



# THE INSTITUTE FOR WORKPLACE EQUALITY

## Compliance Conference Agenda

November 15-16, 2017

DAY 1: 8:30 AM TO 5:00 PM

DAY 2: 8:30 AM TO 3:30 PM

### Day 1 – OFCCP/EEOC (November 15)

This OFCCP advanced training session provides detailed updates on the latest settlements and judicial decisions, revised and pending regulations, new executive orders, guidance and enforcement updates.

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| 8:00 to 8:30   | Registration and Breakfast   |
| 8:30 to 8:50   | Andrew Davis- Chief Diversity & Inclusion Officer of Coca-Cola   |
| 8:50 to 10:00  | Washington Insider’s Perspective-- <i>David Cohen; David Fortney; and Mickey Silberman</i> <ul style="list-style-type: none"><li>• EEOC Developments</li><li>• EEOC-OFCCP Potential Merger</li><li>• OFCCP Developments</li><li>• OFCCP Enforcement Updates- Audits and Litigation</li><li>• Other Key Developments</li></ul>      |
| 10:00 to 10:15 | Morning Break  |
| 10:15 to 11:00 | Paid leave – <i>David Fortney; Carter Younger</i> <ul style="list-style-type: none"><li>• State and local paid leave laws</li><li>• Strategies for dealing with patchwork of State and Local Laws</li><li>• The Paid Sick Leave Executive Order obligations for federal contractors</li><li>• Pending legislation update</li></ul> |

11:00 to 11:45	<p>Legal Review of LGBTQ Laws—<i>Christy Kiely; Chris Wilkinson</i></p> <ul style="list-style-type: none"> <li>• EEOC position on LGBTQ as a protected status</li> <li>• Recent federal court rulings</li> <li>• State laws</li> <li>• Employee best practices</li> </ul>
11:45 to 12:30	Networking Break - Lunch provided
12:30 to 1:15	<p>Panel of Employers to discuss state pay equity laws and implementation strategies-  Panelists: Chris Liakos- Manager, EEO Compliance for Northrup Grumman;  Joanna Nolte- Manager, Equal Opportunity and US Diversity &amp; Inclusion for Shell  Oil Company. <i>Moderator- David Fortney</i></p>
1:15 to 1:30	Afternoon Break
1:30 to 2:00	<p>The Interaction of Diversity Metrics and Affirmative Action Plans—<i>Jon Geier; Christy Kiely</i></p> <ul style="list-style-type: none"> <li>• AAP and compliance focused pay equity analysis</li> <li>• Using underlying data to tell a story</li> <li>• Addressing gender pay gap and increasing diverse pipelines</li> </ul>
2:00 to 2:45	Oracle and Google ALJ Ruling Implications for Federal Contractors- <i>Gary Siniscalco</i>
2:45 to 3:00	Afternoon Break
3:00 to 3:45	<p>Big Data and EEO Implications—<i>David Cohen; Christy Kiely</i></p> <ul style="list-style-type: none"> <li>• What are “Big Data”</li> <li>• Identifying Big Data EEO Risk Areas</li> <li>• Big Data and Predictive Analytics in Selection</li> <li>• Record Keeping Implications</li> </ul>
3:45 to 4:30	Guest Speaker – Thomas M. Dowd, acting Director for the OFCCP
4:30 to 5:00	Co-Chair Wrap Up
5:00 to 6:30	Post-Meeting Networking Reception

## Day 2 – “Pay Day” (November 16)

Day 2 provides further advanced material with a full day of detailed discussions of the most significant compensation challenges facing employers.

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| 8:00 to 8:30   | Breakfast  |
| 8:30 to 9:00   | Setting the Stage— <i>Mickey Silberman; Gary Siniscalco</i>  |
| 9:00 to 9:45   | State Pay Equity Laws— <i>Lynn Clements; Mickey Silberman</i> <ul style="list-style-type: none"><li>• Latest on state laws</li><li>• Ban on asking for prior pay</li><li>• State Pay Equity Litigation</li></ul>   |
| 9:45 to 10:00  | Morning Break  |
| 10:00 to 10:30 | Open Forum: Discuss and Exchange Ideas on How Employers Can Adjust to the Issue of Not Being Able to Ask For Prior Salary — <i>Jon Geier</i>   |
| 10:30 to 11:30 | Advisory Board Panel—Best practices for surviving (and winning) an OFCCP audit<br>Panelists: Millie Bennett – Director, Employment Practices- Coca-Cola; Kimberly Shaw- Director, HR Compliance at Hewlett Packard Enterprise. <i>Moderator- Mickey Silberman</i>  |
| 11:30 to 12:00 | Shareholder Wage Gap Analysis— <i>David Cohen; Gary Siniscalco</i> <ul style="list-style-type: none"><li>• What is it?</li><li>• What does it tell us? What does it not?</li><li>• Why conduct one? Why be careful?</li><li>• Factors for which to account</li><li>• Results and interpretation</li><li>• How to combine with a proactive EEO pay analysis</li></ul> |
| 12:00 to 12:45 | Networking Break – Lunch Provided  |
| 12:45 to 1:30  | Systemic Compensation— <i>Chris Wilkinson; Carter Younger</i> <ul style="list-style-type: none"><li>• Title VII standards</li><li>• Status of Compensation Directive 307</li><li>• Recent trends, including OFCCP and EEOC Enforcement</li><li>• How OFCCP is Analyzing Pay using Pay Analysis Groups</li></ul>  |
| 1:30 to 2:15   | Conducting a Proactive Pay Analysis Part 1— <i>David Cohen; Mickey Silberman</i> <ul style="list-style-type: none"><li>• Attorney Client Privilege</li><li>• Determining Similarly Situated Groupings</li><li>• Pay Factors</li><li>• Multiple Regression Analysis</li></ul>   |
| 2:15 to 2:30   | Afternoon Break  |

2:30 to 3:15	Conducting a Proactive Pay Analysis – Part 2— <i>David Fortney; Gary Siniscalco</i>
	<ul style="list-style-type: none"> <li>• Making salary adjustments</li> <li>• Who, what, when of adjustments?</li> <li>• Timing of adjustments</li> <li>• Communicating the adjustments</li> </ul>
3:15 to 3:30	Q&A Sessions with Co-Chairs
3:30	Adjourn – Safe Travels

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