

In this series, our global Employment & Compensation lawyers explore top-of-mind ID&E concerns for multinational companies, sharing practical guidance to maintain compliance, protect values and maximize the positive impact of a diverse, inclusive and equitable workplace. Click on the video chats below to watch quick briefings, and for more on our services in this area, review the [Inclusion, Diversity & Equity in the Workplace: Innovative Solutions for Developing, Implementing and Sustaining a Respectful Workforce](#) brochure.



How to Navigate Ballooning Pay Disclosure Laws Across the US

Discussion Points

- New patchwork of state laws requiring employers to report demographic data alongside pay information
- More and more regulations requiring salary ranges to be provided in job postings
- How to draft a one-sized-fits all policy (while recognizing that nuances in the laws are significant)
- Learn about our [Global Pay Equity Compliance Compendium](#) that tracks obligations in more than 70 jurisdictions for a flat fee



Protecting Against Unintended Discrimination During Layoffs

Discussion Points

- Using non-discriminatory selection criteria and conducting adverse impact analyses (partnering with employment counsel) to avoid discrimination claims and maintain an inclusive culture
- Supporting remaining employees and re-affirming commitment to ID&E



Employer Strategies for Mitigating Risk From an ID&E Perspective

Discussion Points

- Discrimination and harassment claims are on the uptick as employees return to face-to-face work (whether hybrid or full-time) — tips for mitigating risk
- How best to proceed with caution when using artificial intelligence in HR decision-making (regular risk assessments of AI tools, ensuring AI tools are fair and empirically sound, and critical C-suite and Board-level governance and oversight)



Diversity Data Collection and Management | Pitfalls and Practical Tips

Discussion Points

- Gathering diversity data outside of the US is risky due to greater limitations on the types of information that can be collected
- How to collect diversity data in global organizations accounting for the differing legal, cultural and privacy restrictions
- Structuring internal access to data and maintaining oversight and control; providing appropriate training to those with access



Leveling the Playing Field Using Pay Equity Audits

Discussion Points

- Given the new EU Pay Transparency Directive and other laws around the world requiring reporting, conducting proactive pay equity audits is an essential best practice
- Establishing a team of internal stakeholders and engaging outside counsel to ensure the goals of the audit are met and the process complies with applicable privacy laws