



**Registration Open –
Monday, July 29**

Event

2:00 PM – 7:00 PM Registration/Hospitality Desk Open

**Pre-conference –
Tuesday, July 30**

Event

Speaker(s)

6:30 AM – 7:00 PM Registration

6:30 AM – 8:00 AM Continental Breakfast

BREAKOUT SESSION 1
8:00 AM – 9:30 AM

Workshop 1: Foundations: Part 1 of 4 Series – AAP History, Laws & First Data Steps	Nick Paul and Norma Brito (Kairos Services, Inc.)
Workshop 2: Surviving OFCCP University Audits: Case Studies and Practical Applications	Elizabeth Bradley (Fortney and Scott, LLC); Joanna Colosimo (DCI Consulting Group.); Anita Jenious (Vanderbilt University)
Workshop 3: The Future is Upon Us – Planning for Accelerating Change in the Basic Definitions of Race, Gender, and Work	Rick Holt (Resolution Economics) and Brandon Moon (Sparlin Law Office, PLLC)
Workshop 4: FAAPs are for Saps and 9 other Common Myths and Mistakes about Affirmative Action Compliance	David Goldstein (Littler Mendelson, P.C.)
Workshop 5: Starting Salary: Where the Road to Pay Equity Begins	Matthew Camardella and Chris Patrick (Jackson Lewis)

9:30 AM – 10:00 AM Break

BREAKOUT SESSION 2
10:00 AM – 11:30 AM

Workshop 1: Foundations: Part 2 of 4 series – Fundamentals of AAP Preparation & Analysis	Patrick Nooren (Biddle Consulting Group) and Nick Paul (Kairos Services, Inc.)
Workshop 2: A Practical Approach to 2019 Focus on Section 503	Elizabeth Peregrino (Facebook); Nora Vele (Merck); Leslie Wilson (Disability:IN)
Workshop 3: Affirmative Action Basics	OFCCP
Workshop 4: Oh The Things You Can Find, If You Don't Stay Behind: Inclusive Talent Acquisition in Higher Education	Scott Ayotte (Grand Valley State University)
Workshop 5: Civility: A Candid Conversation	Ornella Castman (Bayer); Anita Clemon (University of Alabama at Birmingham); Rosemary Cox (DCI Consulting Group); Mark Nagy (Xavier University/Marcus Consulting)

11:30 AM – 12:30 PM Lunch Buffet (pre-conference attendees only)

BREAKOUT SESSION 3

12:30 PM– 2:00 PM

Workshop 1: Foundations: Part 3 of 4 Series - Impact Ratio Analysis Reports & Non-AAP Areas of Compliance	Patrick Nooren (Biddle Consulting Group) and Will Waymel (Kairos Services, Inc.)
Workshop 2: Telling Your Diversity Story to Recruit and Engage the Right Talent	Dawn Ashley and Heryanne Montoya (Duke Energy)
Workshop 3: How to Change the World: Strategically Leveraging AAP Data	Joanna Colosimo and Jana Garman (DCI Consulting Group); Brian Johnson (Fiat Chrysler)
Workshop 4: You Just Got a CSAL! – Your Comprehensive Action Plan	Guy Brenner (Proskauer Rose); Rick Holt (Resolution Economics); Cherise Robinson (S&P Global)
Workshop 5: Developing an Access-for-All Workplace to Ensure Disability Inclusion	Louis Orslene (Job Accommodation Network)

2:00 PM – 2:30 PM

Break

BREAKOUT SESSION 4

2:30 PM – 4:00 PM

Workshop 1: Foundations: Parts 4 of 4 Series - Compensation Basics & How OFCCP Audits Work	Patrick Nooren (Biddle Consulting Group) and Will Waymel (Kairos Services, Inc.)
Workshop 2: Are You a Lone Wolf? How to Complete AAPs When You Are Just One Person	Daron Sandbergh and Lori Stewart (WPS Health Solutions)
Workshop 3: Let's Play Jeopardy: Advanced OFCCP Compliance Answers and Questions	Brian Barger (McGuire Woods LLP)
Workshop 4: Recruiters: Why You Matter	Liz MacFarland (Children's Hospital of Philadelphia)
Workshop 5: Focus Reviews: How Do Your Recruitment Efforts Measure Up?	Meghan Schilling and Roselle Rogers (Local Job Network)

4:15 PM – 4:45 PM

First Time Attendees Briefing

5:00 PM – 6:00 PM

OFCCP and ILG Chairs Meeting

5:00 PM – 7:00 PM

Welcome Reception (Open to All Conference Attendees)

**Main Conference –
Wednesday, July 31****Event****Speaker(s)**

6:30 AM – 7:00 PM

Registration

6:30 AM – 8:00 AM

Buffet Breakfast

PLENARY SESSION

8:00 AM – 8:30 AM

Opening Ceremony and Welcome

8:30 AM – 8:45 AM

NILG Presentation – State of NILG and Lois Baumerich Award

Paul McGovern and Marie Radcliff (NILG)

8:45 AM – 9:30 AM

OFCCP Address

Craig Leen, Director, OFCCP

9:30 AM – 9:45 AM

Break

BREAKOUT SESSION 1

9:45 AM - 11:00 AM

Workshop 1: Just How Many Genders Are There?	Tristan Higgins (TristanHiggins.com)
Workshop 2: Straight Talk about Hiring Veterans	Rob Arndt and Joe Bertagna (RecruitMilitary)
Workshop 3: Avoiding Employment Discrimination Based on Citizenship Status and National Origin	Alberto Ruisanchez (Department of Justice)
Workshop 4: The Legal Trifecta: Navigating the Intersection of ADA, FMLA, and Workers' Compensation	Susan Brecher and Judy Young (Cornell University)
Workshop 5: Data Analytics and the Expert Services Unit	OFCCP
Workshop 6: Diversity in Language and Communications in a Complex Multicultural World	Stan Kimer (Total Engagement Consulting by Kimer, Inc.)

11:00 AM – 11:30 AM

Break/Exhibits

BREAKOUT SESSION 2
11:30 AM – 12:45 PM

Workshop 1: A Company's Survival Guide to Understanding Risk in the Age of Artificial Intelligence	Annette Tyman and Mike Childers (Seyfarth Shaw); Aaron Konopasky (EEOC); Kelly Trindel (Pymetrics)
Workshop 2: Affirmative Action Plans: Compliance Plus Collaboration	Meredith Gregston (Duane Morris); K Williams (Vizient, Inc.)
Workshop 3: Grass Roots & Sustainability: Best Options for Employee Recruitment and Retention	Natalie King and Wendy Smith (California State University – Monterey Bay)
Workshop 4: Navigating OFCCP Compliance in Higher Education	Scott Kelly and Leigh Nason (Ogletree Deakins)
Workshop 5: Becoming a Data Wizard: Data Clean Up Tips and Tricks	Jennifer McAlister and Will Waymel (Kairos Services, Inc.)
Workshop 6: Stark Implications of the OFCCP's 2018 Compensation Directive – A Case Study	Rick Holt (Resolution Economics); Guy Brenner (Proskauer Rose)

12:45 PM – 1:45 PM

Networking Lunch

KEYNOTE SPEAKER

1:45 PM – 2:30 PM

To Be Announced

2:30 PM – 3:00 PM

Break/Exhibits

BREAKOUT SESSION 3
3:00 PM – 4:45 PM

Workshop 1: How to Leverage Your AA Metrics Towards Corporate Diversity Goals	Amanda Carcaterra and Cristina Solis (Affirmity)
Workshop 2: Facilitating a Smooth Transition – An Interactive discussion of Best Practices and Real-world Advice for Employers with Transgender Employees	Nancy Holt (Ford & Harrison, LLP); Kathryn Tierney (Middlesex Health)
Workshop 3: Wage and Hour Update: What HR Professionals Need to Know	Michele Fisher (Nichols Kaster); David Fortney (Fortney and Scott LLC)
Workshop 4: Demystifying Disability Employment Strategies for Leveraging the Disability Talent Pool	Patti Johnson (Wisconsin Department of Workforce Development); Roselle Rogers and Meghan Schilling (Local Job Network)
Workshop 5: Immigration and ICE Enforcement Update	Alexandra LaCombe (Fragomen, Del Rey, Bernsen & Loewy, PLLC)
Workshop 6: Focused Reviews	OFCCP

4:15 PM – 4:30 PM

Break

PLENARY SESSION

4:30 PM – 5:30 PM

Recent Significant OFCCP Developments

John Fox (Fox, Wang & Morgan, PC)

5:30 PM – 7:00 PM

Exhibitor Reception

5:30 PM – 6:30 PM

EEOC and ILG Chairs meeting (tentative)

7:00 PM

Evening Free (Restaurant and Activity Sheet Provided in Bag and on App)

Main Conference – Thursday, August 1

Event

Speaker(s)

6:30 AM – 5:00 PM

Registration

6:30 AM – 8:00 AM

Buffet Breakfast

PLENARY SESSION

8:00 AM – 8:15 AM

Welcome

8:15 AM – 9:00 AM

EEOC Address

Victoria Lipnic, Acting Chair, EEOC

9:00 AM – 9:15 AM

Break

BREAKOUT SESSION 4
9:15 AM – 10:30 AM

Workshop 1: The Impact of Artificial Intelligence on Disability Inclusion	Alexandra Givens (Georgetown University School of Law); Nathaniel Glasser (Epstein Becker & Green, P.C.)
Workshop 2: Ethical Considerations in OFCCP Audits	Lauren Hicks and Leigh Nason (Ogletree Deakins)
Workshop 3: Since We Are Talking About Pay...Leveraging Your OFCCP Compliance Activities to Learn More About Pay Equity Situation	Meredith Gregston (Duane Morris); Valentin Estevez (Welch Consulting)
Workshop 4: Disability Inclusion: Integration with Inclusion & Diversity Strategy	Kevin Foster and Katherine McCary (C5 Consulting, LLC)
Workshop 5: Functional AAPs—Should We Seek Them and How Should We Organize Them	Alissa Horvitz and Joshua Roffman (Roffman Horvitz PLC)
Workshop 6: LGBT Rights Under the Law	Ann-Marie Verycrusse Welch (Clark Hill)

10:30 AM – 11:00 AM

Exhibits/Break

BREAKOUT SESSION 5
11:00 AM – 12:15 PM

Workshop 1: Driving Synergy Between Diversity & Inclusion and Compliance – Creating Effective, Measurable, and Meaningful Change	Lady Idos (Berkeley Lab--Lawrence Berkeley National Laboratory); Daniel Kuang (Biddle Consulting Group)
Workshop 2: Insights from Research: Why Are These Key Issues So Persistent and What To Do Next	Valerie Hoffman (Seyfarth Shaw)
Workshop 3: Expanding the Talent Pool: Leading Practices in Disability Disclosure and Inclusion	Carol Glazer (National Organization on Disability); Craig Leen (OFCCP)
Workshop 4: Under the Microscope: How the Government Examines Your Employment Practices Under the ADA and Section 503	Lynn Clements (Berkshire Associates, Inc.)
Workshop 5: Pepsi ACT at 5: Lessons Learned – Lives Changed	Kevin Fitzpatrick (PepsiCo); Kevin McCloskey and Julie Sowash (Disability Solutions)
Workshop 6: Company-Wide Compliance Evaluations	OFCCP

12:15 PM – 1:30 PM

Networking Lunch

BREAKOUT SESSION 6
1:30 PM – 2:45 PM

Workshop 1: Diversity and Inclusion: Socialization and Integration of Diversity and Affirmative Action Programs	Chanin Kelly-Rae (Providence St. Joseph Health)
Workshop 2: Demystifying Compensation Survey Data	Anthony Kaylin and Kevin Marrs (American Society of Employers)
Workshop 3: Modernizing EEOC Surveys, Data, and Analytics: A New Day for Data at EEOC	Rashida Dorsey and Chris Haffer (EEOC); Jennifer Hasche and Tim Mulcahy (NORC at the University of Chicago)
Workshop 4: From Policy to Practice: Practical Tools for Encouraging Self-Identification	Michael Murray (ODEP); Brett Sheats and Derek Shields (EARN)
Workshop 5: When Being Social Lands You the Job: The Role of Social Media in Recruitment and Selection	Lisa Harpe and Yevonessa Hall (DCI Consulting Group.)
Workshop 6: Journey to True Disability Inclusion	Christine Anthony (Cummins, Inc.); James Emmett (James Emmett & Company)

2:45 PM – 3:15 PM

Break/Exhibits

BREAKOUT SESSION 7
3:15 PM – 4:30 PM

Workshop 1: Inclusive Apprenticeship: Veterans and People with Disabilities	Josh Christianson (PEAT); Roxann Griffiths (VETS)
Workshop 2: Overcoming a Current Compensation Analysis Roadblock – Small Sample Pay Equity Investigation	Daniel Kuang (Biddle Consulting Group)
Workshop 3: Who Wants to Be An Employment Law Guru?!	Cara Crotty (Constangy, Brooks, Smith & Prophete, LLP)
Workshop 4: Creating a Culture of Civility in an Era of #MeToo	Joe Bontke (EEOC)
Workshop 5: Goldilocks and the 3 Analysis Groupings: Finding the one that's "Just Right"	Rosemary Cox and David Sharrer (DCI Consulting Group)
Workshop 6: Predictive, or Perpetuating Bias?: How to Implement People Analytics Responsibly	Nathan Glasser and Adam Forman (Epstein Becker & Green, P.C.)

EVENING EVENT
6:30 PM Start

River Rally – Food & Fun at the Harley-Davidson Museum®

<u>Main Conference – Friday, August 2</u>	<u>Event</u>	<u>Speaker(s)</u>
7:00 AM – 12:00 PM	Registration/Hospitality Desk Open	
7:00 AM – 8:00 AM	Buffet Breakfast (Luggage Storage Available)	
<u>PLENARY SESSION</u>		
8:00 AM – 8:15 AM	Conference Announcement and Prize Drawings	
8:15 AM – 9:15 AM	OFCCP – The New Rules: Understanding the Big Picture	Mickey Silberman (Fortney and Scott, LLP)
9:15 AM – 10:15 AM	OFCCP Regional Director Panel	Moderator: Bill Osterndorf (HR Analytical Services)
10:15 AM – 10:30 AM	Break/Check Out (Luggage Storage Available)	
<u>PLENARY SESSION</u>		
10:30 AM – 11:30 AM	Update on Contemporary OFCCP Enforcement: A view from 2019 Settlement Data	David Cohen (DCI Consulting Group) and Marika Litras (OFCCP)
11:30 AM – 12:00 PM	Final Thoughts	Craig Leen, Director (OFCCP); Paul McGovern (NILG Chair)
12:00 PM	Close of Conference	