



2017 Accomplishments of The Institute for Workplace Equality

The Institute for Workplace Equality (formerly The OFCCP Institute) is the thought leader in equal opportunity and affirmative action. This fact is recognized by the EEOC and the Department of Labor, both of whom have reached out to The Institute for its input on the regulatory reform process instituted under the Trump Administration.

- Beginning early in the Trump Administration The Institute submitted a [White Paper](#) on recommendations on changes to the OFCCP. Recently, The Institute provided updated [recommendations](#) to the DOL's newly created Regulatory Reform Office.
- The Institute was one of the first to [submit a letter](#) to OMB and DOL objecting to the proposed merger of the OFCCP and EEOC. On August 24, 2017, Interim OFCCP Director Tom Dowd [responded](#) to The Institute's concerns and indicated that The Institute's thoughts and concerns would be considered by both the DOL and the Administration.
- David Fortney, Co-Chair of the Institute, [testified](#) at an EEOC hearing on the EEO-1 Component 2 report.
- After discussions with EEOC on the new EEO-1 Report, The Institute recognized that no one had addressed the impact of moving the EEO-1 Report on the VETS 4212 Report and sent a letter to DOL asking for clarification on the filing of the 2018 VETS-4212 Report. The DOL, through the acting head of VETS, [replied with an important clarification](#) that benefits employers on the relationship between the two reports in 2017 and 2018.

The Institute primarily focused on the OFCCP during the Obama Presidency. However, the focus of The Institute is broadening, as reflected by its name change to The Institute for Workplace Equality in May 2017. While The Institute will continue to educate and inform members about OFCCP and EEOC developments, it is expanding its focus, particularly in the area of Pay Equity including quickly evolving state, local and international pay laws, as well as diversity and inclusion, wage and hour laws and paid leave requirements.