

[The Institute's Virtual Annual Summit](#)

**The Fundamentals of Affirmative Action Planning (Pre-Recorded)**

All registrants of the 2021 Virtual Summit will receive free access to our four-part AAP Basics Series.

Session 1: EEO Basics and Compliance Obligations  
 Session 2: Affirmative Action Plan Development  
 Session 3: Adverse Impact & EEO Statistical Disparities  
 Session 4: Advisory Board Panel – Implementation & Enforcement Best Practices

**May 5, 2021 (Eastern Time Zone)**

11:00 – 12:00 P.M.	<b>Welcome and Introductions – <a href="#">Nikki Alphonse</a>; <a href="#">Barbara Kelly</a> Keynote – OFCCP Director <a href="#">Jenny Yang</a> (60 Min)</b>
12:00 – 12:15 P.M.	<b>Break (15 Min)</b>
12:15 – 1:00 P.M.	<b>Update on OFCCP – <a href="#">Nancy Holt</a>; <a href="#">Mickey Silberman</a> (45 Min)</b> <ul style="list-style-type: none"> <li>○ OFCCP Director Jenny Yang</li> <li>○ Structuring AAPs and other federal reporting for a post Covid workforce</li> <li>○ OFCCP's Rescission of Focused Reviews and S&amp;S Compliance Checks</li> <li>○ Rescission of Regulation Expanding Religious Exemption</li> <li>○ Affirmative Action Plan Verification Interface (AAVI)</li> </ul>
1:00 – 1:15 P.M.	<b>Break (15 Min)</b>
1:15 – 1:45 P.M.	<b>Employer Panel: Remote Workforce Compliance Challenges – <a href="#">Nikki Alphonse</a>; <a href="#">Brittany Fisher</a>, Moderated by <a href="#">Nita Beecher</a> (30 Min)</b>
1:45 – 2:00 P.M.	<b>Break (15 Min)</b>
2:00 – 2:30 P.M.	<b>Regulatory and Legislative Update: The Most Important Developments for Federal Contractors to Know – <a href="#">David Fortney</a>; <a href="#">Rae Vann</a> (30 Min):</b> <ul style="list-style-type: none"> <li>○ OSHA AND COVID 19,</li> <li>○ Paycheck fairness</li> <li>○ OSHA AND COVID-19</li> <li>○ \$15 Minimum Wage</li> <li>○ Independent Contractors/gig workers</li> <li>○ expanded union organizing (NLRB and PRO Act)</li> <li>○ Key legislation that is pending</li> </ul>
2:30 – 2:45 P.M.	<b>Break (15 Min)</b>
2:45 – 3:30 P.M.	<b>Personality Testing and Artificial Intelligence: What are the EEO Implications? – <a href="#">Eric Dunleavy</a>; <a href="#">Gary Siniscalco</a> (45 Min)</b>
3:30 – 3:45 P.M.	<b>Break (15 Min)</b>
3:45 – 4:30 P.M.	<b>Pay Equity Enforcement Under the New OFCCP – <a href="#">David Cohen</a>; <a href="#">Erin Connell</a> (45 Min)</b> <ul style="list-style-type: none"> <li>○ PDNs</li> <li>○ Pay Data Collection</li> <li>○ Privilege Issues</li> </ul>
4:30 – 5:30 P.M.	<b>The Institute's version of a Cocktail/Networking session (60 Min)</b>

**May 6, 2021 (Eastern Time Zone)**

11:00 – 12:00 P.M.	Keynote – Name to be announced soon (60 Min)
12:00 – 12:15 P.M.	Break (15 Min)
12:15 – 12:45 P.M.	LGBTQ and Religious Accommodations – <a href="#">Craig Leen</a> ; <a href="#">Consuela Pinto</a> (30 Min)
12:45 – 1:00 P.M.	Break (15 Min)
1:00 – 1:45 P.M.	Impacts of Social Movement and Cancel Culture on the workplace – <a href="#">Valerie Hoffman</a> ; <a href="#">Laura Mitchell</a> (45 Min)
1:45 – 2:00 P.M.	Break (15 Min)
2:00 – 2:30 P.M.	Non-Binary Self ID – <a href="#">Lynn Clements</a> ; <a href="#">Ken Gage</a> (30 Min)
2:30 – 2:45 P.M.	Break (15 Min)
2:45 – 3:15 P.M.	Metrics to Meet DE&I Goals – <a href="#">Jon Geier</a> ; <a href="#">Chris Gokturk</a> (30 Min)
3:15 – 3:30 P.M.	Break (15 Min)
3:30 – 4:00 P.M.	Metrics in the Workplace: What you should be collecting and why – <a href="#">Joanna Colosimo</a> ; <a href="#">Chris Wilkinson</a> , Moderated by <a href="#">Christy Kiely</a> (30 Min)
4:00 – 4:15 P.M.	Closing (15 Min)