

Subject: Announcing New Courses on Pay Equity!

Preheader: *Advance and safeguard your organization.*

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Total Rewards Association

# New Course Announcement



## Pay Equity Course Series

**The only option on the market of its kind**

More than 86% of organizations made pay equity adjustments in 2021. Nearly 90 percent view it as the right thing to do regardless of cost.\*

Employers are increasingly realizing the benefits and legalities of pay equity. A workplace that promotes equal wages attracts a diverse workforce, strengthens morale and engagement, and reduces turnover. WorldatWork recognizes the importance of pay equity, too. That's why we are offering three new courses on the subject. These courses provide a full range of valuable guidance to help you understand pay equity trends, related laws and how to create fair equity policies.

This series is designed for HR professionals who develop compensation programs and influence pay equity outcomes. These courses were designed as a sequence with each course building on the concepts from the previous course(s). Each self-paced, interactive course can be taken alone or in combination with the others.

**Course 1: Understanding Pay Equity**

- Learn how pay equity drives organizational success and improves workplace equity
- Understand the legal and regulatory climate affecting pay equity decision making
- Make the right decisions from the start when setting up a pay equity analysis

[Register Now](#)

### **Course 2: Performing a Pay Equity Analysis**

- Know how to identify pay equity challenges
- Develop the best pay equity analysis approach for your workplace
- Avoid legal and privacy pitfalls and establish effective legal privilege and protection
- Create a robust pay equity analysis approach and be ready to take action to close unjustified pay gaps

[Register Now](#)

### **Course 3: Committing to Pay Equity**

- Present pay equity analysis findings to support broader workplace equity, highlight transparency issues and identify metrics to share internally and externally
- Use your pay equity analysis to disclose underlying issues that may impact your organization's pay equity program
- Recognize and deploy pay equity best practices in your organization

[Register Now](#)

Questions? Contact [Customer Experience](#).

Have 5 or more team members? Ask about our Team Solutions.

\*[WorldatWork Pay Equity Study](#), December 2021 (Members Only Benefit. Not a member? [Join today](#).)

**Membership | Privacy Policy**

Questions? Email [Customer Experience Team](#) or call

[877-951-9191](#) (United States and Canada) or

[+1 480-951-9191](#) (other countries).



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