



2017 Accomplishments

[The Institute for Workplace Equality](#) (formerly The OFCCP Institute) is the thought leader in equal opportunity and affirmative action matters. The Institute's leadership role and expertise have been recognized by the EEOC and the Department of Labor, both of which requested that The Institute provide input on the regulatory reform process instituted under the Trump Administration.

The following are highlights of The Institute's accomplishments and advocacy efforts in 2017.

- January – A [white paper](#) providing key policy recommendations on OFCCP reforms was provided to the Trump transition team
- May – An important [response](#) was provided to OMB and DOL objecting to the proposed merger of OFCCP and EEOC
 - Acting OFCCP Director Tom Dowd [responded](#) and confirmed that The Institute's response and concerns were being considered
- May – The OFCCP Institute's name [changed](#) to The Institute for Workplace Equality to more accurately reflect the scope of The Institute's expanded services and focus.
- June – The Institute [submitted](#) a letter to DOL seeking clarification on the filing of the 2017 and 2018 VETS 4212 Reports
 - Acting head of VETS, Deputy Assistant Secretary for Operations Sam Shellenberger, [responded](#) in July with important clarifications
- August – The Institute provided additional recommendations to DOL Regulatory Reform Office
- October – The Institute sent a letter to OFCCP Acting Director Tom Dowd on Federal Contractor's Nondiscrimination Obligations with respect to LGBT discrimination and religious accommodation in light of Attorney General Sessions' memoranda
 - In December, the OFCCP indicated that its response will be delayed to allow the new Director to review
- November – [Acting OFCCP Director Dowd](#) spoke at The Institute's November Compliance Conference
- December – The Institute submitted comments to DOL on the Labor Department's strategic plan and submitted The Institute's white paper to newly named OFCCP Director Ondray T. Harris



The Institute also convened significant conferences and webinars in 2017:

- Three in-person two day conferences
 - Spring Conference, Menlo Park, CA on March 23 (hosted by Orrick, Herrington & Sutcliffe, LLP)
 - Annual Summit plus optional basics training, Falls Church, VA on May 9 – 11 (hosted by Northrup Grumman)
 - Fall Conference, Atlanta, GA on November 15 -16 (hosted by Coca-Cola)
- Five webinars providing timely updates on the most recent developments
 - What the Trump Presidency means to Federal Contractors – February 15
 - What is the latest on Fair Pay/Equal Pay for federal contractors and other employers? – April 12
 - Hot Topics so far in 2017 – June 14
 - Annual Enforcement Webinar – October 11
 - Co-Chairs Year-end review and what to expect in 2018 – December 12

The Institute is committed to addressing the needs of its members to ensure they have the most current information in addressing a growing range of workplace compliance matters. The Institute's approach is, and will continue to be, to ensure that our members' interests are fully presented in the development and implementation of proposed regulatory and policy initiatives.

For more information on The Institute contact our Director, Barbara Kelly at barbara.kelly@theinstitute4workplaceequality.org or visit us at [The Institute for Workplace Equality](http://TheInstituteforWorkplaceEquality.org) and follow [The Institute](https://www.instagram.com/theinstitute4workplaceequality/) on Twitter and [Facebook](https://www.facebook.com/theinstitute4workplaceequality/).