



Sunday, July 24

2:00 PM – 7:00 PM	Registration/Hospitality Desk
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Monday, July 25 – PRE-CONFERENCE

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	BREAKOUT SESSION 1
Workshop 1	EEOC Jeffrey Burstein (EEOC)
Workshop 2	AAP Reports: Metrics & Analysis Nick Paul (Kairos)
Workshop 3	Adverse Impact Flags - Finding the Truth Behind the Numbers Rick Holt (Resolution Economics), Guy Brenner, (Proskauer)
Workshop 4	Audit Prep Starts Now (Even if You're Not on the CSAL) Christopher Chrisbens, Christopher Patrick, (Jackson Lewis)
Workshop 5	Dispelling Fears & Stigmas around Talent with Disabilities Keith Meadows, Kevin McCloskey (Disability Solutions)
10:00 AM – 10:30 AM	Break

10:30 AM – 12:00 PM	BREAKOUT SESSION 2
Workshop 1	OFCCP Division of Policy Tina Williams, Director of Policy and Program Development, OFCCP Bev Dankowitz, Attorney, CRLM, Solicitor's Office Nakisha Pugh, Director of Education and Stakeholder Engagement, OFCCP
Workshop 2	Drilling Down into Disparities Will Waymel (Kairos)
Workshop 3	8 Common Mistakes in AA Planning Beth Ronnenburg (Berkshire Associates)
Workshop 4	What Does an Audit Ready AAP Really Look Like? Cassie Shamber, Marife Ramos (Biddle Consulting)
Workshop 5	Build & Sustain Your Military Talent Machine Rob Arndt (BufferSprings)
12:00 PM – 1:00 PM	Lunch (Pre-Conference Attendees Only)

1:00 PM – 2:30 PM	BREAKOUT SESSION 3
Workshop 1	Back from the Brink: Salvaging a Derailed Audit Joan Moore, Mim Munzel (The Arbor Consulting Group, Inc.)
Workshop 2	UNC and Harvard U: Déjà vu of Fisher or Adieu to Affirmative Action? Marilynn Schuyler (Schuyler Affirmative Action), Dean Sparlin (Sparlin Law), Matt Camardella (Jackson Lewis)
Workshop 3	Keep 'Em, Don't Lose 'Em. Stories from the Trenches Roselle Rogers (CIRCA), Chris Long (Integrated Computer Solutions, Inc)
Workshop 4	Diversity, Equity & Inclusion: Conducting a Self-Audit Cara Crotty (Constangy)
Workshop 5	Preventing Religious Discrimination in the Workplace Sheila Willis, Cheryl Behymer (Fisher/Phillips)
2:30 PM – 3:00 PM	Break



3:00 PM – 4:30 PM	BREAKOUT SESSION 4
Workshop 1	Using Data to Build a Disability Inclusive Workforce Chris Powell (Talmatrix), Carol Glazer (National Organization on Disability)
Workshop 2	After AAP Data Analyses: Remember Other Compliance Obligations Joshua Roffman, Alissa A. Horvitz (Roffman Horvitz)
Workshop 3	The Job of Compliance: It May Not Be What You Think Matt Nusbaum (Biddle Consulting)
Workshop 4	Hidden Figures: Five Key Diversity Metrics You're Overlooking Danny Petrella (NT Lakis)
Workshop 5	Accessibility for Deaf Employees Greg Hlibok, Corey Burton, AnnMarie Killian (ZP Better Together), Kevin Fitzpatrick (PepsiCo)
4:30 PM – 5:00 PM	First Time Attendees Briefing – Getting the Most from the Conference (NILG Board Member)
5:00 PM – 7:00 PM	Exhibitor's Reception
7:00 PM – 9:00 PM	VIP - Cruise (Ticket Only Event)

Tuesday, July 26 – REGULAR CONFERENCE

6:30 AM – 7:00 PM	Registration/Hospitality Desk
6:30 AM – 8:00 AM	Breakfast/Exhibits
8:00 AM – 8:15 AM	Opening Ceremony and Welcome
8:15 AM – 8:30 AM	NILG Presentation – State of the NILG and Lois Baumerich Award Tony Kaylin (NILG Chair)
8:30 AM – 9:15 AM	OFCCP Keynote Address Jenny Yang, Director, OFCCP
9:15 AM – 10:15 AM	PLENARY SESSION: Moving Towards a Culture of Equity Wendy Chun-Hoon, Director of the Women's Bureau, Jenny Yang, Director of OFCCP and Charlotte Burrows, Chair of the EEOC, Seema Nanda, Solicitor of Labor
10:15 AM – 11:00 AM	Break

11:00 AM – 12:15 PM	BREAKOUT SESSION 1
Workshop 1	The New Census Data: Are your New Goals Reasonable and Attainable? Judy Julius (EEO Consulting), Fred Melkey (Emerson)
Workshop 2	Creating a Sustainable Accountability Program for Managers Rosemary Cox (DCI Consulting), Ed Hagar (Huntington Ingalls Shipbuilding)
Workshop 3	Pay Equity 2.0: Looking Beyond Just Pay Adjustments Erin Connell (Orrick), Laura Mitchell (Jackson Lewis)
Workshop 4	Multi-State Madness: Navigating State Laws on Hiring, Pay, AA and More Diego Gonzales (Raytheon), David Goldstein, Chris Gokturk (Littler)
Workshop 5	Fairness in the Remote Workplace Christine Hendrickson, Nancy Romanyshyn (Syndio)

12:15 PM – 1:30 PM	Networking/Lunch
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12:15 PM – 1:15 PM	OFCCP Meeting with ILG Chairs (Invitation Only) Lunch Provided
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1:30 PM – 2:45 PM	BREAKOUT SESSION 2
Workshop 1	Department of Labor Solicitor's Update Beverly Dankowitz (DOL)
Workshop 2	Effective Conciliation and Mediation Strategies Craig Leen (K&L Gates)
Workshop 3	Hiring During the Great Resignation: Implications for Pay Equity Thomas Carnahan (Berkshire Associates), Nancy Holt (Ford Harrison)
Workshop 4	How to Operationalize Your D&I and AAP Efforts Melissa Donaldson, Maryanne Rivers (Wintrust Financial)
Workshop 5	Leveraging the Power of Regression Analysis to Evaluate & Explain Decisions Michelle Duncan, Christopher Patrick (Jackson Lewis)
2:45 PM – 3:15 PM	Break



3:15 PM – 4:30 PM	BREAKOUT SESSION 3
Workshop 1	Pay Data Reporting Returns--What Does That Mean for Employers? Nita Beecher (FortneyScott)
Workshop 2	Using Data Science to Quantify Your Diversity Initiatives K. Joy Chin, Sunil Yernagula, Eric Felsberg (Jackson Lewis)
Workshop 3	Your Audit Letter Is in the Mail: What Do You Do Next? Rachel Rubino (Berkshire Associates) and Kelsey Smithisler (PPD)
Workshop 4	Intersectionality of Race and Gender in Hiring and Pay Equity Analyses Christopher Durham, Meredith Gregston (Duane Morris), Paul White (Resolution Economics)
Workshop 5	Artificial Intelligence and Equal Employment Opportunity: Back to the Future Vicki Lipnic (Resolution Economics), Kristie Iacopetta, Annette Tyman (Seyfarth Shaw), Eric Dunleavy (DCI Consulting)

4:45 PM– 5:45 PM	Plenary Session: Recent Significant OFCCP Policy Developments John Fox (Fox, Wang & Morgan P.C.), Candee Chambers (DirectEmployers)
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5:30 PM – 7:00 PM	Exhibitor’s Reception
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Wednesday, July 27

6:30 AM – 5:00 PM	Registration/Hospitality Desk
6:30 AM – 8:00 AM	Breakfast/Exhibits
8:00 AM – 8:10 AM	Welcome
8:10 AM – 8:15 AM	2023 NILG National Conference
8:15 AM – 8:45 AM	EEOC Keynote Address Jocelyn Samuels, Vice Chair, EEOC (Invited)
8:45 AM – 9:15 AM	Break/Exhibits

9:15 AM – 10:30 AM	BREAKOUT SESSION 1
Workshop 1	Conciliation Agreements-Understanding the Costs of Technical Violations Alex Gonzalez (Outsolve), Alissa A. Horvitz (Roffman Horvitz)
Workshop 2	Lessons Learned from Recent OFCCP Compensation Audits Thomas Carnahan, Lynn Clements (Berkshire Associates)
Workshop 3	Leveraging AA/EEO Efforts to Address ESG Objectives Val Hoffman (Seyfarth Shaw LLP)
Workshop 4	AI’s Influence on Hiring Diversity and Regulations Patrick McNiel (Affirmity)
Workshop 5	Beyond Posting – Successful Strategies to Reach Underserved Communities Rhonda Aubin-Smith, (Director OFCCP Boston), Laura Garger (Ogletree Deakins), Amie Brunelle (Outsolve), Teresa Malonzo (Harvard University), Janice DuFresne (WilmerHale)
10:30 AM – 11:00 AM	Break/Exhibits

11:00 AM – 12:15 PM	BREAKOUT SESSION 2
Workshop 1	Update on Contemporary OFCCP Enforcement: 2021 Settlement Data David Cohen (DCI Consulting)
Workshop 2	Follow the Money: Handling Hiring Claims in OFCCP Audits Christopher Durham, Meredith Gregston (Duane Morris), Valentin Estevez (Charles River Associates, Inc.)
Workshop 3	Creating Career Paths for Veterans Mark Toal (U.S. Department of Labor Veterans’ Employment and Training Service)
Workshop 4	So You Are on the CSAL – Now What? Daniel Duff and Alyssa Calabrese (Jackson Lewis)
Workshop 5	Good (EEO) Governance: Avoiding Major Public Scrutiny Rae Vann (Wayfair), James Sconzo (Core Triangle Consulting)
Special Event	Higher Education Roundtable – Moderator: Donna Maywar, Princeton University



12:15 PM – 1:00 PM	Networking/Lunch
12:15 PM – 1:15 PM	EEOC Meeting with ILG Chairs (Invitation Only) Lunch Provided
1:15 PM – 2:15 PM	Keynote Speaker – Steve Pemberton
2:15 PM – 2:30 PM	Break/Exhibits
2:30 PM – 3:45 PM	BREAKOUT SESSION 3
Workshop 1	Bad Clam or Rotten Bushel – Rethinking ‘Systemic’ Pay Equity Daniel Kuang (Biddle), David Garber (DCI), Robert LaJeunesse (OFCCP), Moderator: Paul McGovern (Praxis Compliance)
Workshop 2	Lighting the Path for Strategic Audit Management Amanda Bowman (DCI Consulting), Connie Cody (Coca Cola)
Workshop 3	Moving from Ally to Advocate for Transgender and Non-Binary Employees Kristy Lowther, Ariana Katz (RTI International)
Workshop 4	Disparate Impact Discrimination Law, Lore, Lies and Liability Brian Barger (McGuire Woods)
Workshop 5	Workplace Mental Health: Moving from Research to Practice William Erickson, Ellice Switzer (Cornell University), Louis Orslene (ODEP), Lori Golden (EY)
4:00 PM– 5:00 PM	Plenary Session: ‘Root Causes’ – What are They, How do We Find Them, How do We Fix Them? Mickey Silberman, Krystal Welland (Silberman Law PC)
6:00 PM	Bus departs from hotel
6:30 PM	Boat departs for Thompson Island
7:00 PM – 10:00 PM	Gala – Thompson Island

Thursday, July 28

7:00 AM – 12:00 PM	Registration/Hospitality Desk
7:00 AM – 8:00 AM	Breakfast
8:00 AM – 8:30 AM	PLENARY SESSION: U.S. Department of Labor Office of Disability Employment Policy Taryn Williams, Assistant Secretary, ODEP
8:30 AM – 9:00 AM	PLENARY SESSION: DOL Keynote Address Marty Walsh, Secretary of Labor (Invited)
9:00 AM – 10:00 AM	PLENARY SESSION: OFCCP Regional Director Panel
10:00 AM – 11:00 AM	PLENARY SESSION: Thompson Island: A Model for Developing Tomorrow’s Talent
11:05 AM – 11:15 AM	Break
11:15 AM – 12:15 PM	PLENARY SESSION: NILG Advisory Council: Thoughts on Compliance, Social Equity and the 2022 Conference Matthew Carmadella (Jackson Lewis), Inderdeep Chatrath (Duke-Ret), Valentin Estevez (Charles River Associates, Inc.), Vicki Lipnic (Resolution Economics), Moderator: Paul McGovern, (Praxis Compliance)
12:15 PM – 12:30 PM	Final Thoughts & Close of Conference