



inequality

## Internal Pay Equity Audit

**When:**

October 20, 2022  
Program: 10–11:30 a.m.

**Where:**

Live virtual session

**Contact:**

Jamila Mayers  
jmayers@hasc.org

**Cost:**

\$175 for HASC hospital  
members

**Sponsored by:**

Hospital Association of  
Southern California (HASC)

**Session Description**

In 2016, California became a trendsetter in adopting the nation's most robust state equal pay law, directed at ensuring pay equity across gender and race. These legal and cultural changes are generating new laws such as the salary history ban and prompting increased litigation, exposing employers to new legal risks – e.g., in hiring practices, arbitration and separation agreements, and other areas. To avoid these risks, employers must take proactive steps to ensure equitable and fair pay across their organizations.

This session provides practical guidance to help employers identify compensation disparities among their workforce, the reasons behind these differences and actionable steps to rectify them before they become a legal concern. The session also includes practical considerations regarding the legal ramifications of failing to address potential pay inequities in the workplace.

**Course Objectives**

Following this course, participants will be able to:

- Identify compensation disparities among their staff
- Distinguish the reasons behind these gaps
- Apply actionable steps to rectify disparities

**Who Should Attend?**

Human resources executives, directors and managers, in-house general counsel and health care professionals responsible for compensation and benefits.

## FACULTY

### **Leigh A. White, Partner, CDF Labor Law**

In her two decades of defending and advising employers, Leigh A. White has successfully resolved complex litigation and disputes including individual claims of discrimination, harassment, retaliation, wage and hour class actions, and trade secret allegations. When defending clients against these types of claims, White brings her focused determination and tried and true experience to the courtroom.

### **Andrew Cook, PhD, Principal Consultant, DCI Consulting**

As a labor economist and Principal Consultant at DCI, Andrew J. Cook, PhD, brings over 15 years of experience in advanced quantitative methods, statistical studies, survey methodology and econometric modeling. He provides consulting and expert witness testimony services using techniques including econometrics, risk analysis, and sampling and survey design. Cook has prepared economic and statistical analyses for dozens of Fortune 500 companies on issues including pay equity, workforce analytics, employment discrimination, FLSA and state wage and hour matters.

### **Dawn M. Irizarry, Partner and Chair, CDF's Healthcare Practice Group**

As the chair of CDF Labor Law, LLP's Healthcare Practice Group, Dawn M. Irizarry has substantial experience representing employers throughout the health care industry, including hospitals, medical technology companies, physician groups and urgent care centers. Her experience includes advising hospitals and medical groups daily on staying in compliance with California's complex employment laws, as well as employment litigation in court, in arbitration and before administrative agencies. With the fluctuating state of health care in America today, Irizarry remains current on applicable laws, court decisions and emerging legal trends affecting her clients.

## Internal Pay Equity Audit

**Thursday, October 20, 2022**  
**Live Virtual Session**

**Program: 10–11:30 a.m.**

Register online: <https://cvent.me/Z1mm7L>  
Registration fees include materials, continuing education credits and certificate.

**\$175 for HASC hospital members**

**First Name:** \_\_\_\_\_ **Last Name:** \_\_\_\_\_ **Nickname:** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Address:** \_\_\_\_\_ **City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_

**Phone:** ( \_\_\_\_ ) \_\_\_\_\_ **Email (required):** \_\_\_\_\_

### Continuing Education Signup:

- ACHE credit:** By attending the **Internal Investigations Webinar** offered by **Hospital Association of Southern California**, participants may earn up to 1.5 ACHE Qualified Education Hours toward initial certification or recertification of the Fellow of the American College of Healthcare Executives (FACHE) designation.
- BRN credit:** RN license # \_\_\_\_\_  
(Provider approved by the California Board of Registered Nursing, CEP #970 for 1.5 contact hours.)
- HRCI credit:** This program has been submitted to the HR Certification Institute for review.

### IMPORTANT REMINDERS

- Registration deadline: **Oct. 6, 2022.**
- Valid payment information must be received with your registration.
- Make check payable and mail to:  
HASC, FILE 1361, Pasadena, CA 91199-1361
- You may be photographed or videotaped at the event. HASC reserves the right to use these images and videos in promotional, marketing, educational and other materials.

### SPECIAL NEEDS or QUESTIONS

For ADA assistance or general registration questions, contact [hasceducation@hasc.org](mailto:hasceducation@hasc.org).

### CANCELLATION

- Cancellations received in writing by Oct. 6, 2022, will be subject to a \$50 processing fee.
- We welcome substitutions.
- Refunds will not be granted after Oct. 6 or for no-shows. Fees are not transferable to other programs.