

Intersectional pay gap workshops

Data crunch: Calculating, understanding and evaluating gender, ethnicity and intersectional pay gaps in your HEI

Tuesday 14 March 2023

In person in central London

Facilitator: *Rebecca Gregg, Research Analyst, UCEA*

Programme

10.00 Registration and networking with colleagues

10.30 Welcome and introductions

10.40 Pay gaps in the sector

- *Current GPG and EPG from surveys*
- *UCEA work on the topic*
- *Tour of intersectional pay gaps dashboard*

11.05 Why do pay gaps exist

- *Difference between equal pay and pay gaps*
- *Horizontal and vertical segregation*

11.25 Coffee and networking

11.45 Collecting your data

- *Understanding which workers to include/exclude.*
- *What is relevant and full pay relevant?*
- *How does intersectionality fit in here? What other data might you need to collect for an intersectional analysis?*
- *Understanding collection in common MIS systems*

12.30 Lunch and networking

13.30 Analysing your data

- *Doing the calculations*
- *What to report/How to report/Visualise this*

14.15 Coffee and networking

14.30 Benchmarking and action planning

- *Supporting narrative – what to/not to include*

15.15 Closing comments

15.20 Close