



The Institute’s Virtual Fall Summit

The Fundamentals of Affirmative Action Planning (Pre-Recorded)

<p>All registrants of the 2021 Fall Compliance Summit will receive free access to our four-part AAP Basics Series.</p>	<p>Session 1: EEO Basics and Compliance Obligations Session 2: Affirmative Action Plan Development Session 3: Adverse Impact and EEO Statistical Disparities Session 4: Advisory Board Panel – Implementation & Enforcement Best Practices</p>
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November 9, 2021 (Eastern Time Zone)

11:00 – 12:00 P.M.	<p>Welcome and Introductions – Nikki Alphonse and Barbara Kelly</p> <p>Keynote – OFCCP Director Jenny Yang and OFCCP Deputy Director Michele Hodge (60 Min)</p>
12:00 – 12:15 P.M.	Break (15 Min)
12:15 – 1:00 P.M.	<p>Update on OFCCP – Mickey Silberman and Christy Kiely (45 Min)</p> <ul style="list-style-type: none"> ○ EEO-1 Component 2 ○ AAP-VI Certification ○ Vaccine requirements for federal contractor employees <ul style="list-style-type: none"> ▪ ADA and religious accommodations ○ Latest Developments in OFCCP Audits
1:00 – 1:15 P.M.	Break (15 Min)
1:15 – 1:45 P.M.	<p>Employer Panel: How Members are Handling Vaccine Mandates and Other Workplace Issues – Brad Wallace, Senior Counsel at Tyson Foods; Lola Hithon, Institute Advisory Board Member and VP, Employee Relations and Compliance. Moderated by Nita Beecher (30 Min)</p>
1:45 – 2:00 P.M.	Break (15 Min)
2:00 – 2:30 P.M.	<p>AAP-VI - Considerations When Certifying – David Cohen and Laura Mitchell (30 Min)</p> <ul style="list-style-type: none"> ○ Single Entity Test ○ Separate Facility Exemption Waiver ○ Penalties for Non-Compliance
2:30 – 2:45 P.M.	Break (15 Min)
2:45 – 3:30 P.M.	<p>Use of Artificial Intelligence in Employment Decisions – Michelle Duncan, Eric Dunleavy, Vicki Lipnic, and EEOC Commissioner Keith Sonderling (45 Min)</p>
3:30 – 3:45 P.M.	Break (15 Min)
3:45 – 4:30 P.M.	<p>Mandating vaccines and what you should know – Erin Connell and David Fortney (45 Min)</p>
4:30 – 4:45 P.M.	Break (15 Min)
4:45 – 5:15 P.M.	<p>Enforcement Update and FY 2021 CSAL (30 min.) – David Cohen and Lynn Clements</p>

5:15 – 5:30 P.M.	Break (15 Min)
5:30 – 6:15 P.M.	The Institute’s virtual Cocktail/Networking session (60 Min)

November 10, 2021 (Eastern Time Zone)

11:00 – 12:00 P.M.	Keynote – EEOC Chair, Charlotte A. Burrows
12:00 – 12:15 P.M.	Break (15 Min)
12:15 – 12:45 P.M.	EEOC Update – Leslie Silverman and Rae Vann (30 Min)
12:45 – 1:00 P.M.	Break (15 Min)
1:00 – 1:45 P.M.	Update on Pay Equity Federal & State Obligations – Valerie Hoffman and Chris Wilkinson (45 Min)
1:45 – 2:00 P.M.	Break (15 Min)
2:00 – 2:30 P.M.	Legal and Agency Panel: Pay Equity Analysis and Enforcement – Panelists: David Cohen , Consuela Pinto , and OFCCP Director of Enforcement, Robert (Bob) LaJeunesse Moderated by Erin Connell (30 Min)
2:30 – 2:45 P.M.	Break (15 Min)
2:45 – 3:15 P.M.	Aligning DEI&A with EEO/AA Obligations – Chris Gokturk and Craig Leen (30 Min)
3:15 – 3:30 P.M.	Break (15 Min)
3:30 – 4:00 P.M.	DEI&A and Pay Equity: Impact of Public Disclosure of EEO-1 Reports and Wage Gap – Consuela Pinto and Gary Siniscalco (30 Min)
4:00 – 4:15 P.M.	Break (15 Min)
4:15 – 4:45 P.M.	New EEO Census Tabulation and What It Means for Employers – Lynn Clements and Joanna Colosimo (30 Min)
4:45 – 5:00 P.M.	Closing (15 Min)