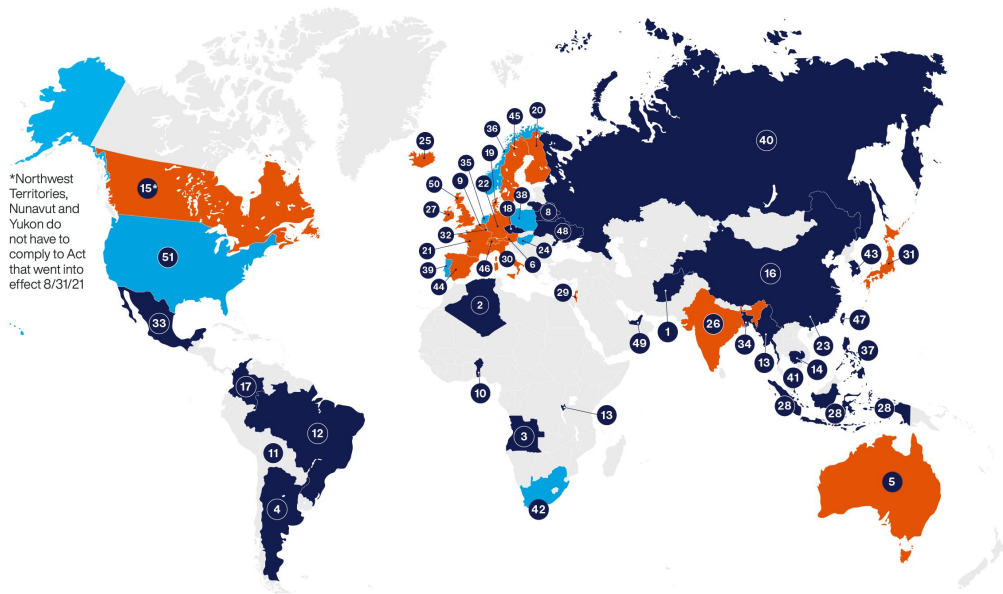
## State of Pay Equity 2023

## Key

■ Low ■ Med ■ High



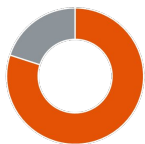
\*Northwest Territories, Nunavut and Yukon do not have to comply to Act that went into effect 8/31/21



- |               |                   |               |                 |                   |
|---------------|-------------------|---------------|-----------------|-------------------|
| 1 Afghanistan | 12 Brazil         | 23 Hong Kong  | 34 Myanmar      | 45 Sweden         |
| 2 Algeria     | 13 Burundi        | 24 Hungary    | 35 Netherlands  | 46 Switzerland    |
| 3 Angola      | 14 Cambodia       | 25 Iceland    | 36 Norway       | 47 Taiwan         |
| 4 Argentina   | 15 Canada         | 26 India      | 37 Philippines  | 48 Ukraine        |
| 5 Australia   | 16 China          | 27 Ireland    | 38 Poland       | 49 United Arab    |
| 6 Austria     | 17 Colombia       | 28 Indonesia  | 39 Portugal     | Emirates (UAE)    |
| 7 Bangladesh  | 18 Czech Republic | 29 Israel     | 40 Russia       | 50 United Kingdom |
| 8 Belarus     | 19 Denmark        | 30 Italy      | 41 Singapore    | (UK)              |
| 9 Belgium     | 20 Finland        | 31 Japan      | 42 South Africa | 51 United States  |
| 10 Benin      | 21 France         | 32 Luxembourg | 43 South Korea  | of America        |
| 11 Bolivia    | 22 Germany        | 33 Mexico     | 44 Spain        |                   |

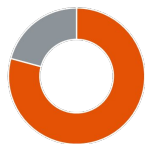
# Pay Equity Business Case

Organizations that promote pay transparency see greater employee retention and new talent attraction



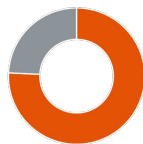
**Over  
80%  
of  
workers**

are more  
productive and  
engaged when  
they're paid  
fairly



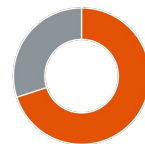
**Over  
76%  
of  
job seekers**

believe a diverse  
workforce is an  
important factor  
when considering  
a job offer



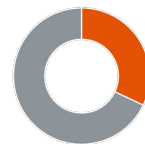
**Over  
75%  
of  
employees**

are more likely to  
apply for a job  
when the company  
promotes pay  
transparency



**90%  
of  
job  
seekers**

say it's important  
to work for a  
company that  
embraces  
transparency



**32%  
of  
leading  
organizations**

say their ability to  
recruit top talent  
improves as a  
result of  
DEI efforts



# Key Takeaways

SixFifty

Stakeholder Investment is  
Key

Legal & Operational  
Assessment

Core Values/Mission

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Pay Equity Requires  
Continuous Monitorization

Analyzing True  
Intersectionality between  
Gender/Race/Ethnicity/Etc.

Attorney Client Privilege

# Thank You!