



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, OFCCP's 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 8:45 | Welcome by Co-Chairs of The Institute for Workplace Equality
<i>David Cohen of DCI Consulting; David Fortney of Fortney & Scott; and Mickey Silberman of Jackson Lewis</i> |
| 8:45 to 10:00 | Washington Insider's Perspective-- <i>David Cohen; David Fortney; and Mickey Silberman</i> <ul style="list-style-type: none">• OFCCP Leadership• EEOC Developments• Update on OFCCP Audits• Recent Executive Orders• Overtime Rules• Congressional action• Status of EEO-1 Component 2 report |
| 10:00 to 10:15 | Morning Break |
| 10:15 to 11:00 | EEO-1 Component 2 Reporting <ul style="list-style-type: none">• Preparing HRIS and Payroll Systems• Preparing the Report• Additional Analytics |

11:00 to 11:45	Legal Review of LGBT Laws
11:45 to 12:30	Networking Break - Lunch provided
12:30 to 1:15	Advisory Board Panel—Best practices employers expect during an audit
1:15 to 1:30	Afternoon Break
1:30 to 2:00	The Interaction of Diversity Metrics and Affirmative Action Plans
2:00 to 2:45	Cases or EEO Liability from a Plaintiff's Perspective
2:45 to 3:00	Afternoon Break
3:00 to 3:45	Big Data and EEO Implications <ul style="list-style-type: none"> • What are “Big Data” • Identifying Big Data EEO Risk Areas • Big Data and Predictive Analytics in Selection • Record Keeping Implications
3:45 to 4:30	Guest Speaker – OFCCP or EEOC Speaker (Invited)
4:30 to 5:00	Co-Chair Wrap Up
5:00 to 6:30	Post-Meeting Networking Reception

Day 2 – OFCCP Compensation (November 16)

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

8:00 to 8:30	Breakfast
8:30 to 9:00	Setting the Stage <ul style="list-style-type: none">• Pay Equity under the Trump Administration• Shareholder Wage Gap Studies
9:00 to 9:45	State Pay Equity Laws <ul style="list-style-type: none">• Latest on state laws• Ban on asking for prior pay• State Pay Equity Litigation
9:45 to 10:00	Morning Break
10:00 to 10:30	Paid Leave
10:30 to 11:30	Panel of Employers to discuss state pay equity laws and implementation strategies <ul style="list-style-type: none">• Patchwork of State Laws• Employment Application• Determining Starting Salaries• Paid Leave
11:30 to 12:00	Shareholder Wage Gap Analysis <ul style="list-style-type: none">• What is it?• What does it tell us? What does it not?• Why conduct one? Why be careful?• Factors for which to account• Results and interpretation• How to combine with a proactive EEO pay analysis
12:00 to 12:45	Networking Break – Lunch Provided
12:45 to 1:30	System Compensation <ul style="list-style-type: none">• Status of Compensation Directive 307 and the Current Status of the OFCCP's Compensation Standards and Guidelines• Recent trends, including OFCCP and EEOC Enforcement• How OFCCP is Analyzing Pay using Pay Analysis Groups
1:30 to 2:15	Conducting a Proactive Pay Analysis Part 1 <ul style="list-style-type: none">• Attorney Client Privilege• Determining Similarly Situated Groupings• Pay Factors• Multiple Regression Analysis

- 2:15 to 2:30 Afternoon Break
- 2:30 to 3:15 Conducting a Proactive Pay Analysis – Part 2
- Making salary adjustments
 - Who, what, when of adjustments?
 - Timing of adjustments
 - Communicating the adjustments
- 3:15 to 3:30 Q&A Sessions with Co-Chairs
- 3:30 Adjourn – Safe Travels