



# July

DATE	TIME (EST)	TITLE / PRESENTER
Monday July 6	2:00 PM – 2:15 PM	<b>Welcome</b> <i>Paul McGovern, NILG Chair</i>
	2:15 PM – 2:45 PM	<b>OFCCP Keynote Address</b> <i>Craig Leen, Director, OFCCP</i>
	2:45 PM – 3:15 PM	<b>EEOC Keynote Address – Not Confirmed</b> <i>Charlotte Burrows, Commissioner, EEOC</i>
Tuesday July 7	2:00 PM – 3:15 PM	<b>Behind the Curtain: Best Practices and Lessons Learned</b> <i>Cheri Burgess (Princeton University) and Sam Starks (University of Pennsylvania)</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.
Wednesday July 8	2:00 PM – 2:30 PM	<b>Keynote ODEP – Not Confirmed</b> <i>Jennifer Sheehy, Deputy Assistant Secretary, ODEP</i>
Thursday July 9	2:00 PM – 3:15 PM	<b>To FAAP or not to FAAP, That is the Question</b> <i>Nicole Wetmore (Dell) and Quenton Wright (Charles River Associates)</i>  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.
Tuesday July 14	2:00 PM – 3:15 PM	<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>  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.
Wednesday July 15	2:00 PM – 3:15 PM	<b>Policy Update</b> <i>Tina Williams and Marcus Stergio (OFCCP)</i>
Thursday July 16	2:00 PM – 3:15 PM	<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>  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.
Tuesday July 21	2:00 PM – 3:15 PM	<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.
Wednesday July 22	2:00 PM – 3:15 PM	<b>OFCCP Branch of Expert Services (BES)</b> Bob Lajeunesse and other BES members



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Thursday July 23	2:00 PM – 3:15 PM	<b>Compliance on Campus: Guidelines for College and University Recruitment and Selection</b> <i>Danny Petrella (CWC)</i>  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 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.
Tuesday July 28	2:00 PM – 3:15 PM	<b>What Would You Do? Exploring Best Practices for the Employment of Individuals with Disabilities</b> <i>Lynn Clements (Berkshire)</i>  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.
Wednesday July 29	2:00 PM – 3:15 PM	<b>NILG Compensation Roundtable Follow-Up</b>
Thursday July 30	2:00 PM – 3:15 PM	<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>  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.

## August

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Tuesday August 4	2:00 PM – 3:15 PM	<b>What Other Regulations and Laws Impact Your Compliance Obligations?</b> <i>Laura A. Mitchell (Jackson Lewis)</i>  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.
Wednesday August 5	2:00 PM – 3:15 PM	<b>Expanding the Talent Pool: Leading Practices in Disability Disclosure and Inclusion</b> <i>Carol Glazer (NOD), Craig Leen and Tina Williams (OFCCP)</i>  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.
Thursday August 6	2:00 PM – 3:15 PM	<b>Moving the Needle on Strategic Diversity</b> <i>Patrick McNeil and Pam Pujó (Affirmity)</i>  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&I goals. In this presentation, we'll cover: (1) strategic measurement as a tool to advance D&I initiatives; (2) research on the impact of organizational maturity in relation to strategic tasks; (3) improvements and best practices implemented by advanced organizations.



DATE	TIME (EST)	TITLE / PRESENTER
Tuesday August 11	2:00 PM – 3:15 PM	<b>21st Century: Video, Online and Biometrics Considerations</b> <i>Candee Chambers (DirectEmployers) and Rosemary Cox (DCI)</i>  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!
Wednesday August 12	2:00 PM – 3:15 PM	<b>Update on Contemporary OFCCP Enforcement</b> <i>David Cohen (DCI), Patty Davidson and Robert LaJeunesse (OFCCP)</i>
Thursday August 13	2:00 PM – 3:15 PM	<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.
Tuesday August 18	2:00 PM – 3:15 PM	<b>AAP Reports: Metrics &amp; Analysis</b> <i>Patrick Nooren (Biddle) and Nicolas Paul (Kairos)</i>  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.
Wednesday August 19	2:00 PM – 3:15 PM	<b>SOL Legal Updates</b> <i>Beverly Dankowitz, Jeffrey Lupardo and Keir Bickerstaffe (DOL)</i>
Thursday August 20	2:00 PM – 3:15 PM	<b>The Not-So-Distant Future of Compensation Under Functional Programs</b> <i>Mike Aamodt and Keli Wilson (DCI)</i>  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.
Tuesday August 25	2:00 PM – 3:15 PM	<b>The Future is Now: Navigating through the intersections of AI, Recruiting Technologies</b> <i>Jason Capili (PWC) and Valerie Hoffman (Seyfarth Shaw)</i>  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.
Wednesday August 26	2:00 PM – 2:30 PM	<b>EEOC – Not Confirmed</b>
	3:00 PM – 4:15 PM	<b>EARN/ODEP – Not Confirmed</b>
Thursday August 27	2:00 PM – 3:15 PM	<b>Recent Significant OFCCP Developments</b> <i>John C. Fox (Fox, Wang, &amp; Morgan, P.C.)</i>  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.
	3:15 PM – 3:30 PM	<b>NILG 2021 National Conference</b> <i>Kevin Fitzpatrick, Chair; Anthony Kaylin Co-Chair</i>