



CONFERENCE AGENDA

SATURDAY, JULY 31, 2021

1:00 PM - 7:00 PM - Registration/Hospitality Desk Open

SUNDAY, AUGUST 1, 2021

6:30 AM - 7:00 PM - Registration/Hospitality Desk Open

7:45 AM – 9:30 AM- Breakfast (pre-conference attendees only)

12:00 PM – 3:00 PM- National ILG Board Meeting (Invitation only)

9:00 AM – 10:30 AM- PRECONFERENCE SESSION 1 - Workshops 1 - 2

Workshop 1 PANEL: Enhancing DE&I through Pay Equity: Using Pay Equity to Assess the Success of DE&I

Consuela Pinto (Fortney Scott)

Nita Beecher (Fortney Scott)

Joanna Colosimo (DCI Consulting, Inc.)

Yolanda Hunter (Workplace HR)

Annual assessments and pay adjustments alone can't solve a pay equity problem. Employers need to take a step back and examine the results of a pay equity analysis in the context of their overall EEO strategy, including diversity and inclusion efforts.

Participants will learn:

- how to develop pay equity analyses through a mock example;
- how to drill-down to the root cause of a pay gap; and
- practical tools and recommendations for implementation.

Workshop 2: Fine Tuning Diversity Strategies to Achieve Results and Avoid Legal Pitfalls

Christopher Patrick, F. (Jackson Lewis P.C.)

Christopher Chrisbens (Jackson Lewis P.C.)

Many employers want to move the needle on diversity—quickly. But before announcing diversity targets or rolling out race-based development opportunities, employers must understand the legal and practical risks. Even well-intentioned programs can create significant legal exposure.

Join our discussion on:

- unintended consequences of common efforts to increase social justice and diversity;
- approaches to develop permissible programs within your organization; and
- a framework to apply in evaluating diversity initiative risk.

10:30 AM – 11:00 AM- Break

11:00 AM – 12:30 PM- PRECONFERENCE SESSION 2

Workshop 1: The Biden Administration's First 6 Months: What's Changed – and What Hasn't...

Rae Vann (Carlton Fields)

Josh Ulman (Ulman Public Policy & Federal Relations)

The Biden Administration has faced unprecedented challenges in its first 180 days in office – not least being its ongoing COVID-19 response and recovery efforts, including reviving the economy and getting employees back to work safely and equitably.

This presentation will:

- identify Administration actions impacting employment and labor policy and EEO/AA compliance;
 - examine their practical implications; and
 - offer tips on preparing for these and other anticipated changes to EEO enforcement policy.
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Workshop 2: Accessibility for Deaf Employees

Corey Burton (ZVRS/Purple Communications)

Greg Hlibok (ZVRS/Purple Communications)

AnnMarie Killian (ZVRS/Purple Communications)

Join a meaningful discussion with three Deaf executives focusing on accessibility for Deaf and hard of hearing employees in the workplace. Through real life experience we will explore the positive impacts communication access has on employee performance, retention, and morale.

Learning Objective 1: Attendees will leave with an understanding of the various accommodations options for Deaf and hard of hearing employees.

Learning Objective #2: Attendees will understand how to incorporate communication services into their accessibility accommodations plan.

Learning Objective #3: Attendees will understand the benefits of including Deaf and hard of hearing candidates in their hiring practices.

Workshop 3: Artificial Intelligence has Landed in HR: The Legal Landscape and Risk Mitigation Strategies for Hiring in the Digital Age

Michelle L. Duncan, (Jackson Lewis P.C.)

Innovative hiring tools are flooding the HR market. While many offer exciting solutions to age-old HR challenges, some have not been developed with legal or compliance risks in mind.

Join this session with a seasoned practitioner with pre-employment testing expertise to:

- learn about the legal framework that applies to these new tools;
 - understand the possible benefits and potential pitfalls; and
 - gain practical tips on risk mitigation and due diligence with vendors.
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12:30 PM – 1:30 PM - Lunch (Pre-Conference Attendees Only)

1:30 PM – 3:00 PM - PRECONFERENCE SESSION 3

Workshop 1: Engaging Managers to Achieve Disability Objectives

Bill Osterndorf (DCI Consulting)

Rosemary Cox (DCI Consulting)

Organizations have an increased interest in providing opportunities for individuals with disabilities. Yet, many face resistance from hiring managers in meeting these disability-related objectives. This program will provide tools and ideas for helping managers understand the importance of supporting disability programs.

Participants will learn how to:

- communicate the importance of disability objectives;
 - focus on the positive nature of disability engagement; and
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- prioritize programs that support disability engagement

Workshop 2: Compliance to Commitment – Leveraging Qualitative and Quantitative Data/Information

Inderdeep Chatrath, PhD (Duke University)

Marilynn Schuyler (Schuyler Affirmative Action Practice)

Academic institutions are uniquely poised to leverage in-house resources and expertise to formulate and implement effective affirmative action and diversity programs.

In this session, we will:

- integrate affirmative action compliance and diversity programs;
- identify existing qualitative and quantitative data sources and analyses to inform diversity initiatives;
- develop metrics to measure progress; and develop a framework for self-audit.

Workshop 3: You are on the CSAL – Don't be Caught With your Pants Down!

Rick Holt (Resolution Economics)

Guy Brenner (Proskauer)

Justine Gayle (Booz Allen Hamilton)

This program will empower contractors to take advantage of the CSAL to get ready for the scheduling letter. Participants will get practical guidance and tips from an in-house practitioner, outside counsel and labor economist – including:

- the impact of new developments (e.g. proliferation of focused reviews, compensation review changes, and other Biden administration initiatives);
- common pitfalls of audit preparation and how to avoid them; and
- how to get buy-in from top management.

3:00 PM – 3:30 PM - Break

3:30 PM – 5:00 PM - PRECONFERENCE SESSION 4

Workshop 1: PANEL: Statistics 101 for Human Resources and Legal Professionals

Dr. Robert (Bob) LaJeunesse (OFCCP)

Paul F. White, Ph.D (Resolution Economics)

Daniel V. Duff III (Jackson Lewis P.C.)

Did you know that an employee at the Guinness Factory in Dublin, Ireland developed a major advancement in statistics to address the issue of small sample sizes for quality testing beer? If not, this program is for you!

Statistics underlie much of our everyday work. Yet many legal and human resources professionals lack a basic grounding in statistical concepts. We have the solution! This three-part seminar* will provide you with a solid foundation regarding statistics.

Session One: Introduction to Statistics – Descriptive Statistics and Measures of Central Tendency

Session Two: The Central Limit Theorem/Null Hypothesis Testing

Session Three: Multiple Linear Regression - Unveiling the Mystery.

*Each session will largely operate independently from the other so that attendees can choose to attend some or all of them.

Workshop 2: Lessons Learned From Diversity Related Litigation

Sheila Willis (Fisher Phillips)

This presentation will take a deep-dive into litigation cases where an employer's diversity initiatives have played a role in, or subjected them to, discrimination litigation. Participants will gain an understanding of some of the pitfalls others have encountered when implementing DE&I initiatives and lessons that can be learned.

Workshop 3: Navigating the Patchwork of Pay Equity Laws

Lara de Leon (Constangy, Brooks, Smith & Prophete, LLP)

Over the past several years, we have seen an explosion of state and local laws aimed at eliminating pay inequities among women, racial minorities, and in some instances, other protected characteristics. These new rules have strengthened the protections for employees while at the same time making it harder for employers to defend decisions against these claims. Most recently, at least one state (California) implemented a new annual pay data collection requirement for private employers designed to “encourage” employers to self-assess their efforts at addressing pay disparities. This session will examine the latest legal developments in pay equity on the federal, state, and local level, and offer proactive and practical guidance on how to navigate through the intricate and sometimes conflicting requirements.

5:00 PM - 6:00 PM - OFCCP and ILG Chairs Meeting (Invitation Only)

5:00 PM - 7:00 PM - Welcome Reception (Open to All Conference Attendees)

MONDAY, AUGUST 2, 2021

6:30 AM - 5:30 PM - Registration/Hospitality Desk

6:45 AM - 8:15 AM - Buffet Breakfast/Exhibits

PLENARY SESSION

8:00 AM - 9:15 AM - Opening Ceremony, and Welcome Remarks by our Emcee Anita Clemon
OFCCP Keynote Address with Director Jenny Yang

9:15 AM - 9:45 AM- Break / Exhibits

9:45 AM - 10:45 AM - **BREAKOUT SESSION 1**

Workshop 1: Update on Contemporary OFCCP Enforcement: A View from 2020 Settlement Data

David Cohen (DCI Consulting Group, Inc.)

In a typical year OFCCP conducts around 4,000 compliance evaluations that result in tens of millions of dollars in back pay and benefits for tens of thousands of American workers. However, these summary data describe only a small part of the agency’s overall enforcement picture. Each year a review is done on every OFCCP settlement. This presentation will detail the results of FY2020 data and trends over time.

Workshop 2: A New Era: LGBTQ (and other) Protections after Bostock

Laura Mitchell (Jackson Lewis)

2019 saw three pivotal cases involving sexual orientation and gender identity brought before the U.S. Supreme Court to resolve the issue of whether Title VII offers protections for individuals on the basis of their LGBTQ status. Join us as we explore what employers can and should do now, attempt to read the “tea leaves” for the future, and answer top of mind questions surrounding these decisions, including those involving data collection and reporting.

Three learning objectives:

- understand how the recent Supreme Court Cases impact LGBTQ protections;
- address the interplay between religious freedom rights and LGBTQ protections; and
- learn solutions to internal inquiries for non-binary data collection.

Workshop 3: Using Data to Align Talent Acquisition and Compliance

Beth Ronnenburg (Berkshire Associates Inc.)

Emily Bock (Cardinal Health)

Talent acquisition efforts frequently come in conflict with compliance. But effective hiring shouldn't have to come at the cost of regulatory missteps. During this presentation, Beth Ronnenburg and Emily Bock will equip participants with techniques for managing data to identify gaps in compliance. Participants will learn how to analyze applicant data, how to process the implications of those findings, and how to convey findings to influence talent acquisition best practices.

Workshop 4: EEOC Commissioner Sonderling

Keith E. Sonderling - Commissioner (EEOC)

U.S. Equal Employment Opportunity Commission (EEOC) Commissioner Keith E. Sonderling will discuss the ways that artificial intelligence can make the workplace more fair and equal under federal antidiscrimination law. Using real-world examples, Commissioner Sonderling will illustrate the promise and perils of AI-enabled decision making in a rapidly changing legal and regulatory environment.

10:45 AM - 11:30 AM - Break/Exhibits

11:30 AM - 12:30 PM - BREAKOUT SESSION 2

Workshop 1: Intentional Inclusion in the Post COVID-19 Workplace: Strumming Your Own Chord

Panel Moderator: Louis Orslene, (ODEP)

Speaker: Ivy Latimer, (CVS Health)

Speaker: Rick Laferriere, (CVS Health)

Speaker: Matthew Saleh, (Cornell University ILR School)

There are many unknowns regarding the post COVID-19 American workplace. However, we do know that leaders will need to be much more intentional in their disability inclusionary efforts. The pandemic has shone a bright light on lingering workplace inequities. All employers have been challenged to develop even more innovative strategies for maintaining our diverse workplaces. The future of work must be one where every employee job seeker has the opportunities and tools to succeed and advance. To meet these challenges, EARN has conducted research into workplace responses to the pandemic. This session will highlight practical application of findings as well as a conversation with leaders from various industries as to how they have managed to remain disability inclusive even in these unprecedented times.

ABSTRACT - There are many unknowns regarding the post COVID-19 American workplace. The pandemic has revealed workplace inequities that challenge the most inclusive of employers. Leaders will need to be much more intentional in their disability inclusionary efforts. In this session, PepsiCo and CVS Health will share workplace responses for enhancing employee communication, engagement, and training. Each company will highlight inclusionary practices to maintain workplace productivity, well-being, and resilience in these unprecedented times.

LEARNING OBJECTIVES:

- Understanding the dimensions of disability inclusion in the COVID-19 era and the change this has on workplace policies.
 - Building positive, productive interactions that aid in the ongoing transition to new patterns of work.
 - Developing human-centric approaches to support workers in meeting future workplace demands.
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Workshop 2: Leveraging Your OFCCP Compliance Efforts to Support D&I Initiatives

Christopher D. Durham (Duane Morris)

Meagan Garland (Duane Morris)

More companies than ever are recognizing the importance of, and implementing, diversity and inclusion initiatives. However, many companies make the mistake of siloing their D&I efforts instead of linking them closely with human resources, legal and compliance functions. What's more, many federal contractors overlook the value their existing affirmative action compliance efforts can drive for their D&I initiatives – and vice versa. This presentation will discuss how federal contractors can leverage their affirmative action compliance efforts to support and help

maximize the value of diversity and inclusion initiatives. With the increased focus on D&I, and the economic strain caused by the recent pandemic, it is critical that companies effectively and efficiently utilize all resources in order to make (or continue to make) strides on diversity and inclusion. This presentation will provide specific examples of compliance efforts that can be utilized in support of forwarding a company's goals in diversity and inclusion. Our discussion will focus on how federal contractors can use their affirmative action compliance requirements to support D&I initiatives. The presentation will also discuss pitfalls to avoid to ensure legal compliance and the risk(s) associated with varying diversity and inclusion initiatives.

Workshop 3: Navigating the Pay Portion of an OFCCP Audit Under New Decisions & Regulations

Erin Connell (Orrick, Herrington & Sutcliffe LLP)

Kathryn Mantoan (Orrick, Herrington & Sutcliffe LLP)

OFCCP's approach to compensation has changed over the years, notwithstanding that the underlying legal principles are the same. In this session, the lawyers who litigated and won OFCCP's largest pay discrimination case will share tips and insights on (1) how the OFCCP v. Oracle decision matters for future audits, (2) the impact of OFCCP's final regulation on Predetermination Notices, and (3) practical advice on the compensation portion of audits, consistent with Title VII principles.

12:30 PM - 2:30 PM

Lunch and Keynote Presentation

Chuck Cannon

Chuck Cannon is an award-winning songwriter whose genre defying songs have been covered by Country mega-stars such as George Strait, Toby Keith, George Jones, Willie Nelson, Dolly Parton and Wynonna Judd. He has been the recipient of numerous coveted BMI Million-Air awards and his song, "I Love The Way You Love Me", won The Academy of Country Music Song of the Year. His unique guitar style and engaging stories make for riveting live performances that will leave you wanting more.

2:30 PM - 3:00 PM - Break/Exhibits

PLENARY SESSION

3:00 PM - 4:00 PM

Recent Significant OFCCP Developments in The Biden Administration

John Fox (Fox, Wang & Morgan, PC)

John C. Fox will provide his no-holds-barred, candid report about the state of OFCCP, where it has recently been and where it is going. During this presentation, John will also reveal his catalog of the several areas where OFCCP and the contractor community still do not see eye-to-eye during OFCCP audits of failure-to-hire and compensation systems. John will also outline his thoughts about how OFCCP will proceed in a post-pandemic world, which has seen a continuing centralization of discrimination law decision-making authority in (a) the National Office, and (b) the continuing increase of authority of (i) the six Regional Directors, (ii) of the Office of Enforcement and of the statisticians and (iii) labor economists in the Branch of Expert Services at the expense of the continuing diminution in the role and importance of OFCCP District Directors, and what this centralization means for contractor audit defense and for the direction of OFCCP for the rest of this emerging decade.

4:00 PM - 4:15 PM - Break

4:15 PM - 5:15 PM - BREAKOUT SESSION 3

Workshop 1: Going Beyond Peanut Butter and Laser Beams: Lessons Learned About Pay Equity Remediation Best Practices

Christine Hendrickson (Seyfarth Shaw)

Annette Tyman (Seyfarth Shaw)

This session is geared to seasoned HR, legal, and DE&I professionals wanting to go even deeper into the HOW TO of implementing pay adjustments following a pay equity review. We will discuss lessons learned in a very interactive session, where we will talk about how your remediation strategy can align the legal landscape and your DE&I goals and objectives. We will discuss 5 different approaches to making pay adjustments, provide model timelines, checklists, and 50-state law surveys. Join us!

Our session will arm attendees with the following learning objectives:

- Know when remediation is appropriate. We will address unique state law issues and talk about intersectionality in pay equity reviews.
- Know how to calculate adjustments. We will outline 5 different approaches to making pay adjustments.
- Know how and when to make adjustments: We will provide a model timeline and provide practical tips on implementing pay adjustments.

Workshop 2: PANEL: OFCCP Compliance Review Practice – Practitioner Perspectives & Expert Opinions

Vicki Pearson (NILG)

Nita M. Beecher (Fortney & Scott, LLC)

Lynn Clements (Berkshire)

Inderdeep Chatrath, Ph.D. (Duke University)

Paul McGovern (Praxis Compliance)

With regular input from 61 ILGs, the experience of its 24 Board members, and the support of its Advisory Council (expert consultants providing practice insight to the NILG), the NILG is uniquely positioned to report on what is on practitioners' minds. What is happening with the ongoing administrative transition? What specific OFCCP audit practices have changed, and what should practitioners look out for; what should the contractor do if these "red flags" arise in a review? In addition to what to expect in current audits, the presentation will focus on the information the contractor should be gathering and the practices the contractor should have in place to meet current OFCCP requirements. This "nuts and bolts" review will help federal contractors remain compliant in changing times.

Workshop 3: Intersectionality in Employment Discrimination: What it is & How to Analyze it

Elizabeth Bradley (Fortney Scott)

Paul White (Resolution Economics)

Intersectionality – the concept of multiple characteristics (race, gender, age, disability, veteran) overlapping to contribute to systemic discrimination - is gaining increased focus by federal enforcement agencies (notably OFCCP) and plaintiff's counsel.

During this session, attendees will gain an understanding of:

- the concept of intersectionality in workplace discrimination;
- how federal agencies and private plaintiffs are using intersectionality to establish discrimination claims; and
- best practices for analyzing data to address intersectionality concerns.

5:15 PM - 6:15 PM - EEOC and ILG Chairs Meeting (Invitation Only)

5:15 PM - 6:45 PM - Exhibitor's Reception

6:30 PM - VIP Event

TUESDAY, AUGUST 3, 2021

6:30 AM - 5:30 PM - Registration/Hospitality Desk Open

6:45 AM - 8:15 AM - Buffet Breakfast/Exhibits

PLENARY SESSION

8:00 AM - 9:15 AM – EEOC- Chair Burrows will provide the Keynote Address

9:15 AM - 9:45 AM - Break

9:45 AM - 10:45 AM - BREAKOUT SESSION 1

Workshop 1: Freedom of Religion vs Anti-Discrimination Laws: How to Handle Religious Objections in the Workplace

Anne-Marie Vercruysse Welch (Clark Hill PLC)

How far do the bounds of religious freedom go in the workplace? This interactive, scenario-based presentation will examine the rights afforded to employers when enforcing their antidiscrimination policies and the rights afforded to employees with sincerely held religious beliefs who may oppose the application of their employer's policies.

Workshop 2: PANEL: Section 503 Compliance and Beyond

Leslie Wilson (Disability;IN)

Kevin Fitzpatrick (PepsiCo)

Cathy Wozney (Sony Corporation of America)

Section 503 Compliance and Beyond will focus on how inclusion leads to compliance and generates employee and customer loyalty.

Topics covered will include:

- the importance of executive support;
- the benefits of well-organized self-identification campaigns;
- the use of corporate disability benchmarking tools and their value;
- how-to create a pipeline of candidates with disabilities;
- the impact of disability inclusion training; and
- how disability B/ERGs can play a role in all of the above.

3 Learning Objectives:

- Learn how inclusion leads to compliance.
 - Learn from other companies how-to build a disability inclusive workplace that benefits applicants, candidates, employees and customers.
 - Gain knowledge on executive sponsorship, effective self-id campaigns and recruiting strategies, building impactful disability B/ERGs and using benchmarking tools for compliance and inclusion.
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Workshop 3: Fundamentals Part 1: AAP – History, Laws, & First Data Steps

Nick Paul (Kairos Services, Inc.)

Bill Osterndorf (DCI Consulting)

This series starts with a review of the federal affirmative action laws and required AAP contents. Next, attendees will learn about the self-ID process and forms required for pre- and post- offer surveys as well as how to use data to evaluate outreach and for required recordkeeping. Common issues and challenges associated with data will be reviewed. Participants will learn how to assess the integrity of HRIS and ATS data and how to reconcile data.

10:45 AM - 11:15 AM - Break/Exhibits

11:15 AM - 12:15 PM - BREAKOUT SESSION 2

Workshop 1: Laser Focus: What All Contractors Can Learn From OFCCP's Focused Review Program

Nancy V. Holt (Ford Harrison LLP)

Lynn Clements (Berkshire Associates)

OFCCP is turning a spotlight on employer Section 503, VEVRAA, Accommodation and Promotion practices. This presentation will provide contractors with the information they need to prepare for OFCCP focused reviews. Areas to be discussed include lessons learned from the first round of focused reviews, interview preparation for managers and employees, and other best practices and take-aways that all contractors can implement to improve their EEO and Affirmative Action compliance.

Workshop 2: Don't Forget: Diversity and Inclusion Starts with Pay Equity

Meredith Gregston (Duane Morris)

Valentin Estevez (Welch Consulting)

The COVID 19 pandemic has disrupted the worldwide economy and will have major and lasting impacts on the labor market. The "new normal" requires contractors to rethink their D&I policies and goals to avoid losing years of effort towards creating more inclusive and diverse organizations. There is no better place to start this process than by examining your organization's pay equity situation to identify the path forward for your D&I initiatives.

In this session, you will:

- Learn about new trends in the labor market (e.g., work-from-home, remote on-boarding, COVID vaccination) and its legal implications.
 - Understand the differences between various pay equity analytical approaches.
 - Discuss how to use the results of a pay equity analysis to enhance your D&I policies.
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Workshop 3: Foundations Part 2: AAP Reports: Metrics and Analytics

Nicholas Paul (Kairos Services, Inc.)

Matt Nusbaum (Biddle Consulting Group)

Learn to map job titles to census codes, identify feeder pools, assign weights and determine labor areas. If results don't look reasonable, what are the options? This workshop covers the impact of job group creation on goals, disparities and compensation. Instructions are provided to help you perform analysis on under-utilization, data collection, outreach, comparing applicant data to external availability and identification of trends. How to use AAP metrics for your Diversity & Inclusion initiatives will also be reviewed.

PLENARY SESSION

12:15 PM - 2:15 PM

Luncheon/Keynote Speaker – Carla Moore

2:15PM - 2:45 PM – Break/Exhibits

2:45 PM – 3:45 PM- BREAKOUT SESSION 3

Workshop 1: Practical Application of the New PDN Rule

Cara Crotty (Constangy, Brooks, Smith & Prophete, LLP)

The OFCCP issued new regulations in 2020 that establish procedures for Predetermination Notices and Notices of Violations. **Objectives for this session include exploring the following:**

- Components of the new regulations
 - Evidentiary standards for discrimination claims by OFCCP
 - Procedures that OFCCP must follow before issuing PDNs and NOV's
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- New expedited conciliation process
- How contractors can utilize these regulations to their benefit before, during, and after a compliance evaluation

Workshop 2: Terminology Trouble: Getting Past the Words We Have to Use

Matt Nusbaum (Biddle Consulting Group)

Michael Pati (Biddle Consulting Group)

This presentation is all about ditching the legal and regulatory jargon and learning to talk about what we do and why we do it using plain language that people might actually understand. Biddle Consulting Group's Matt Nusbaum and Michael Pati will guide attendees through difficult conversations—from resistant hiring managers, to overburdened Talent Acquisition staff, to executives, to your own compliance team—and show how "messaging" can be a real game-changer.

Attendees will learn to:

- Think critically about what the regulations actually do, and do NOT, require;
- Find better ways to correct misperceptions; and
- Clarify for decision-makers what compliance does and what it needs to be effective

Workshop 3: Foundations Part 3: Drilling Down Into Disparities

Will Waymel (Kairos Services, Inc.)

Selection disparities are identified. Now what? This workshop provides practical steps when indicators are identified in the Impact Ratio Analysis Reports. In addition to learning how to examine the underlying data to ensure results can be trusted for a step analysis, participants will learn the effect of dispositions on applicant data and how OFCCP conducts disparity analyses and calculates backpay. This session will include selection disparities in hiring, promotions and terminations.

3:45 PM – 4:15 PM – Break/Exhibits

4:15 PM – 5:15 PM - BREAKOUT SESSION 4

Workshop 1: Top 5 AAP Decisions that Can Turn Your Plan Into A Management Tool

Lynn Clements (Berkshire Associates)

Preparing an AAP can seem like a yearly routine that never changes. But turning your AAP into a useful management tool is easier than you think. This presentation will explain how decisions about your AAP can impact your overall DE&I and risk management strategies. Attendees will also learn about the top five items to review to make your AAP more useful and how to create an AAP that makes sense in today's evolving work environment.

Workshop 2: Data Driven Diversity: Powerful Metrics That Help Move the Needle

Danny Petrella (Center for Workplace Compliance)

Many organizations are adopting race and gender representational goals with self-imposed deadlines. Compliance professionals stand in the unique position of being able to meaningfully contribute to this conversation and help their organizations understand just how high the ceiling can be.

In this session, participants will learn how to:

- implement powerful analytical techniques to establish numerical diversity benchmarks;
- explore current labor market and graduate diversity statistics; and
- communicate the results to management.

Workshop 3: Foundations Part 4: Comp and Audits

Bill Osterndorf (HR Analytical Services) (DCI Consulting)

Meredith Gregston (Duane Morris)

Federal Contractors are compelled to annually assess compensation practices. How do you start? Attendees will learn the practical side of compensation analytics and ways to identify and deal with disparities. We will then discuss OFCCP audits. Learn what happens after your AAP is submitted and how to deal with potential adverse findings. Understanding the steps in an audit, anticipating requests, and learning how to respond to the agency will promote your success.

6:45 PM - Walk to ACME for Gala Event / Bus Service provided as needed

7:00 PM - 10:00 PM - Evening Gala at ACME

WEDNESDAY, AUGUST 4, 2021

7:30 AM - 12:00 PM - Registration/Hospitality Desk Open

7:30 AM - 8:55 AM - Buffet Breakfast

PLENARY SESSION

8:45 AM - 9:50 AM

CERT Principles – OFCCP’s Four Pillars – What, Why & How Well Did they work?

Craig Leen (K&L Gates)

Mickey Silberman (Silberman Law PC)

In this fast-paced and entertaining session, Mickey and Craig will engage in a candid conversation about the “four pillars” Craig developed during his years as OFCCP Director, leading to OFCCP’s largest monetary settlements in history. At the same time, the pillars resulted in OFCCP engaging in a level of transparency and providing greater certainty than ever before. Learn why Craig developed the four pillars and how effective they were in advancing the Agency’s mission.

Learning Objectives:

- Why the four pillars led to the largest monetary settlements in OFCCP history.
- What contractors can learn from the four pillars to make their compliance processes more efficient and effective.
- How can contractors use

9:50 AM - 10:10 AM - Break

10:10 AM – 11:40 AM

OFCCP – Regional Director Panel -

Teresa Salinas (Moderator), Adia Collins, Michele Hodge, Robert LaJeunesse, Diana Sen, and Melissa Speer

11:40 AM – 11:50 AM

Closing Remarks – Kevin Fitzpatrick, NILG 2021 Conference Chair