

**AZilg 43rd ANNUAL CONFERENCE
NOVEMBER 1 & 2, 2018**

The Embassy Suites by Hilton Phoenix - Biltmore
2630 East Camelback Road, Phoenix, AZ 85016



**A.C.T.I.O.N: Accessibility; Trends; Initiatives; Opportunity; Now
Thursday, November 1, 2018 (Full Day Conference)**

Start	End	Topic	Presenter(s)
7:30am	8:30am	Registration & Exhibitor Networking	
8:30am	8:45am	Welcoming Remarks	Gail S Weidman, AZilg President
8:45am	9:45am	What to Expect during an OFCCP Compliance Evaluation: This informative presentation will place heavy emphasis on the importance of conducting internal audits in order to identify problem areas, and implement corrective actions to address those problem areas, as prescribed by (41 CFR 60-2.17, b-d).	Marvin R. Jordan, OFCCP Director, Phoenix District and Las Vegas Field Offices
9:45am	10:45am	Accommodation and Accessibility: Impact, Trends, Solutions, I.T.S Now! This session will discuss the gaps government contractors may have in being successful with the section 503 and EEOC regulations on disability. Some of the information provided will be a surprise of the possible exposures that exist in the outreach and recruiting process. Participants will be provided an understanding between accommodation and accessibility in the recruiting and hiring process. We will discuss the current problems and show how to implement a proactive solution.	Sheridan Walker, Founder and President, HirePotential
10:45am	11:15am	BREAK	
11:15am	12:15pm	EEOC Case Updates & Pending Litigation	Mary Jo O’Neill, EEOC Regional Attorney, Phoenix District Office
12:15pm	1:30pm	AWARD PRESENTATION & LUNCHEON: 2018 John A Garza Lifetime Achievement Award <i>Sponsored and Presented by:</i> Biddle Consulting Group and Fisher & Phillips	Sylvia Perez, AZilg, JAG Awards Chair & Board Director John A. Garza, AZilg, Past-President
1:30pm	2:30pm	Navigating Compliance with Complex Recruiting Strategies: A High-Level Review of Employment Laws impacting all levels of Recruiting in the Workplace. Discussion of Best Practices when Handling Passive Candidates. How to be Proactive with your Organization’s Diversity and Inclusion Initiatives. What to do (and not) when you are establishing Starting Pay. Best Practices Discussion surrounding the established use of Third Parties & Independent Contractors.	Shafeeqa W. Giarratani, Ogletree Deakins
2:30pm	3:30pm	Fake News, Real News and How They Impact the Workplace Explore how the hot-button topics in today’s news impact your workplace. For example, the #MeToo movement, the TimesUp! Movement and the Labor Board’s new position on civility in the workplace all create the need to review and revise current policies and training programs. The plethora of state pay equity laws (and state laws prohibiting pay equity local laws) signal the danger of ignoring potential pay equity issues. Global requirements to publish gender pay gaps and failed state initiatives to “name and shame” employers with pay disparities underscore the importance of identifying and correcting—and taking advantage of safe harbors—where they exist.	Cheryl L. Behymer, Fisher & Phillips
3:30pm	4:00pm	Raffle & Closing Remarks	Gail S Weidman, AZilg President

NETWORKING EVENT - AFTER PROGRAM - 4:00 PM TO 7:00 PM



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Friday, November 2, 2018 (Half-Day Conference)

Start	End	Topic	Presenter(s)
7:00am	8:00am	Registration & Networking	
8:00am	8:15am	Welcoming Remarks	Gail S Weidman, AZilg President
8:15am	9:45am	You Get What You Measure – Using Analytics to Identify Opportunities and Support Diversity: What are “Diversity Reports/Metrics?” If you were to ask that question to ten people, it’s likely you would get ten different answers. Why is that? Because it depends on the organization, the unique set of circumstances within the organization, and the unique set of questions being asked. In this session, we will discuss the utility (or futility) of using “standard” AAP analyses as “diversity” metrics, and the need for practitioners to move beyond the scripted metrics towards collecting, and analyzing, data that is truly useful. Many practical tips/tricks will be provided.	Dr. Patrick Nooren, Ph.D., Executive Vice President, Biddle Consulting Group Be Lam, EEO/AA Analyst, Biddle Consulting Group
9:45am	10:00am	BREAK	
10:00am	11:00am	Identifying Trends, Highlights and Difficulties of the First-Year Trump Administration... What is coming next?	T. Scott Kelly, Ogletree Deakins
11:00am	12:00pm	A Discussion of the Indian and Native American Employment Rights Programs and Initiatives	Theresa Lujan, Director, Mega Construction Project Program and Indian and Native American Employment Rights Program, U.S.DOL - OFCCP
12:00pm		Raffle & Closing Remarks	Gail S Weidman, AZilg President