



**HARVARD**  
MEDICAL SCHOOL



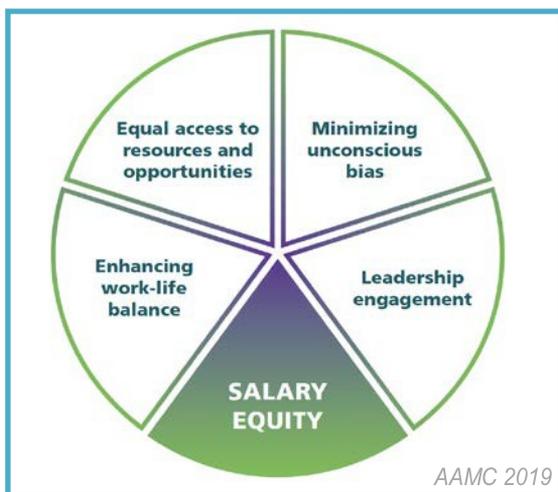
The Joint  
Committee  
on the Status  
of Women



**HARVARD**  
School of Dental Medicine

## 2020 Professional Equity Symposium

# Mind the Gap: Pay Equity in Academic Medicine



**November 17, 2020**

**12:00 pm—2:00pm**

Harvard Medical School virtual meeting

Register for this webinar [here](#)

The Panel will focus on equity analysis, on defining best practices and on steps for implementation of a framework to ensure equity. Harvard Community and affiliates are welcome to attend. Event will be livestreamed. See website for more information: <https://jcsw.hms.harvard.edu>

# Event Schedule

**Welcome remarks** **12**

**Building a Framework of Best Practices**

JCSW Professional Equity Committee

Co-Chairs and Moderators:

Robin Lindsay, MD and Carolyn Hoban, ScD

**Panel Discussion** **12:30**

Katrina Armstrong,  
MD

Professor of Medicine, HMS  
Chair of the Department of Medicine,  
Massachusetts General Hospital

Robert Bordone, JD

Founder of the Harvard Law School  
Negotiation & Mediation Clinical Program

Nancy Gertner, JD

Federal Judge (ret.)  
Senior Lecturer, Harvard Law School

Marlene Kim, PhD

Professor of Economics,  
University of Massachusetts, Boston

**Audience Q & A** **1:00**

**Closing Remarks**

Adjourn (virtually) **2:00**

## Speaker Bios



**Katrina Armstrong, MD**

*Professor of Medicine, HMS;  
Physician in Chief, Department  
of Internal Medicine,  
Massachusetts General  
Hospital*

Katrina Armstrong is the Jackson Professor at Harvard Medical School, and Physician-in-Chief, Department of Medicine at Massachusetts General Hospital. Dr. Armstrong is a graduate of Yale University and the Johns Hopkins University School of Medicine. She completed a research fellowship and Master of Science in Clinical Epidemiology at the University of Pennsylvania. Armstrong's career focuses on addressing disparities in health through the equitable translation of advances in healthcare, both through her interdisciplinary, NIH funded research program and her leadership roles in academic medicine. Her laboratory bridges economics, epidemiology, sociology, psychology, and communication to advance novel methods in areas of critical importance for US healthcare including disparities in cancer control and outcomes, translation of genomic advances into cancer control, and application of decision sciences to improve healthcare value. At Mass General, Dr. Armstrong has prioritized the creation of novel scientific and training programs that bridge discovery, patient care and policy and creating collaborations to address pressing health disparities across the nation.



**Robert Bordone, JD**

*Senior Fellow, Harvard Law School; Visiting Clinical Professor of Conflict Transformation, Boston University School of Theology; Founder of the Harvard Law School Negotiation and Mediation Clinical Program*

Bob Bordone was the Thaddeus R. Beal Clinical Professor of Law at Harvard Law School for more than two decades. During this time, he taught a number of courses, including a seminar on dispute systems design, an advanced workshop on multiparty negotiation and group decision-making. He currently serves on the Board of Advisors for the Systemic Justice Project at Harvard Law School. An internationally recognized expert on consensus-building, dialogue, and facilitation, Bordone has taught numerous executives, government leaders, healthcare professionals, and diplomats and is the author of many publications on these topics.



**Honorable Nancy Gertner** *Judge,  
US District of Massachusetts.  
(Ret). Senior Lecturer, Harvard Law  
School*

Nancy Gertner is a former U.S. federal judge who built her career around standing up for women's rights, civil liberties and justice for all. She has been named one of "The Most Influential Lawyers of the Past 25 Years" by Massachusetts Lawyers Weekly. Gertner has published widely on sentencing, discrimination, and forensic evidence; women's rights; and the jury system. Her autobiography, "In Defense of Women: Memoirs of an Unrepentant Advocate," was published in 2011. Gertner has received countless awards, including the ABA's Thurgood Marshall Award, which recognizes outstanding contributions in the legal profession to the advancement of civil rights and civil liberties in the United States.



**Marlene Kim, PhD**  
*Professor of Economics*  
*University of Massachusetts,*  
*Boston, MA*

Marlene Kim is Professor of economics at the University of Massachusetts, Boston. She earned her Ph.D. in economics from the University of California, Berkeley. She specializes in race and gender discrimination in employment and the working poor. She was the recipient of the first Rhonda Williams Prize and has published widely in journals and books, including editing *Race and Economic Opportunity in the Twenty-First Century* (Routledge, 2007). She is nationally recognized as an expert in the economics of race and gender discrimination. Dr. Kim was a major contributor to the development of the Massachusetts Equity Pay Act legislative efforts. She continues to advocate as editor, speaker and public policy expert to improve the gender wage gap in the United States. Her insights into structural and cultural factors advance the discussion of best practices in equity from theory to implementation across diverse institutions.

***Massachusetts Equal Pay Law***  
***July 2018***  
***An Act to Establish Pay Equity***

On July 1, 2018, an updated equal pay law went into effect in Massachusetts. This new law adds on the definition of what is unlawful wage discrimination and adds new protections to ensure that workplaces achieve fairness and equality. The new law, An Act to Establish Pay Equity, updates the Massachusetts Equal Pay Act (MEPA).

The goal of the Massachusetts law is to reduce pay differences for men and women doing comparable work - Equal Pay for Comparable Work. The law broadens the definition of “comparable work” to “work that is substantially similar in that it requires substantially similar skill, effort and responsibility and is performed under similar working conditions; provided, however, that a job title or job description alone shall not determine comparability.”

Employer cannot pay women and men differently for performing comparable work. Possible exceptions include:

1. A bona fide merit-based criterion
2. Seniority (provided that parental and pregnancy-related leave do not reduce seniority)
3. Productivity (quality or quantity of production or sales)
4. Geographic location
5. Education, training or experience (to the extent that such factors are reasonably related to the particular job in question and consistent with business necessity)
6. Frequency of travel (if the travel is a regular and necessary condition of the particular job)

Other key features of the law include a ban on asking for salary histories, expanded remedies available to pay discrimination victims, and incentives to employers to audit their own pay practices to look for (and correct) pay disparities.

2018: MA Equal Pay Act (MEPA) enacted into MA law;  
<https://www.mass.gov/massachusetts-equal-pay-law>

## Association of American Medical Colleges (AAMC 2019 report)



[“Promising Practices for Understanding and Addressing Salary Equity at U.S. Medical Schools”](https://store.aamc.org/downloadable/download/sample/sample_id/278/)

[https://store.aamc.org/downloadable/download/sample/sample\\_id/278/](https://store.aamc.org/downloadable/download/sample/sample_id/278/)

### Glossary

#### ***Equity***

Refers to the state of having unbiased systems and processes that allocate resources

#### ***Equality***

Refers to the state of people experiencing equal access to resources, compensation and otherwise.

#### ***“substantially similar”*** definition

The new pay equity law now mandates equal pay among employees who perform “substantially similar” work, when considering skill, effort, responsibility, and working conditions. Employers cannot rely on comparisons among those who share the same title to ensure pay equity. The analysis must encompass the wage rates among employees who hold “substantially similar,” role or classes of jobs, rather than individual positions.



Program Committee for the Professional Equity Symposium

Carolyn Hoban, ScD	MGH Cancer Center
Robin Lindsay, MD	Mass Eye and Ear Institute
Elisabetta C. del Re, PhD	Harvard Medical School (Psychiatry)
Mary R. Loeken, PhD	Joslin Diabetes Center
Maria Mody, PhD	MGH Martinos Center (Radiology)
Jo M. Solet, MS, EdM, PhD	Cambridge Health Alliance (Medicine)

Diana Longden      JCSW Administrative Coordinator  
Email: [JCSW\\_AdminAssist@hms.harvard.edu](mailto:JCSW_AdminAssist@hms.harvard.edu)

<http://jcsw.hms.harvard.edu/professional-equity>

Our mission statement:

*To champion women of all backgrounds in order to innovate, lead,  
and uplift others towards a more equal and inclusive workplace*

Full speaker bios and additional resources are available on the  
[JCSW website.](#)