

Advocate, Educate, Activate



**FAIRNESS
DIVERSITY
EQUITY
INCLUSION**

47th AAAED National Conference & Annual Meeting
**Reflect, Reset and Move
Towards Justice, Equity
and Inclusive Excellence**

October 11-15 2021
Virtual

Conference Program Book

October 2021



JacksonLewis



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At Jackson Lewis, we understand the importance of maintaining a workforce that reflects the communities where we work. Our commitment to providing excellence in legal services to our clients is strengthened because of our various races, genders, sexual orientations and backgrounds. We are proud to support the AAAED's mission to build policies and action steps to ensure access, equality, inclusion and equity in all spheres of opportunity. When everyone is engaged in moving the needle forward, we are succeeding.

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SPECIAL THANKS TO:

MICHAEL COX

"1898 HYMN" BY MICHAEL COX - DEDICATED TO HIS GRANDMOTHER, THE LATE JANIE SANMANN, PUBLISHED IN THE CD "ABSTRACTIONS, DEDICATIONS & RED DIRT."



JEANNIE CHEATHAM, SIPHO KUNENE

AND THE SWEET BABY BLUES BAND

"WE GOT THIS" - MUSIC BY - JEANNIE CHEATHAM

JEANNIE CHEATHAM - PIANO, VOCALS, COMPOSER

JIMMY CHEATHAM - BASS TROMBONE

JOHN "IRON MAN" HARRIS - DRUMS

ED "DINKY" MORRIS - BARITONE SAX

CHARLES OWENS - ALTO SAX

RICHARD REID - BASS

NOLAN SHAHEED - TRUMPET

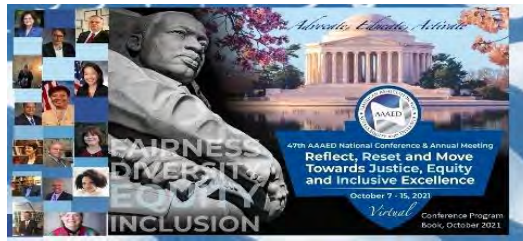
RICKY WOODARD - CLARINET

SNOOKY YOUNG - TRUMPET

SIPHO KUNENE - SPOKEN VOICE

MUSIC PRODUCED BY - JEANNIE CHEATHAM AND SIPHO KUNENE





WELCOME TO THE AAAED 47TH NATIONAL CONFERENCE AND ANNUAL AWARDS CEREMONY – *Virtual!*

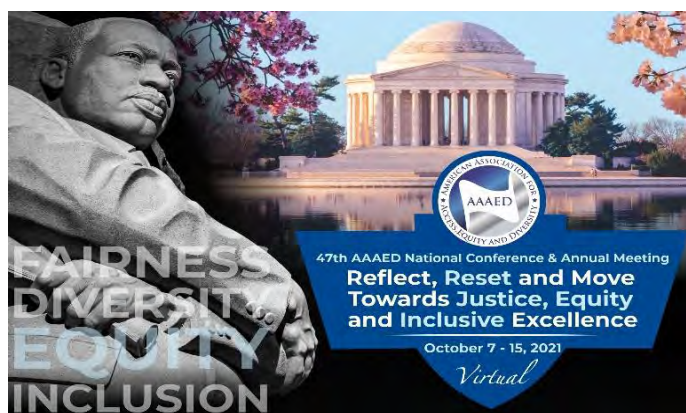
The year 2021 marks the 47th Anniversary of the American Association for Access, Equity and Diversity (AAAED), formerly the American Association for Affirmative Action. It also marks the 60th Anniversary of President John F. Kennedy’s Executive Order 10925 – the first Order to require equal opportunity and affirmative action in the workplaces of federal contractors. The theme of the AAAED National Conference this year is “Reflect, Reset and Move Towards Justice, Equity and Inclusive Excellence.” In view of the challenges the world faces, with an unprecedented pandemic and health crisis, and the outcry for racial justice, the AAAED conference theme could not be more appropriate. We have chosen to turn these challenges into an online opportunity. Moreover, we are learning to embrace the technology of today and promote our mission of access, equity and diversity in a virtual environment.

On October 7 – 8, 2021, we will host for the first time, two days dedicated to the self-care and professional development of our members and attendees. As an association, AAAED’s motto is: “Advocate. Educate. Activate.” The two-day Self-Development Program is dedicated to the “Activate” portion of our motto, where we place emphasis on the personal development of our members. This is particularly important given the fact that during the past two years the nation has been ravaged by COVID-19. The program will help address questions regarding our personal growth such as: “How do we cope with the adjustments we had to make to protect ourselves and our families from this pandemic? How do we successfully perform our jobs when most of the work we do is virtual?” As equal opportunity professionals (EOPs), what is our career trajectory and where does it lead? What are the potential opportunities for advancement for individuals in our profession?

October 11 – 12 the conference will pick up with Pre-Conference Workshops and continue through October 13 – 15 with the Main Conference. The virtual conference will include keynoters who have recently taken the lead at federal EEO agencies, including the Equal Employment Opportunity Commission, the Office of Federal Contract Compliance Programs and the Office for Civil Rights, U.S. Department of Education. The conference will end with the Annual Awards Ceremony.

We hope you will enjoy the 21st Century virtual format. For AAAED, this is equal opportunity re-imagined. It is also turning a daunting obstacle into a wondrous opportunity to learn and share in a virtual space. Thank you for your support of AAAED! We look forward to “seeing” you at the Conference!

AAAED 47th National Conference Planning Committee



AAAED 47TH NATIONAL CONFERENCE AND ANNUAL AWARDS CEREMONY - *VIRTUAL* TABLE OF CONTENTS

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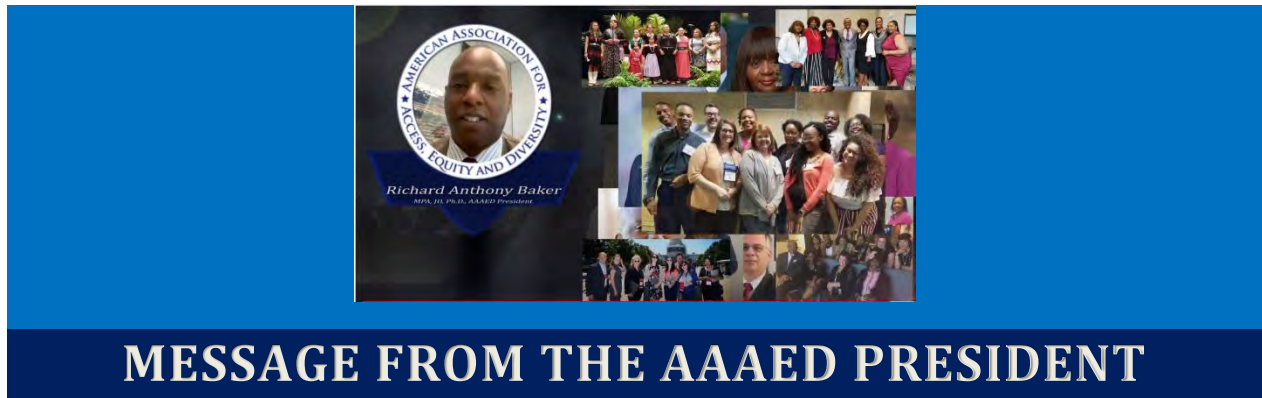
ABOUT THE AAAED

Founded in 1974 as the American Association for Affirmative Action, the American Association for Access, Equity and Diversity (AAAED) is composed of individuals and organizations from higher education and the public and private sectors dedicated to the development and enhancement of equal opportunity, affirmative action, diversity and inclusion, as well as professional development. AAAED has more than four decades of leadership in providing professional training to members, enabling them to be more successful and productive in their careers. It also promotes understanding and advocacy of affirmative action and other equal opportunity and related compliance laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities. AAAED, a 501(c) 6 membership organization, is the oldest operating association of professionals in the Equal Opportunity profession.

The Fund for Leadership, Equity, Access and Diversity (LEAD Fund), a 501(c)(3) charitable organization, was established to provide thought leadership in promoting inclusive organizations and institutions through research and education on issues related to diversity, social responsibility, human and civil rights. The LEAD Fund is a “Think and Do” tank, which advances new knowledge and tested strategies aimed at eliminating prejudice and discrimination.



ADVOCATE. EDUCATE. ACTIVATE.



Dear Conference Attendees:



On behalf of the American Association for Access, Equity and Diversity's Board of Directors, welcome to the AAAED's 47th national conference - Virtual! While it's been over a year since we last convened, it is our great pleasure to welcome you to our virtual event and present to you a diverse slate of information that will inspire attendees to enhance their knowledge about the equal opportunity profession. As one of the first organizations established to support the training and development of equal opportunity professionals, the annual AAAED conference is the premier national forum for our members to present and discuss legal updates, compliance standards, best practices and ways to integrate and implement these topics at their respective organizations.

Since joining AAAED 10 years ago, AAAED has not only provided me with professional development opportunities but has enabled me to network with members from across the country. AAAED membership ranges across industries and its conference reflects that diversity and creates the perfect forum for sharing and support by like professionals. Whether it's principles of leadership, or how to create a more inclusive environment, you'll find what you're looking for at this conference.

Our hope is that you enjoy the conference we put together for you. If you are not a member of AAAED, our hope is that your experience at our conference inspires you to join us. Your presence here is an indication that you are committed to fighting inequities and to removing barriers that prevent fairness, not only in your own organization, but throughout your state and the country. As a result of this conference, we hope you see our organization as one that will equip you with the right tools to assist you in that effort.

Meanwhile, we are here to help you. If there is anything we can do, please do not hesitate to contact us.

Richard Anthony Baker

Richard Anthony Baker, M.P.A., JD, Ph.D.
President of the Board



PAST AAAA/AAAED PRESIDENTS

Myron Anderson: 2016 - 2018

Marshall Rose: 2014 - 2016

Gregory T. Chambers: 2010 – 2012, 2012 - 2014

ReNée S. Dunman, Esq.: 2006 -2010

Dr. Robert W. Ethridge: 1984-1988, 1990-1992, 2002-2006

Ismael Rivera: 2000-2002

Beth Wilson, J.D.: 1998-2000

Ruth Jones: 1996-1998

Everett Winters: 1994-1996

Gazella Ann Granger Summitt: 1992-1994

Paul C. Bayless: 1988-1990

Sheila J. Nickerson: 1981-1984

Dr. Freddie Lang Groomes: 1978-1980

Steven A. Faustina: 1977-1978

Garrison Michael Hickman: 1976-1977

Dr. Delores Hunter Hillyer: 1974-1975

Betty Newcomb: 1973-1974 & 1978-1979

AAAED RECOGNIZES THE 60TH ANNIVERSARY OF EXECUTIVE ORDER 10925

“THE BIRTH OF AFFIRMATIVE ACTION”

Celebrating 60 Years of Equal Opportunity for All



On March 6, 1961, President John F. Kennedy signed Executive Order 10925, establishing the President's Committee on Equal Employment Opportunity, which replaced President Eisenhower's Committee on Government Employment Policy. The Kennedy Order was the precursor of President Lyndon Baines Johnson's Order 11246 that remains in effect today. Order 10925 states, in part:

WHEREAS discrimination because of race, creed, color, or national origin is contrary to the Constitutional principles and policies of the United States; and 13 CFR 1960 Supp.

WHEREAS it is the plain and positive obligation of the United States Government to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government and on government contracts; and

WHEREAS it is the policy of the executive branch of the Government to encourage by positive measures equal opportunity for all qualified persons within the Government; and

WHEREAS it is in the general interest and welfare of the United States to promote its economy, security, and national defense through the most efficient and effective utilization of all available manpower; and

WHEREAS a review and analysis of existing Executive orders, practices, and government agency procedures relating to government employment and compliance with existing non-discrimination contract provisions reveal an urgent need for expansion and strengthening of efforts to promote full equality of employment opportunity; and

WHEREAS a single governmental committee should be charged with responsibility for accomplishing these objectives:

NOW, THEREFORE, by virtue of the authority vested in me as President of the United States by the Constitution and statutes of the United States, it is ordered as follows:

PART I—ESTABLISHMENT OF THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY¹



The Order established the government leadership that constituted the Committee, including the Vice President of the United States, the Secretary of Labor, who served as the Vice Chair of the Committee, Defense Secretaries, the Chairman of the Civil Service Commission, Atomic Energy Commission and the Secretary of Commerce, among others. The Committee appointed an Executive Vice Chairman and had the authority to issue rules and regulations.

In Part II of the Order, the President's Committee was authorized to “scrutinize and study employment practices of the Government of the United States, and to consider and recommend additional *affirmative steps* which should be taken by executive departments and agencies to realize more fully the national policy of nondiscrimination within the executive branch of the Government.” Agencies were directed to initiate studies of employment practices within the federal government.

Part III of the Order pertained to *government contractors*. Unless exempted, all government contracts were to include the following nondiscrimination language: “(1) The contractor will not discriminate against any employee or applicant for employment because of race, creed, color, or national origin. The contractor will take *affirmative action* to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, creed, color, or national origin....” This clause went on to state: “Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.”

Part III also addressed the role of labor unions and ordered the Committee to “use its best efforts, directly and through contracting agencies, contractors, state and local officials and public and private agencies, and all other available instrumentalities, to cause any labor union, recruiting agency or other representative of workers who is or may be engaged in work under Government contracts to cooperate with, and to comply in the implementation of, the purposes of this order.”

In this order, the contracting agencies were responsible for securing compliance, although the Committee was empowered to conduct its own investigations of contractors and impose sanctions. The sanctions provided in the Order included publishing the names of compliant or non-compliant contractors, referral to the Department of Justice legal actions, both civil and criminal, and termination of contracts.

The first known use of the term “affirmative action” was found in the National Labor Relations Act of 1935, where special action was called for to provide a remedy for employees subjected to unfair labor practices.² While there has been a succession of executive orders since the 1940s mandating equal employment opportunity, Executive Order 10925 is the first presidential order known to use the term “affirmative action”

¹ The American Presidency Project, <https://www.presidency.ucsb.edu/documents/executive-order-10925-establishing-the-presidents-committee-equal-employment-opportunity>

² Judson MacLaury, President Kennedy’s “E.O. 10925: Seedbed of Affirmative Action,” Federal History 2010, <http://fd.valenciacollege.edu/file/ftua/History%20of%20EO%2010925%20and%20Affirmative%20Action.pdf>

to promote equal employment opportunity regarding race, creed, color or national origin.³ The Committee met on April 11, 1961. In “President Kennedy’s E.O. 10925: Seedbed of Affirmative Action,” Judson MacLaury writes that “Just as EO 8802 institutionalized executive action against racial discrimination in employment, EO 10925 institutionalized affirmative action.”⁴

After signing the Order, President Kennedy met with both labor leaders and employers and obtained an agreement for cooperation with the president’s committee on EEO. The President’s Committee had a small staff of 40 and was housed in the Department of Labor. Hobart Taylor, Jr., a black lawyer who helped to draft the EO, served as head of the Office of Special Counsel. He is credited with inserting the words “affirmative action” in the Order. Under his leadership, the first rules were drafted.

Judson MacLaury wrote about the effect of the Order:

The Committee received numerous anecdotes demonstrating what it called a “quiet change.” At many locations around the country, blacks were being hired in occupations and industries in which they had been seriously underrepresented or even completely locked out. Examples included production jobs in South Carolina textile plants, tobacco production in North Carolina, technical and clerical jobs in oil production facilities in the St. Louis area, and skilled electronics jobs in Dallas.

Subsequent activities to effectuate the order include Plans for Progress, a voluntary effort by defense contractors to promote equal employment opportunity led by Committee Chair Vice President Lyndon Johnson. According to MacLaury, “PFP agreements were to be tailored to each firm, but all would include the following elements: a statement of policy in support of equal employment opportunity, a list of specific steps the firm planned to take to implement it, and specific types of assistance the PCEEEO would provide.”⁵ These plans focused on results. “While no specific racial hiring goals were adopted, employers were expected to go out of their way to recruit and promote blacks and other minorities.” By June 22, 1962, 85 contractors had joined Plans for Progress. This was the precursor to the modern affirmative action program.

The President’s Committee was later replaced by the Equal Employment Opportunity Commission created under Title VII of the Civil Rights Act of 1964. EO 10925 had pervasive effects and laid the groundwork for EO 11246 and the policy of affirmative action to promote equal employment opportunity. MacLaury concluded that:

Before 1961 the basic federal goal in regard to equal opportunities in employment was to prevent and remedy discrimination in hiring. The introduction of the notion of affirmative action produced a subtle but significant shift across a threshold wherein employers bore responsibility to achieve integrated and racially balanced workforces. They were to undertake special efforts to hire, train, and promote African Americans and other minorities.⁶

³ See, e.g., Equal Employment Opportunity Commission, History of the Federal Sector Equal Employment Opportunity Complaint Process, <https://www.eeoc.gov/federal-sector/management-directive/preamble>;

⁴ Judson MacLaury, “President Kennedy’s E.O. 10925: Seedbed of Affirmative Action” <http://fd.valenciacollege.edu/file/ftua/History%20of%20EO%2010925%20and%20Affirmative%20Action.pdf>

⁵ Ibid.

⁶ Ibid.



Registration for the AAAED National Conference – Virtual is online and located on the AAAED website at https://www.aaaed.org/aaaed/Conference_Agenda1.asp.
Sponsorship information is at <https://www.aaaed.org/aaaed/Sponsorship.asp>.
To register, go directly to: <https://web.cvent.com/event/b3824076-d018-4321-81ee-a0acb1498131/summary>

The October 7 – 8, 2021 and October 11 – 12 segments of the Conference will be visible through Zoom.

The October 13 – 15 Main Conference segment and Awards Ceremony will be produced by Matchbox Virtual Media.



Background music “We Got This,” produced for AAAED by Jeannie Cheatham and Siphon Kunene.



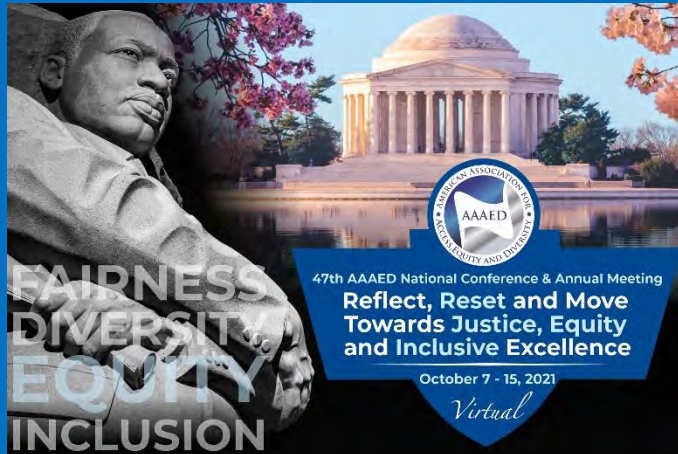
"1898 Hymn" by Michael Cox - dedicated to his grandmother, the late Janie Sanmann, published in the CD "Abstractions, Dedications & Red Dirt."



***AAAED Virtual Door Prizes will be awarded throughout the conference.
You must register for the conference to win!***

To view the AAAED Video “We Are a Community,” go to:
<https://vimeo.com/574023112>





AMERICAN ASSOCIATION FOR ACCESS, EQUITY AND DIVERSITY

CONFERENCE AGENDA

OCTOBER 7 - 15, 2021

DAY FOR SELF-CARE

OCTOBER 7, 2021
10:00 AM – 4:00 PM ET

CAREER PROFESSIONAL DEVELOPMENT DAY

OCTOBER 8, 2021
10:00 AM – 4:00 PM ET

PRE-CONFERENCE WORKSHOPS, MASTERCLASSES AND DEEPER DIVES

OCTOBER 11 - 12, 2021
10:00 AM – 4:00 PM ET

MAIN CONFERENCE DAYS AND AWARDS CEREMONY

OCTOBER 13 – 15, 2021
10:00 AM – 4:00 PM ET

HOSPITALITY SUITES

OCTOBER 13, 2021: 5:30PM – 7:30 PM ET
OCTOBER 14, 2021: 5:30PM – 7:30 PM ET



SELF-CARE AND PROFESSIONAL DEVELOPMENT DAYS

OCTOBER 7 – 9, 2021

All of the Self-Care and Professional Development sessions will be accessible through Zoom; a link will be provided to registrants. All times are Eastern.

AAAED SELF - CARE AND WELLNESS PROGRAMS OCTOBER 7, 2021

- 10:00 -10:10AM WELCOME & INTRODUCTION OF SPEAKER
WANDA MALDEN, SR. CAAP, PDTI CHAIR**
- 10:10 -11:10AM MINDFULNESS: AN EFFECTIVE TOOL FOR EQUITY AND
INCLUSION IN THE WORKPLACE**

Presenter: Dr. Missy Johnson, Professor at Walden University, Co-Owner of Full Bloom Counseling Consulting

Understanding mindfulness. Examining how mindfulness is effective in the workplace for all professionals. Understanding how equity, inclusion, and mindfulness impacts human functioning. How to create psychological safety within your workspace.

Recipes will be e-mailed to registered participants

A cooking demonstration will exhibit some quick tips to prepare an entrée' and dessert that will satisfy your palate. Recipes will be provided to participants in advance if you choose to purchase ingredients and cook along.

BREAK

Presenter: Nakisha Pugh, ODEP

Participants will complete an individual self-care checklist; share their insights and their plan to commit to a self-care plan in a small care setting.

BREAK

Presenter: Jay Young, MBA

WANDA MALDEN

AAAED CAREER AND PROFESSIONAL DEVELOPMENT DAY

OCTOBER 8, 2021

10:00-10:10 AM **Welcome to Career Professional Development Day:
Purpose and Agenda
DR. RICHARD A. BAKER**

10:10-11:10AM **KEYNOTE SPEAKER: LAWANDA J. HOLLIMAN, AUTHOR, SPEAKER,
MENTOR/COACH AND LEADERSHIP AUTHORITY**

11:15-12:30PM **Panel on the State of the Equal Opportunity
Professional: Fighting the Fight, Challenges and
Opportunities.**

This panel will address the current status of the Equal Opportunity Profession; challenges that EOPs face in their daily lives; the relationship between EEO, HR and DE&I; the "I'm tired syndrome" and strategies to "Keep the Faith" while confronting the resistance to training, affirmative action and other equal opportunity programs in our workplaces. Panelists will also offer strategies for maintaining your inspiration and dedication to equal opportunity with associations, alliances, internal coordination and partnerships.

Presenters:

Richard A. Baker, Moderator

Wanda Malden, formerly, University of Iowa

Christopher Jones, University of Redlands

William Harvey, AAAED Distinguished Scholar

Delia Johnson, Johnson & Associates and Federal Programs Board

Gregory T. Chambers, Former AAAED President

Margo Foreman, MPH, Iowa State University

12:30-12:45 PM **BREAK**

12:45 -2:00 PM

Panel Discussion: Pathways to the next job for Mid-Career professionals, Lessons learned from fellow EOPs.

In this panel, presenters have many choices for upward mobility in their careers, with some planning to retire, launch consulting firms, or aspiring to be presidents or entrepreneurs. In this panel, participants will engage with fellow EOPS to discuss more about what some of those options are. They will share their dreams for the future; whether they will remain in the EOP profession or consider making lateral moves or changes in their profession altogether. Some will plan to retire or launch consulting firms; others may aspire to be college presidents or entrepreneurs. EOPs in 2021 have many choices for movement upward in their careers. In this panel, we will discuss what some of those options are.

Presenters:

Sharron Gatling, Sr. CAAEP, Moderator
Sandra Hueneman, Sr. CAAEP, Manchester Consultants
Olabisi Okubadejo, Esq., Georgetown University
Jerry Knighton, MA Clemson University
Rosemary Cox, DCI Consulting

2:10 -3:15 PM

New Professionals and Career Changers: How to Enter the Profession, Resume Building and the Job Search

In this panel presenters will share with attendees who aspire to enter the Equal Opportunity Profession what steps they took to get there. Some started in government agencies unrelated to equal opportunity and affirmative action; others obtained law degrees and began their careers working for law firms. Others chose to pursue advanced degrees or enter the world of academia. Still others chose to enter the field of politics or to work for civil rights organizations. The panel will share steps to take to obtain employment as an EOP along with the importance of relationships, networking and a plan to achieve one's ultimate goals.

Presenters:

Shirley Wilcher, MA, JD, CAAP, AAAED Executive Director, Moderator
Annette D. Butler, D.B.A., Sr. CAAP, Georgia State University
Beth Valentine, University of North Dakota
Ariana Wright, Old Dominion University
Julia Mendez-Achee, Affirmity
Marilynn Schuyler, Esq., Seyfarth Shaw
Nicole Johnson, Spelman College

3:15 – 3:30 PM

BREAK

3:30 – 4:45 PM

Tapping into your True Power: How to Recognize & Build upon Your Unique Capabilities

Presenter: Vondaleir Wright, Vice President, Personnel Operations, L2 Defense, Inc.

This will be an engaging interactive moment. There will be several short exercises and facilitate conversations to realize that we each have unique strengths that we can capitalize on. Participants are encouraged to think beyond their resume, which tells particular “job” skills, certifications, and qualifications. Attendees will focus on recognizing those more exclusive gifts that empower and allow individuals to offer priceless contributions.

This workshop will be motivating. Attendees will be challenged to think about what it is that they appreciate and admire about themselves. Attendees will be asked to reflect on the gifts that they rely on to negotiate their life, in multiple spaces. They will reflect on what they add to situations to bring about resolutions. Inversely, Presenter will ask attendees to consider what others seem to appreciate about them. How do you come through for others? What do others rely on you for? Through a unique examination of “powers”, attendees will emerge with a different understanding of what they bring to the table. From there they will examine how those special capabilities are applicable to their professional spaces.

4:45 – 5:00 PM

WRAP-UP & TAKE AWAYS

RICHARD BAKER, AAAED PRESIDENT





AAAED PRE-CONFERENCE WORKSHOPS OCTOBER 11 – 12, 2021

All of the Pre-conference sessions will be accessible through Zoom; a link will be provided to registrants. All times are Eastern.

PRE-CONFERENCE DAY ONE

MONDAY, OCTOBER 11, 2021

10:00 – 10:45 AM

OPENING & EXPRESS TALK

SUPPORTING SUCCESS FOR WORKING ADULT STUDENTS WITH LEARNING DISABILITIES-

Gabrielle Miller & Sheldon Horowitz

Many of the nation's largest employers are offering education benefits to employees in the form of tuition support in which companies underwrite —sometimes in full— the cost of obtaining a college degree. While education benefits open doors for frontline workers and traditionally underserved employees to unlock economic mobility through earning a degree, going to school while working presents a unique set of challenges. Working adults must often juggle work, care-giving and other responsibilities that fall outside of what is typically of most traditional-aged students' experiences. Employees with learning disabilities (LD) face additional obstacles that can compound challenges and make achieving academic success difficult. In a society in which LD is stigmatized and misinformation is common, many struggle to advocate for their needs at work and in school. This express talk will explore the barriers that working adults with LD face, and how employers and higher education institutions can support their learning needs in order to drive better outcomes.

11:00 AM – 1:30 PM

MASTERCLASS #1

Dr. Myron Anderson and Dr. Percy Morehouse

2:00 PM – 4:30 PM

MASTERCLASS #2

EVALUATING EQUITY & INCLUSION: USING AUDITS & ASSESSMENTS TO UNDERSTAND & STRENGTHEN CAMPUS CLIMATE & RACIAL EQUITY

Pamela Coukos, Working Ideal, Ellen Eardley, Doris Quintanilla and Ahmmad Brown

There's a lot of conversation about Campus Climate Surveys and Racial Equity Audits these days, but not enough clarity about how, when and why to use these tools. 2020 forced a broad and overdue reckoning with how deeply racial inequity runs in many institutions -- campuses, workplaces and communities, and the #MeToo movement continues to show the gaps and weaknesses in our response to harassment and sexual violence. Many organizations have responded with statements and pledges both symbolic and substantive. As they work to make good on those commitments, conducting evaluations and using assessment tools can help you understand the efficacy of your programs and resources. Done right, it can provide meaningful accountability -- or it can be just a superficial exercise. In this session, learn more about these tools, how they can help your organization, and what are the challenges and opportunities we have encountered working to evaluate equity and inclusion through surveys and other assessments.

5:00 PM – 7:00 PM

AAAED BOARD MEETING

**PRE-CONFERENCE DAY TWO
TUESDAY, OCTOBER 12, 2021**

10:00 AM – 11:30 AM

OFCCP REGIONAL DIRECTORS PANEL

11:30 AM – 1:45PM

DEEPER DIVE #1

MORE THAN A FEELING LEVERAGING THE POWER OF REGRESSION ANALYSIS TO EVALUATE & EXPLAIN HIRING DECISIONS

Michelle Duncan, Esq. & Krystal Welland

When enforcement agencies such as OFCCP identify areas of statistical significance during a review of hiring practices, it falls on the employer to justify its hiring decisions. To explain disparities, employers often review applications and resumes, scour dispositions, and interview hiring managers in an attempt to understand the rationale applied. Frustratingly, the enforcement agencies often presume all applicants who meet basic or minimum qualifications are equally qualified. However, hiring managers know that applicants bring a range of attributes to the table and there are many legitimate, non-discriminatory reasons why one applicant is chosen over others.

2:00 PM – 3:15 PM
PRE-CONFERENCE WORKSHOP #3

REFLECTING & RESETTING: WHAT COVID-19 TAUGHT US ABOUT DISCRIMINATION & REASONABLE ACCOMMODATION

Marilynn Schuyler, Esq.

The pandemic caused a seismic shift in the way we work, where we work, and with whom we work. And the EEO implications are numerous. Participants will develop a blueprint for ensuring EEO compliance in a post-pandemic workplace, including: 1) handling requests for accommodation upon return to the workplace; 2) identifying and addressing discrimination in hiring based on pandemic high-risk factors; and 3) how to be prepared for the next workplace game-changing situation.

3:45 PM – 5:00 PM
PRE-CONFERENCE WORKSHOP #4

ODEP Employees Panel

5:15PM - 6:15 PM

FEDERAL EMPLOYEES WORKSHOP
WHAT'S GOING ON IN THE FEDERAL SECTOR? DEIA UPDATE

Willisa M. Donald, Director of the Equity, Diversity and Inclusion (EI) Office for the Defense Threat Reduction Agency (DTRA)

6:30 PM – 8:00 PM
LEAD FUND BOARD MEETING

AAAED NATIONAL CONFERENCE VIRTUAL HOSPITALITY SUITE

WELCOME TO AAAED'S HOSPITALITY SUITE

The purpose of the Hospitality Suite is to further extend an opportunity for you to:

- Meet and network with conference attendees and AAAED leadership.
- Learn about AAAED volunteer and leadership roles and ways to get involved.
- Have fun!!

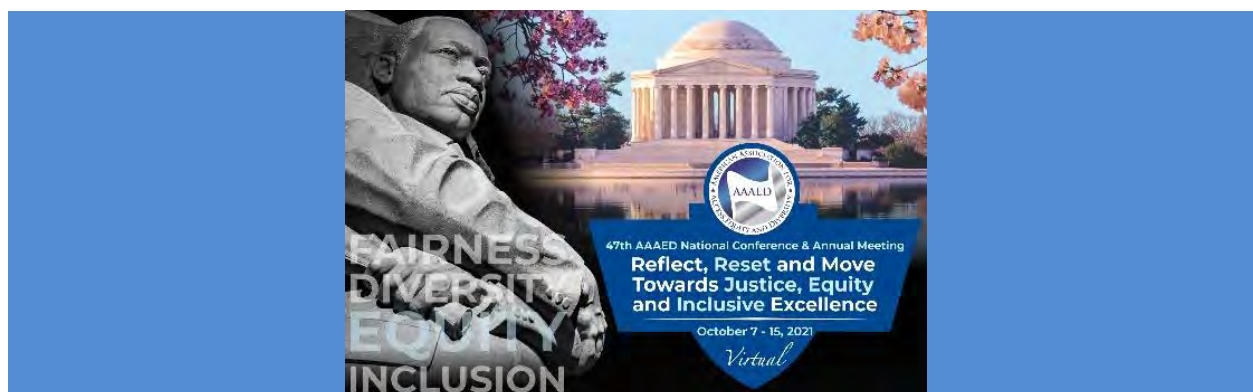
Two fun filled events are planned and you may choose to attend all or select the events that best suits your needs. We look forward to meeting you. All Hospitality Suite events are free, but to ensure we can accommodate all guests, please register in advance. The Hospitality Suite is open 5:30 PM – 7:30 PM EST Wednesday, October 13th, and Thursday, October 14th. Drop in for a lot or a little.

Day One: Meet and Greet - Where the Generations Collide! **Wednesday, October 13, 2021, 5:30 PM – 7:30 PM EST**

Log in for an engaging meet and greet with fellow conference attendees to include AAAED board members, new members, experienced members, and professionals from a broad array of sectors. We'll get to know each other better and have a lively discussion on how different generations can complement each other in the EEO/AA, and DEI professions. What experiences do Baby Boomers bring to the table the Gen Z must know? What skills do Millennials possess that are value-added in the workplace? How can Generation X leverage that middle space? Let's laugh, share, and grow. Connect with the "who's who" and share leadership opportunities in this informal setting to cap off the conference day.

Day Two: Party Live with DJ C Sharp **Thursday, October 14, 2021, 5:30 PM – 7:30 PM EST**

Tune in for an exclusive VIP pass to party with DJ C Sharp on the turntables! Fill up a cup with your favorite beverage, put on your dancing shoes, and get ready to dance the night away. There will be Line dances, musical trivia, and much more! *Can you finish the line of that song?* There will be prizes for those music aficionados who know their stuff or for those willing to show off their best moves for the zoom room! The DJ will take us on an interactive musical experience. If you're lucky, you may get your request in for your favorite song! And the best part is you don't have to leave the comfort of your own home and we won't charge you for drinks!



AAAED MAIN CONFERENCE PROGRAM

OCTOBER 13 - 15, 2021

MAIN CONFERENCE – DAY ONE

WEDNESDAY, OCTOBER 13, 2021

10:00AM – 11:00 AM

WELCOME, OPENING AND KEYNOTE ADDRESS

Richard A. Baker, MPA, JD, Ph.D., AAAED President

Taryn Mackenzie Williams, MA, Assistant Secretary, Office of Disability Employment Policy, U.S. Department of Labor

Shirley J. Wilcher, M.A., J.D., CAAP, Executive Director, AAAED

Suzanne Goldberg, Acting Assistant Secretary, Office for Civil Rights, U.S. Department of Education, introduced by Jerry Knighton, Conference Chair.

11:00 AM – 11:45 AM

KEYNOTE ADDRESS

Jenny R. Yang, Esq., Director, Office of Federal Contract Compliance Programs, U.S. Department of Labor, introduced by Dean Sparlin, Esq., AAAED Board Member.

12:00 AM – 12:45 AM

KEYNOTE ADDRESS

Jocelyn Samuels, Esq., Vice Chair, U.S. Equal Employment Opportunity Commission, introduced by Matthew Camardella, Esq., AAAED General Counsel.

1:00 AM – 2:15 AM

WORKSHOP #1

Is Empathy the Link? Mitigating Bias in Diversity, Equity, & Inclusion Initiatives
Dr. Carla Thomas

Historically there has been a limited understanding of what workplace Diversity, Equity & Inclusion (DEI) initiatives can have a tangible impact on driving tangible, long-term inclusive change. The negative effects of implicit racial bias have been seen in both private and public forums. Society and, in particular, the workplace, is approaching a significant racial demographic transformation; however, as yet there are no effective approaches to mitigating the negative effects of implicit bias. This presentation will provide DEI practitioners and Human Resource professionals with a compelling argument for weaving empathy into organizational behavior in a way that drives success when transforming cultures of inclusion and belonging.

2:30 PM – 3:00 PM

WORKSHOP #2

EXPRESS TALK #1- Utilizing the OFCCP Ombuds Service
Marcus Stergio

The goal of this Express Talk will be to share examples of and create a more uniform understanding of how the Ombuds Service might benefit contractors, contractor representatives, and complainants, and how the program is able to partner with stakeholder, compliance, and worker groups mutually interested in healthy working relationships with OFCCP. The 2020 AAAED Conference was an appreciated opportunity for the Ombudsman to discuss “the what” by introducing the program to your members and conference attendees. This year’s version would focus on “the how” by providing the audience with the guidance it might need in order to engage and effectively utilize the Ombuds Service.

3:00 PM – 4:00 PM

WORKSHOP #3

Legal and Compliance Update

This panel of lawyers and consultants will discuss the current legal and agency compliance landscape including the OFCCP AAP Verification Interface, compensation issues and pay data collection, and case law developments (e.g., the Harvard affirmative action case).

Ariana Wright, Esq., Old Dominion University, AAAED Mid-Atlantic Regional Director
(Moderator)

Michelle Duncan, Esq., Jackson Lewis PC

David Cohen, DCI Consulting

Craig Leen, Esq., former Director, OFCCP

5:30 PM – 7:30 PM EST

AAAED Hospitality Suite #1

On Zoom

MAIN CONFERENCE – DAY TWO

THURSDAY, OCTOBER 14, 2021

10:00 AM – 11:00 AM

"Natural Partners - Human Resources, Diversity and EEO: Leveraging departmental strengths to achieve lasting diversity goals "

AAAED, HERC and NADOHE PANEL

This panel will continue the discussion that began in 2011 when AAAA/AAAED launched “Operation Collaboration, which addressed the importance of and opportunities for collaboration between the institutional offices responsible for advancing access, equity and diversity: Human Resources, Diversity and Inclusion, and Equal Employment Opportunity. On the panel will be representatives from some of the principal organizations formed to promote the responsibilities to recruit and retain a diverse workforce. Organizations represented include: the Higher Education Recruitment Consortium (HERC), the National Association of Diversity Officers in Higher Education (NADOHE), and the American Association for Access, Equity and Diversity.

Dr. Richard A. Baker, President, AAAED (Moderator)

Paulette Granberry Russell, JD, President, NADOHE

Eddie B Freeman, Jr, Chair of the Higher Education Recruitment Consortium’s Governance Board

Rosemary E. Kilkenny, Esq., Vice President, Diversity, Equity & Inclusion and Chief Diversity Officer, Georgetown University

Dr. Carmen Suarez, Assistant Professor of Practice in the Educational Administration and Higher Education Department of Southern Illinois University Carbondale

11:00 AM – 11:45 AM

EXPRESS TALK #2

A Decentralized Approach to Advancing Diversity, Equity and Inclusion in Academia

Dr. Debra Blair & Naima Hall

Academic leaders have long recognized their role in fostering a campus community that is committed to equity and inclusive excellence. Now, more than ever, we see strategic efforts to assess campus climate, prioritize campus-wide inclusion initiatives and intensify the infrastructure to provide resources to support inclusion efforts at all levels for all constituents. For most institutions of higher education, creating a culturally inclusive environment is prioritized at the institutional level through a centralized structure of educational programming and institutional policy. Within our presentation we will reveal a fundamental process that colleges, schools and departments can deploy, right now, to strategically and innovatively integrate diversity, equity and inclusion (DEI) into their daily operations to advance DEI competency. Through a decentralized approach, individual business units within a University/College community can promote more pervasive and specialized DEI initiatives. To do this effectively unit leaders and DEI practitioners must position inclusive excellence at the core of professional practice, expectation and strategy.

12:15 PM – 1:30 PM

WORKSHOP #4-Employee Engagement through the Lens of Disability

Rosemary Cox, Marcelle Clavette, DCI Consulting Group

This workshop will address the fundamental process that colleges, schools and departments can deploy, right now, to strategically and innovatively integrate diversity, equity and inclusion (DEI) into their daily operations to advance DEI competency. Through a decentralized approach, individual business units within a University/College community can promote more pervasive and specialized DEI initiatives. To do this effectively, unit leaders and DEI practitioners must position inclusive excellence at the core of professional practice, expectation and strategy.

1:45 PM – 3:15PM

WORKSHOP #5-Enhancing DE&I through Pay Equity

H. Juanita Beecher, Yolanda Hunter, Consuela A. Pinto, & Joanna Colosimo

Understanding the results of a pay equity analysis requires asking some hard questions about how your company's HR processes may contribute to pay inequality. Recruiting, mentoring, other professional development opportunities and promotion processes, among others, all impact diversity and inclusion as well as compensation. This session will walk participants through a mock pay equity analysis with the critically important legal overlay and input from diversity experts. The session will highlight key points specific to the higher education community.

Topics include:

- (1) intersection between pay equity and diversity and inclusion;
- (2) pay equity v. wage gap v. glass ceiling analyses;
- (3) how to conduct these analyses, including collecting necessary data, developing appropriate comparator groups and identifying factors that actually drive pay in your company;
- (4) applicable legal principles;
- (5) determining the drivers underlying pay gaps and
- (6) understanding the results and how to address them.

3:15 PM – 4:30 PM

WORKSHOP #6-The “E” in DEI: Equity Should Not be treated as Equal

Thomas Carnahan and Cheryl Boyer, Berkshire Associates

Dr. Thomas Carnahan and Cheryl Boyer from Berkshire Associates will present an engaging discussion about the “e” in equity – and how it should be treated differently than the “d” and “i”. In the world of DEI, not all letters of the acronym are created equal. D&I are extensively important programs that need to be put into place in every organization if we are going to create a society that provides the same opportunity to every human regardless of membership in any protected class. These programs have one advantage over Equity programs – they can be out in the open, celebrated, and shared with all employees.

5:30 PM – 7:30 PM

AAAED Hospitality Suite #2

ON ZOOM

MAIN CONFERENCE – DAY THREE

FRIDAY, OCTOBER 15, 2021

10:00 AM – 11:00 AM

Critical Race Theory Panel, Sponsored by the Fund for Leadership, Equity, Access and Diversity (LEAD Fund):

The Debate About Critical Race Theory - Implications for Diversity, Equity and Inclusion in the Workplace

Critical Race Theory (CRT) originated as a law school debate in the 1970s led by Harvard Law School Professor Derrick Bell. CRT has re-emerged as a cudgel in the attack against diversity and inclusion programming in 2021. From the since-revoked Executive Order 13950, handed down by the previous administration in 2020, the campaign of misinformation regarding CRT has spread to state legislatures, and even elementary/secondary school and collegiate pedagogy. Fundamentally, opponents of CRT seek to eliminate basic historical, but inconvenient facts from American history, including the enslavement of African people, the slave-based Southern economy of the 17th, 18th and 19th centuries, and its origins in the U.S. Constitution. To speak of these facts is considered “divisive.” Moreover, critics of CRT argue that discrimination should be viewed as a personal matter, not one whose foundation is systemic and pervades all of our societal institutions.

This panel will address the debate about Critical Race Theory and its implications for efforts to promote equal opportunity, diversity and inclusion in the 21st Century workplace and in the academy.

Presenters:

Dr. Jamal Watson, Executive Editor, *Diverse Issues in Higher Education* (Moderator)

Dr. Christopher Metzler, Chair, LEAD Fund

Janai Nelson, Esq., NAACP Legal Defense and Education Fund, Inc.

Dr. William Harvey, AAAED Distinguished Scholar

Dr. Nicholas Gaffney, Director, Center for African American Studies, Assistant Professor, History

University of South Carolina Upstate

Margo R. Foreman M.P.H., Sr. CAAP, Interim Vice President for Diversity, Equity and Inclusion, Iowa State University

11:00 AM – 12:15 PM

WORKSHOP #7-Unconscious Bias in Interviewing

Katie Magoon

As companies strive to become more diverse and inclusive, unconscious bias often arises as part of the conversation. This is because many people's attitudes and behaviors are based on mental shortcuts and stereotypes that are made without realizing it. Our brains have a natural tendency to make quick decisions based on limited information, and this can ultimately affect who we hire. During this workshop, participants will learn:

- How to recognize some of the most common unconscious biases
- Practical ways to reduce implicit bias in your hiring process
- Best practices to make a clear assessment of the candidate's competencies
- Why consistency in hiring practices is vital to an inclusive workplace

12:30 PM – 1:45 PM

WORKSHOP #8-Unique Challenges of Conducting a Faculty Pay Equity Analysis in an Academic Institution

Joshua S. Roffman

Alissa A. Horvitz

Roffman Horvitz, PLC

There were several notable compensation settlements involving institutions of higher education in the last several years that were resolved before the relatively recent Oracle decision. The linchpin leading to OFCCP's violation conclusions centered around the formation of similarly situated employee groups or pay analysis groups. This session will discuss academic institution compensation analyses and similarly situated employee groupings in the post-Oracle era. The session will also focus on the unique factors that drive academic faculty pay, many of which often are not maintained in any database.

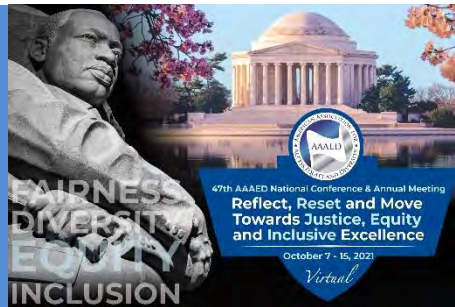
2:00 PM – 3:30 PM

AWARDS CEREMONY

3:30 PM – 4:00 PM

CLOSING REMARKS AND ADJOURN

DR. RICHARD ANTHONY BAKER



AAAED ANNUAL AWARDS CEREMONY

OCTOBER 15, 2021

2:00 PM – 3:30PM ET

Every year, during the AAAED National Conference and Annual Meeting, AAAED confers awards named for historic figures in the civil rights, affirmative action, equal opportunity and diversity fields. The following individuals will receive the AAAED honors on October 15, 2021 during the 47th National Conference and Awards Ceremony – Virtual because of their outstanding leadership, commitment and contributions to the cause of access, equity and diversity. The Awards Ceremony will be followed by the *In Memoriam* Segment. Rosemary Cox, Awards Chair, Music by Michael Cox.

The Arthur A. Fletcher Lifetime Achievement Award recognizes a lifetime of achievement promoting and advocating for affirmative action, EEO and diversity.

The Cesar Estrada Chavez Award recognizes an individual who has demonstrated leadership in support of workers' rights and humanitarian issues.

The Rosa Parks Award recognizes an individual who serves as a role model and leader for others through their personal achievements, excellence in a chosen field, commitment to human and civil rights as well as social issues and contributions to the betterment of society.

The Edward M. Kennedy Community Service Award is presented to an individual or organization demonstrating outstanding community service.

The Roosevelt Thomas Champion of Diversity Award is given to an organization or corporation for outstanding achievements in promoting diversity in the workforce

The President's Award is presented to an AAAED member(s) who has made an outstanding service contribution to the Association. This award is conferred during the President's reception.

The Drum Major for Justice Award is a special acknowledgement of the extraordinary contributions that an organization or individual, including a public servant or one who has held

an elective office or appointment to public service, has made to the cause of equity, access and diversity.

The Emerging Leader Award is given to an individual who is becoming a leader on the national stage and who has demonstrated excellence in his/her workplace and/or community. This is the third year that the award will be conferred.

NEW: The AAAED Founders Award: presented to an individual(s) who played an integral part in the establishment and success of AAAED (formerly AAAA) and who continued to promote the mission of equity, diversity and inclusion throughout their career.

AAAED 2021 AWARD RECIPIENTS

THE DRUM MAJOR FOR JUSTICE AWARD

The 2021 AAAED Drum Major for Justice Award Honoree is The Honorable Rep. Eddie Bernice Johnson, U.S. House of Representatives.



Rep. Johnson is serving her 15th term representing the 30th Congressional District of Texas. Congresswoman Johnson is the first African-American and woman to chair the House Committee on Science, Space, and Technology and is the Dean of the Texas Congressional delegation in addition to serving as Dean of the Texas, New Mexico and Arizona Democratic Congressional Delegation. Congresswoman Johnson is the highest-ranking Texan on the House Transportation and Infrastructure Committee and the first nurse to be elected to the U.S. Congress.

Congresswoman Johnson began her career as the first female African-American Chief Psychiatric Nurse at the V.A. Hospital in Dallas. In 1972, she became the first nurse ever elected to the Texas State House and achieved that same distinction upon her election to the Texas Senate in 1986. From 2011 to 2018, she served as the Science, Space and Technology Committee's first African-American and first female Ranking Member. She is the founder of the Diversity & Innovation Caucus, the founder and co-chair of the Congressional Homelessness Caucus, co-chair of the Congressional Lupus Caucus, and co-chair of the Congressional Caucus of Bosnia. Congresswoman Johnson had the honor to serve as Chair of the Congressional Black Caucus during the 107th Congress. Her acclaimed initiative, A World of Women for World Peace, has gained national and international recognition.

THE ARTHUR A. FLETCHER LIFETIME ACHIEVEMENT AWARD

The 2021 AAAED Arthur A. Fletcher Lifetime Achievement Award Honoree is Dr. Ansley Abraham, Southern Regional Education Board State Doctoral Scholars Program

Dr. Ansley Abraham joined the Southern Regional Education Board (SREB) in 1985 as a research associate and became the founding director of the State Doctoral Scholars Program in 1993. Under Ansley's direction, the Doctoral Scholars Program has developed into a nationally recognized vehicle for producing minority Ph.Ds. who seek faculty careers. "Dr. Abraham, or 'Dr. A' as we know him, is so deserving of this prestigious award from AAAED. I can say with certainty that his focus over the years to establish a pipeline of students of color pursuing careers in academia is one of the most significant contributions to the availability of qualified diverse candidates for faculty positions in higher education nationwide," said L. Jerry Knighton, Jr., AAAED Conference Chair and Assistant Vice President for Access and Equity, Clemson University.



CESAR ESTRADA CHAVEZ AWARD

The 2021 AAAED Cesar Estrada Chavez Award Honoree is Dr. Ricardo R. Fernández



Ricardo R. Fernández was president of Lehman College of the City University of New York (CUNY) from 1990 to 2016. Previously, he held academic and administrative appointments at Marquette University (1968-1970) and the University of Wisconsin-Milwaukee (1970-1990), where he served as Assistant Vice Chancellor of Academic Affairs and Professor of Educational Policy Studies.

Dr. Fernández was a Fellow in Academic Administration of the American Council on Education (1981-1982). In 1992 he attended the Harvard Institute for Educational Management. He chaired the board of directors of the Hispanic Association of Colleges and Universities (HACU) in 1998-99, and the American Council of Education (ACE) in 2007-08.

Under his leadership, the CUNY Board of Trustees established the Jaime Lucero Institute of Mexican Studies at Lehman College, a capstone of his years of dedicated work with the Mexican community. In addition, Hispanic Business magazine named him to the "100 Most Influential Hispanics" and Crain's named him one of New York City's



"100 Most Powerful Minority Business Leaders". Dr. Fernández holds degrees from Marquette University (BA and MA) and Princeton University (MA and Ph. D). He and his wife, Patricia, reside in Washington, DC.

THE ROSA PARKS AWARD

The 2021 AAAED Rosa Parks Award Honoree is Dr. Ruth J. Simmons, President, Prairie View A&M University



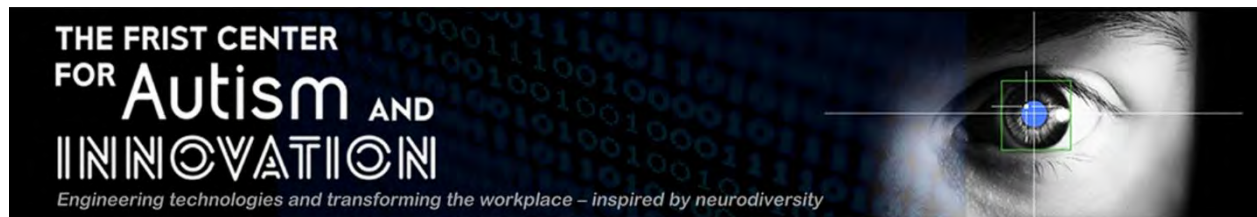
Dr. Ruth J. Simmons serves as President of Prairie View A&M University. She was President of Brown University from 2001-2012. Under her leadership, Brown made significant strides in improving its standing as one of the world's finest research universities. A French professor before entering university administration, President Simmons held an appointment as a Professor of Comparative Literature and Africana Studies at Brown. After completing her Ph.D. in Romance Languages and Literatures at Harvard, she served in various faculty and administrative roles at the University of Southern California, Princeton University, and Spelman College before becoming president of Smith College, the largest women's college in the United States. At Smith, she launched a number of important academic initiatives, including an engineering program, the first at an American women's college.

Simmons is the recipient of many honors, including a Fulbright Fellowship to France, the 2001 President's Award from the United Negro College Fund, the 2002 Fulbright Lifetime Achievement Medal, the 2004 Eleanor Roosevelt Val-Kill Medal, the Foreign Policy Association Medal, the Ellis Island Medal of Honor, and the Centennial Medal from Harvard University. Simmons is a member of the National Academy of Arts and Sciences, the American Philosophical Society, and the Council on Foreign Relations, and serves on the boards of the Houston Museum of Fine Arts, the Smithsonian National Museum of African American History and Culture, and the Holdsworth Center. She also serves on the Board of Directors of Square. Awarded numerous honorary degrees, she received the Brown Faculty's highest honor: the Susan Colver Rosenberger Medal in 2011. In 2012, she was named a 'chevalier' of the French Legion of Honor.



THE EDWARD M. KENNEDY COMMUNITY SERVICE AWARD

The 2021 AAAED Edward M. Kennedy Community Service Award Honoree is the Frist Center for Autism and Innovation, Vanderbilt University School of Engineering



The Frist Center for Autism and Innovation, engineering technologies and transforming the workplace – inspired by neurodiversity, at the Vanderbilt University School of Engineering brings engineers, business scholars, and disabilities researchers together with experts in neuroscience and education to understand, maximize, and promote neurodiverse talent. From a strengths-based – as opposed to deficit-based – understanding of autism and neurodiversity, the Center sees opportunities for innovation in technology and in workplace practices.

Primary areas of focus for the Frist Center's work include:

- inventing and commercializing new technologies that enable autistic and other neurodiverse people to gain employment, succeed at work, and achieve their full potential;
- studying and understanding neurodiverse capabilities, and inventing and commercializing algorithms and systems that are inspired by those capabilities;
- developing policies, tools, trainings, and workplace practices that recognize and enlist neurodiverse people and talents in the workforce;
- demonstrating, documenting, and disseminating a community-based approach—including employers, self-advocates, researchers, policy makers, agencies, and organizations—to simultaneously enhance the bottom line for business and the quality of life for autistic individuals.

The Frist Center for Autism and Innovation contributes to the school's Inclusion EngineeringSM mission through research in neurodiversity, workplace practices, and related areas.

THE ROOSEVELT THOMAS CHAMPION OF DIVERSITY AWARD

The 2021 AAAED Honoree of the Roosevelt Thomas Champion of Diversity Award is Hilton.

Hilton has been recognized as DiversityInc.com's Top 50 Companies for Diversity in 2021. "This award marks the company's seventh consecutive year on the list, which highlights the nation's top companies that hire, develop, retain and promote a broadly diverse workforce" Hilton was also rated as a Top Company on record 12 Specialty lists, including: Latino Executives (#2), Mentoring (#3), Philanthropy (#3), Native American/Pacific Islander Executives (#3), Executive Diversity Councils (#5), People with Disabilities (#6), Board of Directors (#6), Sponsorship (#7), Employee Resource Groups (#8), Veterans (#10), Asian American Executives (#12), and ESG (no ranking provided). *Hilton Press Release.*



"Conrad Hilton founded this company on the belief that travel could be a bridge to world peace," said Chris Nassetta, president and CEO, Hilton. "Today's recognition is evidence that our hospitality has the ability to create greater understanding and unite communities, and I'm so proud of the inclusive workplace our Team Members have built together."

In its statement on Diversity and Inclusion, Hilton states that "Understanding and integrating our Team Members' unique perspectives and voices—along with those of our Guests, Owners, Suppliers, and Partners—is essential to cultivating our diverse and inclusive environment for all. Through evolving Culture, Talent, and Marketplace initiatives, Hilton strives to reflect the global communities where we live, work, and thrive, as diversity will forever be core to our Mission, Vision and Values."



DeShaun Wise Porter, Global Head of Diversity, Inclusion and Engagement.

THE EMERGING LEADER AWARD

The 2021 AAAED Emerging Leader Award Honoree is Maya Valcourt, Jerome High School, Dublin, Ohio



Maya Valcourt is a senior at Jerome High School, located in Dublin, Ohio. She is enrolled in a program called the International Baccalaureate Diploma, and one of the included classes is called IB Global Politics. This class inspired her to start her project about Affirmative Action when they were tasked with writing an essay about any political issue of their choosing.

As a Haitian-American, diversity in schools and workplaces has always been important to her, and after some research, she landed on the topic of Affirmative Action. However, while writing her essay, she realized that she wanted to do something to help in addition to just learning about it. So, she conducted a survey at her school and found that only about half of high schoolers know what Affirmative Action is. Learning this made her realize that more emphasis needs to be put on spreading awareness about increasing diversity and the programs used to do that. So, she conducted several Zoom interviews with admissions and diversity directors at universities around Ohio. She then used the information she obtained from

them and some of her own research to create a newscast about Affirmative Action, which was shown to the entire school district.

“After completing this part of my project, I realized that there was so much more I could do, so I started researching organizations that directly contribute to Affirmative Action programs. That is how I found out about the American Association for Access, Equity, and Diversity and realized that its goals and missions aligned perfectly with what I wanted to do. So, I sent letters to friends and family asking for donations to this worthy cause. In the end, I raised \$1,125.00, which I donated to the AAAED.”

AAAED is deeply grateful for Maya’s dedication and commitment to the principles of Diversity, Equity and Inclusion and for her appreciation for the importance of affirmative action to promote equal opportunity for all. Maya is a role model for all of us and we therefore recognize her as an “Emerging Leader of 2021.”



THE AAAED PRESIDENT'S AWARDS

The 2021 President's Award Honorees are:



Annette Butler, Georgia State University,
AAAED Conference Committee



Margo Foreman, Iowa State University, AAAED Second Vice President and
Conference Committee



Gregory Chambers, Former AAAED President, Conference Committee



Sharron Gatling, Space Telescope Science Institute AAAED Conference Committee and AAAED First Vice President



Sandra Hueneman, Manchester Consultants, AAAED Treasurer, Webinar Administrator, and member of the AAAED Conference Committee



Nicole Johnson, Spelman College, AAAED Conference Committee

Tracy Joyner, Conference Committee





Jerry Knighton, Jr., Clemson University,
AAAED Conference Chair and Member of the AAAED Board



Wanda Malden, AAAED Professional Development
and Training Institute Chair



Nicole Roberson, Texas A&M University, Conference Committee



Marilynn Schuyler, Seyfarth Shaw, AAAED Conference Committee and Board
Member





Tonisha Thorpe, University of Arkansas, AAAED Conference Program Committee Chair



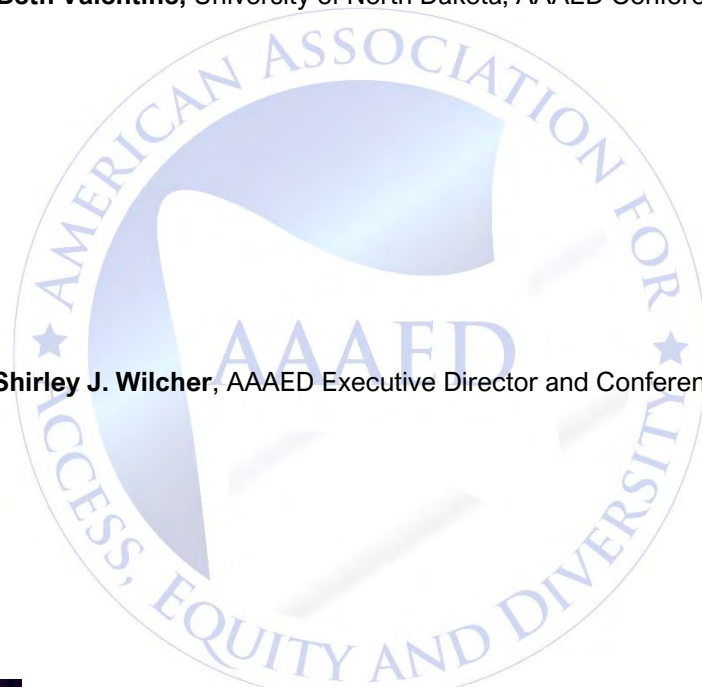
Beth Valentine, University of North Dakota, AAAED Conference Committee



Shirley J. Wilcher, AAAED Executive Director and Conference Committee Member



Danielle Wood Williams, University of Arkansas, Conference Committee





Vonda Wright, Vice President of Personnel Operations at L2 Defense, Inc.,
Conference Committee



THE AAAED FOUNDERS AWARD



This AAAED Founders Award is given to Dr. Freddie Groomes-McLendon and Ida “Beth” Wilson, JD, two individuals who were leaders in the establishment and growth of the American Association for Affirmative Action (AAAA), now the American Association for Access, Equity and Diversity (AAAED).

This Award is to acknowledge the outstanding contributions of two founders and former presidents of AAAA/AAAED: Dr. Freddie Groomes-McLendon and Ida “Beth” Wilson, JD.

Dr. Freddie Groomes McLendon is a native of Jacksonville, but has been a resident of Tallahassee most of her adult life. After receiving her B.S. degree in Home Economics, a M.S. in Counseling and Guidance from Florida A & M University, and a Ph.D. in Counseling Psychology from Florida State University, she began a distinguished career in education as a teacher and administrator. During her career, she was in demand as an international lecturer and consultant requiring travel to Yugoslavia, South Korea, Russia, Peru, Tokyo, Japan, Italy, and England. She retired from her position as Executive Assistant to the President of Florida State University in 2003, after 40 years of professional service. **Dr. Goomes-McLendon served as president of AAAA from 1978 to 1980.**



Ida “Beth” Wilson, J.D. served as AAAA President from 1998 - 2000. Beth Wilson served as Associate Vice President for Access and Equity and Executive Assistant to the President at Southern Methodist University where her responsibilities included developing and implementing policies and programs that ensure both equal access and equitable treatment for the diverse populations of students, faculty and staff at SMU. In addition to addressing access and equity issues, she was responsible for identifying challenges and problems in these areas and making recommendations for their solutions.

Wilson is an attorney, consulting company president and certified mediator. She served as associate provost of Columbia University from 1995 to 2000 and held adjunct faculty positions at the University of Oklahoma and Oklahoma City University School of Law. She administered affirmative action programs for the University of Oklahoma, Oklahoma City Public Schools and University Hospital and Clinics in Oklahoma City. Wilson served as consultant for numerous clients, including civic organizations, universities, law schools and other education bodies in Oklahoma, New York, Pennsylvania, New Jersey, Vermont and Maryland. She was national president of the American Association for Affirmative Action from 1998 to 2000 and previously was chair of the Affirmative Action Review Council for the State of Oklahoma. For many years, Beth also served as a member of the Faculty for the AAAA/AAAED Professional Development and Training Institute and stepped down from that position in 2021. Beth received numerous service awards and was twice named an Outstanding Young Woman of America. Wilson has appeared on various public service television programs in Oklahoma and has been a panelist and featured speaker on affirmative action issues on several national television broadcasts. Wilson earned bachelor's and master's degrees from the University of Oklahoma and graduated fourth in her class with a J.D. degree from the Oklahoma City University School of Law. While a student there, she received American Jurisprudence Awards in labor law and constitutional law.

IN MEMORIAM



WE WISH PEACE TO THE COUNTLESS ICONS OF ACCESS, EQUITY AND DIVERSITY WHO PASSED IN 2021

The American Association for Access, Equity and Diversity (AAAED) mourns the loss of many icons of equal opportunity and excellence in 2021. At the Awards Ceremony on October 15th, we will acknowledge their passing in our appreciation segment following the Awards ceremony.

Meredith Anding Jr.



A member of the “Tougaloo Nine,” Meredith Anding Jr., famously participated in a library “read-in” in segregated Mississippi 60 years ago, has died. He was 79. The Tougaloo Nine were students at the historically Black institution Tougaloo College who staged a peaceful sit-in at Jackson’s white-only library on March, 27, 1961. It is widely considered the first student protest of segregation at a public institution in Mississippi. *January 10, 2021*

Cicely Tyson



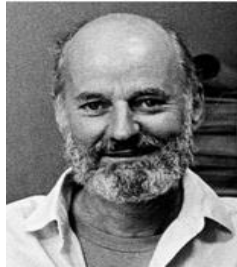
Actress, advocate, and humanitarian, Cicely Tyson is renowned for her portrayals of strong female characters on stage, screen, and television. “I’m very selective as I’ve been my whole career about what I do. Unfortunately, I’m not the kind of person who works only for money. It has to have some real substance for me to do it,” she told The Associated Press in 2013. *January 28, 2021*

Leila Williams



Leila Williams (migrated) to Atlanta where she worked at Busy Bee Restaurant and later would start her own restaurant in the mid-1950s near the Atlanta University Center, which would go on to become a pivotal gathering spot for Atlanta’s Black Educators, Business, Political and Labor Leaders during the Civil Rights struggles. For more than 40 years, during the most tumultuous times of the Civil Rights Movement, Leila’s Dinette not only became a headquarters for college students, but also a haven for some of the most important Civil Rights leaders of our time. Dr. Martin Luther King, Jr., Ralph Abernathy, Julian Bond, Congressman John Lewis, and Reverend Joseph Lowery all dined at the restaurant. *February 6, 2021*

Lawrence Ferlinghetti



Soon after settling in San Francisco in 1951, Ferlinghetti met the poet Kenneth Rexroth, whose concepts of philosophical anarchism influenced his political development. He self-identified as a philosophical anarchist, regularly associated with other anarchists in North Beach, and sold Italian anarchist newspapers at the City Lights Bookstore. A critic of U.S. foreign policy, Ferlinghetti took a stand against totalitarianism and war. While Ferlinghetti said he was "an anarchist at heart", he conceded that the world would need to be populated by "saints" in order for pure anarchism to be lived practically. *February 22, 2021*

Kenneth C. Kelly



When Mr. Kelly, an engineer, wasn't designing ways to communicate with spacecraft, he was opening doors for Black families to move into the San Fernando Valley. Mr. Kelly finished his career at the Jet Propulsion Laboratory in Pasadena, Calif., retiring in 2002. His last research involved designing equipment that enabled Mars rovers to communicate with the earth, some of which is still in use today. *February 27, 2021*

Vernon Jordan



A native of Atlanta, Jordan attended DePauw University before earning his law degree at Howard University. Soon after graduating, he devoted himself to ending discrimination against Black Americans in the fight for equal rights. In 1992-93, he chaired President Bill Clinton's transition team, and for decades he remained a friend and adviser to Bill and Hillary Clinton. Jordan played an important role in desegregating education in the South, particularly at the college level. In the early 1960s, he became the Georgia field director for the National Association for the Advancement of Colored People, and he famously helped escort Charlayne Hunter through a crowd of white protesters at the University of Georgia in 1961. *March 1, 2021*

Robert Ashby



Ashby became interested in flight as a boy delivering newspapers in his neighborhood. He read stories of Black aviators and was determined he'd fly one day. So, when he was 17 in 1944, rather than waiting to be drafted, he enlisted in the U.S. Army Air Forces, where he tested well and was placed at the Tuskegee Institute for flight training. He was assigned to bases in Japan, where all-white squadrons refused to accept him, and the Black company that finally did took him off flying status. But Ashby remained in the Air Force after World War II and he was given his chance to fly for his country, flying bombers in the Korean War and later stationed in England in a Cold War assignment.

Alvin Sykes



Alvin Sykes was a civil rights activist who investigated unsolved murder cases of African Americans that occurred during the Civil Rights Movement era within the United States. He was also the impetus for the Emmett Till Unsolved Civil Rights Crime Act, a federal law enacted in 2008. The Emmett Till law is due to expire and Sykes was seeking to expand the law and make it permanent. Sykes was primarily responsible for Kansas City police reopening their investigation into the 1970 murder of politician and business owner Leon Jordan. In 2010, new evidence suggested local mobsters or their associates were involved in his murder. *March 19, 2021*

Nawal El Saadawi



Nawal El Saadawi (Arabic: نوال السعداوي 27 October 1931 –) was an Egyptian feminist writer, activist, physician, and psychiatrist. She wrote many books on the subject of women in Islam, paying particular attention to the practice of female genital mutilation in her society. She was described as "the Simone de Beauvoir of the Arab World", and as "Egypt's most radical woman". *March 21, 2021*

Alcee Hastings



Hastings crusaded against racial injustice as a civil rights lawyer, became a federal judge who was impeached and removed from office, and went on to win 15 congressional elections, becoming Florida's senior member of Congress. His agenda was broader than race. Hastings advocated on behalf of women's rights and LGBT people, and he was keenly interested in world affairs, championing Israel and serving as chairman of the Commission on Security and Cooperation in Europe, known as the Helsinki Commission. *April 4, 2021*

Damon Weaver



As an 11-year-old, student reporter Damon Weaver landed the interview of his dreams with then-President Obama. In the 10-minute interview, the two discussed education in America, with topics ranging from funding to whether Obama had the power to change school lunches. Weaver's suggestion included French fries and mangoes as staples for all students. *May 1, 2021*

Sheila Nickson



Sheila J. Nickson, an academic and civic leader active in promoting diversity at SUNY Buffalo State and throughout the state university system, died May 15 in Erie County Medical Center. Born Sheila Joan Harris in Buffalo, she was a descendant of one of the city's earliest Black families, residents here since 1834. **She helped start the American Association for Affirmative Action and served as national president.** She was a founding member of the Northern Region Black Political Caucus. Gov. Mario Cuomo appointed her to the State Human Rights Advisory Council and she was a member of the Buffalo Human Relations Commission. *May 15, 2021*

Mike Gravel



Senator Gravel's two terms came during tumultuous years for Alaska when construction of the trans-Alaska oil pipeline was authorized and when Congress was deciding how to settle Alaska Native land claims and whether to classify enormous amounts of federal land as parks, preserves and monuments. He had the unenviable position of being an Alaska Democrat when some residents were burning President Jimmy Carter in effigy for his measures to place large sections of public lands in the state under protection from development. *June 27, 2021*

Esther Bejarano



Esther Béjarano (née Löwy; 15 December 1924 – 10 July 2021) was one of the last survivors of the Auschwitz concentration camp. She survived because she was a player in the Women's Orchestra of Auschwitz. She was active in various ways, including speeches and in music, in keeping the memory of the Holocaust alive. She was a regular speaker at the International Youth Meeting organized yearly at the Max Mannheimer Study Center in Dachau. *July 10, 2021*

Gloria Richardson



Gloria Richardson, an influential yet largely unsung civil rights pioneer whose determination not to back down while protesting racial inequality was captured in a photograph as she pushed away the bayonet of a National Guardsman, has died. She was 99. *July 16, 2021*

Phyllis Gould



"We had equal pay with the men. I was married, a young marriage, and he was a welder and I became a welder and was making the same money he did," she said during a White House visit in 2014. She was one of around five million civilian women who worked in factories and shipyards during World War II, which freed men to go fight in the war. Gould helped establish a museum and make March 21 "National Rosie the Riveter Day." She wrote hundreds of handwritten letters lobbying for a Congressional Gold Medal for the Riveters. Her efforts paid off. At the time of her death, she was working to design the award, which will be given out next year. *July 20, 2021*

Robert Parris Moses



Although he avoided publicity and was reluctant to assert himself as a leader, Robert Parris Moses became one of the most influential black leaders of the southern civil rights struggle. His vision of grassroots, community-based leadership differed from Martin Luther King's charismatic leadership style. Nonetheless, King appreciated Moses' fresh ideas, calling his "contribution to the freedom struggle in America" an "inspiration" (King, 21 December 1963). *July 25, 2021*

Richard Trumka



“Rich Trumka devoted his life to working people, from his early days as president of the United Mine Workers of America to his unparalleled leadership as the voice of America’s labor movement,” Schlittner said. “He was a relentless champion of workers’ rights, workplace safety, worker-centered trade, democracy and so much more. He was also a devoted father, grandfather, husband, brother, coach, colleague and friend. Rich was loved and beloved.”
August 5, 2021

James Hormel



James C. Hormel, who became the first openly gay U.S. ambassador in 1999 after his nomination was blocked for nearly two years by conservative senators, triggering a long political battle over gay rights, presidential nominations and Senate procedures, died Aug. 13 at a San Francisco hospital. He was 88. August 13, 2021

Well done, thou good and faithful servant... Rest in Power

ADJOURNMENT AND CLOSING:

DR. RICHARD ANTHONY BAKER, AAAED PRESIDENT



BIOGRAPHIES OF AAAED SPEAKERS

47TH NATIONAL CONFERENCE – VIRTUAL

Myron Anderson, Ph.D.



Myron Anderson is the founding Vice President for Inclusive Excellence at The University of Texas at San Antonio (UTSA) as of January 2, 2019. Anderson comes to UTSA from Metropolitan State University of Denver (MSU Denver), where he served as the Associate to the President for Diversity and Professor in the School of Education. As a member of the president's cabinet, Anderson was the University's chief diversity officer, responsible for developing an inclusive campus and articulating and resolving current and future issues related to campus climate, diversity, and inclusion. Anderson raised and managed millions of dollars to align the University's mission with regional and national constituent goals and objectives. Anderson has worked in higher education for more than 25 years, in both administrative and academic positions. Prior to his current role, he served as Associate Chair of the Teacher Education Department at MSU Denver, Program Leader in Continuing Education, and Director of Student Services at Virginia Tech and Winston-Salem State University. His areas of expertise are instructional delivery in virtual environments, organizational climate, and strategic planning.

Anderson has performed research in instructional technology, distance education, campus climate, diversity, and microaggressions in higher education. His research has led to creating a new term, "hierarchal microaggressions," identifying new territory where these actions take place. He has developed interactive professional development programs to enhance student and professional leaders' programming, leadership, and life skills. Anderson led the University's implementation of the Inclusive Excellence framework, focused on campus climate, recruitment and retention, diversity development, diversity initiatives, civic engagement, and the quest to become a Hispanic Serving Institution. He developed the University's diversity strategic plan and has led three successful university-wide campus climate surveys, each yielding a 63% (or greater) full-time workforce response rate. Survey results have led to 25 new policies and processes designed to promote a more inclusive environment.

Anderson earned a Ph.D. in Instructional Technology, a Bachelor of Arts in Political Science from Virginia Tech, and a Master of Science in Curriculum and Instruction from Radford University.

Richard Anthony Baker, M.P.A., JD, Ph.D.



Despite Dr. Richard Anthony Baker being a native of Compton, California, he considers Texas to be his home. Soon after his arrival in 1994, Dr. Baker began college and eventually matriculated from the University of Texas at Austin with honors. After graduation, Dr. Baker attended Texas Tech University where he had the distinction of being the first African American to graduate from with a doctorate of jurisprudence and a Ph.D. (Higher Education). Dr. Baker is currently Executive Director for Institutional Equity and EEO at Rice University. Previously, Dr. Baker served as the Assistant Vice Chancellor and Vice President of the Office of Equal Opportunity Services (“EOS”) for the University of Houston System and University of Houston (“University”). As a clearinghouse for best practices in the area of diversity, affirmative action, and equal opportunity, EOS coordinates and enforces the federal and state equal opportunity regulations for the University. Specifically, Dr. Baker was responsible for managing the University’s affirmative action, antidiscrimination, and anti-harassment efforts, including providing administrative guidance, conducting formal investigations of complaints as well as providing prevention training for the entire University community. Dr. Baker was re-elected for a second term as president of AAAED (2020 – 2022).

H. Juanita Beecher



Nita Beecher is a nationally-recognized expert on Office of Federal Contract Compliance Programs (OFCCP) and U.S. Equal Employment Opportunity Commission (EEOC) matters. She is Counsel to Fortney & Scott, LLC, with a focus on OFCCP regulatory affairs. Ms. Beecher’s primary focus is labor and employment law with substantial experience with class investigations by the EEOC and OFCCP. She has more than 30 years of experience in labor and employment law particularly with class investigations by the OFCCP and the EEOC.

From 2000 to 2015, she led networks of senior diversity, EEO and affirmative action corporate practitioners as well as senior in-house labor and employment lawyers. Ms. Beecher served as an in-house counsel in major corporations for more than 20 years where she advised in-house clients on labor and employment law issues including, among other matters, OFCCP “Glass Ceiling” audits, EEOC class age investigations, implementation of the ADA, and FLSA Wage and Hour audits, and developed a self-audit tool for McDonnell Douglas Corporation and The Boeing Company. Ms. Beecher also worked as in-house counsel for E. I. duPont de Nemours & Co., Consolidation Coal Company and Arch Coal Company.

Debra Blair



Dr. Blair is an Associate Professor in the School of Tourism and Hospitality Management, Temple University, where she specializes in Sports and Recreation Management. She teaches courses which focus on the areas of: Organizational Management of Diversity, Equity, and Inclusion (DEI), Ethics, Disability Awareness, and Sport and Recreation Management. She earned her Ed.D. in Health Education at Temple University. She has been teaching since 1989 and joined STHM as an Assistant Professor in 2003. She has held a number of leadership roles within STHM including responsibilities for STHM’s Assurance of Learning assessment initiatives and serving as an STHM Ombudsperson. At the University level she serves on Temple University’s General Education Executive Committee as the Area Coordinator for Race & Diversity, Arts and Human Development courses and is responsible for course development, course (re)certification and support of various initiatives of the General Education administration. She also serves as Chair for the Faculty Senate’s Faculty Concerns on Disabilities Committee. She is the faculty advisor for STHM’s Rho Phi Lambda Honorary Society and Temple’s Special Olympics Student Organization.

Cheryl Boyer



Cheryl Boyer is currently the Director of Diversity Services for Berkshire Associates. She brings over 25 years of HR experience to Berkshire's Leadership Team, providing valuable strategic direction to the company on solving client's business issues as they relate to Diversity, Equity and Inclusion. Under Cheryl's direction, this service takes a quantitative look at data to evaluate a company's DE&I related metrics and progress. Cheryl also provides consulting on EEO, Affirmative Action, and DE&I to clients seeking an expert with "real life" experiences leading HR and senior level executive in these areas. Prior to joining Berkshire, Cheryl was Vice President of Human Resources for LifeBridge Health, a regional health care system. During a span of over a decade, she partnered with senior leaders to drive engagement, innovation, and continuous improvement through HR processes. She was also Senior Vice President of Human Resources at Allfirst (now part of M&T Bank), where she led the strategic direction and management of the compensation, benefits, payroll, HRIS, employment, employee relations, merger integration, EEO, and AA functions.

After obtaining a bachelor's degree from the University of Maryland, Baltimore County, Cheryl went on to earn a Master of Science, Human Resources Management, from the University of Maryland Global Campus. Cheryl has also completed the Harvard Business School Executive Education Program in Leading Professional Services Firms. She is certified as a HRCI Senior Professional in Human Resources (SPHR) and Senior Certified Professional (SCP) through the Society for Human Resources Management. As President of the Maryland Association of Affirmative Action Officers (MAAAO), Cheryl leads the association's efforts to advance equal opportunity in the public and private sectors, and sponsor professional programs and seminars. Cheryl lives in Baltimore County with her husband, Adrain. They have two adult children.

Annette D. Butler



Dr. Annette D. Butler serves as the Director of Training and Compliance in Equity & Civil Rights Compliance at Georgia State University. Annette holds a Doctor of Business Administration and an Advanced Professional Certificate in International Business from Argosy University. She also holds a Master's Degree in Personnel Management from Troy University and a Bachelor of Science Degree in Business Administration from Lipscomb University. Serving as the Director of Training and Compliance, Annette's responsibilities include educating faculty, staff, students, and contractors on Affirmative Action/Equal Employment Opportunity and Title IX related topics. She is also responsible for monitoring the university's compliance with related state, federal, and Board of Regents policies in order to create an inclusive respectful environment. Annette provides consultations, coaching, and is a mentor,

as well as, serving on various committees such as the Faculty Affairs Committee, Cultural Diversity Committee, Military Advisory Committee, and the Sexual Misconduct Awareness and Risk Reduction Team (SMARRT).

Matthew Camardella, Esq.



Matthew Camardella is a principal in the Long Island, New York, office of Jackson Lewis P.C. He is the co-leader of the Affirmative Action, OFCCP and Government Contract Compliance practice group. Matt directs the preparation of thousands of AAPs each year and has defended hundreds of OFCCP audits for a broad range of employers across the country. He

also serves as the practice group lead on responding to OFCCP allegations of class-based discrimination and has litigated against the Agency before the Office of Administrative Law Judges. He regularly counsels clients about the design and implementation of company-wide AAP structures, applicant flow tracking systems, and other complex "real world" compliance issues.

Matt spends significant time advising clients on their compensation practices and directing pay equity analyses. He frequently counsels clients on diversity, equity and inclusion programs and the use of data analytics to support such programs. In addition, Matt assists employers with analyzing reductions-in-force for adverse impact and assessing the applicability of federal affirmative action laws in the contexts of mergers and acquisitions.



Thomas Carnahan, Ph.D.

Thomas Carnahan, Ph.D. is the Pay Equity Manager and is responsible for managing Berkshire's pay equity line of business by promoting the ability to conduct meaningful, statistical analyses of clients' compensation data to ensure fair pay and in support of federal, state, and/or local fair pay laws. With more than 15 years of experience in research methodology, data analysis, and HR process development, Thomas brings to Berkshire advanced-level data capabilities, and an extensive background that will serve to enhance our pay equity solutions. Thomas holds a Ph.D. in Industrial/Organizational Psychology from Capella University and a Bachelor of Arts in Psychology from Western Kentucky University. Thomas joined Berkshire in the summer of 2020. With more than 15 years of experience in research methodology, data analysis, and HR process development, Thomas brings to Berkshire advanced-level data capabilities, and an extensive background that will serve to enhance our pay equity solutions. Thomas's expertise will enable Berkshire to help human resources and business leaders use data to gain greater insights and fuel actionable strategies around pay equity and compensation. He will be responsible for managing Berkshire's pay equity line of business by promoting the ability to conduct meaningful, statistical analyses of clients' compensation data to ensure fair pay and in support of federal, state, and/or local fair pay laws. Prior to joining Berkshire, Thomas founded his own consulting company, NGage Analytics, to support clients' needs as they related to pay equity and data analytics.

Gregory T. Chambers



Gregory Chambers has spent 47 years as a public servant serving in various professional and volunteer capacities in the State of Delaware and the City of Wilmington. Gregory Spent 13 years with the City of Wilmington in police community relations, bridging the gap between police and community, police youth aid division diverting kids from the juvenile justice system, City Law Department investigating police for misconduct and police brutality, Mayor's Office Director of Community Affairs addressing issues related to employment, housing, economic development, street and sewer services, police and fire protection. Gregory was appointed by the Governor of Delaware to serve as the Equal Employment Opportunity and Diversity Manager for 24 years retiring in September 2009. In October 2009, he continued his public service career as the Equal Employment Opportunity and Diversity Manager for the Delaware River and Bay Authority, a transportation organization between Delaware and New Jersey. In December of 2017, he was promoted to Senior Human Resources Business Partner to build and strengthen workplace relationships between the Department of Human Resources and all operating departments, as well as employees, managers and executive leadership. Gregory retired from the Delaware River and Bay Authority in January of 2020. Gregory is a graduate of Wilmington University with a Bachelors of Arts in Behavioral Science from Wilmington University. He was elected president of the American Association for Access, Equity and Diversity (formerly American Association for Affirmative Action) for two consecutive terms from July 2010 to June 2014. Gregory joined the Association in 1989 and served as State Coordinator and Region Director before becoming president. Gregory has spent his life addressing issues of fairness professionally or as a volunteer on a number of boards, commissions and task forces and by writing columns in the Delaware News Journal. In 2010, Diversity, Inc profiled him as an "advocate for the undeserved".

Marcelle Clavette, M.S.



Marcelle Clavette is a Consultant at DCI, providing support and guidance to clients with regards to affirmative action laws, regulations, concepts, and practices. This includes affirmative action plan development, equal employment reporting, pay equity analyses, and OFCCP audit support. Marcelle is also a contributing author to DCI's white papers on affirmative action and equal pay analyses. Marcelle began working in the EEO realm in 2009 when she started as an intern with DCI. Outside her consulting role, she has served in positions that have effectively led educational and healthcare organizations towards meeting their regulatory goals. Through this practitioner approach, Marcelle partnered with multiple stakeholders and departments to successfully influence culture and behavioral change while connecting with business strategies to develop systems

for continued compliance. Additionally, she has led special projects involving culture analysis, diversity and inclusion trends, job analyses, structured interviews, and development of both training and mentoring programs.

Marcelle earned her Master of Science degree in Industrial and Organizational Psychology from Radford University and a Bachelor of Arts degree in Psychology.

David Cohen, M.A.



David Cohen, MA, is the founder and President of DCI Consulting Group, Inc. He provides consulting services to employers and management law firms on a wide range of human resource risk management strategies, particularly in the areas of EEO/affirmative action program development, systemic compensation statistical analyses, comprehensive human resources self-audits, and employee selection and test validation.

In addition, Mr. Cohen is the co-founder of The Institute for Workplace Equality, a national nonprofit employer association that trains and educates federal contractors in understanding and complying with their affirmative action and equal employment obligations.

Recognized as a national EEO and affirmative action compliance expert, Mr. Cohen speaks frequently before corporate leaders from Fortune 500 companies, and at regional and national ILG conferences and OFCCP events. In 2006, he co-authored a book entitled, *Understanding Statistics: A Guide for I/O Psychologists and Human Resource Professionals*. Mr. Cohen has a master's degree in Industrial and Organizational Psychology from Radford University and a bachelor's degree in Psychology from West Virginia University.

Aida Y. Collins



Aida Collins is the Regional Director of the Southeast region of the Office of Federal Contract Compliance Programs (OFCCP). She served as the Deputy Regional Director for the Southwest and Rocky Mountain Region (SWARM) from 2015 to 2021. She started her career of public service in the United States Armed Forces. She honorably served in the US Army for more than 10 years. Aida continued her public service as a civil servant with the U.S. Census Bureau, the Department of the Army and the Department of Labor. After two years as a Claims Examiner with the Office of Workers Compensation Programs (OWCP), Aida joined the OFCCP team. Formerly a compliance officer in the Dallas District Office, Assistant District Director of the Houston District office and Director of Regional Operations, Aida has been with OFCCP for over 20 years.

She received her Bachelor's degree from Dallas Baptist University and her Master's from the University of Texas at Arlington.

Joanna Colosimo



Joanna L. Colosimo, M.A., Joanna Colosimo, M.A., is the Director of Compliance & Workforce Analytics and Principal Consultant at DCI Consulting Group, where she leads a division of I/O Psychologists, advanced HR practitioners, and analysts who consult with organizations on OFCCP compliance requirements, pay equity solutions, audit strategies, and diversity, equity and inclusion. Joanna has extensive experience working with Fortune 1000 clients to conduct and interpret complex adverse impact, utilization, diversity and systemic pay equity analytics in the equal employment opportunity context. Often, these analyses are conducted in response to formal high-stakes investigations initiated by Federal EEO enforcement agencies (e.g., OFCCP and EEOC). Joanna has vast experience in assisting clients with strategically defining their compliance, diversity, and pay equity programs, including strategically communicating findings to executives and board members. This includes strategies around mitigating risk across industries and institutions of higher education. Prior to joining DCI, Joanna worked on the creation and implementation of compliance and workforce analytics programs in the private sector. Her private sector background is primarily focused on the management and execution of Affirmative Action Plans, OFCCP audit strategy, Executive compensation, and Diversity & Inclusion programming.

She also has project management experience for the validation of corporate-wide selection testing, quality of hire initiatives, and the assessment of employment measures in the context of a barrier analysis. Finally, Joanna's familiarity with implementation and analysis of organizational development programs such as job satisfaction, quality of work life programming, and organizational justice adds a holistic and comprehensive approach to her consulting practices. Joanna earned a M.A. degree in Industrial and Organizational Psychology from Radford University in Radford, VA, and a Bachelor's of Business Administration and Psychology from Roanoke College in Salem, VA.

Pamela Coukos



Pamela Coukos, JD, PhD, is the CEO and co-founder of Working IDEAL. Pam is an expert on the use of data and statistical analysis in identifying workplace discrimination, and on research-driven best practices for building equitable and inclusive workplaces and addressing unconscious bias. She advises private companies, universities, government agencies, nonprofits and unions on gender equity, pay equity, diversity and inclusion, affirmative action and leadership development.

Rosemary Cox



Rosemary Cox, M.S.A., is a Principal Consultant at DCI Consulting Group, headquartered in Washington, DC, where she provides consultation specific to equal employment opportunity and affirmative action statutes and regulations. Her area of expertise includes AAP reporting, data reconciliation and management, recruitment process and metrics, strategic audit discussions, mock audits, compliance and diversity/inclusion training and strategy. Prior to moving to DCI, Rosemary was a Principal Consultant for Peoplefluent where she provided senior level AA/compliance strategy support to clients. She was also responsible for training webinars and classroom courses such as Principles of Affirmative Action, Beyond the Written AAP, Measuring and Evaluating Resources, Preparing for an Audit, Diversity & Inclusion, Unconscious Bias and Microaggressions. Rosemary holds a MSA in Human Resources from Central Michigan University, has senior level certifications through, SHRM, HRCI, AAAED

and the State of Ohio. With more than 20 years of human resource compliance experience, she supports a variety of corporations in various industries, writes blogs and video blogs for DCI, conducts webinars and training.

Tonisha Davis, M.B.A., CAAP.



Tonisha Davis is the Deputy Compliance Officer, Deputy ADA Coordinator, Title IX Investigator, and AA/EO Specialist in the Office of Inclusion, Access, and Compliance at the University of Arkansas System Division of Agriculture, Research, and Cooperative Extension in Little Rock, Arkansas. Before joining the University of Arkansas System Division of Agriculture, Research, and Cooperative Extension in 2018, Tonisha worked for a diverse range of organizations, including legislative work as a Legislative Assistant to Arkansas State Senator Henry “Hank” Wilkins, as a Community Liaison in Mayoral Office of Mike Fayhe in Omaha, Nebraska, and the Get Out the Vote Campaign on former U.S. President’s Bill Clinton’s second term and Volunteer Community Organizer for Barrack Obama. She has also worked as an educator in the Omaha Public School System for seven years and as a Certified

Paralegal.

Tonisha Davis earned her Bachelor’s degree in Political Science from the University of Arkansas at Pine Bluff, a Graduate Certificate in Paralegal Studies from the College of St. Mary in Omaha, Nebraska, and obtained her Master in Business Administration degree from Webster University in St. Louis, Missouri. Most recently she earned her Certified Affirmative Action Professional (CAAP) credential from AAAED in July 2019. She lives in Little Rock, Arkansas, with her husband Brian Davis and one dog “King”. Tonisha loves giving back by serving her community through volunteering. She believes and lives whole-heartedly by the famous quote from Shirley Chisholm, “Service is the rent we pay for the privilege of living on this earth”. She currently serves as Treasurer on the Board of Director’s for the Dunbar Historic Neighborhood Association (DHNA), Habitat for Humanity Woman Build Team Lead, Sister Friends United, Inc. where she is the Benevolent Committee Chair, Outreach Coordinator for Wesley Chapel, and AAAED 46th National Conference Volunteer Chair.

Willisa M. Donald



Ms. Willisa Donald is the Director of the Equity, Diversity and Inclusion (EI) Office for the Defense Threat Reduction Agency (DTRA). Ms. Donald’s primary responsibility is providing agency-wide leadership and guidance on equal opportunity, diversity, civil rights, and the support of an efficient work environment. Ms. Donald previously served as the Director of Equal Opportunity and Diversity Programs for DTRA, from 2009 to 2016. She accepted a position at the Federal Emergency Management Agency (FEMA), where she was the Director of Office of Equal Rights. She led a team of 30 Equal Employment Specialist and 30 Equal Rights Field employees with a \$4 million budget. She

returned to DTRA in September, 2017. She began her federal career in 1991 at the Department of Transportation as a Junior Fellow GS-2, Equal Opportunity trainee and worked closely with the Complaints Manager and the Affirmative Employment Manager. Ms. Donald served as a Special Emphasis Program Manager, Affirmative Employment Program Manager and as a Disability Program Manager. She was nominated in 1998 by the Secretary of the Department of Transportation for her efforts in the Adarand vs. Pena Supreme Court case. In 1999, she was recognized by then President William J. Clinton. While overseas, she volunteered and established several Diversity awareness programs for the naval base in Gricignano, Italy. Ms. Donald administered the Disability Program at the Internal Revenue Service (IRS), where she finalized the agency’s Reasonable Accommodation Procedures. While at the IRS as Acting Director of the Service - wide EEO and Diversity Office, she led and completed the Agency’s Management Directive 715 for over 100,000 employees. Ms. Donald earned a Bachelor of Arts in Psychology and a Master of Arts in Human Relations from the University of Oklahoma. Ms. Donald was presented with the

2015 National Association for the Advancement of Color People (NAACP) honorary Roy Wilkins Renown Service Award for her outstanding contributions in Military Equal Opportunity, Diversity and Inclusion policies and promoting Civil Rights for Department of Defense military and civilian personnel.

Michelle Duncan, Esq.



Michelle Duncan, Esq., is a Principal in the Denver office of Jackson Lewis P.C. Michelle is a member of the Affirmative Action Compliance and OFCCP Defense Practice Group and the Pay Equity Resource Group. Michelle represents employers in affirmative action and employment discrimination matters before OFCCP. She counsels employers on the design and implementation of company-wide AAP structures, applicant tracking systems, pre-employment tests and other compliance issues. She also advises employers on pay equity issues and directs pay equity analyses for employers in many industries including higher education. Michelle joined the firm after working for nearly fourteen years as a trial attorney with the U.S. Department of Labor, Office of the Solicitor. During her tenure with the Solicitor's Office, Michelle was widely regarded as a leading expert on OFCCP litigation. She litigated numerous OFCCP cases and provided counsel to high-level OFCCP officials. This experience allows Michelle to offer unique insights into the inner workings of OFCCP and the Solicitor's Office as well as what she is seeing in audits today.

Ellen Eardley, J.D., M.A.



Ellen Eardley, JD, MA, served as the first Title IX Coordinator and Assistant Vice Chancellor for Civil Rights and Title IX at the University of Missouri, where she founded the first institutional equity office and was a senior leader in the division of inclusion, diversity, and equity. She practices antidiscrimination law at Mehri & Skalet and consults through Working IDEAL on fair employment practices, equal educational opportunity, and inclusive communities

Foreman Margo R., M.P.H., CAAP



Margo R. Foreman is the Interim Vice President for Diversity, Inclusion, at Iowa State University. Since arriving in 2016, she has been instrumental in the growth and development of the administration's efforts to build and sustain a more inclusive ISU. Margo's work portfolio is dedicated to oversight of all aspects of equal opportunity, affirmative action, discrimination, harassment, and sexual misconduct programs and serves as the university's Title IX Coordinator. The scope of her work includes supporting excellence in teaching and learning through the recruitment, development, and retention of a diverse workforce. In addition, she has developed diversity and inclusion programming and identity-based conflict resolution practices designed to enhance a work and learning environment which is welcoming of all students, staff, and faculty.

Eddie B. Freeman



community and employee relations.

Eddie Freeman is the Executive Director in Human Resources at the University of Texas at Arlington. Prior to this role, he served as the Executive Director in Equal Opportunity Services for 12 years. Mr. Freeman works with the University's Faculty Affairs Department in all phases of the faculty search process to increase the diversity of faculty and shares strategies and best practices for faculty leaders to realize more equitable and inclusive faculty searches. Mr. Freeman has served in a number of leadership roles for the Higher Education Recruitment Consortium's (HERC), including Chair of the Governance Board from 2016 to 2021. Mr. Freeman is known as an innovative and analytical executive with a proven track record of accomplishment in staffing/recruiting, diversity programs,

Nicholas Gaffney, Ph.D.



Nicholas L. Gaffney is the Director of the Center for African American Studies (CAAS) at the University of South Carolina Upstate, and is an Assistant Professor of History. Prior to joining USC Upstate Gaffney served as Associate Dean for the Humanities and Social Sciences, and Assistant Dean of History, Philosophy, and Religion at Northern Virginia Community College, Alexandria (VA). Prior to beginning his career in academia Gaffney worked in the financial services industry as an analyst for the American Express Company. His academic research interests center on understanding the influence that black musical forms have on the broader societies in which they are created. His current work demonstrates how the jazz community contributed to the success of black socio-political activism during the New Negro, Civil Rights, and Black Power eras. His work has been published in a variety of academic outlets, and he has presented numerous papers before academic and public audiences. Gaffney holds a Ph.D. in history from the University of Illinois, Urbana-Champaign, a M.A. in African and African American Studies from Ohio State University, and a B.A. in English from Morehouse College, in Atlanta, Georgia.

Sharron Gatling, MA



Sharron Gatling, M.A., is the Equal Employment Opportunity Officer and Employment Policy Analyst at the College of William & Mary. Although she has been at the university for almost 20 years, her role shifted from educating parents and teachers on gifted education to educating faculty, staff and students on diversity, equity, and inclusion. She approaches her work by promoting inclusivity and an appreciation of cultural, generational, gender expressive, racial, ethnic, religious, socioeconomic, and educational diversity that influences campus climate; just to name a few. She often uses tenets of an Ombuds to build trust across lines of difference. Sharron is involved in various areas of administration to include governing faculty and administrative recruitment, conducting search committee meetings and training on best practices in recruitment and implicit bias affecting compliance with federal and state equal opportunity laws. When issues found in regards to recruitment and employment practices, she works with management to correct problem areas and propose policies/procedures to remove barriers in achieving diversity and affirmative action goals. She interprets federal and state laws to meet compliance mandates, manages EEO reporting, prepares the university's Affirmative Action Plan, and reviews policies to ensure university actions are fair, equitable, and enabling. Sharron has a Master's degree and two certifications: CAAP (Certified Affirmative Action Professional) and Professional in Human Resources® (PHR®).

Goldberg Suzanne



Suzanne B. Goldberg, Acting Assistant Secretary for Civil Rights and Deputy Assistant Secretary for Strategic Operations and Outreach, has served since day one of the Biden-Harris administration. Goldberg brings to the Department of Education extensive experience in civil rights leadership, with special expertise in gender and sexuality law, along with many years of experience as a university administrator and as a faculty member at Columbia Law School.

Naima Hall



Naima Hall is the Temple University Director of the Center for Student Professional Development and Director of Student Diversity, Equity & Inclusion. Naima holds an appointment as Director of Student Diversity, Equity and Inclusion Programs. Guiding the school's strategic vision in developing innovative and responsive student DEI programs and experiential learning services, Naima encourages students to proactively invest in their own career readiness, cultural competence and success. Naima has served in various roles within her 15-year career in academia with experience in student experiential learning, student diversity and inclusion programs and higher education administration.

Prior to joining Temple in 2018, Naima served as the Assistant Dean of Graduate Services at the University of Delaware, where she oversaw student professional development and minority student organizations for graduate students. In addition to Naima's Assistant Dean appointment, Naima has held leadership roles overseeing experiential learning offices at both the University of Delaware and Drexel University where she helped to develop teacher preparation pipeline programs for high needs public schools. Naima is currently in pursuit of her Educational Doctorate at Temple University with a research focus on diversity and social justice in higher education. Naima also has an earned Master of Science in Human Resource Development from Drexel University.

William B. Harvey, Ph.D.



William B. Harvey serves as Rector (CEO) of Danubius University in Galati, Romania. He has accumulated five decades of experiences in the academic and non-profit sectors and engaged in a broad range of activities in these settings. A distinguished researcher and administrator, Harvey's scholarly activity has been focused on the cultural and social factors that affect underserved populations, with particular emphasis on college and university settings. His extensive list of publications includes books, book chapters, refereed journal articles, reports, commissioned papers, and professional and technical reviews.

Prior to assuming his current position, he was Distinguished Scholar at the American Association for Access, Equity and Diversity in Washington, DC. His previous administrative positions include appointments as the Provost/Vice President for Academic and Student Affairs at Rosemont College; Vice President for Diversity and Equity at the University of Virginia (UVA); Vice President and Director of the Center for Advancement of Racial and Ethnic Equity at the American Council on Education (ACE); Dean of the School of Education and Deputy Chancellor for Education Partnerships at the University of Wisconsin-Milwaukee (UWM); Dean of the School of Education at North Carolina A&T State University(A&T), Assistant Vice Provost for Undergraduate Studies at Stony Brook University, and director of the W.E.B. DuBois program at the University of Pennsylvania. His academic appointments have included tenured full professor positions at North Carolina State University, as well as at UVA, UWM, and A&T. While at the University of Virginia, he

founded the Virginia-North Carolina Alliance for Minority Participation, a consortium of predominantly white research universities and historically black colleges and universities, which was funded by a \$5 million grant from the National Science Foundation. The founding President of the National Association of Diversity Officers in Higher Education, he has also been a board member of the National Council for Research on Women, the American Association for Blacks in Higher Education, the Yale-Howard Center on Health Disparities, the Study of New Scholars Project at Harvard University, the W. E. B. DuBois Scholars project at Princeton University Policy Center, and Capella University. Harvey received a bachelor's degree in English from West Chester University (PA), a master's degree in Social and Philosophical Foundations and a doctoral degree in Anthropology of Education, from Rutgers University and he was also awarded an honorary Doctor of Science degree from the Chicago School of Professional Psychology.

Lawanda Holliman



Lawanda travels the world speaking and teaching on high performance leadership. As a retired Colonel of the US Army, she is a successful author, mentor/coach, speaker, proven and trusted authority in high performance leadership. She has trained leaders internationally from four continents. Lawanda founded Design High Performance in 2020 where she serves as Lead Consultant. Prior to that, Lawanda completed nearly three decades leading teams spread across, the Middle East and the US where she developed the Supply Chain Management Blueprint, accounting for over \$780 Million in equipment. Lawanda has an MBA from Liberty University and a Masters in Strategic Studies from the U.S. Army War College. She was commissioned at the University of South Carolina and earned an undergraduate degree from Columbia College with a major in mathematics. She has also served on several Boards over a twenty-year time period. She spends her time now assisting organizations with how to design a workplace where High Performance is the Norm for leaders, teams, and the culture. For more information about Lawanda visit www.designhighperformance.com

Alissa Horvitz, Esq.



Alissa Horvitz advises government contractors on many compliance issues, including the preparation of affirmative action plans, compliance reviews, mock audits, the filing of EEO-1s and VETS-4212s, diversity initiatives, privileged compensation audits, and OFCCP's changing regulatory requirements. Alissa receives many compliments for her live and web-based training courses on topics such as Internet Applicant Best Practices, Preparing for an OFCCP Compliance Review, Understanding Affirmative Action Plans, and Compliance Obligations for Managers. Alissa is a frequent contributor to publications aimed at providing practical compliance advice to government contractors.

Sandra Hueneman, Sr. CAAEP



Sandra Hueneman is the President and Founder of Manchester Consultants, serves as the AAAED Treasurer and a member of the AAAED Professional Development Institute faculty. Sandra retired from the Office of Federal Contract Compliance Programs (OFCCP) where she held numerous positions including Assistant District Director, Sr. Regional Liaison Specialist, Compliance Officer at the District, Regional and National Office levels. While at OFCCP she developed systemic cases of discrimination, negotiated settlements, co-authored the Quality Assurance Procedures and developed and delivered associated training to OFCCP staff. Today, Sandra provides consulting and advisory services in all facets of EEO Affirmative Action

Compliance, diversity, complaint investigations and associated gap and risks assessments; advise and represent clients before the OFCCP, EEOC and local civil rights agencies. She also provides Consent Decree and Conciliation Agreement monitoring; mock OFCCP and EEO Self-Audits; Compensation Analyses, and advice to clients on the design and development of AAPs to meet OFCCP, FTA and local obligations. Sandra also designs and delivers HR training to all levels within organizations and institutions. Sandra works with clients across the U.S. and has more than 35 years of success in the EEO and affirmative action arena.

Yolanda Hunter

Yolanda Hunter is a Human Resources Consultant for WorkPlace HR, LLC, with over 16 years of human resources experience assisting small to mid-size organizations. Ms. Hunter brings a wealth of experience and expertise across a diverse range of industries. With extensive experience in talent management, recruiting, training, employee development and employee engagement, she also has an in-depth understanding of employee relations, benefits and compliance issues. Her portfolio includes providing HR services for a diverse clientele to include: law firms, not-for-profit organizations, government contracting firms, and hospitality management organizations. In addition, Ms. Hunter has consulted with Federal clients on best recruitment practices and design to include Diversity & Inclusion initiatives and regulatory requirements that impact recruitment processes and develop strategies to facilitate compliance, mitigate risk and create a fair, equitable and productive work environment. Working directly with and part of organizational Senior Leadership teams, Ms. Hunter has provided guidance on strategically integrating effective HR processes, programs and practices into daily operations. She has proven success in creating cultures of collaboration and implementing change to achieve workforce excellence. She has designed and implemented recruiting/hiring/onboarding processes; aligned and designed benefit programs with cost savings while maintaining the integrity of quality benefits; executed effective recognition and retention programs to help companies become the employer of choice; developed HR policies and procedures; and managed compliance issues and defending legal action.

Delia Johnson



Ms. Delia L. Johnson is currently an EEO/Diversity Consultant with the firm of Johnson & Associates. She provides onsite training, expert guidance, management coaching and technical compliance reviews. She previously served as the Director of the Office for Civil Rights at the International Broadcasting Bureau, Broadcasting Board of Governors (Board). In that position, Ms. Johnson was the principal advisor to the Board on all matters relating to the management of equal employment opportunity. In August 2008, she was acknowledged by the Equal Employment Opportunity Commission

(EEOC) Chair as the first EEO/Civil Rights Director to be given an award for her outstanding accomplishments in the area of Federal Sector EEO Programs.

In 2008, she was also appointed to serve on the EEOC's Hispanic Workgroup to address underrepresentation of Hispanics in the Federal workforce. Since 1994, Ms. Johnson has been invited to lecture on the topics of Human Rights, Women Rights, Civil Rights, Equal Employment Opportunity, and Workplace Diversity issues in various arenas and in several countries including, Trinidad, Senegal, Liberia, Ivory Coast, Sierra Leone, Spain and Greece. Ms. Johnson also served as the Co-Chair of the Council of Federal EEO and Civil Rights Executives for over 11 years. Ms. Johnson received her B.A. and M.A. degrees from Howard University, Washington, DC and completed course work in the Master's Degree Program in Equal Employment Opportunity Law at the Antioch School of Law Center for Legal Studies. Her post graduate studies also included course-work in Cross-Cultural Counseling at George Washington

University. Delia serves as the Federal Relations representative and member of the board of directors of the American Association for Access, Equity and Diversity (AAAED).

Missy Johnson, Ed. D



Dr. Johnson is a contributing professor with Walden University and certified school counselor in the metro Atlanta area, and co-owner of Full Bloom Counseling Consulting. She has worked as a counselor educator for 19 years, specifically as school counselor for the past 17 years. She has worked as a community therapist for children who lived in group homes, shelters and children placed in foster care. Currently, as a school counselor she often works in a leadership role and serves as a member of the District Crisis Team. She has conducted extensive research in play therapy, mindfulness, children, and adolescents, understanding internalized and externalized behaviors. She has great experience working with at-risk youth, diverse populations, children, and adolescents that are marginalized and disenfranchised and with the reunification of families. Additionally, she provides mentoring, supervising, and teaching master-level clinicians.

Dr. Johnson received her bachelor's degree in psychology and master's degree in Community Counseling from Alabama State University. She has a master's degree in School Counseling from the University of West Georgia and an Education Specialist Degree from Jacksonville State University. She earned her Education Doctorate Degree in Counselor Education and Supervision from Argosy University.

Nicole Johnson



Nicole Johnson is the Title IX & Compliance Director, Title IX & Compliance Office, for Spelman College. In her current role, Johnson supports #BlackGirlMagic by providing campus leadership for institutional compliance with Title IX and other state, federal laws and campus policies. Additionally, she serves as the Principal Investigator for the Spelman College Violence Prevention and Intervention Program, funded by the Department of Justice, Office on Violence against Women Campus Grant program. Prior to arriving at Spelman College, Nicole worked in a variety of roles, primarily in student affairs, including residence life, victim assistance, health promotion, and student complaint or inquiry resolution. Nicole holds a Bachelor of Science in Psychology (2005) and Master of Social Work (2008) from the University of Pittsburgh.

Christopher Jones, JD



Christopher Jones, J.D.—is the Senior Diversity and Inclusion Officer (SDIO) at the University of Redlands. As the SDIO, he leads the efforts to integrate and sustain a culture of diversity, inclusion and equity through development of a vision and strategy to create a welcoming, inclusive, learning and working environment for all University constituents. As a senior leader, he directs the implementation of multidimensional processes through which the University of Redlands can achieve excellence in learning; teaching and research; curriculum and co-curriculum development; community engagement, and development of faculty, staff and students. Prior to coming to the University of Redlands, Mr. Jones held positions at Wayne State University (WSU) and Case Western Reserve University (CWRU). At WSU, he was the Director of Equal Opportunity. As the Director of Equal Opportunity, he led WSU's Office of Equal Opportunity, which is the office that carries out the university's Affirmative Action/Equal Opportunity Program. After WSU, Mr. Jones was the Assistant Vice President and Director of Diversity and Inclusion in the Office for Inclusion, Diversity, and Equal Opportunity (OIDEO) at CWRU. In this role, he provided strategic leadership in the

OIDEO's efforts to promote equitable and fair treatment in employment, education, and all other aspects of campus life.

Mr. Jones' professional experience as an attorney and administrator has involved service in the public and private sectors. Prior to going to Wayne State, he served as the Deputy Executive Director of the Hawai'i Civil Rights Commission. Mr. Jones practiced law in Washington, D.C. with the Law Offices of Robert L. Bell, where he was responsible for the firm's appellate practice and operated as trial counsel in employment discrimination and civil rights cases. He is a veteran of the U.S. Air Force and also served as an Attorney-Advisor with the U.S. Department of Justice. Mr. Jones is a graduate of the University of Michigan (B.B.A.) and Howard University (J.D.).

Rosemary E. Kilkenny, JD



Rosemary Kilkenny, Georgetown University's first Vice President for Institutional Diversity and Equity, was appointed to this position effective April 1, 2006 by John J. DeGioia, PhD., President. In announcing Rosemary's appointment, President DeGioia expressed his confidence and support of Rosemary, as he stated his desire for Georgetown to be a model in higher education for diversity and inclusivity. Before this appointment, Rosemary held the position of Special Assistant to the President for Affirmative Action Programs at Georgetown and served as Director of Affirmative Action at SUNY Albany. Rosemary has served on several national boards and is a Founding Board member of the National Association of Diversity Officers in Higher Education (NADOHE) established in 2006 and served as its Treasurer from 2006 until March 2012. She was reappointed to NADOHE's Board of Directors in June 2017 and serves as its Co-Director of Standards of Professional Practice Institute. She also serves on the Editorial Board of the *Negro Educational Review*, Georgetown Day School and the School of Hope Foundation. She has given many seminars on such topics as Cultural Diversity, Sexual Harassment, and Legal Issues in Affirmative Action to name a few topics on which she has presented at national, regional and on campus venues.

Rosemary received her Bachelor's and Master's degrees from Kent State University before pursuing her Juris Doctorate degree from Georgetown University Law Center. Rosemary is the 2017 recipient of the Paul R. Dean Award bestowed upon accomplished alums by Georgetown's Law Center. On February 28, 2018, Rosemary was the recipient of the inaugural Dr. Carol J. Lancaster award. The award presented by the Georgetown University Women's Center was granted to Rosemary for her commitment and dedication to distinguished service consistent with Georgetown's values and mission. On January 19, 2019, Georgetown's African American Alumni Advisory Board awarded Rosemary its Distinguished Leadership Award for outstanding service to the University community.

Jerry Knighton, MPA



L. Jerry Knighton, Jr. serves as Assistant Vice President for Access and Equity and Executive Director of Supplier Diversity at Clemson University. In this role, he is responsible for monitoring the university's compliance with state and federal laws related to Affirmative Action, Equal Employment Opportunity and Equitable Treatment. In August of 2018, he was also appointed Executive Director of Supplier Diversity where he is responsible for monitoring efforts to increase minority business participation which includes all Clemson University capital projects both public and private. Knighton has been employed in higher education administration for 31 years. A 2008 graduate of the Riley Institute's Diversity Leadership Academy at Furman University, Knighton also provides a variety of training workshops designed to address issues related to unlawful discrimination and harassment, workplace diversity, and procurement inclusion. Knighton served two terms as president of the South Carolina Professional Association for Access and Equity (SC-PAAE). In April 2010, he was recognized by SC-PAAE for his outstanding service and dedication to the field of access and equity in the state of South

Carolina. Knighton was recently appointed to the Board of Directors for the American Association for Access, Equity, and Diversity (AAAED) as Annual Conference Chair after having served as Program Chair for the organization's 46th Annual National Conference. He also serves as the SC State Coordinator for AAAED Region IV. In October 2020, he was presented with the AAAED President's Award for outstanding service and leadership to the organization. Knighton also served as Chair of the South Carolina Industry Liaison Group (SCILG) Board from 2018-2020. Knighton is from Clinton, SC. He is a graduate of the University of South Carolina where he obtained both a Bachelor's Degree in Political Science and a Master's Degree in Public Administration. He is currently pursuing his doctorate in Educational Leadership at Clemson University.

Craig Leen



Craig E. Leen is a partner at K&L Gates at the firm's Washington, DC office, in the Labor, Employment, and Workplace Safety practice group. His depth of experience spans across federal, state, and local government, as well as the private sector. Prior to joining the firm, Craig was a federal agency head at the U.S. Department of Labor, serving as Director of the Office of Federal Contract Compliance Programs (OFCCP). Before coming to DC, Craig was the City Attorney (general counsel) of the City of Coral Gables, Florida. In addition, Craig is a Professorial Lecturer in Law at The George Washington University Law School, on the faculty of The Institute for Workplace Equality, and serves on the Circa Board, Eightfold Advisory Board, RespectAbility Advisory Board, and Disability:IN DC Metro Advisory Board. Craig is admitted to practice law in the District of Columbia, Florida, Massachusetts, and New York, and he is board certified by The Florida Bar in city, county, and local government law.

Katie Magoon



Katie Magoon has over 20 years of human resources experience including a Fortune 200 company. In 2016, she launched People Solutions Center an HR consulting firm for small to mid-size companies. The combination of her HR background, and practical experience allows her to advise leaders on how to best leverage their greatest asset – their people! She was recently recognized as a Finalist for Most Innovative Company for the 2019 Business Excellence Awards and a Finalist for Best HR Organization in 2020.

Wanda Malden, M.S. Ed., Sr. CAAP



Wanda Malden, Sr. CAAP, M.S. Ed., is a board member and chair of the Professional Development Training Institute (PDTI) for the American Association for Access Equity and Diversity (AAAED). Wanda has also served as the membership chair, on the sponsorship and conference logistics committee. Wanda is a lifelong learner who is very passionate about assisting AAAED with providing high quality training for the EEO/AA and DEI professional. Wanda served as a Compliance Coordinator and Program Associate I, II at the University of Iowa in the Office of Equal Opportunity and Diversity. Wanda earned her Senior Affirmative Action Professional (Sr. CAAP), a Master of Science degree in adult continuing education with a counseling emphasis from Northern Illinois University and a Bachelor of Science degree in social work from Southern Illinois University.

Julia Méndez- Achée, M.B.A.



Julia Mendez-Achee is Principal Business Consultant for HR Unlimited. She is based out of the New Orleans area. Mrs. Achée's current duties include overseeing the training programs for customers as well as creating content and delivering training in areas such as equal employment opportunity (EEO), affirmative action (AA) compliance, and diversity. She also has 25 years of experience in assisting clients through OFCCP compliance reviews and offering technical assistance both to clients and internal customers. She has also been invited to speak at national, regional and local conferences on topics such as recruiter compliance with AAPs, regulatory requirements for veterans, and individuals with disabilities, updates on EEO laws and settlements, as well as recognizing unconscious bias and other diversity topics. Ms. Achée is a graduate from University of New Orleans where she obtained a Bachelor of Science degree in General Business Administration and a Master of Business Administration. She also has a Master of Arts in Professional Counseling from Liberty University. She has been appointed by the governor of Louisiana to the Louisiana Commission on Human Rights. She holds a Professional in Human Resources certification from the HR Certification Institute, a Society of Human Resources Professional Certified Professional, is a Certified Employment Law Specialist from Columbia Southern University, is a Certified Affirmative Action Professional from the American Association for Access, Equity and Diversity as well as is a Certified Diversity Professional through the Institute for Diversity Certification. Ms. Achée also is a Certified Belief Therapist through Therapon Institute.

Metzler Christopher



Christopher J. Metzler, M.A., Ph.D., M.L., is President and CEO of People and Innovation FHWFIT (HFWI) a global Consultancy based in Boca Raton, Florida. Prior to this appointment, Dr. Metzler was Associate Dean at the School of Continuing Studies at Georgetown University in Washington, D.C. Prior to joining Georgetown University, he was on the faculty at Cornell University's ILR School where he directed the EEO and Diversity Studies program. At Cornell, he created the nation's first certification program for diversity professionals and established the Chief Diversity Officers' Roundtable. He is also the author of *The Competencies of the Chief Diversity Officers* (2008), the first comprehensive analysis of CDO competencies to date. He was also an adjunct Associate Professor at CUNY (The City University of New York) where he taught Civil Rights, among other courses. Dr. Metzler is the author of a book, *The Construction and Rearticulation of Race in a Post-Racial America* (University of Aberdeen Press, 2008). He lectures globally on diversity, global employment practices, corporate social responsibility, human rights, human resources and comparative employment systems. A frequent T.V. and radio commentator, he has appeared on BBC, Sky News, News Channel 8, Channel 7 News, Channel 9 News, BBC Arabic, BBC Radio, 1290 Radio and The Joe Madison show, among others. Dr. Metzler holds a M.A. in Human Rights from Columbia University, a Ph.D. in Law from the University of Aberdeen, and a Master's in Law from Oxford University. Dr. Metzler is Chair of the Board for the Fund for Leadership, Equity, Access and Diversity

Percy Morehouse, Ph.D.

Carmen Navarro



Carmen Navarro is the Regional Director for the Office of Federal Contract Compliance Programs (OFCCP) Midwest Region. In her current role, she leads a team of 67 skilled employees charged with carrying out the agency's mission of protecting workers, promoting diversity and enforcing federal employment law. Ms. Navarro has more than 33 years of federal service, over 20 of them with OFCCP where she has played a key role in identifying and resolving numerous cases of systemic discrimination.

During her tenure with OFCCP, she has served in numerous roles including: Compliance Officer with the Chicago District Office; Regional Liaison, Assistant District Director for the Kansas City and St. Louis District Offices; District Director of the Kansas City and Minneapolis District Offices; Director of Quality Assurance and Training for the Midwest Region; Director of Planning and Support; Deputy Regional Director and Regional Director.

Janai Nelson, Esq.



Janai S. Nelson is Associate Director-Counsel of the NAACP Legal Defense and Educational Fund, Inc. (LDF). As an organizational thought-leader at LDF, Nelson works with the President and Director-Counsel to determine and execute LDF's strategic vision and oversee the operation of its programs. She is a member of LDF's litigation and policy teams and has served as interim director of LDF's Thurgood Marshall Institute and in various other leadership capacities at LDF. Ms. Nelson was one of the lead counsel in *Veasey v. Abbott* (2018), a successful federal challenge to Texas's voter ID law, and the lead

architect of *NUL v. Trump* (2020), which sought to declare President Trump's executive order banning diversity, equity and inclusion training in the workplace unconstitutional before it was later rescinded. Prior to joining LDF in June 2014, Nelson was Associate Dean for Faculty Scholarship and Associate Director of the Ronald H. Brown Center for Civil Rights and Economic Development at St. John's University School of Law where she was also a full professor of law and served on the law school's Senior Leadership Team. Nelson began practicing law as the 1998 recipient of an NAACP LDF/Fried Frank Fellowship. She received a B.A. from New York University and a J.D. from UCLA School of Law where she served as Articles Editor of the UCLA Law Review, Consulting Editor of the National Black Law Journal, and Associate Editor of the UCLA Women's Law Journal. Upon graduating from law school, Nelson clerked for the Honorable Theodore McMillian on the United States Court of Appeals for the Eighth Circuit (1997-1998) and the Honorable David H. Coar on the United States District Court for the Northern District of Illinois (1996-1997).

Olabisi Okubadejo



Olabisi Okubadejo, Esq. Olabisi "Bisi" Okubadejo currently serves as Associate Vice President of Equal Opportunity, Affirmative Action, and Compliance at Georgetown University. At Georgetown, Bisi oversees the university's office that conducts investigations of discrimination and harassment and ensures compliance with Title IX, federal and local non-discrimination statutes, and the university's affirmative action obligations. Prior to transitioning to Georgetown, Bisi worked as an attorney in private practice focused on civil rights and employment issues in higher education, particularly on matters arising from alleged discrimination on the basis of race, disability, religion, age, and sex, including sexual harassment and sexual violence. Bisi also has experience as

a supervisory attorney with the U.S. Department of Education's Office for Civil Rights (OCR). She has advised colleges and universities on their compliance with federal laws, including Title IX, the ADA, Section 504, the Clery Act, Title VI of the Civil Rights Act, the Age Discrimination Act, FERPA, and Title VII. She has experience working with educational institutions and business entities on digital accessibility issues, including compliance with government settlement agreements and ensuring the accessibility of websites and course materials. Bisi's experience includes providing interactive training on civil rights issues to coordinators, administrators, hearing panels/judicial boards, campus safety departments, and students. She also has significant experience conducting and overseeing internal investigations and program reviews of higher education institutions and other employers, and reviewing policies and procedures.

Consuela A. Pinto, Esq.



Consuela A. Pinto is a Shareholder at Fortney Scott where she advises clients on the full range of equal employment opportunity laws with a particular focus on compliance with workplace laws and regulations, federal government investigations, pattern and practice systemic claims, and compliance with federal contractors' affirmative action and non-discrimination obligations. Her extensive experience and expertise in the employment field is the result of practicing in both the private and government sectors for more than twenty years. Most recently, Ms. Pinto was a senior attorney at the U.S. Department of Labor in the National Office of the Solicitor where she was the Deputy Associate Solicitor in the Civil Rights and Labor Management Division. In her position at the Labor Department,

Ms. Pinto advised DOL agencies on a wide range of regulatory, policy, and enforcement issues impacting a cross-section of workers, and Ms. Pinto also had significant managerial responsibilities. One of her key practice areas at DOL was advising the Office of Federal Contract Compliance Programs and the Office of the Solicitor on enforcement matters related to federal contractors' equal employment opportunity obligations. Prior to joining the Department of Labor, Ms. Pinto served as Senior Counsel at the Center for Work Life Law, where she was responsible for educating employers and their attorneys on the developing law of Family Responsibilities Discrimination. Ms. Pinto also has significant private practice experience. She represented employers on a nationwide basis in compliance reviews before the Office of Federal Contract Compliance Programs as well as the full range of employment matters in federal and state courts and before federal and state agencies. Ms. Pinto is a past President of the Women's Bar Association of the District of Columbia, a trained mediator, and author of a number of articles related to pay equity, DE&I, general EEO issues, and OFCCP compliance matters.

Nakisha Pugh



Nakisha Pugh, M.A., is a Senior Policy Advisor on the Employer Policy Team at the Department of Labor's Office of Disability Employment Policy (ODEP). Nakisha develops policies to address employer needs and promote disability employment. Prior to joining ODEP, Nakisha led the Office of Federal Contract Compliance Program's (OFCCP) Functional Affirmative Action Program Branch where she developed agency guidance and oversaw the negotiation and approval of federal contractor requests for functional affirmative action program agreements. Nakisha is experienced in analyzing employer affirmative action programs and assessing contractor compliance with federal equal employment opportunity laws, regulations and executive orders. While at OFCCP, Nakisha played a key role outlining the agency's procedures for conducting Section 503 focused reviews. Nakisha received

a Master of Arts in Education and Human Development with a concentration in Organizational Leadership and Learning from The George Washington University. She also holds a Bachelor of Science in Psychology.

Doris Quintanilla



Doris Quintanilla is on a mission to revolutionize the lived experiences of womxn of color through holistic community, facilitated institutional healing, and authentic partnerships as the co-founder and Executive Director of The Melanin Collective. Doris has led community health education programming in the United States and abroad focusing on the health and development of women and young people of color. She has over a decade of experience in empowering marginalized communities living at the many intersections of identity and oppression.

Josh Roffman, Esq.,



Josh Roffman, Esq. and Alissa Horvitz, Esq., have been practicing OFCCP law together since 2003 –first at Morgan Lewis, then at Littler, and finally in their own firm that they started in 2015. Josh and Alissa and their team focus their practice primarily on advising and overseeing the preparation of affirmative action plans and representing clients in various matters before the Office of Federal Contract Compliance Programs (OFCCP) across all six OFCCP regions, preparing for and defending OFCCP audits and onsite visits, responding to OFCCP information requests, evaluating compensation disparity and pay equity claims, submitting FAAP requests, conducting privileged audits of contractor applicant tracking systems, evaluating single entity claims, petitioning OFCCP for separate facility exemptions, evaluating compliance with the Uniform Guidelines on Employee

Selection Procedures, and facilitating the identification of Internet applicants per OFCCP regulations. In addition, they also advise clients on EEO-1 and VETS-4212 reporting requirements and conduct client training on OFCCP compliance topics. Their website is www.roffmanhorvitz.com.

Paulette Granberry Russell, Esq.



Paulette Granberry Russell received her Bachelor of Arts degree from Michigan State University (MSU) and her Juris Doctor from Thomas M. Cooley Law School and is a licensed attorney with the State of Michigan. She joined MSU in 1998 as its senior diversity officer, and director of the Office for Inclusion and Intercultural Initiatives and retired in August 2020, as Senior Advisor to the President for Diversity, Emerita. As MSU's senior diversity officer, Granberry Russell was responsible for leading and facilitating MSU's efforts to advance a more equitable and inclusive campus community that included cutting-edge education and development programs, leading campus

climate surveys (quantitative and qualitative), monitoring university efforts to increase diversity among students, faculty and staff, coordinating community outreach efforts, and incentivizing innovative DEI strategies through the office's Creating Inclusive Excellence Grants. Her research interests include gender equity in STEM, campus culture and its impact on marginalized communities, and strategies for dismantling structural racism to create more equitable experiences for faculty, students and staff of color. In March 2020, Granberry Russell was elected President of the National Association of Diversity Officers in Higher Education. She is a sought-after presenter on DEI issues in higher education and beyond, including presentations and advising institutions and NGOs on gender equity, affirmative action, implicit bias and discrimination, strategic diversity initiatives, and inclusive leadership in the various countries in Africa and the United Kingdom.

EEOC Vice Chair Jocelyn Samuels



Jocelyn Samuels was designated by President Biden as Vice Chair of the Equal Employment Opportunity Commission (EEOC) on January 20, 2021. She joined the EEOC as a Commissioner on October 14, 2020, and on July 14, 2021, was confirmed for a second term ending in 2026. Immediately prior to joining the Commission, Vice Chair Samuels served as the Executive Director and Roberta A. Conroy Scholar of Law at the Williams Institute at the UCLA School of Law, focusing on legal and social science research on issues related to sexual and gender minorities. From August 2014 through January 2017, she was the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services, where she oversaw civil rights enforcement with respect to hospitals, healthcare providers, insurers, and human services agencies. In that role, she spearheaded development of regulations implementing Section 1557 of the Affordable Care Act—the first broad-based federal law to prohibit sex discrimination in healthcare. Among other advances, those groundbreaking regulations protected LGBTQ persons from discrimination based on sex stereotyping and gender identity. Earlier in the Obama Administration, Vice Chair Samuels served as Acting Assistant Attorney General for Civil Rights at the U.S. Department of Justice and held other positions as a political appointee within the DOJ Civil Rights Division. There, she directly supervised litigation combating discrimination in employment and education and oversaw work across a range of civil rights issues, including voting rights, systemic reform of police departments, housing discrimination, prosecution of hate crimes, and protections for individuals with disabilities.

Prior to joining the Obama Administration, Vice Chair Samuels was the Vice President for Education & Employment at the National Women's Law Center, where she led efforts to promote gender equality. Vice Chair Samuels earned her bachelor's degree magna cum laude with Phi Beta Kappa honors from Middlebury College. She is a graduate of Columbia University Law School where she was a Note Editor for The Columbia Law Review and a Harlan Fiske Stone Scholar.

Marilynn Schuyler, Esq., is counsel to Seyfarth Shaw law firm. She previously established Schuyler



Affirmative Action Practice in 2010 and has been developing Affirmative Action Plans for public, private, and academic institutions since 1996. She has been working in the field of Equal Employment Opportunity since 1988. Ms. Schuyler provides clients with strategic advice and analysis related to all aspects of Affirmative Action compliance, and produces Affirmative Action Plans consistent with OFCCP regulations. She has successfully led clients through audits, from notice of audit to notice of compliance, and develops compliant compensation analyses and all other analyses required for responses to OFCCP. Ms. Schuyler also provides advice and counsel on the Internet Applicant Rule and all related aspects of applicant tracking and recordkeeping. MS. Schuyler began her professional career at the Department of Labor. She served in the Oakland District Office of the OFCCP as Assistant District Director, and in the San Francisco Regional Office as an OFCCP Liaison and as the Regional Civil Rights Officer in the National Office, she was the Department of Labor's Affirmative Action Officer.

She also served as the Affirmative Action Officer for the Office of the President at the University of California, for whom she developed the Affirmative Action Plan for four years.

Ms. Schuyler received her J.D. from Georgetown University Law Center and her B.A. in Economics from the University of California, Berkeley, where she was an Alumni Scholar. Ms. Schuyler is Chair of Contra Costa County Advisory Council on Equal Employment Opportunity, Board Member of the American Association for Access, Equity, and Diversity (AAAED), former President of the Washington Metro Industry Liaison Group (WMILG), and former Board Member of Wider Opportunities for Women (WOW).

Diana Sen, Esq.

Diana Sen is the Regional Director of the Office of Federal Contract Compliance Programs (OFCCP) for the Northeast Region. In this capacity, she leads the agency's enforcement and outreach efforts in the Northeast, Puerto Rico and the Virgin Islands. She is based in New York City. Diana is an experienced and highly skilled civil rights lawyer and advocate for the most vulnerable populations in our country, with significant experience in government, non-profit and in the private sector.

Prior to coming to OFCCP, Diana served as Senior Counsel at LatinoJustice PRLDEF (formerly the Puerto Rican Legal Defense and Education Fund) where she litigated major civil rights cases in the southeastern United States. Earlier, Diana was an attorney at the international law firm Fried, Frank, Harris, Shriver & Jacobson LLP in New York City for six years, specializing in general commercial and white-collar litigation. The firm sponsored Diana for a two-year fellowship with the Mexican American Legal Defense and Educational Fund, where she helped establish the organization's Atlanta office. She is a Past National President of the Hispanic National Bar Association and a Past President of the Network of Bar Leaders in New York City. She is on the Executive Committee of the New York State Bar Association as their Vice President for the First District. Diana received her J.D. from Emory Law School and her BA and MA in Political Science/International Relations from the University of Florida.

Chef Natalie Sims

Chef Natalie Sims CPC is a certified pastry culinarian, and a member of American Culinary Federation (ACF). She is a well-rounded professional in the industry; with knowledge and experience in front-of-house operations, high-volume baking, catering/banquets, wedding cakes, custom confections, recipe development, and fine dining. After earning her Bachelors of Arts in Business/Management from Luther College, she went on to earn her Pastry Diploma from Kirkwood Community College. She was the selected pastry student to receive the Outstanding Student Award. After graduation, Natalie relocated to Minneapolis, Minnesota to pursue her baking career. Her professional journey includes: Yum! Kitchen and Bakery, Farina Baking Company, Macalester College, and All Saints.

Dean Sparlin, Esq.

Dean Sparlin is a lawyer and affirmative action consultant based in Fairfax, Virginia. He represents and advises management on employment issues, specializing in affirmative action plans and other applications of sophisticated statistical techniques to the field of employment law. In doing so, he draws upon his legal education at the College of William and Mary, a Master's degree in statistics at George Mason University, and more than 25 years of experience as a practicing attorney and affirmative action consultant. Mr. Sparlin earned his J.D. in 1986 from the Marshall-Wythe School of Law at the College of William and Mary. While at William and Mary, he served as Managing Editor of the William and Mary Law Review and became a member of the Order of the Coif, a national honor society for top law students at select member institutions. He is a member of the bars of the Commonwealth of Virginia, the District of Columbia, and various federal courts.

Immediately after his graduation, Mr. Sparlin became associated with the Washington, D.C. office of Gibson, Dunn & Crutcher LLP, a leading national law firm, where he practiced law for 17 years. In 2003, Mr. Sparlin left Gibson, Dunn & Crutcher LLP to establish an independent practice, offering his services as a lawyer and affirmative action consultant. This move also facilitated an opportunity to formalize and expand his qualifications as an affirmative action consultant through graduate study in statistics at

George Mason University. Mr. Sparlin completed his M.S. in Statistical Science at George Mason in 2006.

Melissa Speer, M.B.A.



Melissa L. Speer has been with the Office of Federal Contract Compliance Programs (OFCCP), for over 32 years. She began her career as a Compliance Officer in Little Rock, Arkansas where she spent ten years before being promoted to the Dallas, Texas. She has worked throughout the SWARM Region as a Liaison Officer, District Director in Dallas, Director of Regional Operations, Deputy Regional Director and Regional Director. As the Regional Director, she provides leadership for more than 50 employees spanning 11 states and five offices. She has been the Acting Deputy Director in 2019 and recently completed a stint as the Acting Regional Director for the Southeast Region. Ms. Speer received a Bachelor's of Science in Accounting from the University of Arkansas at Little Rock in 1988 and Masters of Business Administration from the University of Arkansas at Little Rock in 1991. Melissa is a dedicated civil servant and is committed to fairness in the workplace.

Marcus Stergio, M.A.



Marcus Stergio, M.A., serves as the Ombudsman for the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Spearheading the agency's Ombuds Service, Mr. Stergio is a neutral and confidential resource available to all OFCCP stakeholders nationwide, including federal contractors and subcontractors, contractor representatives, industry groups, law firms, complainants, worker rights organizations, and current and potential employees of federal contractors and subcontractors.

Given the agency's mission to protect workers, promote diversity, and enforce civil rights laws, Mr. Stergio addresses concerns related to OFCCP policies and practices and serves as an informal facilitator of disputes. Mr. Stergio operates independent of other agency divisions, allowing him the autonomy to advocate for transparency, fair processes, and efficient operations as they relate to and include relevant constituents.

Mr. Stergio is a versatile conflict resolution practitioner whose experience outside of ombudswork includes mediation, arbitration, organizational systems design, dispute resolution systems management, group facilitation and conflict resolution training. His prior mediation practice focused primarily on workplace and employment cases. As an external consultant to organizations small and large, Mr. Stergio has facilitated agreements among disputing co-workers, managers and their direct reports, employees alleging discrimination, and entities negotiating termination, dissolution, and business transition plans. As an organizational conflict analyst, he has experience identifying systemic issues while developing and delivering programs to address the needs of workers and employers. Mr. Stergio served on the Equal Employment Opportunity Commission's mediation panel for workplace discrimination and the Massachusetts Bar Association's arbitration panel. Mr. Stergio received his Master of Arts degree in Conflict Resolution from the University of Massachusetts with a concentration in organizational and international dispute resolution systems, and his Bachelor of Arts degree from Northeastern University where he majored in Communication Studies and Business Administration.

Carmen Suarez, Ph.D.



Carmen Suarez is an Assistant Professor of Practice in the Educational Administration and Higher Education department of Southern Illinois University Carbondale. Prior to this, she was vice president for global diversity and inclusion at Portland State University. She also served as the founding chief diversity officer of the University of Idaho. Suarez has developed underrepresented faculty/staff/student strategic recruitment and retention plans, investigated and resolved civil rights and trauma informed complaints, monitored various dimensions of institutional equity, and overseen Title IX, ADA and AA/EEO compliance. She led DEI education initiatives, as well as diversity strategic planning dimensions for two university strategic plans, making concrete the path for institutional inclusive excellence. Suarez has a B.A. and M.A. in history and a Ph.D. in

higher education administration.

Jane Suhr, J.D.



Jane Suhr is the Regional Director of the U.S. Department of Labor's Office of Federal Contract Compliance Programs Pacific Region. In this role, she leads the Pacific Region's enforcement, outreach, and compliance assistance programs and policies to carry out the mission and objectives of the Agency. Ms. Suhr has devoted her career to government service and protecting the rights of American workers. She began her career with OFCCP in 2001 as a Compliance Officer and quickly rose through the ranks to be the Assistant District Director of the Los Angeles District Office, District Director of that same office, and Deputy Director of the Pacific Region.

She has played a vital role in the Pacific Region's large systemic discrimination cases and has led the Region to successful resolutions in numerous cases. She holds a J.D. from UC Davis and a bachelor's degree from USC.

Carla Thomas, Ph.D.



Dr. Carla Thomas (She/Her/ Hers) is president and founder of The Realize Leadership Group. She is passionate about improving dialogues across difference while pushing the boundaries of practical organizational development approaches that create inclusive environments. Having worked with clients ranging from higher education to global fortune 500 organizations in sectors that include: Higher Education, Technology, Life Sciences, Financial Services, Retail, and Consumer Goods. Dr. Thomas currently holds a faculty position within Villanova University's Human Resources Graduate Program as well as various programs within The University of Pennsylvania. She sits on the advisory boards of Saint Joseph's

University's Organizational & Leadership Development graduate program, The Academy of Natural Sciences and the American Public University System. A graduate of Vanderbilt University and Saint Joseph's University, Dr. Thomas completed her doctorate work at The University of Pennsylvania. As a scholar practitioner her research explores psycho-social and organizational factors that mitigate the negative effects of implicit bias in the workplace.

M. Beth Valentine, Ph.D., M.S.L.



Beth Valentine is an Equity Specialist with the Equal Opportunity & Title IX Office at the University of North Dakota. Her work mainly focuses on equal employment opportunity and affirmative action. She has a PhD in Philosophy from Rutgers University and an M.S.L. from Yale Law School. Prior to being an equity specialist, she was a philosophy professor and has published and presented on topics in philosophy of law and applied ethics. She is a member of AAAED and has earned AAAED's Certified Affirmative Action Professional (CAAP) credential.

Jamal Watson, Ph.D.



Dr. Jamal Watson is an award-winning journalist and educator. Watson is currently a professor of communications at Trinity Washington University and has held numerous reporting and editing roles at Diverse: Issues In Higher Education. A native of Philadelphia, Watson earned his bachelor's degree in English and Theology from Georgetown University; a master's degree from Columbia University's Graduate School of Journalism and a Ph.D. in Afro-American Studies from the University of Massachusetts, Amherst.

Krystal Welland, MA

Krystal Welland is a Senior Statistician in the firm's Denver Office. Krystal performs complex statistical analyses, including regression analyses and adverse impact analyses employing the same methodology utilized by the Equal Employment Opportunity Commission ("EEOC") and Office of Federal Contract Compliance Programs ("OFCCP"). She specializes in analyzing large-scale data sets to assist in the defense of systemic discrimination claims in hiring, promotion, termination, compensation and other employment practices. Krystal has a bachelor's degree in Economics from the University of Oregon, and a master's degree in Applied Statistics from the University of Northern Colorado. Krystal's master's degree is in Applied Statistics and Research Methods, with a concentration in Statistical Theory & Statistical Methods.

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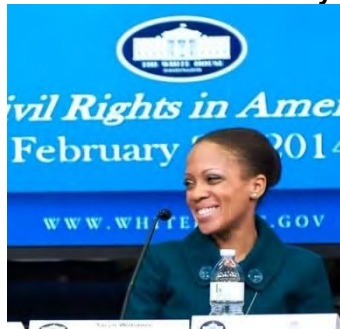


Shirley J. Wilcher, M.A., J.D., CAAP is an authority on equal opportunity, affirmative action and diversity policy. She currently serves as Executive Director of the American Association for Access, Equity and Diversity (AAAED), formerly the American Association for Affirmative Action (AAAA) an organization of equal opportunity, diversity and affirmative action professionals working in higher education, government and the private sector. She is also President and CEO of the Fund for Leadership, Equity, Access and Diversity (LEAD Fund).

During the Clinton Administration, Wilcher served as Deputy Assistant Secretary for the Office of Federal Contract Compliance Programs (OFCCP), in the Employment Standards Administration of the U.S. Department of Labor. OFCCP enforces Executive Order 11246, as amended, and other laws that require equal opportunity and affirmative action by companies holding federal contracts. Her experience includes service as associate civil rights counsel with the Education and Labor Committee, US House of Representatives; Director for State Relations and General Counsel with the National Association of Independent Colleges and Universities, staff attorney with the National Women's Law Center and CEO of Wilcher Global, LLC, a diversity management and consulting firm.

Ms. Wilcher is an honors graduate of Mount Holyoke College in South Hadley, Massachusetts; holds a Master of Arts Degree from the New School for Social Research in New York, NY; and a Juris Doctor from the Harvard Law School in Cambridge, Massachusetts. Among her honors are the NAACP's "Keeper of the Flame Award," the AAAA's "Rosa Parks" Award and the AAAED's President's Award. In 2018 her Alma Mater Mount Holyoke College awarded her the Honorary Doctor of Laws. Wilcher is a member of the Board of Trustees of Mount Holyoke and a member of the American Society of Association Executives.

ODEP Assistant Secretary Taryn Mackenzie Williams



Taryn McKenzie Williams has been appointed Assistant Secretary of Labor for Disability Employment Policy. Nominated by President Joseph R. Biden Jr. and confirmed by the U.S. Senate, Williams assumed leadership of the Office of Disability Employment Policy on August 18. Williams most recently served as the managing director for the Center for American Progress' Poverty to Prosperity Program, which promotes public policies reflecting a broad range of anti-poverty strategies. Assistant Secretary Williams will announce the Alliance agreement, signed by ODEP and AAAED.

Ariana Wright, Esq.



Ariana Wright, Esq. is the Interim Assistant Vice President, Office of Institutional Equity and Diversity | Old Dominion University. She received her law degree from the College of William & Mary Law School in 2014. Before pursuing law, she received a Bachelor of Science degree in Psychology from Old Dominion University. Ms. Wright developed an early interest in working for and with diverse and/or underserved groups of people. As a law student, she advocated for disabled veterans in a legal clinic designed to help veterans whose disability claims had been denied by the Department of Veterans Affairs. She started working in the Office of Institutional Equity and Diversity at Old Dominion University as a law school extern in 2013. Here, she experienced the perfect setting in which she could apply both her legal and counseling skills. After graduation and passage of the Virginia Bar Exam, Ms. Wright began her career as Equal Opportunity Officer/Post-Graduate Fellow in the Office of Institutional Equity and Diversity. Since then, she has progressed through all the ranks in that office and is now the Interim Assistant Vice President for Institutional Equity and Diversity. In her role, she is responsible for overseeing all resolutions of concerns involving protected status discrimination, monitoring the university's compliance with hiring practices, managing the annual salary equity review, employee training related to DEI, and providing guidance to the university community regarding sexual harassment, equal opportunity, and principles of diversity and inclusion.

Vondaleir Wright, M.Ed.



Vonda Wright serves as Vice President of Personnel Operations at L2 Defense, Inc. L2 is a Defense Contractor specializing in Integrated Logistics Support Services and Training Solutions for our CBRNE/Military and Public Safety sectors. She describes her position as being responsible for helping the company live its core values; her two favorites are: "Culture, People, and Relationships Over Profit" and "Invite, Embrace, and Respect Diversity". Her non-traditional pathway towards this position began as she engaged with L2 shortly after its inception in 2012 as a part-time employee. She has since held various positions and served in a variety of capacities to assist with the mission to support of nation's heroes. She has touched areas of the company from payroll processing to contract invoicing; processing personnel clearances as the FSO to office management; creating corporate professional development strategy to crafting curriculum for a student outreach program; and lots of things in between. It is this versatility that has enabled her to settle into this just-right position.

Just as unique as her experiences at L2 are, so have been her collection of experiences before connecting with L2 Defense. Mrs. Wright brings with her a wealth of varied experience as a mathematician and an educator. She has a degree from the University of Maryland Baltimore County in Mathematics, as well as

a M. Ed in Curriculum and Instruction from Coppin State University. She spent over a decade as a classroom educator and coach at the middle and high school levels. She was also part of the Mathematics department as an adjunct faculty at the Community College of Baltimore College. While living in Boston, she served as a Program Supervisor for the Tufts University Department of Education M.A.T. program, providing in-depth coaching and mentoring for teaching candidates. Through these experiences, as well as seats on several educational committees and boards, she brings a dynamic perspective to developing processes and programs to serve our community's needs. She brings acute organization, planning, execution, and management. Most significantly, she brings the ability to establish strong and meaningful rapport in our community to be able to best address its multidimensional needs.

OFCCP Director Jenny R. Yang



Jenny R. Yang joined the OFCCP as its Director on January 20, 2021. In the Obama-Biden Administration, from 2013-2018, she served as Chair, Vice-Chair, and Commissioner of the U.S. Equal Employment Opportunity Commission (EEOC), after unanimous Senate confirmation. She led efforts to tackle systemic discrimination, including enhancing the EEOC's annual data collection to include employer reporting of pay data and initiated the Select Task Force on the Study of Harassment in the Workplace. She led comprehensive investments in agency-wide technology, launching new digital systems to expand access to the public.

After her service on the EEOC, as a Senior Fellow at the Urban Institute, Ms. Yang worked to revitalize anti-discrimination laws to better protect workers as structural and technological changes transform work. In addition, as a strategic partner with Working IDEAL, Ms. Yang assisted employers in preventing harassment and promoting equality of opportunity in hiring, pay and promotion through the design of employment practices. Prior to joining the EEOC, Ms. Yang spent a decade representing workers in complex nationwide employment discrimination class actions and wage and hour collective actions as a partner at Cohen Milstein. Before that, she served as a Senior Trial Attorney with the U.S. Department of Justice, Civil Rights Division, Employment Litigation Section. She began her career at the National Employment Law Project as a fellow advocating for the workplace rights of garment workers. After law school, she clerked for the late Judge Edmund V. Ludwig, of the United States District Court for the Eastern District of Pennsylvania. She is a graduate of Cornell University and New York University School of Law, where she was a Root-Tilden Public Interest Scholar.

Jay Young, M.B.A.



Jay and his wife, Dr. Julia Cheers-Young owns and operates Paradigm Masters Management, and are co-owners of the PHP Agency. They are brokers who opened the first office representing PHP in the state of Arkansas. They're now doing business across 34 states with active distribution outlets in the form of partner agents in 13 of those states. Jay has a BS degree in Industrial Technology and a Master's degree in Business Administration and is a seasoned professional in business and financial services.



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AAAED *AT-A-GLANCE*

A “Boutique” Professional Association with a personal touch.



The American Association for Access, Equity and Diversity is the longest-serving organization of Equal Opportunity Professionals.
We Advocate. Educate. Activate.

WHO WE ARE:

AAAED represents members of the Equal Opportunity Profession

*Founded in 1974 as the American Association for Affirmative Action (AAAA), AAAED, a 501(c)(6) membership organization by equal opportunity professionals working for academic institutions, AAAED has four decades of leadership in providing professional development training to members, enabling them to be more successful and productive in their careers.

*AAAED is also an active advocate for affirmative action and other equal opportunity laws to enhance the tenets of access, inclusion and equality in employment, economic and educational opportunities.

*AAAED's national office is located in Washington, DC near the White House, and has offices in six other regions: Northeast, Mid-Atlantic, Southeast, Mid-West, Southwest and Rocky Mountain, and Pacific.

WHO ARE OUR MEMBERS?

*AAAED has both institutional members and individual practicing professionals, students and retired members. Currently, half of the membership works for colleges and universities ranging from Ivy League research institutions, leading public universities, prestigious liberal arts colleges, historically black colleges and universities (HBCUs) and technical and community colleges.

*The other half of the membership works for private companies, blue-chip technology companies, consulting firms, law firms, city and county governments, and government agencies at the federal, state and local level.

*AAAED members include Institutional Equity professionals, EEO/AA practitioners, Title IX Coordinators, Inclusive Excellence, and Diversity and Inclusion staff, company presidents, a Rector, CEOs, partners, principals, deans and Chief Diversity Officers.

*AAAED members are located in approximately 40 states, including Alaska, Hawaii and the District of Columbia. It also has international members, both institutional and individual.

WE EDUCATE:

AAAED is an EEO Professional Development Organization.

*Established in 1991, the AAAED Professional Development and Training Institute (PDTI) boasts more than nine certificate programs, a robust webinar series and onsite training. Programs include:

- Senior Certified Affirmative Action and Equal Employment Opportunity Professional ("Sr. CAAEP")
- New Professionals Academy
- Diversity Management Program
- Title IX Institute, Title VI, Sec. 503/504/ADA training
- Annual Refresher for Federal EEO Counselors and Investigators
- The Basic Certified Affirmative Action Professional Program (CAAP)
- Intermediate Affirmative Action Planning.

JOIN OUR MEMBERSHIP:

*AAAED Members receive discounts on programs at AAAED's Professional Development and Training Institute and AAAED's **National Conference**.

*AAAED maintains a **Career Center** job board for members seeking opportunities in the EEO, affirmative action, and diversity professions, among others.

*AAAED also has a **Member Listserv**, where members can seek advice and counsel from their peers on issues facing them as equal opportunity professionals ("EOPs"). They know they're not alone.

*To join AAAED, visit our website:
https://www.aaaed.org/aaaed/Join_Us.asp

WE ADVOCATE:

AAAED is an Advocate for the Equal Opportunity Profession.

*AAAED promotes the tenets of equal opportunity and diversity before government agencies, the Congress and the courts.

*AAAED provides expert opinion, guidance, congressional testimony and news commentary in response to federal legislation, agency regulations, and executive orders that threaten the advances made in providing access, inclusion, and equal opportunity for all.

*AAAED files *amicus curiae* briefs and lawsuits before the courts on behalf of the membership and to protect civil rights laws and policies promoting equal opportunity. In 2020, AAAED joined litigation to declare Executive Order 13950, which prohibited diversity trainings, unconstitutional (*NUL v. Trump*).

***Why do most AAAED members return to the Annual Conference?**
AAAED members know that the association is a place where they can find inspiration, friendships, advice and counsel both substantively and professionally.

We are a community.

WE ACTIVATE:

AAAED inspires its members to be Active Advocates for EEO and diversity.

*AAAED members worked on the *Fisher* case, which resulted in the retention of affirmative action in higher education admissions

*AAAED members worked on behalf of Academic institutions to clarify the Department of Labor regulations, which led to the publication of OFCCP's first edition of the Education Institutions Technical Assistance Guide.

*AAAED members meet with international representatives seeking information on affirmative action, discrimination, etc.

*AAAED members co-lead nationwide discussions on hot topics with agencies including the OFCCP and the EEOC and regularly speak with the news media.

*AAAED inspires its members to return to their institutions, agencies and companies dedicated to continuing the challenge of promoting equal opportunity and diversity for all.

A Community of Equal Opportunity Professionals.



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