



# 100% Talent Wage Gap Summit, May 23 – Draft Agenda

- 8:00 am **Registration & Networking / Breakfast**
- 8:30 am **Welcome & Remarks from King County Executive Dow Constantine**
- 8:45 am **100% Talent Report: Understanding King County’s Wage Gap & Signs of Progress**
- 9:10 am **Case Study Keynote: C-Suite Presentation from Dan Price & Tammi Kroll, Gravity Payments**

## Breakout Sessions

Track A

Track B

Track C

### Understanding & Measuring the Wage Gap Data

### Advancing Inclusive Leadership in Your Business & King County

### Tactics for Implementing Diversity: Best Workplace Practices

Session 1  
9:50-11:00

#### Conducting A Wage Gap Analysis – What Not to Miss

#### Succeeding in Senior Leadership & Representation

#### HR, Equity & Risk Management

Dive into the data to understand what the wage gap actually is and how it shows up in our region – from raw averages to factors like occupation, industry, and parenthood.

Explore inclusion as a strategic business approach, as well as how female representation – especially in leadership roles – cultivates talent pipelines and smart decision-making.

Explore the HR best practices that address equity needs, retain talent, and prevent legal action. Considers tactics for hiring, compensation, and promotion.

- Lydia Frank, PayScale
- Brian Webber, PayScale
- Kirk Mead, Technology Access Foundation (Moderator)

- Kelly Primus, Leading Women
- Lesley Kim Grossblatt, TheBoardlist
- Scott Case, EnergySavvy / Ada Academy
- Dena Herbolich, Moss Adams LLP
- Michelle Maggs, Weber Shandwick (Moderator)

- Dr. Pamela Coukos, Working Ideal
- Cathy Goonetilleke, EY People Advisory Services Analytics
- Patricia Lally, City of Seattle
- Ruchika Tulshyan, Author (Moderator)

Session 2  
11:15-12:25

#### Tools & Metrics to Measure Wage Gap Progress

#### Men as Champions for Inclusive Leadership

#### Best Practices for Engaging Your Talent

Learn how to measure and apply known factors of the wage gap to your workplace, and how to track qualitative and quantitative progress.

Men still make up 80% of executive ranks. Here we’ll examine their key role in tackling gender equity in the workforce.

Understand how local employers engage their employees – through surveys, technology platforms, and employee resource groups – and how it improves their business.

- Michelle Leahy, Anita Borg’s Top Companies Initiative
- Dr. Pamela Coukos, Working Ideal
- Muir Macpherson, EY People Advisory Services Analytics
- Jill Going, Point B
- Kirk Mead, Technology Access Foundation (Moderator)

- Brooke Shepard, Weber Shandwick
- Dan Spaulding, Zillow Group
- Suzi LeVine, former U.S. Ambassador to Switzerland & Liechtenstein (Moderator)
- Eric LeVine, CellarTracker (Moderator)

- Anna Steffeny, LeaveLogic
- Chrissy Russillo, King County
- Cassandra Mitchell, KeyBank
- Edwin Lau, LEDR/Artemis Connection
- Kim Vu, Bank of America (Moderator)

12:40

**Lunch & Closing Keynote: Pat Milligan, Senior Partner and Global Leader of When Women Thrive, Mercer**

1:40 pm

**Key Takeaways & Audience Discussion**

2:00 pm

**Adjourn**

