

***2020 AAP Fundamentals Series/Conference:
Session 4: Advisory Board & Employer Panel –
Implementation and Enforcement Best Practices***

Presenters:

Laura Mitchell, Frank Torres and Naomi Tyre

laura.mitchell@jacksonlewis.com · ftorres@mtb.com · naomi.tyre@ngc.com

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The Institute for Workplace Equality was formed to assist the contractor community in responding to rapidly changing compliance challenges. The Institute provides national training programs and webinars addressing the latest OFCCP developments and strategies for effective compliance.

For more information on The Institute, visit:
www.theinstitute4workplaceequality.org.

- The 3 W's
 - When?
 - Who?
 - What?
 - AAP Data
 - Applicant
 - HRIS
 - Compensation

- What else should you be thinking about?
 - Other HR initiatives?
- Do others have awareness of the AAP process so you have a seat at the table?
- Budgets?

Understanding the Commitment to and Relevance of AAP to the Organization

- Why does AAP compliance matter to the business?
- What are training expectations leaders should understand?
- Level of implementation?
- Communications?
- How do AAP and D&I interplay in the organization?

- OFCCP Resources:
 - [Federal Contract Compliance Manual](#)
 - [Compliance Assistance Guides](#)
 - [Closure Letter for Substantive Violations](#)
 - [Sample Affirmative Action Programs](#)
- Employer Member Associations:
 - [The Institute for Workplace Equality](#)
 - [National Industry Liaison Group](#)
 - [Regional Industry Liaison Groups](#)



Laura Mitchell

Laura A. Mitchell is a Principal in the Denver, Colorado, office of Jackson Lewis P.C. She is a member of the firm's Affirmative Action and OFCCP Defense practice group as well as the firm's Pay Equity Resource Group. She is also on the leadership team for the firm's Government Contractor Industry Group. Her practice is focused on representing government and non-government contractors in OFCCP matters, preparing for and defending OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. Ms. Mitchell personally oversees the development of hundreds of AAPs each year and is intimately involved in the defense of numerous OFCCP audits. She also spends significant time counseling companies in connection with conducting pay equity analyses as well as government contractor employment obligations. Ms. Mitchell is the editor and a principal contributor of The Affirmative Action Law Advisor blog and frequently presents on pay equity, affirmative action compliance, OFCCP enforcement trends, and government contractor obligations.

Frank Torres

As Manager of EEO/AA Programs of M&T Bank, **Frank Torres** plans, directs, analyzes and manages the production of EEO and Affirmative Action (AA) compliance functions at M&T Bank—an organization headquartered in Buffalo with more than 16,000 employees domestically and abroad. Under Frank’s direction, M&T Bank is a member of the Central and Western NY, Liberty and Baltimore ILG (serving as Program Chair). With almost 20 years HR/Diversity/AA/EEO experience, Frank directs and strategically manages company responses to OFCCP audits, and directs the development and communication of 70+ annual affirmative action plans to internal management. Presently, Frank is a member of M&T Bank’s corporate Employee Resources department and participates in the Disability Advocacy Network (DAN), Latino (HOLA), Native American (NARG) and Inter-Generational Employee Networking (iGen) employee resource groups. Frank completed his undergraduate degree at the State University of New York at Brockport (B.S. Political Science) and his law degree from the SUNY Buffalo School of Law (J.D.) He is admitted to practice in New York.

Naomi Tyre

Naomi Tyre is Director, Equality and Workplace Accommodations for Northrop Grumman Corporation, leading the EEO Compliance and Workplace Accommodations teams who have responsibility for the enterprise affirmative action plans and the enterprise reasonable workplace accommodation process and delivery. Previously, Naomi was an EEO Compliance Lead for Northrop Grumman, supporting the Technology Services Sector, where she focused on implementing affirmative action plans, ensuring nondiscrimination and analyzing workforce diversity. Prior to joining Northrop Grumman, Naomi was HR Consultant for WorkPlace HR, the HR consulting company affiliated with Fortney & Scott, LLC. Naomi is a member of the Washington Metro ILG and holds an M.A. from The University of Chicago and a B.A. from The George Washington University.