



Q What is The Institute?

The Institute for Workplace Equality (“The Institute”) formerly The OFCCP Institute, is a national non-profit employer association based in Washington, D.C, whose mission is to educate federal contractors and other employers as to their employment law responsibilities. The name change is recognition that The Institute is expanding its mission beyond federal affirmative action and employment discrimination to state and federal laws covering pay and leave among other areas of compliance.

Q What Makes The Institute Different?

Integrated Cross-Functional Approach: The Institute is distinguished from other federal contractor networks in that it utilizes an integrated cross-functional approach to compliance. A single corporate membership allows a member company to leverage its limited compliance resources by including representatives from compliance, compensation, staffing and legal functions to participate in an employer group with cross-industry peers.

Co-Chairs and Faculty: The Institute Co-Chairs and Faculty are the leading experts in the nation in affirmative action and EEO compliance based on their first-hand knowledge and expertise acquired as a result of representing clients in thousands of OFCCP audits. Having the nation’s most experienced and knowledgeable experts on EEOC and OFCCP compliance as faculty allows The Institute to provide members with the most up-to-date information on the activities of the agencies, along with practical compliance tips.

Advocacy: The needs of our members are important to us. We understand the burdens they face in ensuring that their organizations are complying with relevant employment and labor rules at the federal, state and local level. Because of this, The Institute plays a critical role and feels it is their duty to advocate on behalf of its members. We work to ensure that their collective voices are heard. Our approach is to put our members first as an advocate for all proposed regulatory and policy initiatives. When appropriate, we advocate by also engaging with regulatory agencies, legislative representatives and oversight agencies within the White House.

Q Why Join?

Federal contractors need a new approach to compliance. Member companies recognize that in order to respond effectively to the significant changes and new obligations, they must secure expanded training, knowledge and expertise in the latest developments and practices for their corporate teams members who fulfill the compliance obligations on a cost-effective basis.

The Institute offers members an innovative and cost-effective approach to manage a new generation of affirmative action and EEO regulatory and compliance issues. The Institute provides coordination and knowledge transfer among the staffs performing the compliance, compensation, staffing and legal functions within a collaborative and innovative problem-solving framework.



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Who Should Join?

Members of The Institute are senior corporate leaders in EEO compliance, compensation, legal and staffing functions representing the largest and most sophisticated federal contractors and employers.

Member Benefits

Corporations that join The Institute receive the following membership benefits:

- ✓ Monthly member roundtable with The Institute co-chairs;
- ✓ Advocacy with EEOC and OFCCP national and regional office on issues of policy and regulatory importance to members as well as in-person opportunities for members to interact with EEOC and OFCCP personnel;
- ✓ Faculty updates presented by leading expert practitioners in EEO field;
- ✓ Corporate membership includes representatives from compliance, staffing, compensation and legal;
- ✓ Exclusive member website with access to member resources including video briefings, webinars, reports, letters of comment and the monthly newsletter.
- ✓ Other member benefits:
 - One in-person member and networking meeting per year
 - Take 5 – Microlearning Video Chats by The Institute co-chairs, faculty and advisory board members;
 - Monthly member newsletter with articles on the latest EEO and affirmative action compliance developments;
 - Special discounts for in-person conferences, trainings and webinars;
 - Member benchmark and compliance surveys; and
 - Annual OFCCP Enforcement Update webinar.

For more information, visit The Institute’s website or contact any of the following:

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