



Monday, July 27

2:00 PM – 7:00 PM	Registration/Hospitality Desk
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Tuesday, July 28

6:30 AM – 7:00 PM	Registration/Hospitality Desk
6:30 AM – 8:30 AM	Continental Breakfast (pre-conference attendees)
8:30 AM – 10:00 AM	<b>BREAKOUT SESSION 1</b>
<b>Workshop 1</b>	<p><b>Part 1 of 4 Series: AAP – History, Laws &amp; First Data Steps</b>  <i>Bill Osterndorf (HR Analytical Services) and Nicolas Paul (Kairos Services, Inc.)</i></p> <p>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.</p>
<b>Workshop 2</b>	<p><b>Form I-9 and E-Verify: DOJ and DHS Discuss Hot Topics and Best Practices for Avoiding Discrimination and Other Non-Compliance</b>  <i>Liza Zamd (U.S. Department of Justice)</i></p> <p>Employers are required to complete the Form I-9 for each new hire and some employers also use the E-Verify program. Presenters from the Department of Justice’s Immigrant and Employee Rights Section (IER) and the Department of Homeland Security’s Immigration and Customs Enforcement (ICE) will discuss their agency’s respective enforcement role in the Form I-9 and E-Verify process, including potential issues related to the use of Form I-9 and E-Verify software programs. Audience members will learn about: (1) recent enforcement activities; (2) best practices to avoid violations; (3) and free resources they can use to improve their practices.</p>
<b>Workshop 3</b>	<p><b>Mitigating Bias in Hiring – Theory, Research and Practice</b>  <i>Mikael Villalobos (UOC Davis)</i></p> <p>This presentation will explore bias theory within the context of hiring practices. Learning objectives include: (1) build awareness and knowledge about language and theory related to implicit bias; (2) through reflective exercises and case studies, identify implicit biases in hiring practices; (3) explore ways in mitigating biases in hiring practices.</p>
<b>Workshop 4</b>	<p><b>Lessons Learned from #MeToo - Navigating the Other Dimensions of Workplace Harassment</b>  <i>Chris Gokturk (Littler) and Rae T. Vann (Carlton Fields)</i></p> <p>Without question, the #MeToo movement has served as a powerful catalyst for revisiting and enhancing employer sexual harassment prevention and response strategies. It also has sparked a range of new state and local requirements focusing primarily on sexual harassment issues. Targeted strategies for preventing and correcting other forms of harassment have lagged, however, attendees will learn to: (1) identify subtle forms of harassment based on race, religion, age, disability and other protected characteristics; (2) utilize internal survey and other data to anticipate potential precursors to harassing conduct; (3) apply lessons learned from the #MeToo movement to promptly and effectively correct harassing behavior.</p>
<b>Workshop 5</b>	<p><b>10 Steps to a Successful 503/VEVRAA Reverse Community Based Organizations Vendor Fair</b>  <i>Judy Julius (EEO Consulting), Karen Johnson-Robinson (OFCCP), Fred Melkey (Emerson), and Alicia Turner Roberson (The Boeing Company)</i></p> <p>Members of the St. Louis ILG along with the OFCCP will share their step-by-step process for hosting a Reverse Vendor Fair. Since 2014, the St. Louis ILG has hosted an annual fair at a local university for federal contractors to meet with community based organizations who work with Individuals with Disabilities and Veterans. Each year participation has grown and has recently expanded to include students who use the University’s Succeed, Access and Veteran programs.</p>
<b>Workshop 6</b>	<p><b>Removing the Online Obstacles to Employment: Getting Your Website OFCCP Compliant</b>  <i>Sylvia Bailey-Charles (Vocational Rehab), Dee Anne Faller and Jennifer Polcer (DirectEmployers)</i></p> <p>Your career website is your virtual HR office! While branding is key to attracting job seekers, providing accommodations in your application process is a prime component of being an inclusive employer. This session will highlight several requirements for making your career site compliant under OFCCP regulations (including a checklist!). In addition, you’ll hear first-hand from a local Vocational-Rehabilitation Specialist on how to ensure your company is on the right track for disability inclusion.</p>
<b>Workshop 7</b>	<p><b>Disability Woke</b>  <i>Chet Cooper (ABILITY Corps)</i></p> <p>Key learning takeaways: (1) Sticks and Stones: history and importance of language; (2) unconscious bias: definition, media and overcoming it; (3) understanding and knowing reasonable accommodation connected to Assistive Technology, Web, Video production and Recruiting.</p>
10:00 AM – 10:30 AM	Break



<b>10:30 AM – 12:00 PM</b>	<b>BREAKOUT SESSION 2</b>
<b>Workshop 1</b>	<p><b>Part 2 of 4 Series: AAP Reports: Metrics &amp; Analysis</b> <i>Patrick Nooren (Biddle) and Nicolas Paul (Kairos)</i></p> <p>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 &amp; Inclusion initiatives will also be reviewed.</p>
<b>Workshop 2</b>	<p><b>USERRA Update</b> <i>William Kenan Torrans (Veterans' Employment and Training Services)</i></p> <p>This session will address basics of the law and the investigative process. In addition, in keeping with VETS ultimate goal of preserving employer/employee relationships, we will focus on best practices for employers and employees to avoid misunderstandings and pitfalls that could result in formal investigations and/or litigation. While USERRA can be a tough law to comply with, we seek to ease the burden on employers in their overwhelming efforts to support our service men and women while facing challenges resulting from military deployments and mobilizations.</p>
<b>Workshop 3</b>	<p><b>Building a Disability- Inclusive Workplace</b> <i>Ipalla G. Cooke (The Hershey Company) and Jesse Fryburg (NOD)</i></p> <p>The presenters will describe the steps and key partnerships created to build a culture of trust and disability inclusion where applicants and employees feel safe in disclosing their disabilities, both visible and nonvisible. Attendees will learn practical steps that have effectively increased self-disclosure rates and enabled our organization to progress in successfully hiring and retaining talent with disabilities.</p>
<b>Workshop 4</b>	<p><b>The Top Ten Conflicts Between OFCCP and the Contractor Community: Best Practices to Find Common Ground</b> <i>Harvey Fort (OFCCP), Scott Kelly and Leigh Nason (Ogletree)</i></p> <p>This session will identify the hot topics for contractors and OFCCP and explore best practices to achieve compliance. We will hear about issues from the contractor community as well as from OFCCP and demonstrate how finding common ground will allow for more meaningful results for all involved.</p>
<b>Workshop 5</b>	<p><b>To FAAP or not to FAAP, That is the Question</b> <i>Nicole Wetmore (Dell) and Quenton Wright (Charles River Associates)</i></p> <p>Using examples of diversity metrics, this session highlights considerations in computing appropriate internal and external benchmarks to monitor progress towards diversity goals and identify areas in need of further outreach effort. Come learn how contractors can measure potential risk under establishment-based AAPs as compared to functional AAPs. Hear about Dell's transition from establishment-based AAPs to functional AAPs as the speakers weigh the pros and cons of each approach while engaging the audience in their questions.</p>
<b>Workshop 6</b>	<p><b>Faculty Recruiting for Excellence and Diversity</b> <i>Inderdeep Chatrath (Duke University) and Marilyn Schuyler (Schuyler Affirmative Action Practice)</i></p> <p>Having trouble finding females, minorities, Veterans, and Individuals with Disabilities to fill faculty positions? We will discuss recruiting resources and best practices in recruitment to help academic institutions achieve excellence and diversity. The pros and cons of using waivers and nonstandard recruitment methods will be explored, as well as the implementation of programs designed to retain diverse faculty.</p>
<b>Workshop 7</b>	<p><b>Different and Unique: Construction Contractor Compliance</b> <i>Joan Moore and Mim Munzel (The Arbor Consulting Group, Inc.)</i></p> <p>Construction audits are a different animal. Come learn what to do differently, especially given the OFCCP's new Construction Contractor Technical Assistance Guide (TAG).</p>
<b>12:00 PM – 1:00 PM</b>	<b>Lunch (Pre-Conference Attendees Only)</b>
<b>1:00 PM – 2:30 PM</b>	<b>BREAKOUT SESSION 3</b>
<b>Workshop 1</b>	<p><b>Part 3 of 4 Series. Drilling Down into Disparities</b> <i>Will Waymel (Kairos)</i></p> <p>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.</p>
<b>Workshop 2</b>	<p><b>Part 1 of 2: Inclusion@Work</b> <i>Michael Murray (ODEP)</i></p> <p>This practice-based session will engage participants in both small and large-group discussions on implementation the Inclusion@Work Framework. At the end of the session, participants will be able to: Explain the elements of the Inclusion@Work Framework; describe practical application strategies others have used to increase disability diversity across the Inclusion@Work Framework; identify additional information or application tools that would aid in implementation of the elements of the Inclusion@Work Framework.</p>



<b>Workshop 3</b>	<b>Workforce and Freshperson 2030: How the New Entrants to the Workforce Drive Business and Workforce Innovation</b> <i>Amanda Daniel Monroe and Allen Hudson (HudsonMann) and Karisa Moore and Corie Pauling (TIAA)</i>
<b>Workshop 4</b>	<b>Integrating Affirmative Action, EEO, and Diversity and Inclusion into the Employment Process</b> <i>Tonia Williams (Covance, Inc.)</i>  According to the OFCCP, an affirmative action program ensures EEO by institutionalizing a commitment to equality in every aspect of the employment process. In this session, participants will learn to transcend affirmative action as a compliance initiative and gain knowledge to employ it as a dynamic management tool. Participants will understand parallels between EEO, affirmative action, and inclusion and diversity; and identify potential approaches to integrate these principles into employment processes and practices.
<b>Workshop 5</b>	<b>Providing and Maintaining Accommodations in the Ever-Changing Workplace</b> <i>Linda Batiste (Job Accommodation Network)</i>  Workplace change is necessary and often beneficial, but also can negatively impact accommodations for employees with disabilities. Participants will learn how current workplace trends such as open offices and emerging technologies can create accommodation barriers, review practical techniques for overcoming these barriers, and receive information about free tools and resources related to implementing and maintaining workplace accommodations.
<b>Workshop 6</b>	<b>SOL Legal Updates or Something Like That</b> <i>Beverly Dankowitz (DOL)</i>
<b>Workshop 7</b>	<b>A Legal and Practical Approach to ADA &amp; FMLA Harassment, Retaliation and Interference</b> <i>Susan Brecher and Judy Young (Cornell)</i>  Supporting and accommodating employees with disabilities and medical conditions is an effective strategy for maintaining productivity and morale. It demonstrates a proactive effort to reducing claims for harassment, retaliation and interference under ADA and FMLA. Through a case study exercise participants will develop an understanding of harassment, retaliation, and interference, learn strategies for engaging in interactive dialogues that facilitate mutually beneficial solutions, and identify the power of language when communicating about leaves and reasonable accommodations.
<b>2:30 PM – 3:00 PM</b>	<b>Break</b>
<b>3:00 PM – 4:30 PM</b>	<b>BREAKOUT SESSION 4</b>
<b>Workshop 1</b>	<b>Part 4 of 4 Series. What you Need to Know About Compensation &amp; OFCCP Audits</b> <i>Patrick Nooren (Biddle) and Bill Osterndorf (HR Analytical Services)</i>  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.
<b>Workshop 2</b>	<b>Part 2 of 2: Inclusion@Work</b> <i>Michael Murray (ODEP)</i>  This practice-based session will engage participants in both small and large-group discussions on implementation the Inclusion@Work Framework. At the end of the session, participants will be able to: Explain the elements of the Inclusion@Work Framework; describe practical application strategies others have used to increase disability diversity across the Inclusion@Work Framework; identify additional information or application tools that would aid in implementation of the elements of the Inclusion@Work Framework.
<b>Workshop 3</b>	<b>Hire Your Housekeeper, Promote Your Assistant. How to Diversify Your Organization by Utilizing a Skilled, Customarily Overlooked Workforce</b> <i>Annie Fischer (Biddle)</i>  There is an increasingly large pool of potential employees who are eager to work for your organization. These workers are low wage, highly skilled, and incredibly diverse. We will explore the make-up of the low wage working class, the skills they bring to the table, and how their presence in all levels of your organization will benefit your company, and the nation as a whole.
<b>Workshop 4</b>	<b>We are Merge</b> <i>Cheryl Behymer and Sheila Willis (Fisher Phillips)</i>  In a potentially vulnerable situation for a company- it's important for companies to avoid major pitfalls during mergers and acquisitions. Attorneys, Cheryl Behymer and Sheila Willis will walk attendees through the following objectives: (1) compensation system mergers; (2) best communication practices for employers to employees; (3) merger and acquisition FAQs.
<b>Workshop 5</b>	<b>You Are On The CSAL – Now What?</b> <i>Guy Brenner (Proskauer), Federick Holt (Resolution Economics) and Justine Gayle (Booz Allen Hamilton Inc.)</i>  This program will empower contractors to take advantage of the CSAL to get prepared for the scheduling letter. Participants will learn what they can do to get ready – with practical guidance and tips from an in-house practitioner, outside counsel and labor economist – including: (1) the impact of the new scheduling letters on audit preparation; (2) common pitfalls of audit preparation and how to avoid them; (3) how to get buy-in from the top.



<b>Workshop 6</b>	<p><b>Growing from Trans 101 to Trans 201; Supporting Transgender Transitions in the Workplace</b>  <i>Pamela Roberts and Andi Wofford (Northrop Grumman)</i></p> <p>Since 2000, we've seen an increase in adoption of transgender inclusive policies in Corporate America. This best practice implementation of non-discrimination policies and trainings have typically been along a "one-size-fits-all" template for binary transitioning employees. In this session we walk you through changes that should be made to embrace non-binary transitions, how to adapt your trainings to the transgender individual, and best practices to take your Trans 101 course to Trans 201.</p>
<b>Workshop 7</b>	<p><b>21st Century: Video, Online and Biometrics Considerations</b>  <i>Rosemary Cox (DCI) and Candee Chambers (DirectEmployers)</i></p> <p>Job interviews come in all shapes and sizes: phone, in-person, group, behavioral, video, and more. Come explore what the research shows, biases, choosing the best type and the risks associated with each. Attendees will leave with a more robust knowledge of interviewing types, practical guidance, and a list of resources. Can you still use an interview type with risks and be successful? Join this discussion and let's have some fun while we are at it!</p>
<b>4:30 PM – 5:00 PM</b>	<p><b>First Time Attendees Briefing – Getting the Most from the Conference</b>  <i>Beverly Freeman (NILG Board Member)</i></p>
<b>4:30 PM – 5:00 PM</b>	<p><b>ILG Brainstorming Session: Share meeting topics, guest speakers, membership, and more</b>  <i>Rosemary Cox (DCI) and Valerie Vickers (JPMorgan Chase)</i></p> <p>Come join us in a brainstorming session for planning your ILG meetings. This workshop is designed to assist you with ideas; together we will share activities, speakers, and membership drives as well as meeting format and frequency. We ask that, if your ILG has done some creative things, tried activities that are out-of-the box or even meetings that did not go well, please come prepared to discuss the pros and cons. Come share with us!</p>
<b>5:00 PM – 7:00 PM</b>	<b>Exhibitor's Reception</b>
<b>5:15 PM – 6:15 PM</b>	<b>OFCCP Meeting with ILG Chairs (Invitation Only)</b>
<b>7:00 PM – 9:00 PM</b>	<b>Potomac Cruise (Ticket Only Event)</b>

**Wednesday, July 29**

<b>6:30 AM – 7:00 PM</b>	<b>Registration/Hospitality Desk</b>
<b>6:30 AM – 8:00 AM</b>	<b>Continental Breakfast/Exhibits</b>
<b>8:00 AM – 8:15 AM</b>	<b>Opening Ceremony and Welcome</b>
<b>8:15 AM – 8:30 AM</b>	<p><b>NILG Presentation – State of the NILG and Lois Baumerich Award</b>  <i>Paul McGovern (NILG Chair)</i></p>
<b>8:30 AM – 9:00 AM</b>	<p><b>OFCCP Keynote Address</b>  <i>Craig Leen, Director, OFCCP</i></p>
<b>9:00 AM – 9:30 AM</b>	<b>Break</b>
<b>9:30 AM – 10:45 AM</b>	<b>BREAKOUT SESSION 1</b>
<b>Workshop 1</b>	<p><b>Policy Update</b>  <i>Harvey Fort, Tina Williams and Matt Mimnaugh (OFCCP)</i></p>
<b>Workshop 2</b>	<p><b>The Uneasy Relationship Between Title VII and Executive Order 11246</b>  <i>William Doyle (McGuireWoods)</i></p> <p>Advanced program designed to help corporate employment counsel and HR/compliance professionals: (1) to understand the important aspects of the legal framework for claims brought against contractors by OFCCP under Executive Order 11246 that are undecided; (2) to understand why litigation to resolve these issues will be more likely in the coming years; (3) to understand the legal processes and parameters by which the legal system will address these substantial issues.</p>
<b>Workshop 3</b>	<p><b>What Would You Do? Exploring Best Practices for the Employment of Individuals with Disabilities</b>  <i>Lynn Clements (Berkshire)</i></p> <p>Berkshire's Lynn Clements explores common mistakes that employers make when managing employment of individuals with disabilities using an interactive "what would you do" format. Attendees will respond to actual case scenarios from government enforcement actions and will, together, decide the best way to handle each situation. Attendees will learn how to (1) evaluate job qualifications; (2) manage performance of individuals with disabilities; (3) process accommodation and leave requests; (4) request appropriate medical documentation.</p>
<b>Workshop 4</b>	<p><b>Looking Ahead: Preparing for a Reduction in Force</b>  <i>Dana Deason (ArcBest)</i></p> <p>While no one looks forward to a reduction in force, it is a fact of life for many organizations today in order to meet strategic goals and business needs. Taking time to carefully plan, analyze and prepare can make the difference between a successful transition and a disaster.</p>
<b>Workshop 5</b>	<p><b>An All-Female Pay Panel: "Women-splaining" Pay Equity</b>  <i>Elizabeth Bradley (Fortney and Scott), Joanna Colosimo and Lisa Harpe (DCI), Michelle Duncan (Jackson Lewis)</i></p>



	<p>An all-female, multi-disciplinary expert panel will converge to discuss their perspective on pay equity, the Pay Gap, and the Glass Ceiling. Learning objectives: (1) developing knowledge on the interconnection between pay equity and glass ceiling analytics to provide organizational recommendations; (2) avoiding pitfalls when implementing salary remediation strategies; (3) developing practical strategies for establishing a successful pay equity or glass ceiling project- with a focus on the end result and impact it will create.</p>
<b>Workshop 6</b>	<p><b>When Two Become One: M&amp;A with an EEO Twist</b>  <i>Annette Tyman (Seyfarth Shaw)</i></p> <p>We will discuss mid- and post-merger actions and give you best practices for making sure that important EEO considerations don't slip through the cracks. Topics will include: Assimilating non-government contractors into government contractor enterprises and what that means from an OFCCP perspective; uniting compensation systems and making sense of what prior compensation practices and decisions mean from a pay equity perspective; harmonizing policies, practices, and personnel to create an inclusive culture and minimize legal risk; and workforce and company-wide restructuring. Attendees will receive a helpful checklist of key issues to consider when undergoing a merger or acquisition.</p>
<b>Workshop 7</b>	<p><b>Affirmative Action from a healthcare perspective: the Ins and Outs of Compliance</b>  <i>Juan Hernandez (Spectrum Health)</i></p> <p>Participants will be guided through the development of a Successful Affirmative Action Program at a Health Care Organization. The delicate balance between building a robust compliance program while gaining the trust of hiring leaders and recruiters. Participants will learn to build executive buy-in a not-for-profit culture, and to use Affirmative Action as the foundation for greater Diversity, Equity, and Inclusion initiatives.</p>
<b>10:45 AM – 11:15 AM</b>	<b>Break/Exhibits</b>
<b>11:15 AM – 12:30 PM</b>	<b>BREAKOUT SESSION 2</b>
<b>Workshop 1</b>	<p><b>Under the Microscope: Promotion Processes and Performance Ratings</b>  <i>Valerie Hoffman (Seyfarth Shaw)</i></p> <p>Promotions and performance ratings processes should go under the microscope. In this session the audience will learn about: (1) the continuing lack of minority and female representation in upper level jobs and contributing causes in the typical promotion process and performance rating process; (2) how to effectively monitor promotions and performance ratings to identify disparities; (3) opportunities for modifications to these processes to bring about improvements, eliminate bias and support inclusion.</p>
<b>Workshop 2</b>	<p><b>OFCCP Ombudsman Program</b>  <i>Bob Gaglione and Marcus Stergio (OFCCP)</i></p>
<b>Workshop 3</b>	<p><b>How can Employers Move the Diversity Needle Without Running into Legal Trouble</b>  <i>Nita Beecher and Consuela Pinto (FortneyScott), Paul Francisco (State Street) and Marina Williams (Lockheed Martin)</i></p> <p>Employers are under increasing pressure to diversify their workforce and maintain a culture of inclusivity. The pressure to move the needle is significant, particularly for Federal contractors. Striking a balance between innovative diversity and inclusion programs and applicable legal parameters is tricky. Participants will leave with: (1) an understanding of legal requirements; (2) practical recommendations for creating a culture of inclusivity; (3) innovative approaches for achieving and maintaining a diverse workforce at all levels.</p>
<b>Workshop 4</b>	<p><b>The Not-So-Distant Future of Compensation Under Functional Programs</b>  <i>Mike Aamodt and Keli Wilson (DCI)</i></p> <p>The difficulty of pay equity analyses may be compounded under functional affirmative action plans (FAAPs) given larger group sizes that cross geographical areas. A discussion on compensation analysis approaches under FAAPs is imperative given recent OFCCP efforts to encourage contractors to develop FAAPs. In this session, participants will learn: (1) how to approach compensation analyses under a FAAP lens; (2) what the methodology considerations are for creating pay groupings; (3) what critical factors should be explored and modeled; (4) return on investment reflections learned from research.</p>
<b>Workshop 5</b>	<p><b>Expanding the Talent Pool: Leading Practices in Disability Disclosure and Inclusion</b>  <i>Carol Glazer (NOD), Craig Leen and Tina Williams (OFCCP)</i></p> <p>Our panel will describe how pacesetting companies are building cultures of trust where applicants and employees feel safe in disclosing their disabilities, both visible and nonvisible. Attendees will learn practical steps that have effectively increased self-disclosure rates in leading companies and enabled organizations to successfully hire and retain talent with disabilities. Attendees will also become better able to gauge their own progress in disability disclosure against the latest benchmarks in findings from the 2018 Disability Employment Tracker survey.</p>
<b>Workshop 6</b>	<p><b>Artificial Intelligence has Landed in HR: The Legal Landscape and Risk Mitigation Strategies for Hiring in the Digital Age</b>  <i>Michelle Duncan (Jackson Lewis)</i></p> <p>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: (1) learn about the legal framework that applies to these new tools; (2) understand the possible benefits and potential pitfalls; (3) gain practical tips on risk mitigation and due diligence with vendors.</p>
<b>Workshop 7</b>	<p><b>Higher Education Panel: Real Scenarios for Real Compliance</b>  <i>Joanna Colosimo (DCI), Elizabeth Bradley (FortneyScott), and Anita Jenious (Vanderbilt University)</i></p> <p>A cross disciplinary panel of higher education experts – a D&amp;I Director; I/O Psychologist; and Attorney - use real scenarios for a robust discussion on solving the unique challenges of OFCCP compliance faced by institute of higher education. Learning Objectives: (1) how to navigate</p>



	compliance between regulatory requirements and Agency guidance; (2) how to incorporate OFCCP's compliance recommendations into the higher education environment; (3) how to develop compliance solutions while maintaining the essence of the higher education environment.
<b>12:30 PM – 1:30 PM</b>	<b>Networking/Lunch</b>
<b>1:30 PM – 2:30 PM</b>	<b>Keynote Speaker</b> <i>Steve Browne, Vice President of Human Resources for LaRosa's, Inc.</i>
<b>2:30 PM – 3:00 PM</b>	<b>Break/Exhibits</b>
<b>3:00 PM – 4:15 PM</b>	<b>BREAKOUT SESSION 3</b>
<b>Workshop 1</b>	<b>FAAPs</b> <i>Tina Williams and William Cruz (OFCCP)</i>
<b>Workshop 2</b>	<b>Creating a Culture of Workplace Accountability</b> <i>Tucker Miller (ELI)</i>  Using examples from the news and interactive video scenarios, this session will introduce participants to simple and effective behavioral models designed to engage higher levels of civility and engagement throughout the organizations. This session will provide participants with: (1) effective ways to challenge prevailing rhetoric and ensure that organizational values and standards aren't diluted by outside influences; (2) proven behavioral models and a look at how they can be applied to deepen the commitment to business impact; (3) a range of practical tools for establishing and sustaining behaviors that are aligned with agency values to maintain a professional workplace culture.
<b>Workshop 3</b>	<b>Bridging Efforts and Success in Veteran Hiring: A Sergeant's Call to Action</b> <i>Bennie Anderson and Dawn Ashley (Duke Energy)</i>  Federal Contractors in all the US are seeking to meet the VEVRAA benchmark as part of compliance. Duke Energy wants to share with you why this is not only important from a compliance point of view but also because veterans have the proven ability to learn new skills and concepts that will strengthen your organization. Command Sergeant Major Bennie B. Anderson, Duke Energy's Senior Military Recruiting Specialist, and Dawn Ashley, the Strategic Sourcing Team and Compliance Manager, will share creative ways to: (1) partner with internal and external veteran organizations to source candidates and collaborate on hiring efforts; (2) build a Roadmap for Transitioning Military and Veterans; (3) create Policies to sustain a Military Friendly workplace.
<b>Workshop 4</b>	<b>OFCCP Audits – Changed Rules and Changed Strategies for Success</b> <i>Mickey Silberman (Silberman Law PC)</i>  In OFCCP audits, things have changed fast and in ways big and small. What does this mean for you and your company? A changed OFCCP means new rules to learn, understand and respond to ensure effective compliance and audit success. In this session, Mickey will practically and strategically "connect the dots" regarding OFCCP's important audit changes. So join us as we break down what employers need to know now, and do, differently to protect their organizations. During this presentation participants will learn: (1) what OFCCP has changed in audits; (2) what remains the same in audits; (3) how to respond in audits to the OFCCP's changed approach.
<b>Workshop 5</b>	<b>The Employer's Guide to Proper Test Use: Legally and Psychometrically</b> <i>Richard Fischer (McLean Consulting)</i>  Any exam must be used in accordance with the Uniform Guidelines. Session focus will be on why validity underlies that use, legally and psychometrically, and red flags threatening validity, to: (1) help contractor HR staff understand validity and its importance to test use, to decide if particular exam use is appropriate; (2) mitigate potential test use liability; (3) correct some of the more common ways OFCCP mis-enforces the Guidelines in cases they're brought involving exams.
<b>Workshop 6</b>	<b>Real World Solutions to Real World Data Problems</b> <i>Will Waymel and Jennifer McAlister (Kairos)</i>  Spend your days working with data? Find you spend more time cleaning up, formatting, and transforming your data than actually analyzing it? You'll leave our hands-on training having learned how to automate the combination and reformatting of data from different sources, reconcile datasets, create reports using pivot tables to analyze your recruitment sources, and display your findings in a visually appealing dashboard within Excel.
<b>Workshop 7</b>	<b>Behind the Curtain: Best Practices and Lessons Learned</b> <i>Sam Starks (University of Pennsylvania) and Cheri Burgess (Princeton University)</i>  Discussion that includes best practices and lessons learned for defining your role; managing internal/external relationships; developing an internal communication plan; utilizing in-house and external counsel; preparing and presenting data and information strategically; preparing for and managing the agency's phone interviews and on-site review; and more! The session will be interactive to invite knowledge sharing with the aim of every audience member leaving the conversation with more confidence to handle the next agency on-site review.
<b>4:30 PM – 5:30 PM</b>	<b>Listening Session on Modernizing EEO-1 Component 1 Collection and Reporting to Improve Efficiency: U.S. Equal Employment Opportunity Commission (EEOC) Office of Enterprise Data Analytics</b> <i>Rashida Dorsey, Kimberly Essary, Margaret Noonan (EEOC) and Jennifer Hasche (NORC)</i>  The EEOC is modernizing its surveys and data analytics. As part of this effort, EEOC is contracted with NORC at the University of Chicago (NORC) to evaluate the EEO Component 1 Surveys in current form and implementation, and to develop and propose alternatives for modernization of the EEO Surveys program. Conversations with key constituencies are an important and effective mechanism to identify barriers and pain points from employers, which will be crucial to inform the development of meaningful and feasible alternatives for the modernization effort. Listening sessions held at conferences, workshops and other professional venues provide an effective means of gathering qualitative feedback data collection process. The main topics this session hopes to address are: participants' understanding of the EEO-1 Component 1 submission process,



	including methods of reporting (electronic submission and uploading of data files), level of effort associated with reporting; eliciting suggestions to make the process easier for filers and their representatives; and the impact of the collection of new data elements or the collection of current elements in a different way.
<b>4:30 PM – 5:30 PM</b>	<b>EEOC Meeting with ILG Chairs (Invitation Only)</b>
<b>5:00 PM – 7:00 PM</b>	<b>Exhibitor’s Reception</b>

**Thursday, July 30**

<b>6:30 AM – 5:00 PM</b>	<b>Registration/Hospitality Desk</b>
<b>6:30 AM – 8:00 AM</b>	<b>Continental Breakfast/Exhibits</b>
<b>8:00 AM – 8:10 AM</b>	<b>Welcome</b>
<b>8:10 AM – 8:15 AM</b>	<b>2021 NILG National Conference</b>
<b>8:15 AM – 8:45 AM</b>	<b>EEOC Keynote Address</b> <i>Charlotte Burrows, Commissioner, EEOC</i>
<b>8:45 AM – 9:15 AM</b>	<b>Break/Exhibits</b>
<b>9:15 AM – 10:30 AM</b>	<b>BREAKOUT SESSION 1</b>
<b>Workshop 1</b>	<p><b>I will survive! No matter the size of the compliance deficiency, CHANGE is possible</b> <i>Kumbo Croft and Todd Shultz (Gordon Food Service) and Lauren Hicks (Ogletree)</i></p> <p>Do you struggle with implementing changes in your organization? Join this conversation about how GFS climbed back from rock bottom compliance - a \$1.85 million discrimination settlement with OFCCP. Hear the story of how the company ended up in its situation of non-compliance, and the strategies and resources utilized to change course. Practical advice about identifying areas for improvement, difficult conversations, getting compliance a seat at the table, and how to craft a vision for the future.</p>
<b>Workshop 2</b>	<p><b>Intermittent FMLA: Strategies to Avoid Abuse and Lawsuits</b> <i>Anne-Marie Welch (Clark Hill PLC)</i></p> <p>Employers often struggle with employees' use or misuse of intermittent FMLA leave as it is by nature generally unplanned; and, as a result, disruptive to the business and other employees. In this session, participants will work through intermittent FMLA leave scenarios to learn tips and strategies to solve workflow issues, curb abuse, and avoid lawsuits.</p>
<b>Workshop 3</b>	<p><b>Moving the Needle on Strategic Diversity</b> <i>Patrick McNeil and Amanda Carcaterra (Affirmity)</i></p> <p>By comparing results from the 2015 and 2019 Strategic Diversity Measurement surveys, we can see where the needle has moved and pinpoint what organizations need to do to advance their D&amp;I goals. In this presentation, we'll cover: (1) strategic measurement as a tool to advance D&amp;I initiatives; (2) research on the impact of organizational maturity in relation to strategic tasks; (3) improvements and best practices implemented by advanced organizations.</p>
<b>Workshop 4</b>	<p><b>A First Hand Look at the Gray of Equal Pay</b> <i>Sue Abbondante, Maribel Gregory and Jude Sotherlund (Thomas Houston Associates, Inc.) and Jo Bennett (Schnader Harrison Segal &amp; Lewis LLP)</i></p> <p>Join our fun, interactive role-play session that explores the nuances of equal pay and compensation discrimination in "A First-Hand Look at the Gray of Equal Pay". The panel includes an attorney and several female complainants on a series of pay issues, one complainant at a time. Attendees learn the basics of law regarding compensation, why differences in pay may not be illegal or discriminatory and how to analyze the factors within your organizations' pay decisions.</p>
<b>Workshop 5</b>	<p><b>What Cannabusiness Do? Navigating the Changing Landscape of Marijuana and the Workplace</b> <i>Nathaniel Glasser and Robert O'Hara (Epstein Becker &amp; Green, P.C.) and Michelle Wright (EBG Advisors)</i></p> <p>More than half the states have legalized some form of marijuana, but it remains an illegal schedule I drug under federal law. This dichotomy leaves contractors asking whether they can enforce drug-free workplace policies; comply with federal laws and regulations; safeguard their workplace; and still comply with the patchwork of state laws. Panelists will explore approaches to drug screening, identify non-discrimination and accommodation solutions, and propose strategies for addressing conflicts in federal and state law.</p>
<b>Workshop 6</b>	<p><b>Using Data to Help Talent Acquisition and Compliance Collaborate</b> <i>Heather Abbott (Raytheon) and Beth Ronnenburg (Berkshire Associates)</i></p> <p>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 Heather Abbott will equip participants with techniques for managing data to identify gaps in compliance. Participants will learn: (1) how to analyze applicant data; (2) how to process the implications of those findings; (3) how to convey findings to influence talent acquisition best practices.</p>
<b>Workshop 7</b>	<p><b>Compliance on Campus: Guidelines for College and University Recruitment and Selection</b> <i>Danny Petrella (CWC)</i></p> <p>College recruitment programs can take many forms, with each one triggering unique compliance requirements that need to be understood in order to be effectively managed. This session will: (1) examine the key employment laws and regulations that specifically impact campus</p>



	recruiting programs; (2) identify how common campus recruiting practices can inadvertently run afoul of fundamental EEO compliance and recordkeeping requirements; (3) offer practical guidelines employers can follow to minimize campus recruitment compliance risks.
<b>10:30 AM – 11:00 AM</b>	<b>Break/Exhibits</b>
<b>11:00 AM – 12:15 PM</b>	<b>BREAKOUT SESSION 2</b>
<b>Workshop 1</b>	<p><b>OFCCP’s Early Resolution Conciliation Process: Negotiating the Agreement, OFCCP’s Perspective, the Contractor’s Perspective, and the Practical Realities of Multiple-Establishment Simultaneous Progress Reports</b>  <i>Alissa Horvitz and Joshua Roffman (Roffman Horvitz, PLC)</i></p> <p>The presenters will discuss the OFCCP’s Early Resolution Process Directive, how the negotiation process worked in a real example, the pros and cons of resolving multiple compliance reviews simultaneously, the scope of what OFCCP expects from the employer’s self-audit, and the strategies involved in submitting progress reports for multiple establishments to the same reviewing office.</p>
<b>Workshop 2</b>	<p><b>Claiming your seat at the table and keeping it! Compliance Game of Thrones</b>  <i>Virginia Bird and Liz MacFarland (Children’s Hospital of Philadelphia)</i></p> <p>Compliance is an area which relies on the ability to take proactive approaches in supporting business objectives by understanding how to navigate the intersection of constantly changing legislation with an organization’s culture and operations. But unlike a dog that one day catches the rabbit, gaining a seat isn’t about the chase - it’s about building and maintaining company value and reputation with your stakeholders. After this workshop you should be able to: (1) understand how the role of Compliance has changed; (2) identify the skills needed to claim your seat at the table; (3) understand how to maintain your seat at the table.</p>
<b>Workshop 3</b>	<p><b>Why Veteran Recruitment Programs Fail and How to Make Sure Yours Does Not</b>  <i>Rob Arndt (RecruitMilitary &amp; Bradley-Morris Inc.)</i></p> <p>Hiring veterans makes good business sense if done right. Many companies are focused on getting veterans in the door, but few have mastered the programmatic approach from hire to retention. You will hear a high-level overview of how to develop a successful veteran program by: (1) understanding the military; (2) where to find military talent; (3) how to on-board military employees; (4) how to support and retain them.</p>
<b>Workshop 4</b>	<p><b>Detecting Deception: Practical Skills for EEO Investigations</b>  <i>Michael Johnson (Clear Law Institute, LLC)</i></p> <p>In this interactive session from a former U.S. Department of Justice attorney, you will examine videos and case studies to learn: (1) how to utilize the “Cognitive Interview,” which is the most widely researched interviewing technique in the world; (2) how many common beliefs about spotting deception are incorrect; (3) how to apply research-based methods for detecting signs of deception and truthfulness.</p>
<b>Workshop 5</b>	<p><b>Emerging EEO Trends: Staying Compliant in a Fast Changing World</b>  <i>Cara Crotty (Constangy, Brooks, Smith &amp; Prophete, LLP)</i></p> <p>This session will help audience members stay current on the latest trends and developments in employment law, both nationally and regionally. Participants will receive takeaways for potential policy or organizational changes a company may want to consider to ensure compliance in light of emerging issues and legal developments in the area of employment law. Participants will learn practical guidance on current legal issues for human resource professionals and in-house lawyers, as well as insights into pragmatic approaches for handling various employees concerns and circumstances.</p>
<b>Workshop 6</b>	<p><b>A Survivalist Guide to AI Implementation</b>  <i>Ornella Castman (Bayer), Teresa Salinas (Cerner) and Joe Lakis (NT Lakis)</i></p> <p>This workshop will share with the attendees the survivalist guide to AI implementation in large organizations. The attendees will walk away with: 1) how to get the organization ready for the change; 2) the pros and cons of AI implementation; 3) status update of the journey.</p>
<b>Workshop 7</b>	<p><b>Understanding Pay Equity and OFCCP Guidance in the Complex World of Universities</b>  <i>David Lamoreaux (Charles River Associates, Inc.) and Leslie Salafia (University of Connecticut)</i></p> <p>In this session, two experts (a Labor Economist and University Attorney) discuss the unique challenges of conducting a proactive pay equity audit of university faculty in anticipation of an OFCCP compliance review, with relation to real-world OFCCP experiences. The learning objectives include the following: (1) overview of OFCCP guidance on pay equity in educational institutions; (2) legal and political considerations in conducting a faculty pay equity audit; (3) practical data challenges in conducting a university pay audit; (4) modeling considerations when examining university faculty pay; (5) risk remediation strategies for university faculty.</p>
<b>12:15 PM – 1:15 PM</b>	<b>Networking/Lunch</b>
<b>1:15 PM – 2:15 PM</b>	<b>Keynote Speaker</b> <i>Carla Moore, Vice President of Sales Strategy and Education for Home Box Office (HBO)</i>
<b>2:15 PM – 2:45 PM</b>	<b>Break/Exhibits</b>
<b>2:45 PM – 4:00 PM</b>	<b>BREAKOUT SESSION 3</b>
<b>Workshop 1</b>	<p><b>Recent Significant OFCCP Developments</b>  <i>John C. Fox (Fox, Wang, &amp; Morgan, P.C.)</i></p> <p>John will candidly discuss the most important OFCCP developments since the last NILG annual meeting and provide his unique insights into where OFCCP has been and where it is going. Drawing on his experience to help run the OFCCP and then, in private practice thereafter, taking hundreds of contractors through audits and sometimes ensuing litigation, John will also discuss the practical implications to contractors of OFCCP’s ever-changing compliance requirements and the agency’s current enforcement initiatives.</p>





<b>Workshop 2</b>	<p><b>What Other Regulations and Laws Impact Your Compliance Obligations?</b> <i>Laura A. Mitchell (Jackson Lewis)</i></p> <p>In the affirmative action world, there are more than just the three OFCCP governing regulations that dictate employer compliance. Join us as we explore other labor and employment laws that regulate and define who is an employee and the protections they must be afforded, including their impact on EEO-1 reporting and AAP preparation. Learning objectives: (1) identify other laws and regulations that govern treatment of federal contractor employees; (2) learn about potential inconsistencies and/or uncertainties raised by these other labor and employment laws; (3) obtain suggestions for developing plans to help HR and Compliance partner to ensure compliance.</p>
<b>Workshop 3</b>	<p><b>Termination Traps - Top 10 Mistakes Employers Make When Terminating Employees and How to Avoid Them</b> <i>Christopher Durham and Meredith Gregston (Duane Morris)</i></p> <p>This interactive session will discuss the top 10 frequent “termination traps” that can create legal risk for employers when terminating employees – and how to avoid them. The session will include a discussion of common termination pitfalls in the lead up to and execution of a termination decision, as well as best practices for documentation, progressive discipline, and communications relating to termination that will assist employers in reducing risk. Presenters will engage the audience to work through real-life examples of “terminations gone wrong” and discuss strategies that could have been used to reduce the risk associated with the terminations. Attendees will leave the session armed with key takeaways that they can implement at their companies to limit the ever-present risks associated with termination.</p>
<b>Workshop 4</b>	<p><b>The Art of War: Audit Testimonies and Defensive Strategies for Surviving an OFCCP Audit</b> <i>Alex Gonzalez and Beth Montgomery (OutSolve), Alissa Horvitz (Roffman Horvitz, PLC) and Nicole Wetmore (Dell)</i></p> <p>Now more than ever, the opportunity to be selected for an OFCCP review continues to rise yet many federal contractors discover they are not prepared to fulfill the detailed data and documentation requests. Learn from a battle-tested team of panelists as they share common/uncommon audit requests and how to strategically respond; how to prepare your management team; and tips for data review to ensure it “tells the tale” that is intended.</p>
<b>Workshop 5</b>	<p><b>The Future is Now: Navigating through the intersections of AI, Recruiting Technologies</b> <i>Jason Capili (PWC) and Valerie Hoffman (Seyfarth Shaw)</i></p> <p>As artificial intelligence (AI) becomes integrated into everyday recruiting, advancements in employment and data privacy laws and regulations have also evolved, resulting in uncharted areas of risks with which businesses will need to be mindful. In this presentation, we will explore and learn about (1) various AI and recruiting technology advancement utilized by employers; (2) the benefits and risks associated when using them; (3) strategies to consider when integrating AI-based technologies into everyday recruiting.</p>
<b>Workshop 6</b>	<b>OFCCP Branch of Expert Services (BES)</b>
<b>Workshop 7</b>	<p><b>Turning Mountains into Molehills: Analyzing Faculty Compensation</b> <i>Daniel Kuang (Biddle) and Marilynn Schuyler (Schuyler Affirmative Action Practice)</i></p> <p>For academia, analyzing compensation is like climbing a mountain – challenging and scary, and near impossible. But help is on the way. Participants will learn about: (1) the new Educational Institutions Technical Assistance Guide and how it addresses compensation; (2) the basics of compensation analyses within Title VII framework; (3) how to conduct compensation analysis using a free and easy to use software program that will be provided to all participants.</p>
<b>7:00 PM – 11:00 PM</b>	<b>Casino Night</b>

**Friday, July 31**

<b>7:00 AM – 12:00 PM</b>	<b>Registration/Hospitality Desk</b>
<b>7:00 AM – 8:00 AM</b>	<b>Continental Breakfast</b>
<b>8:00 AM – 8:30 AM</b>	<p><b>ODEP Keynote Address</b> <i>Jennifer Sheehy, Deputy Assistant Secretary, ODEP</i></p>
<b>8:35 AM – 9:35 AM</b>	<p><b>Update on Contemporary OFCCP Enforcement</b> <i>David Cohen (DCI) and Robert LaJeunesse (OFCCP)</i></p>
<b>9:40 AM – 10:40 AM</b>	<b>OFCCP / NILG / Experts Compensation Roundtable</b>
<b>10:40 AM – 11:00 AM</b>	<b>Break</b>
<b>11:00 AM – 12:00 PM</b>	<p><b>OFCCP Regional Director Panel</b> <i>Moderator: Bill Osterndorf (HR Analytical Services)</i></p>
<b>12:00 PM – 12:30 PM</b>	<p><b>Final Thoughts &amp; Close of Conference</b> <i>Craig Leen (OFCCP) and Paul McGovern (NILG)</i></p>