

## Sunday, July 28

2:00 PM – 7:00 PM	Registration/Hospitality Desk
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## Monday, July 29 – PRE-CONFERENCE

6:30 AM – 6:30 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>
Workshop 1	<p><b>Part 1 of 4: AAP - History, Laws &amp; First Data Steps</b> <i>Nick Paul, Kairos Services, Inc.</i></p> <p>First up, brief review of 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 pulling your data will be reviewed. Participants will learn how to assess the integrity of HRIS and ATS data and how to reconcile data</p>
	<p><b>Mitigating “Campus-Like Setting” Audit Risks: Strategic Lessons from the Trenches</b> <i>Chris Chrisbens and Krystal Welland, Silberman Law PC</i></p> <p>OFCCP’s review of multiple “campus-like setting” AAPs fundamentally changes OFCCP audits and increases audit risk. The presentation learning objectives include:</p> <ul style="list-style-type: none"> <li>• How OFCCP’s shift to campus audits impacts audit risk</li> <li>• What to expect from OFCCP</li> <li>• Specific steps to mitigate risk by adapting our audit preparation – particularly data aggregation</li> </ul> <p>We will discuss strategic AAP and job group structures, analysis of aggregated data, as well as how supporting documents may help mitigate risk.</p>
Workshop 2	<p><b>When Two Become One: Mergers &amp; Acquisitions with an EEO Twist</b> <i>Joe Vele and Annette Tyman, Seyfarth Shaw LLP</i></p> <p>We will discuss mid- and post-merger actions and give you best practices to make sure important EEO considerations don’t slip through the cracks. Topics will include:</p> <ul style="list-style-type: none"> <li>• Assimilating non-government contractors into government contractor enterprises from an OFCCP perspective</li> <li>• Uniting compensation systems &amp; making sense of what prior compensation practices &amp; decisions mean from a pay equity lens</li> <li>• Harmonizing policies, practices, and personnel to create an inclusive culture and minimize legal risk</li> </ul>
Workshop 3	<p><b>Beyond Analyses: First Principles Thinking for Fair Pay Practices</b> <i>Chris Patrick and Michael Giarratano, Jackson Lewis P.C.</i></p> <p>Pay analyses focus on the current state—not how you got there. With the evolving landscape, employers must get ahead of their pay practices to provide transparency and messaging. This requires fair systems, not analyses. Come join this discussion on common practices that can get us in compensation-related hot water, and considerations for how to get out. Topics include:</p> <ul style="list-style-type: none"> <li>• Pay equity, transparency laws</li> <li>• The causes of pay inequity</li> <li>• Best practices to prevent pay inequities</li> </ul>
10:00 AM – 10:30 AM	Break/Exhibits
10:30 AM – 12:00 PM	<b>BREAKOUT SESSION 2</b>
Workshop 1	<p><b>Foundations 2 of 4: AAP Reports: Metrics &amp; Analysis</b> <i>Matt Nusbaum, Biddle Consulting Group; Nick Paul, Kairos Services, Inc.</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>
	<p><b>Market-Based Pay Structures and Their Implications on Pay Equity</b> <i>Rick Holt, Resolution Economics; Thomas Carnahan, Berkshire Associates</i></p> <p>In this session, an I/O psychologist and labor economist will break down the practical implications of investing in market analysis as part of a company’s pay equity strategy. Attendees will learn:</p> <ul style="list-style-type: none"> <li>• How this strategy can inform a company’s pay grades</li> <li>• How market analysis can explain away pay differences among situationally similar employees in a pay equity investigation</li> <li>• How to explain to internal stakeholders why this strategy is worth the investment</li> </ul>

<b>10:30 AM – 12:00 PM</b>	<b>BREAKOUT SESSION 2 – cont'd</b>
<b>Workshop 3</b>	<p><b>To FAAP or Not to FAAP: Driving DEI Results Using FAAPs</b> <i>Elizabeth Bradley, FortneyScott LLC</i></p> <p>The new scheduling letter and proposed modernization of OFCCP’s regulations create new opportunities for federal contractors to determine whether they should consider moving from establishment plans to FAAPs. Participants will learn:</p> <ul style="list-style-type: none"> <li>• How the new scheduling letter and proposed changes to OFCCP regulations cause reconsideration of FAAPs</li> <li>• What factors to consider in an assessment of whether to move from establishment plans to FAAPs</li> <li>• How FAAPs can be used to support DEI program and ease contractor burdens from an analytical perspective</li> </ul>
<b>Workshop 4</b>	<p><b>Building a Solid Construction Contracting Compliance Program</b> <i>Scott Kelly and Morgan Epperson, Ogletree Deakins</i></p> <p>OFCCP has scheduled more than 100 construction compliance reviews with rigorous data and document requirements, with more on the way. The agency recently updated its Construction FAQs, with new guidance on affirmative action obligations for contractors with both construction and supply and service contracts, and on compensation and personnel activity analyses. Join us to learn about:</p> <ul style="list-style-type: none"> <li>• Updated construction compliance guidance</li> <li>• How to prepare for and defend a construction compliance review</li> <li>• Building a construction compliance program</li> </ul>
<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>Foundations 3 of 4 - Drilling Down into the Data</b> <i>Will Waymel, Kairos Services, Inc.</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>Mind the Gap: Five Overlooked Areas of Your Affirmative Action Program</b> <i>Danny Petrella, Employment Advisory Services, Inc.</i></p> <p>As OFCCP looks to “modernize” its affirmative action regulations, it begs the question . . . do all areas of the AAP actually need “modernizing?” This “back to basics” session will help identify common AAP pitfalls and discuss strategies for executing a compliant AAP. Participants will learn how to:</p> <ul style="list-style-type: none"> <li>• Identify true “problem areas” within the AAP and assess outreach</li> <li>• Develop an audit and reporting system</li> <li>• Review the organization’s job qualifications</li> </ul>
<b>Workshop 3</b>	<p><b>Ethical Considerations with OFCCP</b> <i>Leigh Nason and Lauren Hicks, Ogletree Deakins</i></p> <p>This course serves as an annual refresher on ethical reminders in interactions with OFCCP. The session gives practical audit examples, and tips on avoiding OFCCP claims of denial of access, retaliation, or interference. Led by experienced attorneys, we discuss working with OFCCP productively, and minimizing risks of unethical behavior. Contractors will learn techniques to manage the OFCCP relationship. Examples include:</p> <ul style="list-style-type: none"> <li>• Ethical considerations with how to interact with agency</li> <li>• Considerations related to the use of staffing agencies and other vendors</li> <li>• Audit requests - particularly compensation</li> <li>• Data disagreements with OFCCP</li> </ul>
<b>Workshop 4</b>	<p><b>The Fast and the Curious: OFCCP Audits This Year</b> <i>Beth Ronnenburg, Berkshire Associates</i></p> <p>OFCCP has put the pedal to the metal recently, with scheduling letters arriving in the mail days after releasing a CSAL and the new scheduling letter with its increased requirements. This speaker will use years of industry experience to:</p> <ul style="list-style-type: none"> <li>• Explain trends in recent audits</li> <li>• Tell you what to expect from OFCCP in 2024</li> <li>• Give you tangible steps you can take now to prepare for a future audit</li> </ul>
<b>2:30 PM – 3:00 PM</b>	<b>Break/Exhibits</b>
<b>3:00 PM – 4:30 PM</b>	<b>BREAKOUT SESSION 4</b>
<b>Workshop 1</b>	<p><b>Foundations 4 of 4: What you Need to Know About Compensation &amp; OFCCP Audits</b> <i>Christopher Durham, Duane Morris LLP</i></p> <p>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.</p>

<b>3:00 PM – 4:30 PM</b>	<b>BREAKOUT SESSION 4 – cont'd</b>
<b>Workshop 2</b>	<p><b>OFCCP Audit Debacles: Top 10 List of Common Pitfalls and Strategies to Avoid Them</b> <i>Michelle Duncan and Lisa Marsh, Jackson Lewis P.C.</i></p> <p>The OFCCP audit landscape is evolving, with a new scheduling letter demanding a myriad of new data and documents, no extensions, and the Agency's new Pre-Enforcement and Conciliation Procedures regulations. Join us for this interactive presentation to learn:</p> <ul style="list-style-type: none"> <li>• How to avoid common pitfalls;</li> <li>• How to approach the new requirements in OFCCP's scheduling letter; and</li> <li>• How to set your organization up for success in an OFCCP audit.</li> </ul>
<b>Workshop 3</b>	<p><b>Promoting A Better Understanding: Best Practices for Analyzing and Explaining Your Promotions</b> <i>Kristie Iacopetta and Christy Kiely, Seyfarth Shaw LLP</i></p> <p>In this session, we'll talk about how to approach some of the more nuanced promotions issues that arise in audits and give you best practices for analyzing and defending your promotions. Topics include:</p> <ul style="list-style-type: none"> <li>• Conducting more accurate and insightful adverse impact analyses, including analyses step and sub-pool analyses</li> <li>• Integrating promotions analyses with organizational metrics around diversity and inclusion, talent identification, and succession planning</li> <li>• Documenting promotion processes, candidate pools and explanations for promotion decisions</li> </ul>
<b>Workshop 4</b>	<p><b>The past, present, and future of ERCAs</b> <i>Michael Bracken, NT Lakis, LLP</i></p> <p>You'll hear from an attorney that has helped employers negotiate, settle, and manage ERCAs in both the Trump and Biden administrations. This unique perspective will provide:</p> <ul style="list-style-type: none"> <li>• The benefits and challenges of ERCAs</li> <li>• Tips to successfully negotiate an ERCA when you have multiple problematic audits pending</li> <li>• A roadmap on managing OFCCP oversight obligations after settlement</li> <li>• Advice on maximizing the ERCA audit moratorium to resolve the problems that lead to the settlement</li> </ul>
<b>4:30 PM – 5:00 PM</b>	<p><b>First Time Attendees Briefing – Getting the Most from the Conference</b> <i>Beverly Freeman, AAP Consultants LLC; Lori Stewart, Oshkosh Corporation</i></p> <p>Welcome to your first NILG Conference! Hear from seasoned attendees on how to navigate the conference and make the most of your experience. Learn how to pick your sessions, network, make new friends and more to keep you coming back year after year.</p>
<b>4:30 PM – 5:30 PM</b>	<p><b>How to Build Your ILG</b> <i>Alicia Turner Roberson and Julie O'Hara Harvey, NILG Board Members</i></p>
<b>5:00 PM – 7:00 PM</b>	<b>Welcome Reception</b>

## Tuesday, July 30 – DAY 1 MAIN CONFERENCE

<b>6:30 AM – 6:00 PM</b>	<b>Registration/Hospitality Desk</b>
<b>6:30 AM – 8:00 AM</b>	<b>Breakfast/Exhibits</b>
<b>8:00 AM – 8:15 AM</b>	<p><b>Welcome – NILG 2024 National Conference Chairs - Opening Ceremonies</b> <i>Emcee - Jerry Knighton, Co-Chairs - Denise King, Alicia Wallace, Kevin Fitzpatrick</i></p>
<b>8:15 AM – 8:35 AM</b>	<p><b>NILG Presentation – State of the NILG and Lois Baumerich Award</b> <i>Tony Kaylin (NILG Chair)</i></p>
<b>8:35 AM – 9:15 AM</b>	<p><b>ODEP Agency Updates</b> <i>Taryn Williams, Assistant Secretary - Office of Disability Employment Policy</i></p>
<b>9:15 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>Emerging EEO Trends</b> <i>Cara Crotty, Constangy, Brooks, Smith &amp; Prophete, LLP</i></p> <p>This session will review significant developments in EEO and DEI over the past year. We will provide an update on legal decisions from the Supreme Court, Courts of Appeals, and federal and state courts. A review of salient legislative updates will also be discussed. If there is a case with particularly attention-getting facts or allegations, novel application of the law, or a new law with broad implications, we discuss for potential application to your workplace.</p>
<b>Workshop 2</b>	<p><b>Practical and Effective Strategies for Audit Success Using the New Scheduling Letter</b> <i>Mickey Silberman, Silberman Law PC</i></p> <p>OFCCP has rolled out its expanded scheduling letter. And the Agency's enforcement approach is really different. But, good news – new audit strategies have emerged. In this lively session, the presenter will share audit experiences and practical, effective strategies such as:</p> <ul style="list-style-type: none"> <li>• The "two pay snapshots" challenge. Deep-dive OFCCP investigations and how best to respond</li> <li>• OFCCP's new approach to adverse impact, and response strategies that work</li> <li>• Post-submission, narrowing OFCCP's focus and moving your audit to quick closure</li> </ul>

<b>9:30 AM – 10:45 AM</b>	<b>BREAKOUT SESSION 1 – cont'd</b>
<b>Workshop 3</b>	<p><b>Finally! Ways to Monitor Equitable Career Advancement in a Performance Culture</b> <i>Lauren Hicks, Ogletree Deakins; Chris Liakos, Ernst &amp; Young LLP</i></p> <p>OFCCP has expressed renewed interest in strategic and thoughtful ways to shift how they evaluate a contractor’s promotional activity. Additionally, research indicates the promotional paths of employees can be a roadblock to diversity at the top, as well as a key driver in an overall organization’s Pay Gap. Leveraging multi-disciplinary expertise, this session presents options for analyzing promotional activity, assessing glass ceilings, and hidden risks and impacts from promotion practices including compensation. Presenters will share practical takeaways to help contractors address ways to meaningfully:</p> <ul style="list-style-type: none"> <li>• Analyze EEO impact of promotion practices</li> <li>• Evaluate options to assess barriers that may exist for different types of promotions or glass ceiling risks</li> <li>• Implement change around promotional policies within their organization</li> </ul>
<b>Workshop 4</b>	<p><b>The Uniform Guidelines on Trial: Can They Meet the Challenge of Evaluating Artificial Intelligence?</b> <i>Vicki Lipnic, Resolution Economics; Eric Dunleavy, DCI Consulting; Michelle Duncan, Jackson Lewis P.C.</i></p> <p>Artificial intelligence (AI) use in employment decision making continues to be a consequential and controversial topic, particularly for federal contractors attempting to comply with a patchwork of changing federal, state and local laws. Federal agencies have endorsed the Uniform Guidelines (1978) framework as adequate, so far. But are those guidelines enough to effectively regulate tools that leverage artificial intelligence? This panel of nationally known experts will debate that issue, focusing on the following learning objectives:</p> <ul style="list-style-type: none"> <li>• Describe where the Guidelines seem particularly useful and where they may be limited</li> <li>• Explain how other state and local frameworks offer novel approaches</li> <li>• Provide practical recommendations for complying with the patchwork of regulations</li> <li>• Summarize expectations for how the regulatory framework will change in response to the October 2023 Biden Administration Executive Order on AI</li> </ul>
<b>Workshop 5</b>	<p><b>Addressing Adverse Impact in Your Selections</b> <i>Beth Ronnenburg, Berkshire Associates; Kevin Weissman, Resolution Economics</i></p> <p>This intermediate-level session will walk attendees through the steps contractors should take after detecting adverse impact in their selection process. Attendees will learn how to:</p> <ul style="list-style-type: none"> <li>• Proactively analyze their data</li> <li>• Review and refine their data</li> <li>• Utilize appropriate statistical analyses - all to better understand the context of their adverse impact</li> </ul>
<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>Clear as Mud - Understanding Pay Equity and Pay Transparency Requirements Coast to Coast</b> <i>Meredith Gregston, Hunton Andrews Kurth LLP; Craig Leen, K&amp;L Gates LLP</i></p> <p>Now perhaps more than ever, federal contractors and employers of all stripes are grappling with an increased focus on pay equity, and it is transforming employer approaches to compensation. Not only are federal contractors dealing with a ramped-up focus on pay equity and technical compensation compliance by OFCCP, in just the past few years states and localities from sea to shining sea have enacted new laws impacting various aspects of employers’ compensation practices. In this session, participants will learn about:</p> <ul style="list-style-type: none"> <li>• Compensation analysis requirements applicable to contractors and strategies for compliance</li> <li>• OFCCP enforcement priorities and approaches to compensation</li> <li>• The myriad pay equity-related laws and requirements enacted – and coming down the pike – at the state and local level</li> </ul> <p>The presentation will also review pay transparency requirements that affects all employers as well as the FAR proposed and likely soon-to-be-final on pay transparency for federal contractors. Attendees will leave with practical steps and best practices in how to approach their pay equity analyses, complying with the patchwork requirements of pay transparency, and more.</p>
<b>Workshop 2</b>	<p><b>The Fundamentals of Testing for Employment Selection and Why AI Won't Change Them</b> <i>Patrick McNiel, Affirmity</i></p> <p>This presentation reviews knowledge a person must have before implementing a testing process. It does so at a high level and presents a big picture to show how pieces fit together to create effective programs. Attendees will learn about:</p> <ul style="list-style-type: none"> <li>• Test types and technologies, such as AI driven testing tools</li> <li>• Organizing testing efforts</li> <li>• Testing laws and regulations, and the utilities, risks, and benefits of testing</li> <li>• Special issues that are arising from the use of AI tools</li> </ul>
<b>Workshop 3</b>	<p><b>The Future of Race and Ethnicity Standards</b> <i>Judy Julius, EEO Consulting, LLC; Bill Osterndorf, DCI Consulting</i></p> <p>Race and ethnicity standards have not changed since 1997. Major changes are coming soon that will affect many regulatory agencies and the public, especially in the EEO and DEI fields. Attendees to this session will learn:</p> <ul style="list-style-type: none"> <li>• What the major changes are since the 1997 standards were adopted</li> <li>• How these standards will have significant impact on employers</li> <li>• Why some of these changes have long been needed</li> </ul>

<b>11:15 AM – 12:30 PM</b>	<b>BREAKOUT SESSION 2 – cont'd</b>
<b>Workshop 4</b>	<p><b>Mission Compliance: Transformational Data Strategies</b> <i>Austin Crowder and Adam Smith, Ernst &amp; Young LLP</i></p> <p>This presentation will equip participants with strategies for effectively managing and analyzing large employment data sets for DEI and affirmative action compliance. Attendees will learn:</p> <ul style="list-style-type: none"> <li>• Strategies to get acquainted with employment transaction data</li> <li>• Techniques for accurate data collection, validation, cleaning, and integration</li> <li>• The importance of building relationships with data teams and talent organizations to embrace new technologies to improve your processes while increasing your value</li> </ul>
<b>Workshop 5</b>	<p><b>Applicant Tracking Conundrums: Crucial Conversations to have with Recruiters and Hiring Managers</b> <i>Miguel Gill and Angela Gralin, Biddle Consulting Group</i></p> <p>This presentation delves into the crucial balance between meeting business requirements for talent acquisition and fulfilling data collection and compliance obligations in Affirmative Action Programs. This workshop covers the role of accurate dispositioning and data management, the impact of precise data on informed decision-making and progress tracking, educating recruiters and hiring managers on legal implications and frameworks, and fostering a culture of accountability to ensure compliance.</p>
<b>12:30 PM – 1:30 PM</b>	<b>Lunch</b>
<b>12:30 PM – 1:30 PM</b>	<b>Lunch: OFCCP and ILG Chairs Meeting (Invitation Only)</b>
<b>1:30 PM – 2:30 PM</b>	<b>Keynote Joan Higginbotham (2:30pm-3:30pm Meet &amp; Greet in Exhibit Hall)</b>
<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>	<p><b>Neutrally Selected: Lessons from Four Years, Twenty Audits and Two Compliance Professionals</b> <i>Lori Stewart, Oshkosh Corporation; Amanda Johnson, Emerson Electric Company</i></p> <p>This session will focus on lessons learned from the audit trenches. Your presenters will share how they prepare their internal teams from pre-CSAL to audit closure. Key take-aways from this “boots on the ground” perspective include:</p> <ul style="list-style-type: none"> <li>• What actions YOU need to take before the CSAL is posted;</li> <li>• How to address roadblocks and challenges with process and teams; and</li> <li>• What surprises we encountered and how we worked through them.</li> </ul>
<b>Workshop 2</b>	<p><b>OFCCP - Enforcement/SOL Updates</b> <i>Beverly Dankowitz, DOL; Robert LaJeunesse, OFCCP</i></p>
<b>Workshop 3</b>	<p><b>Impact of Key 2024 Supreme Court Decisions on Employers</b> <i>David Fortney and Leslie Silverman, FortneyScott LLC</i></p> <p>The Supreme Court’s rulings in Muldrow, Jarkey and Loper will impact employers’ EEO compliance and DEI programs. This presentation will discuss the practical implications of these rulings on employers and will provide participants with:</p> <ul style="list-style-type: none"> <li>• Clear explanations of the rulings</li> <li>• Practical understandings of what the rulings mean for employers’ DEI and compliance programs</li> <li>• How employers should respond to the rulings to avoid liability</li> </ul>
<b>Workshop 4</b>	<p><b>Animal, Vegetable, Employee, or Contractor? – New DOL Independent Contractor Test for 2024</b> <i>Brian Barger and Sarah Wake, McGuireWoods LLP</i></p> <p>After extensive rulemaking input, DOL is expected to finalize a new worker classification regulation in 2024 that determines whether an individual is an employee or an independent contractor under the FLSA – impacting the estimated 59 million people in the United States who perform “1099 work.” This presentation will provide an overview of the prior DOL independent contractor legal test, a detailed walk-through of the new test, and an interactive audience discussion “game” of hypotheticals.</p>
<b>Workshop 5</b>	<p><b>A Real Company Making Real Changes</b> <i>Mark Craig and Margaret Williams, Huntington Ingalls Industries; Rosemary Cox, DCI Consulting</i></p> <p>When statistical disparities occur, researching and making meaningful changes, where appropriate, is critical. We will discuss how Huntington Ingalls Industries is making impactful changes to the selection process based on the results of that research and explore how their DEI program works together with their compliance programs. Participants will take away practical advice on making change, how to research results and strategy on working with top managers to drive change.</p>
<b>Workshop 6</b>	<p><b>Heads they Win, Tails You Lose - Navigating New Items 19 and 22</b> <i>Guy Brenner, Proskauer; Rick Holt, Resolution Economics</i></p> <p>In this session, two experts will break down the implications of the expanded item 19 and new item 22 in OFCCP’s updated audit scheduling letter. Attendees will learn:</p> <ul style="list-style-type: none"> <li>• The scope of the new pay data production obligations</li> <li>• The risks the new requirements present for the unwary</li> <li>• How to identify and empower relevant stakeholders to ensure you are ready and able when a scheduling letter arrives</li> </ul>
<b>4:15 PM – 6:00 PM</b>	<b>Exhibitor’s Reception</b>

## Wednesday, July 31 – DAY 2 MAIN CONFERENCE

<b>6:30 AM – 4:30 PM</b>	<b>Registration/Hospitality Desk</b>
<b>6:30 AM – 8:00 AM</b>	<b>Breakfast/Exhibits</b>
<b>8:00 AM – 8:45 AM</b>	<b>OFCCP Agency Updates</b> <i>Michele Hodge, Acting Director, OFCCP</i>
<b>8:45 AM – 9:00 AM</b>	<b>Break</b>
<b>9:00 AM – 10:15 AM</b>	<b>BREAKOUT SESSION 1</b>
<b>Workshop 1</b>	<b>OFCCP – Program Updates</b> <i>Quintin Carter, Nakisha Pugh, and Tina Williams, OFCCP</i>
<b>Workshop 2</b>	<b>OFCCP Enforcement and Policy Update</b> <i>David Cohen, DCI Consulting</i> In a typical year OFCCP conducts around 1,200 compliance evaluations that result in millions of dollars in 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. This is the 14th year Mr. Cohen has taken a data driven approach to understanding OFCCP enforcement activity, and as such trends over time are beginning to emerge. This presentation will detail the results of FY2023 data and trends over time.
<b>Workshop 3</b>	<b>Compliance in the Age of Artificial Intelligence</b> <i>Brian Marentette and Patrick Nooren, Biddle Consulting Group</i> With very little guidance and no federal regulations on the use of AI in hiring, issues of non-discrimination and compliance are pushed to the side in favor of more efficient applicant screening, leaving contractors vulnerable. Attendees will learn: <ul style="list-style-type: none"> <li>• The talking points to ensure compliance has a seat at the table when organizations consider using AI</li> <li>• What risks/benefits to consider</li> <li>• How to determine if validation is possible</li> </ul>
<b>Workshop 4</b>	<b>Beyond Good Faith</b> <i>Tony Magaro, Southwest Research Institute</i> Do not stop at good faith efforts in your recruitment and retention of a diverse workforce. Establish organizational standards of excellence in your community, partner colleges and workforce solutions and develop predictive models of success. Develop your future workforce, maintain principals of DEIB, recognize societal and organizational trends and naturally build a highly engaged and innovative workforce that feels like they belong. Topics covered: <ul style="list-style-type: none"> <li>• Strategic Community Involvement</li> <li>• Operational Characteristic Goalposts</li> <li>• Metrics Mana</li> </ul>
<b>Workshop 5</b>	<b>Company’s coming! How to prepare for an on-site visit from OFCCP</b> <i>Lynn Clements, Berkshire Associates; Fred Melkey, Emerson Electric Company; Andrew Turnbull, Morrison &amp; Foerster LLP</i> With the end of the COVID-19 Pandemic restrictions and increased scrutiny during compliance reviews, OFCCP On-Site Reviews are baaack! This panel, with a combined decades of experience in OFCCP audits as consultants, lawyers, and in-house practitioners, will cover: <ul style="list-style-type: none"> <li>• How to prepare to respond to auditor questions about your affirmative action plan</li> <li>• What preparations to consider for your physical location</li> <li>• How to prepare interviewees to answer auditor questions</li> </ul>
<b>10:15 AM – 10:45 AM</b>	<b>Break/Exhibits</b>
<b>10:45 AM – 12:00 PM</b>	<b>BREAKOUT SESSION 2</b>
<b>Workshop 1</b>	<b>An I/O Psychologist, Labor Economist and Statistician Walk into a (Proverbial) Bar and Discuss Pay Equity...</b> <i>Quenton Wright, Charles River Associates; Joanna Colosimo, DCI Consulting; Krystal Welland, Silberman Law PC</i> Join a panel discussion between an I/O Psychologist, Labor Economist and Statistician addressing the top five most challenging analytical topics in today’s landscape. The panelists will share firsthand experiences and hard-earned advice. Attendees will obtain best practice recommendations on: <ul style="list-style-type: none"> <li>• Strategic analysis aggregating compensation snapshots</li> <li>• Providing OFCCP proof of a “pay evaluation”</li> <li>• Analyzing and submitting state specific pay data</li> <li>• Determining pay analysis groups</li> <li>• Assessing whether an explanatory factor is biased</li> </ul>

<b>10:45 AM – 12:00 PM</b>	<b>BREAKOUT SESSION 2 cont'd</b>
<b>Workshop 2</b>	<p><b>Lessons Learned: Key Takeaways from Audits under OFCCP's New Scheduling Letter</b> <i>Danny Petrella, NT Lakis, LLP</i></p> <p>OFCCP's new scheduling letter has dramatically changed how contractors approach routine compliance evaluations . . . but not in ways most practitioners expected. This session will feature a step-by-step, practical approach on managing audits in 2024. Participants will learn how to:</p> <ul style="list-style-type: none"> <li>• Manage reviews in "campus-like settings"</li> <li>• Identify the "hot spots" in 24 months of consecutive compensation data</li> <li>• Mimic OFCCP's disparity analyses (hint . . . they are different than yours)</li> </ul>
<b>Workshop 3</b>	<p><b>No Good Deed Goes Unpunished: Diversity Initiatives Gone Awry</b> <i>Cassie Shamber and Arielle Newton, Biddle Consulting Group</i></p> <p>Often times goals are commonly seen as a "recruitment" issue and by simply "casting a broader net," organizations can make meaningful progress. Organizations commonly focus their attention and efforts in outreach and recruitment to address their goals. Unfortunately, diversifying applicant pools without addressing underlying roadblocks in the selection process, can often lead to elevated adverse impact (ie, no good deed goes unpunished.) The session will focus on bringing these issues to light so that meaningful action-oriented programs can be created.</p>
<b>Workshop 4</b>	<p><b>Mental Health Awareness in the Workplace</b> <i>Rae Vann, Wayfair; Anupa Iyer Geevarghese, Office of Disability Employment Policy; Consuela Pinto, PintoBrown, PLLC</i></p> <p>Mental health is the hidden disability that pervades today's workplace. 19% of U.S. workers rated their mental health as fair or poor in 2022. 43% of employees reported being reluctant to disclose a mental health condition to their employers. This interactive panel discussion will provide employers with a clear understanding of the current legal landscape; tips for engaging with employees around the issue of mental illness; strategies for identifying when an employee may be in need of assistance; and resources available to assist employers and employees.</p>
<b>Workshop 5</b>	<p><b>Igniting Veteran &amp; Military Spouse Self-Identification: Fast-Track Strategies for Military Engagement</b> <i>Rob Arndt, BufferSprings</i></p> <p>Discover fast-track strategies for military self-identification in this high-energy session with BufferSprings! Learn agile upskilling, leadership development, and community engagement approaches that ignite workplace pride. Quick wins and impactful takeaways will transform your organization's culture. Engage in rapid brainstorming, success sharing, and personalized action planning to implement change immediately.</p>
<b>12:00 PM – 1:00 PM</b>	<b>Lunch</b>
<b>12:00 PM – 1:00 PM</b>	<b>Lunch: ILG Chairs and OFCCP Regional Directors (Invitation only)</b>
<b>1:15 PM – 2:15 PM</b>	<b>Keynote: Jenny Lay-Flurrie and Stephanie Beers, Microsoft</b>
<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>What Have We Learned, What's Next, and What Should Employers Do Now following Key SCOTUS Decisions?</b> <i>Nita Beecher, FortneyScott LLC; Meredith Gregston, Hunton Andrews Kurth LLP; Mickey Silberman, Silberman Law PC</i></p> <p>The presenters will explain how the Supreme Court's decisions in SFFA v. Harvard/UNC, Groff v. DeJoy and Muldrow v. City of St. Louis put employers between a rock and a hard place. The presentation will provide participants with:</p> <ul style="list-style-type: none"> <li>• Detailed information on the Supreme Court's decisions</li> <li>• How these decisions impact employer policies and practices</li> <li>• How to avoid problems connected to these decisions</li> </ul>
<b>Workshop 2</b>	<p><b>Keeping Fairness in Workplace AI By Detecting and Mitigating Bias</b> <i>Hossein Borhani, Charles River Associates</i></p> <p>AI is rapidly transforming talent management, automating tasks, and promising objectivity in recruitment, performance reviews, and compensation. Yet, concerns over algorithmic bias linger. This presentation demystifies core technologies like Natural Language Processing (NLP), Neural Networks (NN), and explores auditing methods like Bias Detection to equip HR professionals with the knowledge to confidently implement and utilize AI decision-making systems responsibly.</p>
<b>Workshop 3</b>	<p><b>A Walk Through the Scheduling Letter &amp; Itemized Listing with Recommendations on Annual AAP Processes and Recordkeeping</b> <i>Alissa Horvitz and Joshua Roffman, Roffman Horvitz, PLC</i></p> <p>Advance preparation is key to a successful OFCCP audit. If contractors can begin to build in slightly more robust practices in their AAPs now, these processes will pay huge dividends towards putting the desk audit submission together more easily, and what the contractors submit will present a strong picture of compliance. But without more proactive guidance from the agency, many are at a loss to understand what they should be preparing or submitting. Having submitted responses to the new scheduling letter and watched some struggle to assemble everything in 30 days, the presenters will offer their thoughts on each paragraph of the itemized listing as to what the OFCCP wants, what are options for submission responses and how to get ahead of your preparations for an audit. Attendees will also hear about issues or pitfalls contractors should avoid in their submissions and how to get ahead of the kinds of follow-up that is coming from various OFCCP offices.</p>

2:45 PM – 4:00 PM	<b>BREAKOUT SESSION 3 cont'd</b>
<b>Workshop 4</b>	<p><b>Universal Design: What is it, why do I need it?</b> <i>Meaghan Walls, Center for Disability Inclusion; Michael Murray, Government Accountability Office</i></p> <p>You've done what is necessary for Federal compliance, yet results may be lagging. How can you increase the disability aspect of your diversity efforts? Integrating Universal Design in business operations means less need for accommodation, increased overall accessibility and better outcomes for everyone, not just people with disabilities. This session will demonstrate Universal Design as a business practice; provide examples of the benefits of its integration for employment metrics, culture and the company bottom line. Learn how to:</p> <ul style="list-style-type: none"> <li>• Write more disability inclusive job descriptions or policies</li> <li>• Inform leadership of the impact of Universal Design practices on workplace DEI efforts for people with and without disabilities</li> <li>• Investigate workplace accessibility within environments, processes, policies, job descriptions and/or communications of your workplace</li> <li>• Recommend changes to policies identified to have elements that create barriers for people with disabilities</li> </ul>
<b>Workshop 5</b>	<p><b>You've Completed Your Affirmative Action Plan—Now What?</b> <i>Julia Mendez Achee, Chevron/BCG; Nate Bennett, Comerica Bank; John Claus, Merck &amp; Co., Inc.; Mauri Spears, Affirmity</i></p> <p>Completing your organization's affirmative action reporting is just the first step in your compliance program. There are many steps that an organization needs to consider to effectively manage the program throughout the year. These steps include:</p> <ul style="list-style-type: none"> <li>• The evaluation and distribution of critical metrics to key stakeholders</li> <li>• Reviewing/updating corporate policies and procedures</li> <li>• Evaluation of state and federal reporting requirements</li> <li>• Audit preparation, and more</li> </ul> <p>In this session, compliance experts will share the best practices they use to effectively manage their organization's dynamic affirmative action program throughout the year.</p>
4:00 PM – 4:15 PM	<b>Break</b>
4:15 PM – 5:30 PM	<b>BREAKOUT SESSION 4</b>
<b>Workshop 1</b>	<p><b>Happy First Anniversary, New Scheduling Letter! Lessons Learned and a Look Ahead</b> <i>Valentin Estevez, Charles River Associates; Jeff Lupardo, DOL Solicitor's Office; Consuela Pinto, PintoBrown, PLLC</i></p> <p>Contractors began receiving OFCCP's new scheduling letter almost a year ago. The new letter increased the scope and size of contractors' submissions and shortened substantially contractors' time to respond. The letter's first anniversary is the perfect time for these presenters to discuss contractors' experiences navigating the new requirements and to hear the agency's feedback about the submission process and the approaches it follows when evaluating contractors' submissions. Attendees will hear about:</p> <ul style="list-style-type: none"> <li>• Their peers' experiences collecting the required items, engaging with the agency to submit responses promptly, and responding to the agency's statistical analyses of the data submission</li> <li>• The panelists' experience with the new scheduling letter and valuable advice for contractors to expedite the review of future submissions</li> <li>• Best practices to design and execute statistical analyses based on the expanded compensation data submission.</li> </ul>
<b>Workshop 2</b>	<p><b>Elevate Your Approach – Turn Compliance into Commitment</b> <i>Lynn Clements, Berkshire Associates; Orison Murdock, IBM</i></p> <p>Unlock actionable insights and transform your AAP practices! This session will empower you to align business priorities with AAP goals, design relevant job groups, and build successful execution teams. You will learn:</p> <ul style="list-style-type: none"> <li>• The essential information needed to synchronize business priorities with AAP goals</li> <li>• How to implement practical frameworks for effective AAP analyses and remediation of identified areas</li> <li>• How to evolve from mere compliance to a committed, strategic, and impactful approach</li> </ul>
<b>Workshop 3</b>	<p><b>The Evolving Role of AI in the Workplace: Navigating Risk in a New Frontier</b> <i>Chris Durham and Zev Grumet-Morris, Duane Morris LLP</i></p> <p>Employers have embraced artificial intelligence (AI) to streamline and standardize employment processes and decision-making, particularly around hiring. And OFCCP has noticed. This program will highlight the rapidly changing legal landscape of AI in the workplace, educate attendees regarding the risks and benefits of using AI in their companies' hiring processes, assess how OFCCP is approaching its review of AI in audits, and provide practical tips for legal compliance and risk mitigation.</p>
<b>Workshop 4</b>	<p><b>The Evolution of ESG – How to Navigate the Constantly Evolving Landscape</b> <i>Laura Mitchell and Lisa Marsh, Jackson Lewis P.C.</i></p> <p>The ESG conversation continues to evolve, and the modern-day version of ESG continues to adapt to changes in the political, regulatory, and legal landscape. Employers are left facing challenges and pressures to balance competing interests while managing risk to their organizations. Participants in this session will learn:</p> <ul style="list-style-type: none"> <li>• How ESG conversation is evolving</li> <li>• Risk tolerance considerations in an ESG program</li> <li>• Factors to consider in structuring an ESG program</li> </ul>





<b>4:15 PM – 5:30 PM</b>	<b>BREAKOUT SESSION 4 cont'd</b>
<b>Workshop 5</b>	<p><b>Beyond Hiring: How to Have and Hold Veterans</b>  <i>Tim Branner, RTX; Jasmine Tucker, Virginia Tech</i></p> <p>This presentation explores the importance of moving beyond hiring practices to address how to successfully retain, effectively manage, and motivate the best performance from protected veterans through realistic strategies. In this session you will:          Learn how veteran job seekers focus on the realities of daily engagement in the work environment.</p> <ul style="list-style-type: none"> <li>• Understand the veteran’s perspective - my job description, performance goals and acceptable tactics</li> <li>• Learn how mentorship helps bridge the professional culture and language gap</li> <li>• Understand how military readiness discourages self-reporting of disabilities and requests for reasonable accommodations that could enhance performance and decrease turnover</li> </ul>
<b>Special Session</b>	<p><b>Higher Education Roundtable (Invitation only) – Managing Scrutiny, Controversy, and Free Speech</b>  <i>Cheri Burgess, Princeton University; Inderdeep Chatrath, Center for Workplace Compliance; Sam Starks, University of Pennsylvania</i></p> <p>Recent events and developments at national and global levels have impacted colleges and universities and their DEI/compliance practitioners in ways unimaginable in the past. In this interactive session, we’ll discuss advancing DEI initiatives one year after the Harvard/UNC decision and managing free speech and harassment considerations—amidst heightened scrutiny of federal agencies and congressional oversight. Through case studies and participant engagement, we’ll review pitfalls, “best practices,” and develop practical take-aways to guide our ongoing work.</p>
<b>6:00 PM – 10:00 PM</b>	<b>Shuttles to Disney Springs</b>
<b>8:30 PM – 10:30 PM</b>	<b>NILG Celebration!</b> Please join us for DJ Music, Line Dancing, Drinks and Dessert

**Thursday, August 1 – DAY 3 MAIN CONFERENCE**

<b>7:30 AM – 12:00 PM</b>	<b>Registration/Hospitality Desk</b>
<b>7:30 AM – 8:30 AM</b>	<b>Breakfast</b>
<b>7:30 AM – 8:15 AM</b>	<b>Breakfast: EEOC and ILG Chairs Meeting (Invitation only)</b>
<b>8:30 AM – 9:15 AM</b>	<p><b>EEOC Agency Updates</b>  <i>Charlotte Burrows, Chair - EEOC</i></p>
<b>9:15 AM – 9:45 AM</b>	<b>Break/Check-out</b>
<b>9:45AM – 10:30 AM</b>	<p><b>OFCCP Regional Directors Panel</b>  <i>Diana Sen, Northeast; Ronald Sullivan, SWARM; Carmen Navarro, Midwest; Jane Suhr, Pacific; Sam Maiden, Mid-Atlantic;</i>  <i>Moderators: Vicki Pearson and Teresa Salinas, NILG/OFCCP Alliance Managers</i></p>
<b>10:30 AM – 11:45 PM</b>	<p><b>NILG Advisory Council Discussion</b>  <i>Valentin Estevez, Dan Kuang, Craig Leen, Vicki Lipnic, Danny Petrella, Consuela Pinto</i>  <i>Moderator: Meredith Gregston, NILG Advisory Council Coordinator</i></p>
<b>11:45 PM – 12:00 PM</b>	<p><b>Close of Conference – NILG 2024 National Conference Chairs</b>  <i>Denise King, Alicia Wallace, Kevin Fitzpatrick</i></p>