



## 2017 ILG NATIONAL CONFERENCE

Monday, July 31, 2017

<u>Time</u>	<u>Event</u>
2:00 - 5:00 PM	Registration Open

PreConference - Tuesday, August 1, 2017

<u>Time</u>	<u>Event</u>
7:00 AM - 8:00 AM	Continental Breakfast <i>(for preconference attendees only)</i>

7:00 AM - 7:00 PM	Registration Open
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8:30 AM - 2:30 PM	NILG Board Meeting
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<u>Time</u>	<u>Event</u>	<u>Subject</u>	<u>Presenter</u>	<u>Company</u>
8:00 - 9:30 AM	<b>SESSION 1</b>			
	Workshop 1	PART 1 of 4- History, Laws, & First Data Steps (HRIS & ATS)	Bill Osterndorf; Nick Paul; Norma Brito	HR Analytical Services/ Kairos Services
	Workshop 2	Navigating OFCCP Compliance in Higher Education	Stacey A. Bastone; Daniel V. Duff	Jackson Lewis
	Workshop 3	Preparing for the New EEO-1 Pay Data Reporting Obligations	Scott Kelly; Kiosha H. Dickey	Ogletree Deakins
	Workshop 4	Diversity & Inclusion: How to Avoid Creating Liability When Asking Employees to "Dance"	Cheryl L. Behymer; Melissa Dials	Fisher & Phillips

9:30 - 10:00 AM	Break
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10:00 - 11:30 AM	<b>SESSION 2</b>			
	Workshop 1	PART 2 of 4 - Fundamentals of AAP Preparation & Analysis	Nick Paul; Bill Osterndorf	Kairos Services/ HR Analytical Services
	Workshop 2	OFCCP Regulatory Update and Special Issues for Academic Institutions	Dr. Inderdeep Chatrath; Marilyn Schuyler	Duke University/ Schuyler Affirmative Action
	Workshop 3	The Top 10 Questions I Get Asked About an OFCCP Audit	Melissa Speer	OFCCP SWARM Regional Office
	Workshop 4	Preparing for Success - A Good Faith Initiative	Pauline Goff	Ingalls Shipbuilding

11:30 - 12:30 PM	Networking Lunch <i>(for preconference attendees only)</i>
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12:30 - 2:00 PM	<b>SESSION 3</b>			
	Workshop 1	PART 3 of 4 - Impact Ratio Analysis Reports & Non-AAP Areas of Compliance	Foundations Team	Biddle/ HR Analytical/ Kairos/ Los Alamos National Labs
	Workshop 2	You're Hired! Best Hiring Practices for Higher Education	Lorre Allen	Affirmative Action/ Diversity Consultant
	Workshop 3	Dimensions of Total Rewards	Andrea Ybarra; Amanda Garcia; Anthony Magaro	Southwest Research Institute
	Workshop 4	Journey to Partnership: Working Together to Reduce Organizational Risk in Recruitment and Selection Processes	June Bates; LaShaun Flowers	Caterpillar Inc.

**Time**                      **Event**  
 2:00 - 2:30 PM              Break

<b><u>Time</u></b>	<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
2:30 - 4:00 PM	<b>SESSION 4</b>			
	Workshop 1	PART 4 of 4 - Compensation Basics & How OFCCP Audits Work	Patrick Noreen; Katherine Haight	Biddle/ Los Alamos National Labs
	Workshop 2	Colleges and Universities: Undertaking a Best- Practice Study of Pay Equity	Murray Simpson; Lisa Harpe	PeopleFluent
	Workshop 3	Understanding and Managing Pay Equity and Pay Gaps in a Changing Legal Environment and Dynamic Marketplace	Kenneth W. Gage; Tammy Daub	Paul Hastings
	Workshop 4	Impact of non EO 11246 Laws on AAP Development	Anthony Kaylin; Douglas B Brown	American Society of Employers/ Douglas Brown, LLC
4:15 - 5:00 PM	Special Session	First Time Attendees Briefing: Getting the Most from this Conference	Anthony Kaylin; Beth Montgomery	American Society of Employers/ Outsolve
5:00 - 6:00 PM	OFCCP Meeting with ILG Chairs			
5:00 - 7:00 PM	Exhibitor's Welcome Reception			

**Conference Day 1 - Wednesday, August 2, 2017**

<b><u>Time</u></b>	<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
6:30 AM - 5:30 PM	Registration/Hospitality Desk Open			
6:30 - 8:00 AM	Breakfast/Exhibits			
8:00 AM	<b>General</b>			
	General Session	Opening Ceremony/Introductions		
8:30 AM	Keynote Address		Thomas Dowd, Acting Director	OFCCP
9:00 - 9:30 AM	Break/Exhibits			

<b><u>Time</u></b>	<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
9:30 - 10:45 AM	<b>SESSION 1</b>			
	Workshop 1	Compliance Assistance	Debra Carr	OFCCP
	Workshop 2	Emerging EEO Issues	Cara Y. Crotty	Constangy Brooks Smith
	Workshop 3	Rooney, Ricci, and Race: How Diversity Considerations Can and Should be Used When Making Employment Decisions	Joe Lakis	EEAC
	Workshop 4	The Compensation Interview: "Oh I Didn't Mean to Say That" and Other SALSAs Dance Moves to Try	Tim Orellano; Lynn Clements	Bershire Associates/ The Human Resources Team
	Workshop 5	Fostering Change: Developing Strategic Alliances with State Workforce Agencies	Candee Chambers; Pam Gerassimides; Chris Liakos	DirectEmployers/ NASWA/ Northrop Grumman
	Workshop 6	Creating Inclusion with Assistive Technologies	Lou Orslene; John R. Macko; Ryan Jones	JAN/ Rochester Institute of Technology/ VFO Group
10:45 - 11:15 AM	Break/Exhibits			

<u>Time</u>	<u>Event</u>	<u>Subject</u>	<u>Presenter</u>	<u>Company</u>
11:15 - 12:30 PM	<b>SESSION 2</b>			
	Workshop 1	Internal Audit, Reporting and the Written Assessment of Outreach: Effective Tools to Ensure Compliance with These Relatively New Obligations	Joshua S. Roffman; Alissa A. Horvitz	Roffman Horvitz PLC
	Workshop 2	Leveraging the Resources of USDOL VETS	Roxann Griffith	USDOL VETS
	Workshop 3	Microaggressions: How Can Such Small Things Create Big Problems	Debra Finney; Travis Nicholson	EEOC
	Workshop 4	Managing State and Local Affirmative Action Requirements	William Osterndorf	HR Analytical Services
	Workshop 5	Spice Up Your Excel Skills: Practical Techniques for Scrubbing Your Data	Christie Hermann; Jennifer L. McAlister	Kairos Services
	Workshop 6	The Revised EEO-1 Report: Seeing the Trees and the Forest	Murray Simpson; Alex Gonzalez	PeopleFluent
12:30 - 1:45 PM	Networking Lunch			
2:00 - 3:15 PM	<b>SESSION 3</b>			
	Workshop 1	The Gender Gap Was Not Built In a Day and Neither Are the Solutions - A Holistic Approach to Pay	Shafeeqa W. Giarratani; Meredith Mills Gregston	Ogletree Deakins
	Workshop 2	What's the Message? A Compelling Case for YOUR Disability Inclusion Efforts	Elena M. Brown; Katherine McCary	ODEP
	Workshop 3	Big Data, Big Deal? Understanding Big Data and Potential EEO Consequences	Kelly Trindel; Eric Dunleavy	EEOC/ DCI Consulting
	Workshop 4	OFCCP In The Trump Administration	William E. Doyle, Jr.	McGuireWoods LLP
	Workshop 5	I Was Told There Would Be No Math: Employment Statistics 101 for Non-Statisticians	Rick Holt; Andrew Turnbull; Paul White	Resolution Economics/ Akin Gump
	Workshop 6	Law School for Contractors 101	Jon A. Geier; Blake R. Bertagna	Paul Hastings
3:15 - 3:45 PM	Break/Exhibits			
3:45 - 5:00 PM	<b>GENERAL</b>			
	General Session	Pay Equity Keeps Getting More "Comp"licated	Mickey Silberman	Jackson Lewis
5:00 - 6:00 PM	EEOC Meeting with ILG Chairs			
5:00 - 6:30 PM	Reception/Exhibits			

### Conference Day 2 - Thursday, August 3, 2017

<u>Time</u>	<u>Event</u>			
6:30 AM - 5:30 PM	Registration/Hospitality Desk Open			
6:30 - 8:00 AM	Breakfast/Exhibits			
7:15 - 8:00 AM	Special Session	Strengthening Your ILG: Tips to Increase ILG Membership and Meeting Attendance	Beth Ronnenburg	National ILG Board Member
8:00 AM	<b>GENERAL</b>			
	General Session	Opening Remarks		
8:30 AM	Keynote Address		Victoria Lipnic	Acting Chair EEOC

**Time**  
9:00 - 9:30 AM

**Event**  
Break/Exhibits

**Time**  
9:30 - 10:45 AM

<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
<b><u>SESSION 1</u></b>			
Workshop 1	Litigating an Administrative Proceeding Against OFCCP	Michelle Duncan; Daniel V. Duff	Jackson Lewis
Workshop 2	Aspirins for Pay Audits: Building and Leveraging Your HRIS to Take Away the Pain from Repeat Pay Equity Assessments	Valerie J. Hoffman; Christine Hendrickson	Seyfarth Shaw
Workshop 3	What Would You Do? Play Along As We Address Applicant Issues	Beth Ronnenburg; Lynn Clements	Berkshire Associates
Workshop 4	Sexual Orientation and Gender Identity & Expression in the Workplace: Understanding the Law and Creating Meaningful Policies and Practices	Nancy Van der Veer Holt; Cindy M. Cieslak	FordHarrison
Workshop 5	Facebook Friends, Workplace Enemies	Joe Bontke	EEOC
Workshop 6	How to Move Beyond the Data...Let's Get Strategic!	Jill Smith; H. Juanita M. Beecher	Fortney & Scott

10:45 - 11:15 AM Break/Exhibits

11:15 - 12:30 PM

<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
<b><u>SESSION 2</u></b>			
Workshop 1	How Implicit Bias Affects LGBTQ Employees: From Inclusion to Gender Transitions	Mindy J. Gulati, Esq.	Fundamental Advisory
Workshop 2	EEO-1 and State Fair Pay Laws and Shareholder Equity Studies, Oh My!	David Cohen; David S. Fortney	DCI Consulting/ Fortney & Scott
Workshop 3	EEO-1 Bootcamp: From Data Pull to FOIA Response	Mike Childers	Seyfarth Shaw
Workshop 4	Applicant Tracking System Musical Chairs - Stop the Music	Nicolas Paul; Tim Trittin	Kairos Services/ JobTarget
Workshop 5	Using Social Media in the Hiring Process: Navigating the Internet Applicant Rule	Marc D. Katz; Jayde Ashford Brown	Andrews Kurth Kenyon
Workshop 6	Creating an Inclusive Workplace for a Disabled Employee	Matt Ater	Freedom Scientific

12:30 - 2:00 PM

**GENERAL**  
Lunch

Keynote Speaker

Why You are Biologically Hardwired to Fear Difference and What you Can Do to Overcome It  
Dr. Adam Saenz

**Time**  
2:15 - 3:30 PM

<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
<b><u>SESSION 3</u></b>			
Workshop 1	Navigating Compliance with Complex Recruiting Strategies	Shafeeqa Giarratani; Elizabeth Peregrino	Ogletree Deakins/ Facebook
Workshop 2	The Gig Economy: The Increasing Use of Contingent or Temporary Workers and What It Means for OFCCP Compliance	Lynn Clements; Michelle Duncan	Berkshire Associates/ Jackson Lewis
Workshop 3	Creating a Best Practice for Hiring Wounded Warriors	Karen Stang	Northrop Grumman
Workshop 4	Expanding the Talent Pool: Leading Practices in Disability Disclosure and Inclusion	Sue Meirs; Alicia Petross	National Organization on Disability/ The Hershey Company
Workshop 5	Managing the Worst Case AAP Results: What to do Now	Valerie J. Hoffman	Seyfarth Shaw
Workshop 6	Creating a Culture of Disability Inclusion - Practical Solutions for Improving Numbers of Employees that Self ID	Martha Artiles; Marina Williams; Simon Dermer	C5 Consulting/ Lockheed Martin/ eSENTIAL Accessibility

**Time**                      **Event**  
 3:30 - 4:00 PM              Break/Exhibits

4:00 - 5:15 PM

<b><u>SESSION 4</u></b>				
Workshop 1	AAP CrossFit: Basic Training to Get Your Organization Into Compliance	Patrick Nooren; Jeff Davies	Biddle Consulting Group	
Workshop 2	Issues That Just Won't Go Away: Harassment and Retaliation in the Workplace	Rodney Klein	EEOC	
Workshop 3	Mental Health & Substance Abuse in the Workplace: Retaining and Creating a Diverse Workforce	Brianne Lott; Bonnie Neville	Disability Solutions	
Workshop 4	OFCCP Enforcement Update for FY2017	David B. Cohen	DCI Consulting	
Workshop 5	Corporate Diversity Initiatives: Evaluating and Managing Relative Component Risk	Brian D. Barger	McGuireWoods LLP	
Workshop 6	The Legal Trifecta: Navigating the Intersection of ADA, FMLA, and Workers' Compensation	Susan W. Brecher; Judy Young	Cornell University	

6:30 PM

Join us in your glitziest casual wear for a cultural and culinary taste of Texas and San Antonio. The backdrop for this event is the Jack Guenther Pavilion with a courtyard and a sculpture garden along the picturesque San Antonio River. Get your taste buds ready for an awesome Mexican experience including gordita, street tacos, guacamole and salsa stations along with buñuelos, churros and tres leche desserts. Steps away you can tour the Briscoe Western Art Museum which showcases art and artifacts highlighting the American West. And did you think we forgot about the music? Not a chance! The Grooves Band will entertain you with classic rock, Motown, oldies, disco, rock and roll and country. Not into music? Try our 10 foot wide Graffiti Wall which allows up to 4 painters at once to spray paint their own personal message or artwork with instant print out. And don't forget to pack some business cards for networking.

**Conference Day 3 - Friday, August 4, 2017**

<b><u>Time</u></b>	<b><u>Event</u></b>	<b><u>Subject</u></b>	<b><u>Presenter</u></b>	<b><u>Company</u></b>
7:00 AM - 12:00 PM	Registration/Hospitality Desk Open			
7:00 - 8:30 am	Breakfast Served in General Session Room - Presentation Starts at 8:30 am			
8:30 - 9:45 AM	Breakfast with John	Recent Significant OFCCP Developments	John C. Fox	Fox Wang Morgan
9:45 - 10 AM	Break			
10:00 - 11:15 AM	Legal Panel	Legal Expert Panel	David S. Fortney; Shafeeqa Watkins Giarratani; Jon Geier; Valerie Hoffman; Joe Lakis; Mickey Silberman; H. Juanita M. Beecher	Legal Panel
11:15 - 11:45 AM	Closing Session	Closing Remarks	Tom Dowd; Debra Carr; Marika Litras; Melissa Speer; Beverly Dankowitz	OFCCP
11:45 - Noon	Closing Comments			
Noon	Conference Ends			