

The Thoughtful Co.



Workshops

Unmasking The Gender Pay Gap (60 minutes)

This workshop delves into the complexities of the gender pay gap, exploring the key factors that contribute to this persistent issue. Participants will gain a comprehensive understanding of how the pay gap has evolved over time, the role of intersectionality, and how different industries are affected. Attendees will leave with a deeper insight into the systemic challenges and potential solutions to closing the gap. We leave time for group discussion and Q&A to ensure all questions are answered.

This workshop is led by either Jillian Climie or Sophie Warwick, see speaker bios below.

Key takeaways include:

- Understand the primary causes of the gender pay gap.
- Explore how the gender pay gap has changed over time and what progress has been made in recent decades.
- Learn how race, ethnicity, age, and other identities intersect with gender to further impact pay disparities.
- Examine how the gender pay gap varies across different industries.
- Gain insight into policies, practices, and initiatives that can help reduce the gender pay gap within organizations and industries.

Format: we offer both virtual and in-person workshops. Contact us today to learn more about our fees.

Testimonials

"The Thoughtful Co's dedication to promoting gender diversity and inclusion shines through in its content, discussions, and overall approach."

- Workshop host

"The session was excellent and the feedback from our community was very positive with many benefiting from the interactive approach. The content was rich and

informative and provided exceptional value to attendees. We look forward to collaborating with The Thoughtful Co. again."

- Workshop host organization

Jillian Climie (she/her)

Jillian Climie, Co-Founder of The Thoughtful Co., has spent her career advising and leading teams in executive compensation and corporate governance, both as a consultant, and in-house at two global retailers. Most recently at Lululemon, she led the global equity and executive compensation programs. She co-founded The Thoughtful Co. so she can leverage her niche and technical experience, coupled with her passion for gender equity, to 1) empower women to get paid what they deserve, and 2) empower employers to build more inclusive workplaces. She supports clients across Canada, the US and the UK.



Sophie Warwick (she/her)

Sophie Warwick, Co-Founder of the Thoughtful Co., specializes in developing in-house gender equity policies and chairing Employee Resource Groups and advocacy groups. She uses her data analysis expertise from her engineering background to define targets and track growth and retention. In 2018, she Co-Founded Women in Consulting Engineering (WCE), a non-profit organization to support and empower women in engineering. She co-founded The Thoughtful Co. so she could build more gender inclusive workplaces, help women in advocating for their value, and build representation of women at senior levels in all industries.

See our website to learn more about the other workshops we offer.

Instagram: [@thethoughtful.co](https://www.instagram.com/thethoughtful.co) | **Website:** www.thethoughtfulco.net | **LinkedIn** | **Email Us**