

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



Webinar Agenda

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



Presenters



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EVP of Regulatory
Affairs & Chief Legal
Officer



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Ryan ParkerChief 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

Utilizing measurement system to effect change, and demonstrate progress

Measurement system implemented, baseline established and communicated



Level 3

- Pay equity, diversity, hiring, promotion and retention equity goals achieved
- Utilizing tools to ensure all new pay decisions are fair and competitive
- Progress, achievement, and sustainability efforts communicated to all stakeholders

- ESG and CSR reporting in place
- Leader compensation tied to DEI goal achievement
- Monitoring upcoming and trends in pay equity related laws



Level 2

- Initiatives underway for achieving pay equity
- Pay equity, diversity measurement system in place and being used
- Inclusion sentiment measured and acted upon

- Actively meeting with employees to inform of progress towards pay equity, leveraging their feedback
- Compliant with pay equity laws
- Improving diversity representation



Level 1

- Early level understanding of pay equity
- No robust pay equity measurement system in place
- Lacking DEI culture

- No measurement of employee inclusion
- Low compliance with pay equity laws
- Poor workforce diversity



Determining Where You Are

Questions to help you understand your current pay equity level

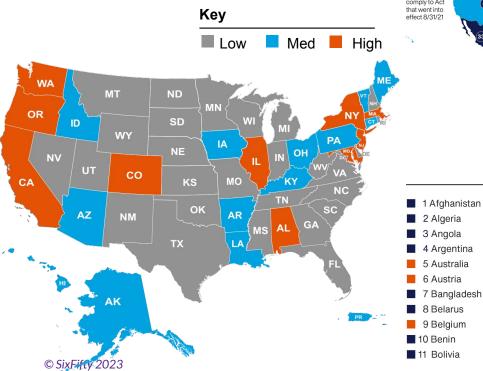
- Are you complying with local/national pay equity laws?
- What compensation, hiring and promotion policies are documented?
- · What are you measuring?
- To what extent are your stakeholders involved in your pay equity initiatives?
- · Are you involving your employees?
- Is there accountability in achieving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

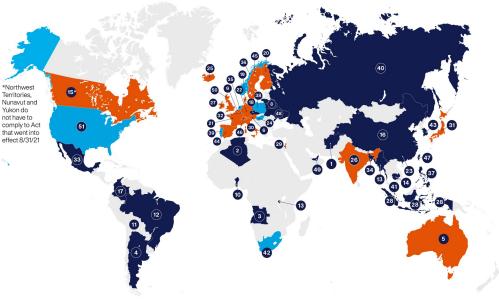




Regulatory Landscape

State of Pay Equity 2023





2 Algeria ■ 13 Burundi 3 Angola ■ 14 Cambodia 4 Argentina ■ 15 Canada 5 Australia ■ 16 China ■ 17 Colombia 6 Austria 7 Bangladesh ■ 18 Czech Republic 8 Belarus 19 Denmark 9 Belgium 20 Finland 10 Benin 21 France

■ 12 Brazil

22 Germany

- - 24 Hungary 25 Iceland 26 India 27 Ireland 29 Israel 30 Italy 31 Japan
 - 28 Indonesia 32 Luxembourg

33 Mexico

23 Hong Kong

- 43 South Korea
- 34 Myanmar 35 Netherlands 36 Norway ■ 37 Philippines 38 Poland 39 Portugal 40 Russia 41 Singapore 42 South Africa

44 Spain

48 Ukraine 49 United Arab Emirates (UAE) ■ 50 United Kingdom (UK) 51 United States

45 Sweden

47 Taiwan

46 Switzerland

of America





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

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

employees

90%
of
job
seekers

say it's important to work for a company that embraces transparency 32% of leading

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

organizations



Key Takeaways

SixFifty

Stakeholder Investment is Key

Legal & Operational Assessment

Core Values/Mission

Trusaic

Pay Equity Requires
Continuous Monitorization

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

Attorney Client Privilege

Thank You!