

## **Health Equity Design Lab: Mind the Gaps: Gender Pay Equity and the Implications for Health Equity**

*Our shared goal is to understand how gender-based pay inequities impact the health and economic wellbeing of women, children and families and build consensus on solutions for addressing gender pay inequities and their resultant burdens.*

### **Day I – Thursday, May 4, 2017**

12:30-1 pm – Sign-in and Mingling

1-1:10 pm – Opening Remarks by Dr. Maya Rockey Moore, Center for Global Policy Solutions

1:10-3 pm – Casual Working Lunch

*Discussion will focus on sharing resonant and timely strategies to advancing gender pay equity.*

3-3:15 pm – Break

3:15-4:30 pm – Panel Discussion & Q&A

*Deepthi Welaratna of Thicket Labs will moderate a discussion with experts to frame the current landscape of gender pay equity and intersections with health inequities.*

4:30-5:30 pm – Activity: The Experience of Complexity

*The Thicket Labs team will lead participants through a series of exercises to introduce the principles of complex social systems and contextualize how individuals experience systemic and structural inequities in their daily lives.*

5:30-6:10 pm – Break

6:10-6:30 pm – Transportation to dinner location

6:30-8:30 pm – Formal Dinner with Brief Addresses by three Experts

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## Day 2 – Friday, May 5, 2017

8 am – Arrive at Sofitel for coffee and light breakfast food.

8:30-8:45 am – Introductions & Goals

*Maisha Simmons, Senior Program Officer at the Robert Wood Johnson Foundation will contextualize the Foundation's goals for the HED Lab process.*

8:45-9:15 am – Presentation: What We Learned From You

*Deepthi Welaratna of Thicket Labs will present key insights gained from the participant interviews leading up to the HED Lab and introduce key areas for problem solving that will structure the rest of the day.*

9:15-10 am – Activity: The Burdens of Gender Pay Inequity on Family Wellbeing

- 1. Participants will individually brainstorm specific burdens and stresses that gender pay equity places on the health and economic wellbeing of women, children and families.*
- 2. Participants will organize and evaluate the burdens and stresses into a policy framework in small groups.*

10-10:45 am – Activity: Mapping Intersections & Impacts

- 1. Participants will identify correlations and causal relationships between gender pay disparities and health inequities as evidenced by the specific challenges identified in the previous activity.*
- 2. Participants will organize and evaluate the intersections to identify key impact areas where policy solutions can intervene.*

10:45-11 am – Break

11-12 pm – Activity: Charting a New Course

- 1. Participants will individually brainstorm specific policy solutions to address impact areas.*
- 2. Participants will relate policy solutions back to the problems they are intended to address.*

12:30-1 pm – Lunch in Teams

1 – 2 pm – Activity: Collaborative Problem Solving in Teams

- 1. Participants will work together to define a slate of policy recommendations for their impact area using the collaborative planning template.*

2 – 2:30 pm – Presentations from Teams

2:30-3:15 pm – Activity: Aligning on Shared Actions for Impact

- 1. Participants will individually brainstorm learnings according to the learning areas.*
- 2. Participants will review the questions raised at the beginning of the day to identify how fully they were addressed, and which ones remain.*
- 3. Participants will share back their most compelling learnings from the day.*

3:15-3:45 pm – Debrief and Next Steps

- 1. Participants will each share a next step they plan to take that emerged from the HED Lab process.*
- 2. Representatives from CGPS and RWJF will provide closing remarks.*