



15th Annual Compliance Conference November 15 & 16, 2012

The Black Canyon Conference Center
9440 N. 25th Avenue - Phoenix, AZ 85040 –
<http://www.blackcanyonconferencecenter.com>

Per Day Cost		Cost to Attend Both		Group Discount
Members	\$100	Members	\$175	Companies registering 3+ employees may register all attendees at the member rate. Contact azquada@aol.com for details.
Nonmembers <i>includes 2013 membership</i>	\$175	Nonmembers <i>includes 2013 membership</i>	\$250	

Pre-Conference (November 15, 2012)

Start	End	Topic	Presenter(s)
7:00am	7:45am	Registration	AZilg
7:45am	8:00am	Welcoming Remarks	John A Garza, AZilg President
		This pre-conference workshop will focus on the theory and fundamentals of adverse impact and compensation analyses. The basics will be discussed and real-world examples from attendee organizations will be encouraged. Building off the basics; hands-on analyses will be conducted beginning with data preparation, and concluding with analyses conducted in Biddle Consulting Group's proprietary software (demo versions to be provided to all attendees). This hands-on workshop is for all levels of EEO/AA practitioner.	
8:00am	9:00am	AAP Basics (Lecture)	Patrick M. Nooren, Ph.D., Executive Vice President, Biddle Consulting Group, Inc.,
9:00am	10:00am	Adverse Impact Analysis (Lecture)	
10:00am	10:15am	BREAK	Dan Kuang, Ph.D. Vice President - Legal and Audit Support Services, Biddle Consulting Group, Inc.
10:15am	11:30am	Adverse Impact Analysis (Hands-On Workshop)	
11:30am	12:30pm	LUNCH	
12:30pm	1:45pm	Compensation Analysis (Lecture)	
1:45pm	2:00pm	BREAK	
2:00pm	3:30pm	Compensation Analysis (Hands-On Workshop)	
3:30pm		Adjourn	John A Garza, AZilg President

Compliance Conference (November 16, 2012)

Theme: “Workplace Equality: Creating an Inclusive Workplace”

Start	End	Topic	Presenter(s)
7:00am	8:00am	Registration	AZilg
8:00am	8:05am	Welcoming Remarks	John A Garza, AZilg President
8:05am	8:35am	OFCCP Updates	Marvin Jordan, OFCCP Phoenix District Director
8:35am	9:05am	“Progress in Pursuit of Workplace Equality: <u>An EEOC Update</u>” Workplace equality remains elusive to many in our society today, but EEOC and forward thinking employers remain committed to leveling the playing field for all employees. At the end of fiscal year 2011, EEOC had received 99,947 charges of employment discrimination, a record high. In FY2012, EEOC continued its focus on systemic discrimination as well as individual cases of discrimination. EEOC also issued several new pieces of guidance including the updated guidance on use of arrest and conviction records in the workplace. In April 2012, the Commission issued its decision in a federal employer case stating discrimination based on transgender is recognized under Title VII. Join us on November 16 th to hear directly from the EEOC Phoenix District Director about what to expect from EEOC in FY2013!	Rayford O. Irvin, EEOC Phoenix District Director
9:05am	10:05am	“Preparing for Job Listing and Outreach in the Post-Election Compliance Landscape” The OFCCP has proposed sweeping changes in the job listing, data tracking and analytical framework mandating specific actions federal contractors must take to be compliant in support of affirmative action to recruit protected veterans and individuals with disabilities. The presentation provides an overview of the changes, discusses the potential scenarios of passage of the legislation and its impact on federal contractors, and how to prepare for any changes in the post-election era.	Rathin Sinha, CEO, Americas Job Exchange
10:05am	10:15am	BREAK	
10:15am	11:30am	“What Does Your Data Say? - Defending An EEOC/OFCCP Statistical Analysis Of Your Employment Practices” Although employers are making great efforts to create an inclusive workforce, their employee data, if inaccurate or analyzed incorrectly may say differently. Ms. Call will provide guidance on what employers should expect when the EEOC or OFCCP requests a substantial amount of data about one or more of their employment practices and how to respond to such requests to facilitate an accurate statistical analysis by the agency. Ms. Call also will focus on the difficulties with responding to challenges to pay practices, and provide recommended best practices. Specifically, this presentation will address (1) preparing your data for submission to the agency; (2) when and how you should conduct your own analyses before providing data to the agency; (3) what other information should be provided to the agency with your data submittal; and (4) fostering a positive and cooperative dialogue with the agency to facilitate a positive outcome.	Elizabeth A. Schallop Call, Steptoe & Johnson LLP, Counsel
11:30am	11:45am	BREAK	

11:45am	1:15pm	LUNCH & Keynote: “The Diversity Imperative and C-Level Executives: Why Diversity Makes Good Business Sense” Mr. Glover will take a look at IBM's rich history of diversity and how our leadership has helped grow IBM into one of the world's leading Globally Integrated Enterprises. Ron will look at IBM's evolving diversity strategy and mission, and talk about how we're transforming diversity groups into constituencies that help drive real-world business value.	Ron Glover, IBM Corporation, Vice President, Diversity & Workforce Policy IBM Corporation
1:15pm	2:15pm	“The New Census Data & AA Compliance: Understanding the Impact!” This session will focus on the new census data and its impact on affirmative action compliance. Participants will be introduced to the American Community Survey (ACS), the tool used to collect the race, gender, and occupation data. Attendees will receive an expert comparison of the 2000 census data versus the 2010 ACS data, and leave with a better understanding of how these changes may impact affirmative action plans, as well as HRIS systems.	Nicole Butts, SPHR, Berkshire Associates, Inc., Training Manager
2:15pm	3:15pm	“Creating an Inclusive Workplace: The Purpose of Affirmative Action Programs” Consistent with the Conference theme: “Workplace Equality: Creating an Inclusive Workplace,” OFCCP will lead a discussion on the purpose of Affirmative Action Programs; the required quantitative analyses prescribed by the regulations at 41 CFR 60-2.11 through 41 CFR 60-2.16; and the additional Affirmative Action Program elements required by 41 CFR 60-2.17. Emphasis will be placed on assessing incumbency with respect to availability; when establishing placement goals are necessary; and the Good Faith Efforts OFCCP expects Federal contractors and subcontractors to take toward achieving established placement goals.	Cody Cummings, OFCCP Phoenix Senior Compliance Officer Timothy Cox, OFCCP Phoenix Compliance Officer
3:15pm	3:30pm	BREAK	
3:30pm	4:45pm	“Progress in Pursuit of Workplace Equality: <u>An EEOC Legal Update</u>” The EEOC legal team worked diligently in Fiscal Year 2012 to level the playing field on behalf of workers. The Phoenix District Office resolved litigation on behalf of individuals alleging they were discriminated against because of their hearing impairment, neck impairment, HIV status, Fibromyalgia, and intellectual disabilities. Once again, several lawsuits were resolved involving sexual harassment. The victims of sexual harassment or retaliation were both men and women. The legal team also resolved a lawsuit against a school district that alleged the retirement plans disadvantaged older workers. Hear more about these cases as well as others from Regional Attorney, Mary Jo O’Neill.	Mary Jo O’Neill, EEOC Phoenix Regional Attorney
4:45pm	5:00pm	Raffle/Closing	John A Garza, AZilg President