



WICT CELEBRATING 30 YEARS

NEWS

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Photos Available

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WICT PRESIDENT & CEO APPEARS IN SENATE BRIEFING *- Cable Industry Pay Equity Best Practices Highlighted -*

Chantilly, VA - Women in Cable Telecommunications (WICT) President & CEO, Benita Fitzgerald Mosley, presented several cable industry best practices on pay equity for a Senate briefing about the Paycheck Fairness Act on Thursday, April 30.

The Weather Channel's practice of creating an "equity budget" of money to correct inadvertent pay inequities when discovered, rather than tapping into a department's budget, was one of the practices Mosley shared with Senate and Representative staffers. Another was Turner Broadcasting's best practice of automatically providing salary data at the hiring or promotion decision point.

"A quick market compensation update is triggered every time Turner Broadcasting hires or promotes an employee," explained Mosley. "This keeps managers abreast of current pay conditions and provides context for annual pay adjustments based on market rates, performance, equity and other factors."

The panel "Why Pay Equity is Needed Now More Than Ever" took place just two days after Equal Pay Day, the observance that, on average, women must work from January through April to earn what their male counterparts received in the previous year. Nationally, women earn just 78 percent of what men earn.

The panel was led by the American Association of University Women's (AAUW) Director of Public Policy and Government Relations, Lisa Maatz and included Jocelyn Samuels, Vice President for Education and Employment, National Women's Law Center; Deborah Vagins, Legislative Counsel, ACLU and Rachel Lyons, Director of Public Policy, Business & Professional Women/USA.

The AAUW also acknowledged the efforts of Representative Rosa DeLauro (D-CT), who has been described as a "hero for working families" for her sponsorship of The Paycheck Fairness Act, which is legislation that would close the wage gap between men and women.

Following the briefing, WICT's Senior Vice President of Strategy & Initiatives, Parthavi Das, commented that few unfair pay practices uncovered by the PAR Initiative are intentional. "Typically, it's a collective result of isolated decisions that drives the company away from pay equity. The best practices WICT highlights in the annual PAR Initiative Executive Report offer powerful tips to address this issue." The 2009 WICT PAR Initiative survey is now available and the deadline for completed surveys is Friday, June 5, 2009.

About WICT's PAR Initiative

2009 marks the seventh consecutive year WICT has conducted the PAR Initiative, WICT's advocacy initiative to measure and support the advancement of women in the cable and telecommunications industry for the following standards:

- Pay Equity where women are paid equal to men at every level.
- Advancement opportunities where women are represented in equal numbers to men at every level.
- Resources for work/life where companies' work/life support practices enable the ongoing advancement of women at all levels.

More information on the PAR Initiative can be found at www.wict.org/research/par.

About WICT

For thirty years, Women in Cable Telecommunications (WICT) has partnered with cable and telecommunications leaders to provide leadership programs and services, and create professional advancement opportunities for women. With over 7,800 members, WICT is the oldest and largest professional association serving women in the cable and telecommunications industry.

WICT develops women leaders who transform our industry through highly regarded professional events, educational programming and networking opportunities. Comcast, Rainbow, Time Warner Cable and Turner Broadcasting System, Inc. are WICT's 2009 Strategic Partners providing the highest level of financial support for WICT programs, services and advocacy.

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