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# What's New?

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### Closing the Gender Wage Gap

The Gender Wage Gap Strategy Steering Committee is consulting Ontarians on how to close the wage gap between men and women. There are two consultation papers. One is for organizations, and one is for individuals. Each has information about the gender wage gap, as well as the questions the Steering Committee hopes will be answered. Public townhall sessions are being held across the province.

[Learn more](#)

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### 2015-2016 Gender Wage Gap Grant Program

The Pay Equity Office's 2015-2016 Gender Wage Gap Grant Program (GWGGP) launched on June 12, 2015.

We are pleased to announce that after a competitive process, three proposals that cover a range of activities and priority areas were selected.

- Dr. Paul Millar and co-lead Dr. Jane Barker from Nipissing University will investigate gender inequality among

academics with a focus on the promotion process to full professor.

- Dr. Tammy Schirle from Wilfrid Laurier University and Dr. Ana Ferrer from the University of Waterloo will be examining the sources of Ontario's gender wage gap in the private sector and highlighting industries in which the gender wage gap is more likely to represent systemic discrimination.
- Dr. Kendra Coulter, Associate Professor from Brock University, along with co-leads from the Canadian Labour Congress and the private legal sector, will concentrate on gender and pay in the retail sector in large, medium and small communities across the province.

We appreciate the continued interest in this program.

[Learn more](#)

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## Monitoring

The New Employers monitoring program was launched in April 2015. Letters were sent out in June and Review Officers began closing files in September.

[Learn more](#)

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## Recent Events

We've been busy! Review Officers have recently attended the National Women's show, the Franchise Show and the Small Business Forum. Review Officers also met with York University master's students in HR management on October 17th.

As well, the Commission co-hosted an event on September 28th with the Centre for Labour Management Relations at Ryerson University titled: The Case for Pay Equity: Exploring the Benefits and Models that Work.

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## Human Resources Professional Association (HRPA) Initiative

In the summer, the Pay Equity Office contacted every HRPA local chapter with an offer to have a Senior Review Officer attend a meeting and provide a presentation. Many chapters have responded! The goal is to inform HR professionals on technical issues with the Act, what to expect when a Review Officer comes calling, and making sure that their compensation practices provide for pay equity.? Please get in touch if you would like to schedule a presentation.

[Learn more](#)

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## Did you know?

The Pay Equity Commission has an Interactive Job Comparison Tool for Small Businesses.

This tool is for the Job-to-Job and Proportional Value Comparison methods. Employers can create a job comparison system adapted to their workplace using an interactive PDF form.

[Learn more](#)

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