

# The New Workplace: Key Issues Facing In-House Counsel Today

**Law and the Workplace Blog** on **September 27, 2019**

On September 17, 2019, Labor & Employment partner and member of the Proskauer Executive Committee Elise Bloom moderated “The New Workplace” panel at the Benchmark Women in Litigation NYC Forum where Proskauer was a sponsor. The forum boasts panels of women lawyers discussing the top legal issues facing in-house counsel. On the panel with Elise were Yvette Politis (associate general counsel, RELX), Marissa Coyne (SVP, employment & compliance counsel, Universal Music Group), Dolores DiBella (VP, legal affairs, NFL, & Proskauer alumna), Katie Manley (executive director, employment law, Morgan Stanley), and Rachel Phillion (senior counsel, Proskauer).

The Panel discussed three important issues facing in-house counsel today—the aftermath of the #MeToo Movement, the changing workforce and emergence of new jobs created by the digital environment and pay equity.

**Aftermath of the #MeToo Movement.** After touching on the recent legislative developments in New York State related to workplace anti-discrimination protections, the panel discussed what steps their companies have taken to understand cultural shifts in the workplace. The panel discussed everything from organizational health studies to employee trainings—both off-the-shelf trainings and trainings tailored to a specific workforce. The panel’s focus on training aligns with the results of Proskauer’s most recent [Value Insights Survey](#) wherein 100% of respondents agreed that training was the most effective way to reduce complaints and reported providing anti-harassment, anti-discrimination and retaliation training to their employees.

**The Emergence of New Jobs and the Changing Workforce.** After touching on the recent legislative developments in New York State related to workplace anti-discrimination protections, the panel discussed what steps their companies have taken to understand cultural shifts in the workplace. The panel discussed everything from organizational health studies to employee trainings—both off-the-shelf trainings and trainings tailored to a specific workforce. The panel’s focus on training aligns with the results of Proskauer’s most recent [Value Insights Survey](#) wherein 100% of respondents agreed that training was the most effective way to reduce complaints and reported providing anti-harassment, anti-discrimination and retaliation training to their employees.

**Pay Equity.** The panel briefly mentioned the legal landscape of pay equity and then dove into discussing their practical experience with pay-equity audits and the three main issues facing in-house counsel conducting an audit: privilege, transparency, and remedial action.

For more insight on these issues, please reach out to your Proskauer lawyer, [Elise Bloom](#), [Rachel Phillion](#), [Michelle Annese](#), [Noa Baddish](#), [Larissa Boz](#), or [Hayley Fritchie](#).

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