

YESENIA ACOSTA

Yesenia Acosta joined the U.S. Census Bureau in 2010 as a Demographic Statistician in the Population Division's Foreign-Born Population Branch. Ms. Acosta is the author of numerous publications on the characteristics of the foreign-born population and has presented her work at numerous academic conferences, professional meetings, and to various federal agencies. She has represented the Census Bureau to the Spanish-language media, appearing on CNN en Español's *Directo USA*, as well as appearing on several radio and television stations throughout the nation. In 2014, Ms. Acosta began working as the team leader for the External Data Request Team in the Population Estimates Branch.

SHARON E. DEBBAGE ALEXANDER

Sharon Alexander works in the Washington Field Office of the US Equal Employment Opportunity Commission (EEOC), where she has served as an investigator in EEOC's private sector enforcement program and is currently assigned as an Administrative Judge in the federal sector hearings program. Prior to joining the Field Office, Sharon was a Special Assistant and Attorney Advisor to EEOC Commissioner and Acting Chair Stuart Ishimaru, and thereafter to EEOC Chair Jacqueline Berrien. During six years working with the Commission, Sharon played key roles in the rule making processes for the Americans with Disabilities Act Amendments Act and the Genetic Information Nondiscrimination Act; the development of the Commission's Enforcement Guidance on Pregnancy Discrimination and Related Issues, and the Commission's work on Title VII's sex discrimination provision as it pertains to lesbian, gay, bisexual and transgender (LGBT) persons. During her years in the Chair's office, Sharon also helped to lead EEOC's outreach to veterans with disabilities, and coordinated EEOC's participation in the interagency National Equal Pay Enforcement Task Force.

Before joining the EEOC, Sharon's practice focused on LGBT civil rights for seven years, first at the Human Rights Campaign and then at Servicemembers Legal Defense Network. She is most proud of the years she spent providing legal assistance to service members impacted by "Don't Ask, Don't Tell," and of her work toward repealing that law.

Sharon is a graduate *magna cum laude* of the University of Pittsburgh with a B.A. in anthropology and political science. She holds a J.D. and an M.A. in anthropology from the University of Colorado.

Sharon is a veteran of the United States Army, and served on assignments in Germany and Italy. She is married and has two daughters.

VIRGINIA ANDREU

Virginia Andreu is an attorney at the Equal Employment Opportunity Commission with more than fifteen years of broad experience in civil rights laws, the federal sector EEO process, issues of affirmative employment, and diversity. She currently serves as an attorney advisor for the Reports and Evaluations Division of Federal Sector Programs within the Office of Federal Operations. In this position, Ms Andreu evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies, and procedures. During her tenure with the Commission, Ms. Andreu has served in several roles, including Attorney Advisor with the Office of Equal Opportunity (OEO), General Attorney at the Appellate Review Program, and Attorney Advisor within the Agency Oversight Division.

In addition, Ms. Andreu is a senior trainer, presenter, and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal, state, and local governments as well as private sector.

Ms. Andreu obtained a Master of Laws (LLM.), in Law and Government, & Labor and Employment Law, from American University, Washington College of Law in Washington D.C; and received her Juris Doctor from the Pontifical Catholic University in Ponce, Puerto Rico. Ms. Andreu holds a BA in Political Science cum laude from the University of Puerto Rico in Rio Piedras, Puerto Rico. She is a member of the District of Columbia Bar and the Puerto Rico Bar.

AWO SARPONG ANSU

Awo Sarpong Ansu is Senior Attorney Advisor to the Director of the Office of Federal Operations at the Equal Employment Opportunity Commission. Ms. Sarpong Ansu has served the Commission in a number of capacities, including as a Special Assistant to former EEOC Chair Jacqueline Berrien and Special Assistant to former EEOC Vice-Chair Naomi Earp. She has performed both litigation and policy work in the Office of Legal Counsel and served as an Attorney Advisor in the Equal Employment Opportunity Commission's Office of Field Programs, which oversees the EEOC's 53 field offices. A graduate of the New York University School of Law and Barnard College, Ms. Sarpong Ansu began her legal career as an Assistant Corporation Counsel for the City of New York, where she represented the city civil rights and employment discrimination litigation. She spent several years in private practice before joining the Commission in 1999.

SANDRA BALL

Sandra has worked at the [Animal Welfare Information Center](#), USDA since 2002 first as a program assistant and currently as an Information Technology Specialist. Previously, has worked as a Director of Administration, web manager for a company that develops software for formulating models in the field of optimization; marketing assistant; program assistant; assistant to CEO and general counsel; volunteer at assistance dog

organization ([Fidos For Freedom, Inc.](#)) since 2005 from 2007 to 2014 as Director of Client Services and from 2014 forward as Director of Community Outreach. She is Vice President, Public Relations for [Plant Industry Station Club](#) of Toastmasters International.

Sandra Ball received a B.S. in Business Administration in 2006.

EARL G. BANKS

Earl Banks is a Senior Equal Employment Specialist in the Equal Employment Opportunity Commission's Office of Federal Operations, Federal Sector Programs which oversees and provides training, technical assistance and guidance to all federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, GINA, Management Directive 110 and Management Directive 715. As a Senior Equal Employment Specialist, Mr. Banks evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies, and procedures. Prior to joining the Commission, he worked as the Complaints Manager for the Ventura County Chapter of the NAACP in Oxnard, California and has been an EEO Counselor for over 20 years. He received his Master of Business and Organizational Management from the University of La Verne, California and Bachelor of Sciences in Management Studies from the University of Maryland, UC.

RILEY BARRAR

Riley is an Associate Ombudsman at the Department of State in the Office of the Ombudsman, Workplace Conflict Prevention and Resolution Center. She is a trained mediator, facilitator, and conflict coach as well as an active interagency community member, currently serving as the co-chair of the Federal Conflict Coaching Group. Prior to joining the U.S. Department of State, Riley served as an ADR Program Specialist at the Air Force Office of the General Counsel, Dispute Resolution Division, where she worked as a workplace ADR program manager, mediator, and conflict resolution trainer. Riley holds a Master's of Science degree in Conflict Analysis and Resolution from George Mason University where she focused her studies in Narrative Conflict Resolution.

HAKEEM BASHEERUD-DEEN

Hakeem Basheerud-Deen is the Director, Veterans Services, with the United States Office of Personnel Management (OPM) and Executive Director of the Federal Council on Veterans Employment. Mr. Basheerud-Deen leads the Veterans Services group that directly supports the Veterans Employment Initiative established by Executive Order 13518. In partnership with Federal agencies, Veterans Service Organizations, and other activities, his team is involved in government-wide outreach, recruitment, training, and hiring efforts to increase the number of veterans employed by the federal government.

Hakeem's group has oversight and program responsibility for the Government-wide Veterans' Recruitment and Employment Strategic Plan and the FedHireVets.gov web and associated social media sites dedicated to Federal employment information for veterans.

Prior to this position, Hakeem served as a Deputy Director, Veterans Services and as a Senior Human Resources Practitioner with policy and program management for Excepted Service Employment, the Presidential Management Fellows Program, Student Employment, the Information Technology Exchange Program, Scholarship for Service, Indian Preference, People with Disabilities Employment, and veterans' preference. He joined OPM in July 2003 as a Presidential Management Fellow.

After serving 24 years on active duty with the United States Air Force, Hakeem retired from his position as Executive Assistant to the Director of Operations, Headquarters Air Force Space Command, Colorado Springs, CO in September 2002. His area of expertise in the military was Information Management. He had tours of duty in Europe, the Far East, South Atlantic, and the Middle East.

Senior Executive Fellows Program, John F. Kennedy School of Government, Harvard University, 2012; Master of Arts, Organizational Management, University of Phoenix, 2003; Bachelor of Arts, English, University of Maryland, 1998; Associate in Applied Science Degree, Information Resources Management, Community College of the Air Force, 1997.

JOE BONTKE

Joe is the outreach manager & small business ombudsman for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years and has experience in employment law and adult education. With a Bachelor's in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, he was appointed as Assistant Professor at Baylor College of Medicine and recently named to the Governors Committee for People with Disabilities by Governor Rick Perry. Using his entertaining style, Joe has educated groups throughout the country and most recently, his work with the outreach effort at the EEOC has enabled him to empower employers and employees with the understanding they need to work effectively at their jobs. Joe's philosophy of education is - that 90% is knowing where to find the information ... when you need it.

WILLIAM L. BOULDEN

William L. Boulden was appointed into the Senior Executive Service (SES) on February 24, 2002 as Regional Director/Chief Administrative Judge of the Northeastern Regional Office of the U.S. Merit Systems Protection Board. He supervises the adjudication of

appeals from Federal employees working in the areas served by the Northeastern Regional Office in Philadelphia and the New York Field Office.

Chief Judge Boulden joined the Board as an Administrative Judge in the Washington Regional Office in 1992, having been selected from a group of more than 1,400 applicants. Previously, he was on active duty with the U.S. Navy's Judge Advocate General's Corps (JAG Corps) for eight years, during which time he served as an Administrative Law Attorney, a Command Judge Advocate aboard a submarine tender in Scotland, a Senior Defense Counsel, and a Senior Trial Counsel (Prosecutor). He retired from the Naval Reserve as a JAG Corps Commander.

Chief Judge Boulden graduated with honors from Susquehanna University with a Bachelor of Arts degree in psychology in 1978, having been elected into *Psi Chi* (the National Psychology Honor Society). He graduated with honors from the University of Maryland School of Law with a Juris Doctor degree in 1983, after having won the American Jurisprudence Award in domestic relations law. He graduated with honors from the Naval Justice School in 1984. He is admitted to practice before the Maryland Court of Appeals, the U.S. Court of Appeals for the Federal Circuit, the U.S. Court of Appeals for the Armed Forces, and the U.S. Court of Appeals for the 3rd Circuit.

RAMONA BUCK

Ramona Buck serves as a Commissioner with the Office of Alternative Dispute Resolution at the Federal Mediation and Conciliation Service in Washington, D.C. She mediates workplace and other mediation cases, designs conflict management processes, facilitates small and large work groups, trains, facilitates, and manages contracts for the services that FMCS provides for the federal government. She has designed mediation training manuals and, with other Commissioners, has given 40 hour mediation trainings to government employees. In 2013, she traveled to Taiwan to co-lead a training on collective bargaining mediation and in 2014, to Ecuador to do a facilitation. She has also facilitated labor/management forums and work groups and has provided team-building and facilitation for government teams and offices. Over the past thirty years, she has worked for ADR programs in the Circuit Court, in the District Court, in community mediation, and in Maryland state government. She has provided mediation for hundreds of workplace, civil, family and community cases.

Ramona holds a Master of Science in Conflict Resolution from George Mason University. She has received many conflict resolution and mediation trainings in addition to her academic degrees.

MADLINE CALIENDO

Madeline Caliendo, Esq. is the Associate Administrator for Civil Rights at GSA and has served in this position since 2000. Prior to that, Madeline served as an attorney at the US Equal Employment Opportunity Commission (EEOC) in both the Office of Legal Counsel and the Office of Federal Operations. At GSA, Madeline administers five

programs: The Equal Employment Opportunity Program, The Affirmative Employment Program, The Nondiscrimination in Federal Financial Assistance Program, The Nondiscrimination in Federally Conducted Programs and Activities Program, and The Environmental Justice Program.

Madeline is from Brooklyn, New York. She graduated from Abraham Lincoln HS in 1981, the State University of New York at Albany in 1985 and the American University Washington College of Law in 1988. Madeline is a member of the New York and District of Columbia Bars. She lives in Washington, DC.

DANETTE CAMPBELL

Danette Campbell is the Telework Director at the United States Patent and Trademark Office (USPTO). She is responsible for developing and implementing comprehensive telework and hoteling programs for agency employees in order to address productivity, employee retention, and space management issues, overseeing the Telework Enhancement Act Pilot Program, creating the USPTO Telework Annual Reports, and maintaining accurate agency telework statistics. Formerly, at the Metropolitan Washington Council of Governments, she was responsible for the oversight of public and private sector telework in the Washington metropolitan region.

On July 18, 2006, Ms. Campbell testified before the Congressional Committee on Government Reform's Subcommittee on the Federal Workforce and Agency Organization on the USPTO's teleworking program. During her testimony, Ms. Campbell provided information to the Committee about the Trademark Work at Home program and the Patents Hoteling Program. She explained the benefits that these programs have for employees and for the USPTO.

Ms. Campbell has testified before the Congressional Committee on Government Reform. She has been invited to provide expert advice to numerous foreign governments. In March 2010, she was invited to join the President, First Lady and their policy teams at the White House Forum on Workplace Flexibility.

Ms. Campbell has spoken about telework to representatives of Rospatent (the Russian Patent Office), the Indian Patent Examiners, the European Patent Office, the Japan Unisys Users Association, the Canadian Intellectual Property Organization, the ASEAN IP Office, the Federal Real Property Advisory Committee, numerous Federal agencies, and has been a featured speaker at the Boston Collaboration Summit, as well as at the Future of Continuity of Operations and Telework Training Conference. Ms. Campbell has also been a panelist and moderator at several Telework Exchange and Mobile Work Exchange Town Hall events, and co-chaired the 2014 Spring Mobile Work Exchange Town Hall. In March 2010, she was invited to join the President, First Lady and their policy teams at the White House Forum on Workplace Flexibility. In June 2010, the United States Patent and Trademark Office was awarded the 2010 Tele-Vision Award from the Telework Exchange for Innovative Application of

Technology to Support Telework and Ms. Campbell was awarded the Telework Exchange's 2010 Federal Telework Driver Award.

Ms. Campbell holds a BA from Lynchburg College and a Certified Public Manager certification from George Washington University, and completed the *Women Emerging in Leadership* program at the Darden Graduate School of Business Administration. She is a 2012 Samuel J. Heyman *Service to America Medals finalist*.

WILLIAM A. CASH JR.

William A. Cash Jr. serves as Director of the EEOC's Little Rock Area Office. He began his employment with the EEOC in 1992 as a trial attorney. From April 2007 until June of 2010 Cash served as a Supervisory Trial Attorney. He received a bachelor's degree in Political Science from the University of Arkansas in Fayetteville and a Juris Doctorate from the University of Arkansas in Little Rock. Prior to attending law school, Cash worked as an intern in the Washington, D.C. office of Senator Dale Bumpers. Before working for the EEOC, Cash worked as a law clerk for U.S. District Judge Oren Harris of the Western District of Arkansas. Prior to working for Judge Harris, Cash had a private law practice in Little Rock.

Cash served as a government fellow to the Equal Employment Opportunity Committee of the Labor and Employment Law Section of the American Bar Association. Cash was selected as Federal Employee of the Year by the Federal Executive Association of Arkansas. Cash appeared on ABC's 20/20 program discussing an EEOC case seeking relief for teenagers subjected to sexual assault in the workplace. Cash is a frequent presenter on the topic of Employment Law at Continuing Legal Education programs and seminars.

KIMBERLY CASTILLO

Kimberly always knew she wanted to be in the public service arena. To her, public service means giving back, developing our communities, embracing our differences, and pursuing equality. Her Federal career began upon completion of the Hispanic Association of Colleges and Universities (HACU) internship program in 2006 with the Department of Transportation, Federal Aviation Administration (FAA).

Today, Ms. Castillo manages the Affirmative Employment Programs for the United States National Archives and Records Administration (NARA). She evaluates policies, practices, and procedures and analyzes workforce data to help identify gaps and barriers affecting fairness and diversity in all aspects of the employment cycle; Outreach, Recruitment, Employee Development/Advancement, and Retention. In August 2013, she successfully launched NARA's first Special Emphasis Program, which resulted in selecting and training over 55 collateral duty Special Emphasis Program Managers, nationwide.

Prior to working for NARA, Ms. Castillo worked for the FAA within the Office of Human Resource (HR) Management as the Assistant Program Manager of the Minority Serving

Institution Internship Program as a HACU intern. Her experience led her to land a job with FAA's Office of Civil Rights, where she gradually advanced in her career, from an Administrative Assistant to managing the Agency's National People with Disabilities Program and the National Hispanic Employment Program. Her advocacy for EEO was regularly communicated with senior leaders, employee affinity group leaders, and colleagues as a board member of FAA's Employee Forum.

Her major accomplishments include (1) the development and implementation of FAA's targeted outreach and recruitment strategic plan initiatives in support of DOT's three percent hiring goal of persons with targeted disabilities; (2) coordination of FAA's first National People with Targeted Disabilities Strategic Conference in Washington, DC (2008), targeting managers, supervisors, HR personnel, and job seekers with disabilities; (3) the establishment of a new tradition- The Federal Government Statewide Conference- at the Florida International University (FIU); and (4) for serving as a trainer on subject matters related to outreach, recruitment, and professional development. Ms. Castillo is the Chair of the National Council of Hispanic Employment Program Managers, a Federal Inter-agency Council with over 350 members nationwide. She earned a Bachelor's in Public Administration from FIU, an Associate's degree in Communication from Miami Dade College, and she graduated from USA Graduate School's Executive Leadership Program in Washington, DC. When possible, she visits her second home, the Dominican Republic!

JOEL CAVICCHIA

I have worked with the EEOC for 23 years, all of them with the Office of Federal Operations. I have been a supervisory attorney in the Appellate Review Programs since 1999. Before working for the EEOC, I was the chief of staff/legal counsel for U.S. Congressman Joseph Kolter.

VALERIE A. CHASTAIN

Valerie Chastain joined Kalijarvi, Chuzi, Newman & Fitch as a Senior Associate in April 2014. Prior to joining KCNF, she had a solo practice in Virginia. Since 2007, Ms. Chastain has dedicated her legal career to resolving workplace and employment matters. She has represented individual employees in cases involving discrimination based on gender, race, national origin, age, and disabilities; sexual harassment; wrongful termination; and medical leave issues. Ms. Chastain has handled these cases before state and federal administrative agencies, including the EEOC and the MSPB, as well as federal district and circuit courts in Virginia.

Ms. Chastain earned her Bachelor of Arts degree from the University of Michigan (1988), and her Juris Doctor degree from the University of Missouri-Kansas City (1999), where she served on the Editorial Board of *The Urban Lawyer*.

EDMUND H. CHIANG

Senior Attorney Advisor to the Director of the U.S. Equal Employment Opportunity Commission's Office of Federal Operations. He provides expert legal advice and guidance to the Director and other management and staff members on all matters pertaining to the law.

Mr. Chiang first joined the Commission in 2008 through its Honors Program, and issued administrative appellate decisions in complex federal sector employment discrimination cases, such as *Petitioner v. Dep't of Homeland Security*, EEOC Petition No. 0320110053 (July 10, 2014), only the seventh case since 1978 to go before a Special Panel.

In 2012, he served on a detail to the White House Initiative on Asian Americans and Pacific Islanders, as a Policy Advisor on data disaggregation and workforce diversity issues. At the Initiative, he helped create the FAPAC Challenge Teams Program, a project-oriented, experiential training program for federal employees to examine the complex challenges facing the federal government in addressing the AAPI community's needs.

Before joining the Commission, Mr. Chiang clerked for the Honorable Kathianne Knaup Crane of the Missouri Court of Appeals, Eastern District. He received his J.D. from Washington University in St. Louis, where he was the Editor-in-Chief of the *Washington University Global Studies Law Review*. He graduated magna cum laude from Princeton University with a B.A. in Economics and a Certificate in East Asian Studies.

KENNETH W. CHU

Hon. Kenneth W. Chu was appointed in August 2012 with the National Labor Relations Board as the first Administrative Law Judge of Asian descent. Prior to that appointment, Judge Chu served as the first Asian-American Hearing Office Chief Administrative Law Judge with the Social Security Administration. He was previously the Chief Administrative Judge and acting Deputy Director with the Equal Employment Opportunity Commission New York District Office for almost 30 years. Judge Chu has a wealth of knowledge in employment and labor laws and has spoken to many nationwide organizations and conferences on numerous diverse legal and social topics.

Judge Chu was born in Hong Kong, China and immigrated to the United States when he was five years old. He was raised in a small one bedroom apartment in the Lower East Side of New York with his parents, grandparents and three brothers and a sister. His mother was a garment worker in Chinatown and his father worked as a waiter in a Chinese restaurant. Judge Chu went through the New York public school system, attended the City College of New York and received his law degree at Brooklyn Law School. Judge Chu helped start and worked as a lawyer with the Asian American Legal Defense & Education Fund in New York City's Chinatown and provided legal services to people with immigration problems and assisted the community with housing, employment and health issues. Judge Chu was "of counsel" on the Asian Police Officer class action suit against the NY Police Department to hire more Asians in the Police Department. The class action suit was settled resulting in a 10% increase of newly hired Asians to the Police Department. He also served as the Housing Director with the

organization previously known as the Chinatown Planning Council and coordinated efforts to obtain government subsidized housing for low-income families.

Judge Chu is a marathon runner, continues to mentor young people in the community and participate in community organizations.

GEORGIA COFFEY

Georgia Coffey was named Deputy Assistant Secretary for Diversity and Inclusion in the Department of Veterans Affairs (VA) in September 2008. As Deputy Assistant Secretary, Ms. Coffey serves as the Chief Diversity Officer for the 2nd largest Department in Federal Government, and principal advisor to the Secretary and Assistant Secretary on equal employment opportunity (EEO), workforce diversity and workplace inclusion issues. She has over 25 years of EEO, diversity and inclusion (D&I), and dispute resolution experience in the public and private sectors.

Since joining the VA, Ms. Coffey has served as a catalyst for change in VA and government-wide. Under her leadership, VA has implemented cutting edge programs including creating its first Diversity and Inclusion Strategic Plan which served as a model for the Federal Government D&I Strategic Plan; standing up VA's first Diversity Council and creating the framework for Federal Government's first Diversity and Inclusion Council; implementing standardized EEO, D&I, and Conflict Management training and performance standards for managers and supervisors; issuing a consolidated EEO, D&I, No FEAR & Whistleblowing Protection Policy; and developing innovative new metrics – the VA *Diversity Index* and *Inclusion Index* - that have been recognized government-wide. Ms. Coffey restructured the office she currently heads - the Office of Diversity and Inclusion – into a model for the Federal D&I community.

Prior to joining VA, Ms. Coffey served as the Director of EEO and Diversity Management and Acting Assistant Commissioner for Management for the U.S. Food and Drug Administration where she implemented similar first-time EEO and diversity initiatives. She is a contributing author to *“Inside the Minds: Implementing a Successful Human Resources Strategy,”* and prolific public speaker on diversity and inclusion issues facing the nation, addressing audiences at such esteemed venues as the U.S. Equal Employment Opportunity Commission National Conference, The Conference Board, Society for Human Resources Management, the Brookings Institute, and many others. A nationally recognized thought leader, Ms. Coffey was recently honored to be featured on the cover of *Diversity Executive Magazine* (Nov/Dec 2013 issue: <http://www.talentmgt.com/articles/the-rainmaker-veterans-affairs-georgia-coffey>).

Ms. Coffey earned her Bachelor's Degree in psychology from the University of Maryland, a Master's Degree and completed Doctoral coursework in education from American University, and a Certificate in EEO Studies from Cornell University's School of Industrial and Labor Relations.

PAM COFFEY

Pam is an executive coach and organizational consultant who proactively partners with executives and managers to develop, customized, practical solutions in service of an engaged and productive culture. Pam enjoys coaching and consulting on any issue that is important to you, but if she has a niche, it is partnering with managers to identify their authentic purpose and be a leader that others happily follow.

Pam is currently an Organizational Consultant and Leadership Coach for the Federal Housing Finance Agency (FHFA). She brings expertise in developing leaders, teams, and organizations through strong collaborative skills and enthusiasm for results.

Pam received her coaching certification from the Coaches Training Institute; a PCC from the International Coach Federation; and team coaching certification from Team Coaching International. She holds a Masters in Counseling Psychology from the University of Colorado and a Bachelor in Business Administration from the University of Iowa.

GLADYS O. COLLAZO

After graduation from law school and admission to the bar, Ms. Collazo worked as a staff attorney for the Department of Natural Resources in the Commonwealth of Puerto Rico and for various legal services offices in Pennsylvania and Ohio.

She started her career with the Equal Employment Opportunity Commission in 1984 as a staff attorney for the Appellate Division of the Office of General Counsel. After that, she served for seven years as a Special Assistant/Legal Advisor to then Commissioner, and later Chairman, Tony E. Gallegos. She served in the same capacity to Chairman Gilbert Casellas, during his transition period. She then returned to the Office of General Counsel, as a staff attorney in the Litigation Advisory Division. In 1995, she became an Administrative Judge in the Washington Field Office. She has been a Supervisory Administrative Judge since 2007, and since July 2010 has been the only Supervisory Administrative Judge in the Hearings Unit.

ALEXIS CONWAY

Ms. Conway is Senior Counsel for U.S. Department of Health and Human Services, Office of Inspector General, Office of Counsel to the Inspector General. During her five years with the HHS/OIG, Ms. Conway's practice has focused on Federal employment law issues, including advising management on a variety of personnel and employment law matters as well as representing HHS/OIG with respect to employment claims brought by OIG employees. In her role with HHS/OIG, Ms. Conway on regularly serves as an instructor for Agency managers on employment law matters. Ms. Conway is a graduate of the University of Virginia (B.A., 2003) and George Mason University School of Law (J. D., 2008). Her publications include *Leaving Employers in the Dark: What Constitutes a Lawful Appearance Standard After Jespersen v. Harrah's Operating Co.?*, 18 Geo. Mason U. Civ. Rts. L.J. 107 (2007). Ms. Conway has previously served as an instructor for the Hearing Preparation Seminar at the EEOC's annual EXCEL Conference.

JANET COOK CANARY

Janet Cook Canary serves as the National Systemic Coordinator for the EEOC. In that role she is responsible for ensuring that the systemic investigations program covers a wide range of issues and basis and is consistent with the goals set forth in the Agency's Strategic Enforcement Plan. She assists field offices in coordinating their systemic work and supports close coordination between legal and enforcement staff. As National Coordination, Ms. Cook Canary also recommends policies, practices and procedures that serve to advance the systemic program, allocates resources, provides technical guidance on the development of systemic investigations, and assists the district offices in creating systemic plans. Prior to working as National Systemic Coordinator, Ms. Cook Canary served in the Office of General Counsel as a senior attorney in the Litigation Advisory Unit. Ms. Cook Canary holds a JD degree from Cornell Law School and a BA and an MA from Allegheny College.

MICHELLE A. CREW

Outreach and Training Manager, for the U.S. Equal Employment Opportunity Commission (EEOC) - began her career with the EEOC in 1994 as an investigator. Michelle worked as a senior investigator and investigated all issues of employment discrimination, including systemic investigations. Ms. Crew managed the Cleveland Field Office's outreach program for the last nine years and is presently detailed to the EEOC Training Institute. In addition to being a graduate of the Cleveland Federal Community Leadership Institute, Michelle has a master's degree in Management Labor Relations and Human Resources from Cleveland State University, and a bachelor's degree in Business Administration from Baldwin Wallace College.

TRACIE DEFREITAS, M.S.

Tracie DeFreitas is a Lead Consultant for the Job Accommodation Network (JAN), the leading national source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. With more than twenty years of experience in the disability employment field, she is one of JAN's most senior consultants. Tracie has served in various roles during her tenure with JAN and currently supports all specialty teams as a Lead Consultant and Americans with Disabilities Act (ADA) Specialist, providing expert disability-related federal employment law and workplace accommodation consultation regarding a broad range of medical impairments and ADA issues. Tracie is an experienced national speaker who specializes in ADA Title I compliance and the interactive accommodation process.

SHIREEN L. DODSON

Shireen is the Ombudsman for the United States Department of State (DOS). Ms. Dodson not only assists Department managers and employees to resolve conflict arising in the workplace, she advises the Secretary of State and senior Department

executives and managers on workplace conflict trends, conflict prevention opportunities and options to achieve cost-effective and timely conflict resolution. Formerly Special Assistant to the Director, Office of Civil Rights and Chief Diversity Officer at DOS, Ms. Dodson has over 30 years experience working with non-profits, corporate America, and government. Ms. Dodson is a trained mediator, facilitator and conflict coach with years of experience helping individuals work through conflict. Also an Executive Coach, Ms. Dodson completed the Federal Internal Coach Boot Camp and is a member of the Federal Coaching Network. She earned her Bachelor of Science Degree from Morgan State University, Baltimore, Maryland and her Juris Doctorate from Seton Hall Law School, Newark, New Jersey. Ms. Dodson is also a Cornell University's School of Industrial and Labor Relations Certified Diversity Professional (CCDP). Ms. Dodson is an active member of the Coalition of Federal Ombudsman and the Intelligence Community Ombuds Forum. Ms. Dodson serves on the boards of Zion Baptist Church and MetroHealth (a nonprofit community-based healthcare provider). Lastly, Ms. Dodson is an author of three books for girls: *The Original Mother-Daughter Book Club*; *The Mother Daughter Book Club Tenth Anniversary Edition*; and *100 Books for Girls to Grow On*, all published by Harper-Collins. *100 Books For Girls To Grow On* was nominated for a 1998 NAACP IMAGE AWARD - Outstanding Literary Work, Children's. Ms. Dodson has three adult children.

ANN DUNN

Ms. Dunn is a retired corporate paralegal, after working at a large Maryland law firm for 29 years.

She has served as a volunteer with Fidos For Freedom, Inc. ("Fidos"), a Laurel, Maryland non-profit assistance and therapy dog organization, since 1992, and has served on its Board of Directors for ten years, first as the Secretary of the Board and then as the President of the Board during the last four years of her tenure. She has also served as a volunteer service dog trainer and a therapy dog owner for Fidos. As her own health began to decline in 2009, she became the owner of a service dog trained by Fidos. Currently she serves as the volunteer Assistant Director of Training, and regularly performs public speaking engagements on behalf of Fidos.

NICOLE M. ELIAS

Nicole is an assistant professor in the Department of Public Management at John Jay College of Criminal Justice, CUNY and Research Fellow at the U.S. Equal Employment Opportunity Commission Office. Dr. Elias teaches courses on human resources management, public administration theory, organizational theory, and public policy. Her research explores public representation and participation, and technology and governance with a particular focus on sex, gender, and race. She is the co-founder of Women in the Public Sector at John Jay College. Dr. Elias regularly works with practitioners at the federal level, and she served as the Lead Faculty Advisor to the U.S. Office of Personnel Management on the 2015 Government-wide Inclusive Diversity Strategic Plan. Her recent work appears in *Administrative Theory & Praxis* and *Public*

Administration Quarterly. She is co-editing a symposium on the future of women in public administration that will appear in the May 2016 issue of *Administration & Society*.

ANNE BACHLE FIFER

of Grand Rapids, Michigan, is a mediator, facilitator, arbitrator, and mediation trainer. Her mediation experience includes business contracts, employment and probate disputes, as well as church-based conflicts integrating Christian principles into the mediation process. A licensed attorney, she is Michigan's most experienced general civil mediation trainer, and frequently conducts advanced mediation trainings in Michigan, elsewhere in the U.S., and abroad. She is a regular presenter at EXCEL Conferences. She is a mediator, trainer, and mentor with Peacemaker Ministries, and is an active volunteer with the Dispute Resolution Center of West Michigan. She regularly serves on state court and state bar committees related to ADR in Michigan. She served on the State Bar of Michigan's ADR Section Council, and received its 2011 Distinguished Service Award for contributions to the ADR profession. She is listed in the 2015 Edition of "Best Lawyers in America®" in the field of ADR.

DEBRA FINNEY

Debra Finney is the EEOC's Memphis District Outreach & Education Manager. She began her career with EEOC in January 1981 in the Little Rock Area Office. She worked in the Little Rock Area Office as an Investigator for 23 years. In that position she investigated many individual claims of employment discrimination and several large class cases. In 1999, she was assigned to the position of Outreach Coordinator in Arkansas. In April 2004, she was promoted to the position of Outreach and Education Manager for the Memphis District.

Debra's jurisdictional areas include Arkansas, Tennessee and North Mississippi. She enjoys her position as Outreach and Education Manager because she travels the district, and the country, educating stakeholder groups about the laws enforced by EEOC. A popular speaker at many conferences in and outside of the Memphis district, she engages her audiences with a casual, yet informative, style. She collaborates with Stakeholder groups to present information, participate in community events and represent the agency. In addition to her duties in the Memphis District, she is a frequent trainer on national training projects, both internal and external.

SERENA FONG

Serena provides advice and recommendations about the development of Catalyst's public positions on various social/government policies and advocacy strategies to support the advancement of Catalyst's mission, vision, and business objectives. As Vice President, Government Affairs, Ms. Fong monitors government actions and policies on current business issues and helps develop an organizational response to economic, political, and other current events/trends affecting women in business.

Prior to working at Catalyst, Ms. Fong was a television news producer, working for a number of broadcast news programs airing on national news networks such as ABC, Fox News, and MSNBC. She graduated cum laude with a Bachelor's degree in Broadcast Journalism from Syracuse University.

ROSA C. FRANCO

Rosa Franco is a unique leader in the realm of diversity and inclusion (D&I) consulting firms, as she is not only a subject matter expert in D&I, equal employment opportunity (EEO) and workforce conflict management, she is also a seasoned senior executive. As CEO of Art of Resolution, she leverages her subject matter expertise with the ability to lead teams and projects of varying sizes. Throughout her career, Ms. Franco has excelled at assembling teams to deliver outstanding results. She brings her proven record of consistently exceeding expectations to every project she leads.

Ms. Franco is a retired member of the federal Senior Executive Service with extensive experience guiding the strategic direction of D&I, EEO, and HR programs to include consultation and training design, development and delivery. Her experience directing department-wide policies on managing workplace conflicts to promote inclusion and employee engagement uniquely positions her to manage the delivery of diversity consultation and training. She has a proven track record of effective program management as evidenced by her execution of an annual budget of \$42M and leading a staff of 270 located throughout the country. Her office supported VA's workforce of over 320,000 employees.

Ms. Franco currently leads Art of Resolution, an emerging minority women-owned small business, founded in January 2014, that provides comprehensive and creatively integrated D&I, EEO and workplace conflict consulting, training and transactional services for the public and private sectors.

HIGHLIGHTS OF MS. FRANCO'S RELEVANT EXPERIENCE

- Led organizational climate assessment program. Components of the program included assessment of policies and procedures; online survey; focus groups and interviews; followed by a comprehensive report that included analysis and recommendations. Ms. Franco worked to recruit and train the staff that conducted these assessments throughout the Department.

- Provided D&I, EEO, Workforce conflict management consultative services to senior executives throughout VA to promote effective conflict management, EEO and D&I activities that supported a diverse environment that was inclusive ultimately improving employee engagement.

- Created training for senior executives that presented D&I, EEO and workforce conflict management in a cohesive manner with actionable advice. the development and deployment of the Department of Veterans Affairs

JOANNA FRIEDMAN

Joanna Friedman is a partner with The Federal Practice Group Worldwide Service, focusing on federal sector employment law in all phases of investigation, litigation and appeal. She practices before administrative bodies such as the EEOC, Office of the Inspector General, Office of Special Counsel, and the MSPB, and the courts from which appeals of those actions are taken. Her expertise includes discrimination, security clearance, reasonable accommodations, whistleblower retaliation, prohibited personnel practices, disciplinary and adverse action defense, performance defense, wage/hour issues, disability retirement, and Inspector General investigations.

Joanna is experienced in obtaining sanctions and default judgments in EEOC cases.

Joanna's clients have been awarded significant compensatory and pecuniary damages, including attorneys' fees, in default judgments Joanna has obtained for them.

Joanna earned an LL.M. from American University's Washington College of Law in the Law and Government Program with an emphasis on advanced constitutional law, and her J.D. is from St. John's University School of Law in New York. She holds a B.A. from the School of Public Affairs, American University.

MEGUMI FUJITA

Ms. Megumi Fujita was hired at the Equal Employment Opportunity Commission (EEOC) in 2002 through the Honor Attorney Program. Prior to working at the Commission, she clerked for Justice Cynthia J. Cohen of the Massachusetts Appeal Court. Ms. Fujita graduated from Northeastern University School of Law in Boston, Massachusetts. She is a member of the Massachusetts State Bar. As an appellate review attorney in the Office of Federal Operations, Ms. Fujita is responsible for drafting administrative decisions after reviewing appeals from the decisions of agencies and EEOC Administrative Judges on federal sector EEO complaints. She has drafted decisions in cases that allege discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal, as well as cases involving procedural matters. Ms. Fujita has also taken details to other offices in the Commission, including working as a special assistant to Commissioner Ishimaru. Ms. Fujita has also provided training to a number government agencies on topics including management's rights and responsibilities under EEO law, understanding and preventing harassment, providing reasonable accommodation, understanding the Rehabilitation Act, and writing Final Agency Decision.

GARY M. GILBERT

Gary M. Gilbert is the principal and also works as a senior attorney of The Law Offices of Gary M. Gilbert & Associates, P.C., which he established in May 2005. Mr. Gilbert is a member of the Bars of the States of Maryland and Florida. He is admitted to several courts and is an active member in a number of employment sections of state and local bars and other professional associations.

Mr. Gilbert has extensive legal experience in the area of civil rights law. Prior to the opening of his own practice, Mr. Gilbert was "Of Counsel" to the Washington, D.C.

employment law firm, Passman & Kaplan, P.C. Immediately prior to this position, Mr. Gilbert served as an Administrative Judge, then Chief Administrative Judge in the Baltimore District Office of the Equal Employment Opportunity Commission (EEOC) for a total of 16 years. During his tenure with the EEOC, he supervised administrative judges and conducted administrative hearings on allegations of unlawful discrimination, harassment and retaliation. During his tenure at the EEOC, Mr. Gilbert served on various committees and workgroups, including those that reformed EEOC regulations and another, in which the workgroup drafted the EEOC's Handbook for Administrative Judges. Prior to his tenure with the EEOC, Mr. Gilbert served as the Acting Chief, Docketing Branch at the Nuclear Regulatory Commission. Mr. Gilbert worked as the Program Director and Acting Executive Director for Florida Rural Legal Services, Inc. Mr. Gilbert received a Bachelor of Arts degree from the University of Maryland, College Park in 1975. He received his J.D. degree from the University of Maryland, School of Law in Baltimore, Maryland.

Mr. Gilbert was on the founding board of the Federal Employment Law Training Group (FELTG) and continues to deliver training on new developments in equal opportunity laws. His audiences are varied, but generally include: investigators, attorneys, union officials, or human resources, labor relations and employee relations personnel. He has also spoken at conferences of Equal Employment Opportunity Commission Administrative Judges and Merit Systems Protection Board Administrative Judges.

Mr. Gilbert has authored many publications in the area of federal sector employment law. He has authored and updated *Compensatory Damages and Other Remedies in Federal Sector Employment Discrimination Cases*, an exhaustive review of the damages available to victims of employment discrimination. He also wrote and updated the *Deskbook for Disability Discrimination in the Federal Sector*. He has co-authored the *EEO Update*, which summarizes recently published decisions of the EEOC. Mr. Gilbert has also authored a variety of other publications that have appeared in various bar association and trade journals.

KELLY GOODE

Kelly Goode is the Equal Employment Opportunity (EEO) Officer at the National Gallery of Art. Kelly manages the Gallery's EEO program, facilitates reasonable accommodations for staff, and provides guidance and advice to Gallery managers and staff on workplace conflicts and claims of unlawful discrimination. She chairs the Gallery's Accessibility Review Committee, which promotes accessibility for visitors with disabilities across the Gallery. Kelly offers consultation and training on discrimination, disability issues, diversity, communication skills, and conflict resolution skills to Gallery staff and other Federal agencies. She currently serves as Vice Chair of the Small Agency Council EEO/Diversity and Inclusion committee.

Kelly has over 20 years experience in EEO. She also worked as an Attorney Advisor in the EEO office at the Federal Bureau of Investigation and held numerous positions at the Equal Employment Opportunity Commission (EEOC).

LORI K. GRANT

Lori Grant is the Assistant Director, Federal Sector Programs, Agency Oversight Division, which is within Equal Employment Opportunity Commission, Office of Federal Operations (OFO). Ms. Grant's primary duty involves supervising three teams that are responsible for reviewing and improving agencies' EEO program activities. Ms. Grant, who joined OFO in 1999, was formerly the Federal Sector ADR Coordinator until 2004. She has also managed OFO's program evaluation program by preparing reports concerning agencies' EEO programs and government-wide EEO issues. In addition, Ms. Grant supervised OFO's Control Room to ensure that all documents received and issued by OFO are processed properly.

Prior to joining OFO, Ms. Grant worked in various organizations specializing in the labor and employment field: Merit Systems Protection Board's Office of Appeals Counsel; Fitzpatrick & Associates, Washington, D.C.; and Federal Labor Relations Authority's Federal Service Impasses Panel. Ms. Grant received her undergraduate degree in Political Science in 1992 from James Madison University, Harrisonburg, Virginia, and her J.D. in 1995 from George Washington University Law School, Washington, D.C. She is a member of the bar associations of Virginia and the District of Columbia.

TERESA S. GIMBRERE

Teresa is currently an Attorney in the Office of Federal Operations, Appellate Review Program, and has been with the Equal Employment Opportunity Commission since 1999. In her time at the Commission, she has written appellate decisions, provided training on EEO Counseling in conjunction with the Training and Outreach Program, and assisted on various special projects within OFO designed to further the mission of ARP. For three years, she was detailed to manage the Control and Intake Unit in the Control and Compliance Division of OFO, in which she aided in the design and implementation of OFO's electronic Document Management System and oversaw the restructuring of the Unit. Ms. Gimbere earned her B.A. in Political Science as well as her J.D. from the University of Pittsburgh.

CHARETTA T. HARRINGTON

Charetta T. Harrington was formerly the Supervisory Administrative Judge at the Cleveland Field Office of the Equal Employment Opportunity Commission. Ms. Harrington was responsible for supervising Administrative Judges and support staff in the Hearings Unit.

Charetta Harrington was employed by the EEOC for 34 years before retiring in 2013. She began her career with the Commission as a paralegal specialist in the Legal unit. In November, 1979 she was promoted to an Administrative Judge position and in 1986 to the Supervisory Administrative Judge position. She is currently an EASE envoy with the Philadelphia District Office and an independent contractor conducting EEO training as assigned by the Federal Outreach and Training Division of EEOC. She also writes

FADs for a federal agency as an independent contractor. Prior to her work at the Commission, Ms. Harrington practiced family law as a private practitioner.

Ms. Harrington earned her Bachelor of Arts degree from Hampton Institute, Hampton, Virginia and her Juris Doctorate degree from the Cleveland Marshall College of Law, Cleveland, Ohio. She is admitted to the Bar in the state of Ohio and to the U.S. District Court, Northern District of Ohio. Ms. Harrington is a certified mediator having completed the National Judicial College's mediation course.

CATHY A. HARRIS

Cathy is a co-manager of the firm of Kator, Parks, Weiser & Harris, PLLC in Washington, DC. Ms. Harris is experienced in representing federal employees in discrimination and other matters before the EEOC, MSPB and in the federal courts. Ms. Harris received the 2010 Attorney of the Year award from the Metropolitan Washington Employment Lawyers Association. She has been counsel in at least five separate federal sector class actions, including *Burden v. Barnhart*, on behalf of African American males at the Social Security Administration, which settled for more than \$7.8 million dollars, *Hatcher v. VA*, on behalf of African American employees at the Richmond, Virginia VA Hospital, which settled for \$5 million dollars, and *Garcia v. Holder*, on behalf of female Special Agents at the Drug Enforcement Administration, in which class-wide discrimination was found by the EEOC.

EVANGELINE HAWTHORNE

Evangeline is currently the National Outreach Coordinator for the U.S. Equal Employment Opportunity Commission, which is headquartered in Washington, D.C. As the Outreach Coordinator, she is responsible for myriad issues pertaining to 53 field offices and their respective internal and external constituents involving education, training, and outreach activities related to the Commission's efforts to stop and remedy employment discrimination.

Ms. Hawthorne received her Master's degree in Public Administration from Wilmington University and her Bachelor's degree in Political Science from Rutgers University.

Prior to her recent appointment as the National Outreach Coordinator, she was a Program Analyst for the Office of Field Programs at the Headquarters' office in Washington, D.C.

She has previously served in several capacities for the Commission, which include performing duties as a senior Investigator in the Philadelphia District Office and serving as an Enforcement Supervisor in the Baltimore Field Office.

In addition, shortly after her arrival to the Commission's Headquarters in 2010, she served as the Acting Deputy Director for the Washington Field Office, which is responsible for the investigation, mediation, litigation, and adjudication of private and federal sector employment discrimination charges and complaints.

Ms. Hawthorne has served on several boards and community organizations which reflect both her passion and steadfast commitment for civil rights.

DANIEL HERRINGTON

Daniel is a partner in the Labor and Employment Litigation Section of Friday, Eldredge & Clark—Arkansas' largest law firm, with offices in Little Rock, Fayetteville and Rogers. His practice is focused on representing employers in all areas of labor and employment law, including ADA, FMLA, Wage and Hour, Title VII, OSHA, and NLRA. His practice includes not only representation of employers before courts, arbitrators, and administrative bodies, but also working closely with clients to ensure compliance with all employment laws. He has successfully argued before the Arkansas Supreme Court as well as the United States Court of Appeals for the Eighth Circuit.

Dan has been listed in Super Lawyers Mid-South Edition since 2011 in the area of Employment Litigation & Defense. Dan is listed in *Chambers and Partners USA: America's Leading Lawyers*, perhaps the most highly regarded research-based directory of lawyers. As that esteemed publication states, "*Daniel Herrington is reliable and responsive, and regarded as an expert in his field. He concentrates on employment litigation and possesses an outstanding reputation in the HR sector.*" Dan was chosen by the readers of Arkansas Business and Little Rock Soiree Magazine as a top attorney in labor and employment law.

Education: University of Arkansas at Little Rock School of Law, J.D., With High Honors; *University of Arkansas at Little Rock Law Journal*, 1994—1995; Arkansas State University, B.S., Business Management, 1992.

MARGE HIGGINS

Marge Higgins is GSA's Telework Coordinator and in that capacity has had the chance to work not only on GSA telework initiatives, but to participate in interagency working groups on a wide variety of issues related to telework and work flexibilities. GSA has historically and continues to utilize telework as a tool for accomplishing the work of individual employees and the agency as a whole. Telework is implemented across the agency and use varies from occasional to full time telework. Marge has been with GSA's Office of Human Resources since 1987 and has had the opportunity to work in most areas of HR, with a current focus on work life issues including Telework, Child Care Subsidies, Transit Subsidies, and Wellness. Marge's undergraduate degree is from Syracuse University and she holds a Masters of Public Administration from American University.

EILEEN B. HOFFMAN

Eileen has served as a Commissioner (mediator) with the Federal Mediation and Conciliation Service (FMCS) in the Department of International and ADR Services in Washington, DC since 1997. She joined FMCS in 1975 and her career has included the mediation of labor and employment disputes in the New York City field Office, the Washington, DC field office, serving as District Director, Special Assistant, General Counsel, Director of Legislation and Director of Special Projects. She mediates disputes concerning individual rights, workplace disputes, equal employment

opportunity and discrimination complaints as well as collective bargaining labor disputes. She has developed a variety of workshops and programs dealing with generational conflict and communications, looking at the four or five generations in the workplace. She facilitates large multi-party discussions and mediates Negotiated Rulemaking committees for federal agencies and has developed a negotiation and mediation course with the US Marine Corps. In the international arena, Commissioner Hoffman trains and designs and assesses dispute resolution/mediation services and programs for new mediators, labor, management, and government officials, and members of international and nongovernmental organizations. These programs include interest-based problem solving, mediation, negotiations, and communications—and have been conducted in Morocco, South Africa, Europe, Asia (China, Cambodia, Taiwan, Indonesia, and the Philippines) and the Middle East.

She is a graduate of the Georgetown University Law Center, Columbia University Graduate Faculties, and Cornell University School of Industrial and Labor Relations. As an adjunct faculty member, she teaches negotiations and alternative dispute resolution courses at George Washington University Law School and courses in collective bargaining and organizational communications at GW's Columbian Graduate School of Arts and Science. She has also taught international negotiations courses for Whittier Law School in China and Spain and has written about the field of comparative labor dispute settlement and alternative dispute resolution.

She has served as an appellate mediator for the U.S. Court of Appeals for the D.C. Circuit, is a member of the D.C., Pennsylvania and U.S. Supreme Court bars, a member of the ABA's Dispute Resolution and Labor Law Sections, past National President of the Labor and Employment Relations Association (LERA), past President of the Society of Professional in Dispute Resolution (now the Association for Conflict Resolution, and a member of the President's Council of Cornell Women (PCCW).

ALEXIS D. HOWARD

Alexis D. Howard is an Attorney in the Office of Federal Operations (OFO) at the Equal Employment Opportunity Commission (EEOC) – Headquarters, located in Washington, D.C. As a Commission Attorney, her primary responsibilities include reviewing and rendering decisions on a variety of employment discrimination cases, a substantial number of which involve highly complex or novel issues for which there is unsettled or no Commission policy or precedent. Additionally, Ms. Howard conducts EEO training and provides assistance regarding the Federal EEO process to Federal employees and agencies. She has served as an EEO Investigator. Further, Ms. Howard has served as a mentor for an OFO training program for EEO Specialists, as well as an annual internship program for law students. She served as Lead for the EEOC Women's Work Group, and is a co-writer of the "EEOC Women's Work Group Report" that was issued in December 2013 and the "African American Work Group Report" issued on March 14, 2013. Currently, Ms. Howard serves as an Acting Branch Chief in OFO's Agency Oversight Division.

Ms. Howard has been with the Commission since August 1999. She received her Juris Doctor from the Howard University School of Law in May 1998 and has been a member of the State of Maryland Bar since December 1998. Ms. Howard received a Bachelor's of Science degree from Howard University School of Business in 1994.

DAVID W. HUANG

David Huang serves as a Commissioner with the Office of Alternative Dispute Resolution and International Services at the Federal Mediation and Conciliation Service (FMCS) in Washington, D.C. Since his arrival at FMCS, David has mediated discrimination cases in the federal sector and conducted various training and facilitation assignments for both ADR and Collective Bargaining parties. David also provides training, program design, and technical support for the agency's international work, including hosting and training foreign delegations of government officials and mediators. David is a graduate of the School of Industrial and Labor Relations at Cornell University, where he focused his studies on labor law and labor economics. During his time at Cornell, David worked as a research fellow for the Cornell Institute for Compensation Studies and the Labor and Employment Law Programs. David was also a visiting student at Pembroke College, Oxford University, where he studied international labor law and social policy for one year. In addition to his academic work, David has worked for community organizations in Buffalo, NY and Ithaca, NY that involved conflict resolution. David is a recipient of the Fulbright Research Award in 2014.

ANUPA IYER

Anupa Iyer serves as the Confidential Assistant to Commissioner Chai R. Feldblum of the U.S. Equal Employment Opportunity Commission (EEOC). As part of the Commissioner's staff, Anupa has worked closely with staff from EEOC, the Office of Personnel Management (OPM) and the Department of Labor's Office of Disability Policy (ODEP) to improve the hiring, promotion and retention of people with disabilities in the federal workforce, including the promotion of the use of Schedule A in hiring. She has also played a leadership role in the Curb Cuts to the Middle Class Initiative – an interagency effort working to increase employment opportunities and financial independence for individuals with disabilities.

After graduating from law school in 2011, Anupa received a one year fellowship to work for the Mental Disability Advocacy Center researching violence and abuse against women and girls with intellectual disabilities in Cape Town, South Africa. Prior to attending law school, Anupa worked as a union organizer for the Service Employees International Union. Anupa has been recognized for her disability advocacy work by ODEP and the American Association for People with Disabilities. On July 25th, 2013, the White House honored Anupa as one of eight "Champions of Change" who embody the spirit of the Americans with Disabilities Act (ADA).

Anupa holds a J.D. from Seattle University School of Law and a B.A. in Political Science from the University of California Los Angeles.

JO LINDA JOHNSON

Ms. Johnson joined TSA in November of 2013, after almost 13 years with the United States Equal Employment Opportunity Commission. She is considered an expert on civil rights laws, the federal sector EEO process, issues of affirmative employment and affirmative action, and diversity. During her tenure with the Commission, Ms. Johnson served in several roles, including that of appellate attorney with the Office of Federal Operations (OFO), attorney advisor and then Branch Chief for the Affirmative Employment Division, Special Assistant to the Acting Vice Chair of the Commission, and Director of Training and Outreach. Ms. Johnson is pleased to now serve as the Director of the Civil Rights, Diversity and Inclusion office of TSA.

Ms. Johnson is actively involved in various community activities. She is a member of the board of directors for the Bar Association of the District of Columbia (BADC). She is also involved with the American Bar Association's Labor and Employment Law (LEL) Section, having been selected as a LEL Section Fellow in 2011.

Prior to her federal service, Ms. Johnson served as a judicial clerk for the Superior Court of the State of Connecticut. Ms. Johnson received her Juris Doctor from the George Washington University School of Law in Washington, DC, and her undergraduate degree from the University of California, Los Angeles.

JANE JULIANO

Jane Juliano has extensive experience in alternative dispute resolution. She came to OSC from Harvard University's Kennedy School of Government, where she researched and studied decision science and role of religious values in negotiation. She was a visiting scholar at Harvard Law School and the Program on Negotiation in 2008-09. For the past twenty years, she has served as a mediator, arbitrator, and investigator in hundreds of cases for government and private sector clients through her firm, Juliano and Associates. Juliano has taught mediation and negotiation at Harvard University, Georgetown University Law Center, and George Washington University Law School. Prior to devoting her practice to alternative dispute resolution, she was a trial lawyer at the U.S. Department of Justice and in private practice. She earned her J.D. at Georgetown University Law Center, a Master in Public Administration at Harvard's Kennedy School, and a Master in Theological Studies at Harvard Divinity School.

SHELLEY KAHN

Shelley is a Supervisory Attorney in the Appellate Review Program at the Office of Federal Operations of the Equal Employment Opportunity Commission (EEOC or Commission). In that capacity, she manages a team of Appellate Attorneys who adjudicate and prepare federal sector decisions on the full range of appeals, petitions and requests for reconsideration handled by the Commission. She currently is the Coordinator of the Office of Federal Operations LGBT workgroup. Previously, she served as the Coordinator of the Office of Federal Operations year round Legal Internship program. She has also been employed as an Appellate Attorney and was

also detailed to the Washington Field Office as an Administrative Judge. She has also served as a mediator in private sector cases for the EEOC's Washington Field Office. She was a Government Fellow to the American Bar Association's Committee on ADR in Labor and Employment Law and has served as a Vice Chair of the ABA's Section of Labor and Employment Law CLE National Programs Committee. She is a member of the New York State Bar and received her Juris Doctorate degree with honors from the National Law Center at George Washington University

JUNE KALIJARVI

Ms. Kalijarvi has been Managing Partner and/or President of the law firm of Kalijarvi, Chuzi, Newman & Fitch P.C. (www.kcnlaw.com) or its predecessors since January 1, 1977, where she has specialized in representing individuals or organizations in federal and private sector personnel matters, equal employment, and civil rights actions. The firm has earned a respected reputation for being one of the most competent law firms representing primarily federal employees in EEO and employment cases as well as in security clearance matters, both nationally and internationally.

Ms. Kalijarvi is recognized as an expert in the area of employment discrimination law. She has lectured on employment discrimination law on television and radio, and at conventions, union meetings, and similar gatherings. She has taught at clinics in federal employment discrimination and was a faculty member of Georgetown University's Legal Assistance Program teaching Fair Employment Law. Ms. Kalijarvi also taught Equal Employment Opportunity Law at Antioch School of Law's Masters of Legal Studies Program. In addition, she has been a faculty member of Georgetown University Law Center's Annual Continuing Legal Education Program on Litigation of Equal Employment Discrimination Actions, and a lecturer on EEO litigation involving federal, state and local governments. Ms. Kalijarvi has spoken at numerous Administrative Law Institute and Public Administration Forum EEO Programs, the D.C. Bar Association's Annual Employment Law conference, and periodic training programs given by the D.C. Bar, federal agencies and the EEOC on EEO issues. Ms. Kalijarvi is a life member of the National Registry Who's Who, published in the 1999 edition.

Ms. Kalijarvi received her education at Wellesley College (B.A., 1963) and Georgetown University (J.D., 1973, L.L.M. 1975). Ms. Kalijarvi is also a member of numerous professional organizations, including The District of Columbia Bar; The Bar Association of the District of Columbia; and the American Bar Association (Member, Labor and Employment Law Section). Ms. Kalijarvi is the co-author of "Executive Authority to Impose Prior Restraint upon Publication of Information Concerning National Security Affairs: A Constitutional Power," 1973 Cal. W. L. Rev. 468 (Spring 1973).

JOSEPH V. KAPLAN

Kaplan, a founding principal of Passman & Kaplan, P.C., received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and

Employment Law. Joe concentrates his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal employees and labor unions, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC). In addition to practicing law, Joe is a frequent lecturer at professional seminars concerning various labor and employment law topics. He was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in NELA's Federal Employees Task Forces. Moreover, Joe is the lead editor and co-author of the Federal Employees Legal Survival Guide, and is co-author of *Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook* by Dewey Publications. In 2008 Joe was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc. Joe currently serves on the adjunct faculty of American University's School of Public Affairs teaching courses in legal issues in public administration, and on the adjunct faculty of the American University's Washington College of Law where he teaches an upper-level course on Lawyer Bargaining.

Vikram Kapoor is an ADR attorney in the federal government, where he engages in trainings, facilitations, coaching, and organizational work. He is currently on detail to the Federal Insurance and Mitigation Administration of FEMA, where he is in charge of developing the neutral review process for a large claims facility that was designed to help flood insurance policyholders in the wake of Hurricane Sandy. He is also an adjunct professor of ADR at Howard Law School and a member of the Executive Council of the American Bar Association's Section of Dispute Resolution. Vik was previously a class action litigator in southern California and the Chief Legal Officer of a human rights nonprofit. He earned a JD from Georgetown and a BA from UCLA.

KATHERINE KIMPEL

Katherine M. Kimpel is a Managing Partner of the Washington, D.C. Office of Sanford Heisler Kimpel LLP, a public interest law firm with offices in D.C., New York and California. Ms. Kimpel serves as Lead Counsel in numerous class action and individual discrimination matters. For example, Ms. Kimpel currently serves as Lead Counsel in *Kassman et. al. v. KPMG*, a class action on behalf of Associates up through Managing Directors at the Big Four accounting firm. As of January 31, 2015, more than 1250 women have joined the class. Ms. Kimpel also served as Lead Counsel representing approximately 6000 female employees in their gender and pregnancy discrimination claims in *Velez v. Novartis*. After a seven-week trial, Sanford Heisler Kimpel secured the largest employment discrimination verdict (\$253 million) in United States history. She also routinely represents women and people of color at the highest levels in their fields, representing Senior HR executives, COO's, General Counsel and attorneys, and has been successful in negotiating exit packages and transitional plans that allow careers to proceed smoothly.

Ms. Kimpel has won recognition for her legal achievements, including having her office named as Washington DC's Employment Litigation Department of the year in 2013 by the National Law Journal. Ms. Kimpel authors amicus briefs, including the amicus brief on behalf of the U.S. Women's Chamber of Commerce in *Dukes v. Wal-Mart* and the amicus brief on behalf of health care practitioners in *Young v. U.P.S.* She is the Senior Editor for the blog *Shattering the Ceiling* and is often asked to write for national news outlets, legal publications and for women's organizations. She also currently teaches a course on antidiscrimination law at Yale Law School.

STEPHEN M. KING

Since March 2014, Stephen M. King has served as the Director of the Computer/Electronic Accommodations Program (CAP), a centrally funded Department of Defense (DoD) program which provides free assistive technology and training to wounded service members and employees with disabilities at 68 partnering federal agencies. CAP, the largest assistive technology program in the world, is recognized as a model strategy to increase federal employment of individuals with disabilities and highlights DoD's commitment to the federal disability community. Since the program's inception in 1990, CAP has provided over 150,000 accommodation solutions, including a record 12,789 accommodations in fiscal year 2014.

Stephen began his federal career in 1998 as a Statistician at the U.S. Census Bureau. In 2001, he joined the Census Bureau's Human Resources Division, where he developed a comprehensive recruiter training program and strategies for effective targeted recruitment, implemented extensive changes to the on-campus student interview process, and designed automated processes to increase efficiencies. In 2003, Stephen was selected to be the Census Bureau's first Disability Program Manager (DPM). As the DPM, he was instrumental in developing a model disability program and achieving noteworthy gains in the employment of individuals with disabilities.

After serving as the Chief of Recruitment and Delegated Examining at the Bureau of Labor Statistics throughout 2006, Mr. King returned to the Census Bureau to oversee the creation of the Office of Disability and Diversity Programs. Stephen drafted and implemented new reasonable accommodation procedures in preparation for the 2010 Census, the largest peacetime mobilization in history. It was during this period that Stephen began working closely with the U.S. Equal Employment Opportunity Commission (EEOC) to educate the federal workforce on targeted recruitment strategies and the use of expedited hiring authorities for individuals with disabilities.

In April 2009, EEOC Commissioner Christine Griffin requested that Mr. King spearhead the development of a comprehensive training course for DPMS, referring to him as "the best DPM in the federal government." The inaugural course was held four months later and continues to be available to DPMS through the EEOC and DoD.

Prior to being appointed as CAP's Director, Stephen led DoD's efforts to be a model employer of individuals with disabilities as the Director of Disability Programs, Office of Diversity Management & Equal Opportunity, a position he held since November 2009.

As the Director of Disability Programs, Stephen served as the Department's senior spokesperson and subject matter expert on the employment of individuals with disabilities, developed and influenced disability related policies for DoD's total force and was the Co-Chair of the Workforce Recruitment Program (WRP), a federal recruitment and referral program for college students and recent graduates with disabilities. He represented the Office of the Secretary of Defense on the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities and served as the DoD liaison to the U.S. Access Board, an independent federal agency that promotes equality for people with disabilities through leadership in accessible design and the development of accessibility standards. Under his leadership, DoD experienced its first increase in the employee participation rate of individuals with severe disabilities in 20 years.

Throughout his time in the disability field, Stephen has assisted many agencies in the development of effective strategies to attract and retain a diverse workforce and delivered training to tens of thousands of federal civilian and military personnel, as well as disability professionals employed by state and local governments. In recognition of his contributions to his state and nation, Mr. King was appointed as a Kentucky Colonel by the Governor of Kentucky on March 26, 2014. Kentucky Colonelship is the highest honor awarded by the Commonwealth.

PATRICK A. KOKENGE

Patrick Kokenge was promoted to the position of Chief Administrative Judge for the U.S. Equal Employment Opportunity Commission's Miami District Office in May of 1991 from his position of Senior Trial Attorney in that office. Judge Kokenge supervises the District's Hearings Unit consisting of up to nine Administrative Judges with jurisdiction over federal civilian personnel in most of the State of Florida and the Caribbean. The Administrative Judges hear the cases of employment discrimination appealed to the Commission from federal agencies domiciled in Florida and the Caribbean after the completion of an investigation.

In addition to his duties as the Chief Administrative Judge, Judge Kokenge was named the Acting Alternate Dispute Resolution Coordinator (ADR) for the EEOC's Miami District Office. He took on the additional responsibility of developing a program to significantly increase early resolution of EEO complaints in Florida for both the private and federal sectors in 1995. In June of that year, the Hearings Unit, under Kokenge's stewardship, was presented with a Chairman's award for their accomplishments in early case resolution in the federal sector. On January 17, 1999, a permanent ADR Coordinator was named for the Miami District Office. Judge Kokenge remained involved in the Mediation Program as a Special Assistant to the District Director, and in October 2000, he again took the reins as Acting ADR Coordinator for the Miami District Office. For the outstanding accomplishments of the ADR Unit during the year Judge

Kokenge was the Acting Coordinator, it was presented with a Chairwoman's award. A permanent ADR Coordinator was named in September 2000. Judge Kokenge again began to focus more intently on early case resolution in the federal sector and most recently, negotiated, on behalf of the Commission, a national agreement with the U.S. Postal Service to mediate virtually all Postal Service EEO complaints appealed to the Commission for a hearing. The rolling implementation of this national mediation program began in February 2002 and was fully implemented in January 2003. Judge Kokenge received the Chair Cary Dominguez's 2002 Organizational Award on behalf of the Commission for his efforts in establishing this National Mediation Program with the Postal Service. For fiscal year 2004, Judge Kokenge was presented with Another Organizational Award From Chair Dominguez for assisting the South Florida Federal Executive Board in organizing and implementing a mediation program open to all federal agencies in the South Florida area. He is a routine presenter at federal agency gatherings and other organization meetings in the areas of EEO law and mediation processes.

Patrick joined EEOC upon completion of his JD degree from Nova Southeastern University, Sheppard Broad Law Center in Fort Lauderdale. He is a former arbitrator and Florida Supreme Court Certified Civil Circuit and County Court Mediator. He has served as a panelist for the American Arbitration Association for labor and employment. Judge Kokenge is a member of the Florida Bar and a past co-chair of the Florida Bar's EEO Committee, Section on Labor and Employment.

JOEL KRAVETZ

Joel became the Civil Rights Program Manager at the Nuclear Regulatory Commission (NRC) in January of 2013. In this role, Mr. Kravetz manages the NRC's Civil Rights Program to ensure that counseling, alternative dispute resolution, investigations and other related processes are timely and properly handled. Mr. Kravetz also develops policies, provides guidance and advice to the Director, and conducts internal and external training on a wide variety of EEO related topics. Prior to joining NRC, Mr. Kravetz served a dual role as a Supervisory Administrative Judge in the EEOC's Washington Field Office and as one of the Commission's Acting National Hearings Coordinators. Mr. Kravetz first joined EEOC in the summer of 1997 as an Attorney-Advisor in the Office of Federal Operations (OFO) drafting decisions and assisting the Director of OFO with developing and delivering outreach and training. He helped develop the New and Continuing EEO Counselor Training courses and the course on the revisions to the 1614 Regulations. In 2001, Mr. Kravetz became an Administrative Judge in the Commission's Washington Field Office. In 2003, Mr. Kravetz was detailed to the United States Attorney's Office in Washington, D.C., where he served as an Assistant United States Attorney prosecuting criminal cases in D.C. Superior Court. Prior to joining the EEOC, he was employed as an in-house labor and employment attorney at a Fortune 500 company and volunteered as an attorney and mediator at the Massachusetts Commission Against Discrimination. He has also worked in human resources for six years at an International Publisher and International Software Company. Mr. Kravetz received his B.A. in International Studies at the College of William and Mary, his J.D. *cum laude* from Suffolk University Law School's Evening

Division, and a Master of Laws degree in Labor and Employment Law, *with distinction*, at Georgetown University Law Center. In the Spring of 2002, Mr. Kravetz published an article in the University of Pennsylvania's Journal of Labor and Employment law entitled: *Deterrence v. Material Harm: Finding the Appropriate Standard to Define an "Adverse Action" in Retaliation Claims Brought Under the Applicable Equal Employment Opportunity Statutes.*

CHRISTOPHER J. KUCZYNSKI, J.D., LL.M.

Chris Kuczynski joined the U.S. Equal Employment Opportunity Commission in February 1997 as Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy Division). Chris supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and title II of the Genetic Information Nondiscrimination Act (GINA), and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. His leadership was critical in the issuance of final regulations implementing GINA (published in November 2010) and the ADA Amendments Act (published in March 2011). Currently, Chris is also serving as Acting Associate Legal Counsel.

Chris has made hundreds of presentations on the ADA (and more recently on GINA) to diverse audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defense counsel. He has been interviewed on the ADA and GINA by numerous media outlets including *The New York Times*, *USA Today*, *The Wall Street Journal*, and *The Washington Post*. He has done radio or television interviews for ABC News, the CBS Morning News, and MSNBC, and has been a guest on C-SPAN's *Washington Journal*.

From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University, where he was a member of Phi Beta Kappa and from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion, a J.D. from Temple Law School, and an LL.M. from Yale Law School.

MARK LARA

Mark is a native of San Antonio TX. He is a graduate of the University of Texas at San Antonio where he received BA degree in Education. He began his Wage and Hour Career in 1996 as a State Wage and Hour investigator with the North Carolina Department of Labor. In 2001 he became an Investigator U. S. Department of Labor Wage and Hour Division in the North Carolina District Office. In 2009 he became an Assistant District Director in the North Carolina District Office and in July 2011 he

became the District Director for the Baltimore District Office. The Baltimore District Office encompasses Northern Virginia, The District of Columbia and Maryland. Mark has participated and managed initiatives throughout the Northeast and Southeast United States and has received several awards. Mark has participated labor panels and has been called upon to be a subject matter expert in various labor issues.

DEBRA M. LAWRENCE

Debra is the Regional Attorney of the EEOC Philadelphia District. She oversees the litigation program for the district, which involves the prosecution of cases under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Pay Act of 1963, the Americans with Disabilities Act of 1990, and the Genetic Information Nondiscrimination Act of 2008. She lectures and trains frequently on all aspects of laws enforced by the agency, including litigation and trial practice. She has been a speaker for various bar associations, including the National Employment Lawyers Association's ("NELA") annual conventions and the Metropolitan Washington Employment Lawyers Association's annual conferences. She has written articles for the Maryland Trial Lawyers Association *Trial Reporter* and for NELA's *The Employee Advocate*.

KERRY LEIBIG

Kerry Leibig is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission. In that capacity, she assists in the development of EEOC policy and regulations and communicates with other federal agencies to facilitate consistent application of federal employment discrimination laws. Ms. Leibig has conducted numerous EEO law training sessions for supervisors, managers, and employees throughout the country. Since 2008, one of Ms. Leibig's primary areas of focus has been Title II of the Genetic Information Nondiscrimination Act of 2008.

Prior to joining the Office of Legal Counsel in 2003, Ms. Leibig was a staff attorney in the EEOC's Office of Federal Operations. In that position, Ms. Leibig drafted appellate decisions on discrimination complaints filed by federal employees and assisted federal agencies in establishing effective procedures for processing requests for reasonable accommodation under the Rehabilitation Act of 1973. Ms. Leibig received a B.A. from Swarthmore College and a J.D. from the University of Virginia School of Law.

DWIGHT A. LEWIS

Dwight Lewis has been a Supervisory Administrative Judge with the Equal Employment Opportunity Commission since 1990. In that capacity, he has overall responsibility for the administration and adjudication of federal sector complaint hearings for EEOC's Dallas District Office. He also plans and coordinates all federal sector Technical Assistance Training programs and informal training sessions for the Dallas office. He has worked for the Commission as an Administrative Judge since 1984. He was also

appointed as an Adjunct Professor at the University of Texas at Arlington, where he taught Administrative Law.

Prior to his employment with EEOC, Mr. Lewis was a JAG Officer with the United States Army in the position of Installation Labor Counselor at Fort Bliss, Texas. Mr. Lewis graduated from the University of California at Berkeley with an A.B. degree in Communications and Public Policy in 1977. Thereafter, he attended Hastings College of the Law, graduating in 1980 with Juris Doctor degree.

DAVID LOPEZ

David Lopez was sworn in as General Counsel of the U.S. Equal Employment Opportunity Commission (EEOC) on April 8, 2010. He was nominated by President Barack Obama and was confirmed by the Senate on December 22, 2010. He was confirmed a second time by the Senate on December 3, 2014. Mr. Lopez is the first EEOC field trial attorney to be appointed as the agency's General Counsel. He has served at the Commission in various capacities for the past 20 years, including as Supervisory Trial Attorney in the Phoenix District Office and Special Assistant to then-Chairman Gilbert F. Casellas.

As General Counsel, Mr. Lopez runs the Commission's litigation program, overseeing the agency's 15 Regional Attorneys and a staff of more than 325 lawyers and legal professionals who conduct or support Commission litigation in district and appellate courts across the country. During his tenure, Mr. Lopez has cultivated "one national law enforcement agency," encouraging the EEOC's litigators nationwide to operate more collaboratively and cohesively with each other and other internal partners.

Under his leadership, the EEOC's trial program has been extremely successful. Since fiscal year 2013, the EEOC won 13 out of 17 jury trials, including significant verdicts involving race discrimination such as in the case against AC Widenhouse, where the 4Henry's Turkey Service, a case brought on behalf of over thirty intellectually disabled men. Significant appellate victories in EEOC enforcement actions include Boh Brothers (plaintiffs can prove same-sex harassment under Title VII of the Civil Rights Act with "gender stereotyping" evidence); Houston FundingUnited Airlines (employers may have to reassign disabled employees non-competitively as a reasonable accommodation under the ADA); Baltimore CountySerrano & EEOC v. Cintas Circuit upheld a \$243,000 jury verdict for the EEOC. Also, among the notable victories is the \$240 million jury verdict - the Commission's largest award ever - in New Breed Logistics (court affirms \$1.5 million sexual harassment and retaliation verdict); ("lactation" discrimination violates Title VII as amended by the Pregnancy Discrimination Act); (making older workers contribute more to pensions violates the Age Discrimination in Employment Act); and (Commission can bring "pattern or practice" suit under section 706 of Title VII).

Mr. Lopez has also served as Co-Chair of the committee that developed the Commission's Strategic Enforcement Plan for 2013 to 2016. He is the Chair of the

Commission's Immigrant Worker Team, a group tasked with strengthening and coordinating EEOC's enforcement and outreach on employment discrimination issues affecting immigrant and other vulnerable workers.

In 2014, the *National Law Journal* named Mr. Lopez one of "America's 50 Outstanding General Counsels," and the magazine, *Diversity and the Bar* recognized Mr. Lopez as a "Latino Luminary" for his work as a civil rights attorney and as General Counsel. In 2011, *Hispanic Business* named Mr. Lopez to its list of 100 Influentials in the Hispanic community.

Before becoming General Counsel, during his 12 years in the EEOC's Phoenix District Office, Mr. Lopez successfully tried several novel and noteworthy cases. He won significant jury verdicts against *Alamo Rent-a-Car* (the first "post-9/11 backlash" religious accommodation case brought by the EEOC), and *Go Daddy* (a national origin (Moroccan), religion (Islam), and retaliation case), to name a few. From 1991 to 1994, Mr. Lopez was a Senior Trial Attorney with the Civil Rights Division, Employment Litigation Section, of the U.S. Department of Justice in Washington, D.C. Between 1988 and 1991, Mr. Lopez was an Associate with Spiegel and McDiarmid in Washington, D.C.

Mr. Lopez graduated from Harvard Law School in 1988 and graduated magna cum laude from Arizona State University in 1985, with a B.S. in Political Science.

WILLIAM MACAULEY

EEOC NYDO Supervisory AJ, William came to the EEOC in December 1990 as a Trial Attorney in the Philadelphia DO. He became an AJ in the NYDO in October 1994 and served in that capacity until January 2010 when he became the NYDO Supervisory AJ. Before joining the EEOC, he served as a staff attorney in OPM's General Counsel's Office and an Attorney-Advisor to the Associate Chief Administrative Law Judge at the US DOL in Washington, D.C. Aside from his Federal employment, he worked in private practice litigating cases in Federal court representing national municipalities in Washington, D.C. He has been certified in mediation from the National Judicial College and the New York City Bar Association and has served as a mediator in numerous employment cases. He received his J.D. from St. Louis University, an M.A. from University College Dublin and a B.A. from Notre Dame University in South Bend, Indiana. The Wine and Spirits Education Trust of Great Britain awarded him an industry Diploma in Wine and Spirits (DWS) in 2007, and he performs private wine consultation services to businesses and private parties. He was born and raised in Southern California.

PEGGY R. MASTROIANNI

Peggy is Legal Counsel at the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the

Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA), and for providing legal advice for the Commission on a wide range of substantive issues and administrative matters. Ms. Mastroianni directed the development of EEOC's proposed rule on the ADA and Wellness Programs (April 2015), its Enforcement Guidance on Pregnancy Discrimination and Related Issues (July 2014), and the Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions (April 2012). She has also directed the development of Final Regulations on Reasonable Factors Other than Age Under the ADEA (March 2012), on the ADA Amendments Act (March 2011), and on Title II of the Genetic Information Nondiscrimination Act (November 2010). Additionally, under Ms. Mastroianni's direction, the Office of Legal Counsel has developed policy documents addressing Religious Discrimination, Unlawful Disparate Treatment of Persons with Caregiving Responsibilities, Race and Color Discrimination, National Origin Discrimination, and a wide range of topics under the ADA. Ms. Mastroianni graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. She was elected a fellow of the College of Labor and Employment Lawyers in 2003; she received the Mary C. Lawton Award for Outstanding Government Service from the ABA Section of Administrative Law and Regulatory Practice in 2008; and, in 2009, she was named Federal Labor and Employment Attorney of the Year by the ABA's Section of Labor and Employment Law.

ARTHUR T. MATTHEWS J.D

Arthur is the Chief Operating Officer and principal partner of Matthews & Matthews Consulting aka diversityofficers.com www.diversityofficers.com which is a boutique firm specializing in divergent aspects of labor, human capital management and the workforce. His clients are primarily government entities, corporations, non for profit organizations and labor unions.

He currently serves on the faculty at NYU, Cornell University School of Industrial and Labor Relations and the University of Arkansas. He teaches workshop, seminar, certificate, boot camp, undergraduate, MPA and MBA courses in areas such as negotiations, mediation, arbitration, labor relations, labor-management cooperation, human resources, organizational change, knowledge transfer, Conflict resolution, bullying, diversity & inclusion, leadership, public speaking, executive coaching and ethics.

Some of his union clients have included or include but are not limited to LIUNA, CWA Local 1180, DC 37, AFGE, NLRBU, Teamsters and the UWUA. Some of his management clients include or have included Dayton Power & Light, JP Morgan Chase, Prudential Securities and Con Edison. Government clients include the EEOC, the New York State Unified Court System, the New York City Office of Administrative Trials and Hearings, the Defense Logistics Agency and the Federal Executive Board.

He serves or has served as neutral for panels such as the Financial Industry Regulatory Authority, the Equal Employment Opportunity Commission, the American Arbitration Association, the Nuclear Regulatory Commission and the Bermuda Ministry of Labour,

Home Affairs and Public Safety. He is a former Field Representative for the Public Employees Federation and a Director of Labor Relations/HR/Training at New York City Transit.

Early in his career Arthur was featured on a CNN Special as a positive role model and consistently serves as a motivational speaker. He was a Congressional and Assembly aide and earned his Juris doctor (J.D) degree from Howard University School of Law where he was elected the President of the Student Bar Association. In was in this capacity that he led hundreds of law students in the march that helped enact MLK Day as a national holiday. Moreover he proudly hosted one of the last public appearances of Supreme Court Justice Thurgood Marshall. He obtained his undergraduate degree with honors from C.W Post College, Long Island University where he earned a Martin Luther King academic scholarship and a NCAA football scholarship. He is married to his soul mate and business partner Evelyne and they have two sons, Jaleel & Joseph and a grandson Jaylen. He is a life member of Alpha Phi Alpha Fraternity Inc.

DENNIS O. MAY

Dennis is the Deputy Director, Veteran Employment Services Office. Mr. May is charged with expanding and enhancing recruitment efforts to incrementally increase the percentage of Veterans in VA's workforce; reduce voluntary turnover by providing career development support; and to support our Service Members by enhancing deployment lifecycle support.

Mr. May came to VA after a successful career in the Air Force, where he retired in the grade of Colonel, in 2007. He was commissioned in 1981 as a graduate of the Air Force ROTC program at the University of Arkansas, earning a Bachelor of Science degree in public administration. He later earned a Master of Science degree in public administration from Central Michigan University.

While on active duty, Mr. May held a variety of key assignments in administration, manpower and personnel career fields. He served on the Air Staff, at Joint Commands and at Major Command levels. He also commanded the 17th Mission Support Squadron, Goodfellow Air Force Base, Texas, which was twice named best mission support squadron in Air Education and Training Command. He served in the Pentagon as Director of the Headquarters Air Force Executive Secretariat, as well as Chief of Personnel Issues for the Secretary of the Air Force's Executive Issues Team.

Mr. May earned many awards and decorations, including the Legion of Merit, the Defense Meritorious Service Medal, Meritorious Service Medal, Air Force Commendation Medal and Global War on Terrorism Service Medal. He also earned "Best in the Air Force" recognition as Air Force Senior Personnel Manager of the year for 2000. Prior to coming to the VA, he was Chief of the Assignment Programs and Procedures Division, Headquarters, Air Force Personnel Center, Randolph Air Force Base, Texas, where he led a team of military and civilian professionals in the successful creation and execution of the Air Force's \$1.3 billion relocation budget.

MELINDA K. MCDONOUGH

Melinda McDonough, Chief of Staff, for the Department of Homeland Security, Immigration and Customs Enforcement's Office of Diversity and Civil Rights (ODCR), has served as ICE's Deputy Chief Diversity Officer and EEO Investigations Oversight Manager over the past 2 and a half years. Approaching 20 years of federal service, Ms. McDonough has considerable program management and contract oversight expertise for both ICE operational and support contracts some totaling more than 40 million dollars annually. Ms. McDonough has successfully served in several leadership and management positions within ICE's Enforcement and Removal Operations.

Ms. McDonough earned her BSW from Texas Christian University, and MSW from the University of Denver. Ms. McDonough has an additional ten years of experience as a mental health clinician in crisis counseling, disaster response, corrections, as well as children and family social service populations. Prior to ICE, Ms. McDonough worked in leadership capacities for the Department of Health and Human Services, FEMA, as well as non-governmental organizations.

TUCKER MILLER, ESQ.

Tucker is the Assistant Vice President of Client Consulting for ELI", a training company that helps organizations improve their workplace culture. Ms. Miller has been a featured presenter at national and regional conferences, speaking on workplace compliance and legal issues and how to affect culture change in order to build lawful, professional operations that align with an organization's mission and values. She has spoken at the Society for Human Resources (SHRM) National Conference and Society for Corporate Compliance and Ethics (SCCE) and Ethics and Compliance Officer Association (ECOA) events, and will be a co-presenter with Sharon Wong (Office of Diversity and Inclusion, OPM) at the 2015 EXCEL Conference in Washington, DC. Ms. Miller has extensive experience speaking and training in the U.S.; she has also worked internationally in Europe and Asia. Her experience includes work with the following clients: Brigham and Women's Hospital, Pfizer, Nestle-Purina, Verizon (U.S., Asia and Europe), Humana, Microsoft, AT&T, the Environmental Protection Agency, the United States Forest Service, the United States Army, MasterCard Worldwide, the Coca-Cola Company, as well as the Seattle Seahawks and the Seattle Mariners. Prior to joining ELI in 2004, Ms. Miller served in diverse leadership and legal positions in the dynamic, corporate environment of a Fortune 500 company for nearly 20 years. She has also worked as an independent consultant conducting workplace investigations into complaints of harassment and discrimination and serving as an expert trial witness. Ms. Miller is licensed to practice law in the state of Washington and is a member of the Washington State Bar Association. LEARNING SOLUTIONS AND COMPLIANCE TRAINING FOR A CIVIL, INCLUSIVE & PRODUCTIVE WORKPLACE 2675 Paces Ferry Road, Suite 470 | Atlanta, GA 30339 | 1-800-497-7654 eliinc.com

ROZMYN MILLER

Rozmyn Miller is Commissioner in the Alternative Dispute Resolution and International Services of Federal Mediation and Conciliation Service. She is a skilled trainer and facilitator, creating and delivering innovative programs on topics such as Conflict Neuroscience, Meditation as a Mediation and Conflict Resolution Tool, Communication, Mediation, and Generational Diversity.

Rozmyn joined the Federal Mediation and Conciliation Service in 2006 with a passion for conflict resolution in the workplace. As the ADR coordinator for FMCS, Rozmyn works closely with the Directors of Mediation Services and field mediators as well as federal agency customers to process employment mediation cases and reimbursable national contracts.

Rozmyn has a BA in Political Science from Hampton University and a MS in Negotiations and Conflict Management from the University of Baltimore.

DEBORAH M. MIRON

Deborah M. Miron was appointed in June 2002 as Director, Regional Operations and Chief Administrative Judge of the U.S. Merit Systems Protection Board (MSPB or Board). In that capacity, she has responsibility for both legal and administrative oversight of the six regional offices and two field offices, and supervises all of the Board's Regional Directors, Chief Administrative Judges, Administrative Judges, and Paralegal staff in the regional and field offices who handle Federal employee appeals. She is also Coordinator of the Board's Mediation Appeals Program.

Prior to her current position at the MSPB, Ms. Miron served as Deputy Assistant General Counsel for the Navy (Manpower and Reserve Affairs) in the Pentagon, where she was a senior legal advisor on civilian and military personnel issues, and supervised nineteen legal offices in the United States, Europe and the Middle East. She was also appointed legal advisor to the Standing Committee on Civilian and Military Women in the Navy, and legal advisor to the Navy's Committee on Women in Combat. She held prior positions of increasing supervisory responsibility within the Department.

Earlier in her legal career, Ms. Miron was a civil trial lawyer for the District of Columbia litigating in Federal and local courts. She was also formerly a supervising attorney for a law students-in-court program at Antioch Law School. She has taught law school classes in contracts and legal writing, and developed computer based training on aging and the law. She also served as an attorney for the U.S. Commission on Civil Rights, conducting hearings and writing reports on civil rights issues for the President and Congress.

Ms. Miron is a Phi Beta Kappa, *magna cum laude* graduate of the State University of New York at Buffalo, and its law school, and graduate of the Senior Executive Fellows program at Harvard's Kennedy School of Government. She serves on the Board of Directors of the Federal Circuit Bar Association (FCBA), and on the Advisory Board of the Federal Dispute Resolution Conference. Her awards have included the MSPB

Chairman's Awards for Excellence, the FCBA Leadership Awards, the Navy's Superior and Meritorious Civilian Service Awards, and the U.S. Attorney for the District of Columbia's Justice Award.

SARAH MORGAN

Ms. Sarah Morgan majored in Sign Language Interpreting at the National Institute of Technology for the Deaf (NTID), in Rochester, NY, and became a staff interpreter there in 2001, where she began teaching professional development workshops for other Sign Language Interpreters. In 2006, Sarah earned her graduate degree in Service Management and Leadership from the Rochester Institute of Technology (RIT) and transitioned to working in the, then brand-new, arena of Video Relay Service interpreting, where she became a team lead for Snap! VRS. In 2011, Sarah joined the Central Intelligence Agency's EEO office as a staff Sign Language Interpreter, and transitioned to the National Reconnaissance Office as a Reasonable Accommodations Specialist in 2013. Working with a variety of service dogs, in her roles as interpreter and Reasonable Accommodations Specialist, has prompted her desire to bring education on the vital role service dogs play in an accessible workplace.

KENNETH MORSE

Kenneth Morse currently is an attorney/mediator working in the Equal Opportunity Commission's Office of Field Programs in Washington, DC. He has been doing mediations in cases based on private sector and federal sector charges of discrimination over the past 15 years. He previously served as Chief of Staff for Commissioner and Acting Chair Paul Igasaki and as Chief of Staff for Commissioner Christine Griffin. He is a graduate of the University of Michigan Law School and Oberlin College.

MICHAEL MURRAY

Michael Murray serves as the principal advisor to the U.S. Office of Personnel Management's (OPM) Government-wide disability policies and programs. In this role, Michael works closely with senior level officials throughout the Federal Government to implement Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities.

Michael, who has had a disability since childhood, has a proven track record of increasing the inclusion of people with disabilities at the federal, state, and local levels. Before joining OPM, Michael led efforts at the American Association of People with Disabilities, the NC Disability Action Network, NC's State Protection and Advocacy and a Center for Independent Living.

BISMARCK MYRICK

Bismarck became the Director of the Office of Equal Employment Opportunity and Diversity at the U.S. Patent and Trademark Office in July 2008. From 2003 to 2008, Mr.

Myrick was the Deputy Director of that Office. Prior to joining the USPTO, Mr. Myrick worked as an appellate review attorney in Office of Federal Operations at the U.S. Equal Employment Opportunity Commission from 1999-2003. Prior to working at the EEOC, Mr. Myrick worked as a trial attorney for the Baltimore City Department of Social Services. Mr. Myrick, who is member of the Senior Executive Service, received a bachelor's degree in Communication Studies from Florida State University and a Juris Doctorate from the University of Missouri-Columbia. Mr. Myrick is licensed to practice law in the District of Columbia and State of Maryland.

DONALD J. NAMES

Mr. Names is the Deputy Assistant General Counsel (Manpower and Reserve Affairs) (M&RA), in the Office of the General Counsel (OGC), Department of the Navy. He assumed the responsibilities of this position in May 2014. The Assistant General Counsel (AGC) (M&RA) is the chief legal adviser for the Department of the Navy in civilian personnel law matters, and provides guidance, oversight direction and coordination to OGC, the Judge Advocate General Central Office, Command and field attorneys with respect to substantive legal matters in all areas of civilian personnel law. As the Deputy AGC (M&RA), Mr. Names supervises a staff of attorneys in various locations in all aspects of military and civilian personnel law, to include EEO, labor law, and the many ancillary laws governing compensation, conditions and benefits of appropriated and non-appropriated fund employment. Mr. Names previously served as Counsel for the Office of Civilian Human Resources from September 2007 to April 2014. As OCHR Counsel he served as the principal legal adviser to the staff of the Deputy Assistant Secretary of the Navy (Civilian Human Resources), and the Director, OCHR. Prior to joining the Office of the General Counsel at the Department of the Navy, Mr. Names held numerous positions over the course of twenty years in the Office of Federal Operations of the U.S. Equal Employment Opportunity Commission (EEOC), including the Director of the Special Services Staff, Chief of the Technical and Legal Support Branch and Chief of the Intake and Compliance Branch. He has published a number of articles on federal sector equal employment opportunity (EEO) law, including "The Year in Review" for LRP Publication's Annual Federal Sector EEO Yearbook from 1996 to 2006. He also served for many years as an editor of the Digest of EEO Law, an EEOC publication on federal sector EEO law. Mr. Names received his undergraduate degree in Linguistics in 1982 from the University of California, San Diego, and his J.D. in 1986 from American University, Washington, D.C. He is a member of the Bar Associations of both Virginia and the District of Columbia.

CYNTHIA E. NANCE

Cynthia E. Nance (Cyndi), Dean Emeritus and Nathan G. Gordon Professor at the University of Arkansas School of Law earned her B.S. degree, magna cum laude, from Chicago State University and her J.D., with distinction, from the University of Iowa College of Law and an M.A. from the University of Iowa College of Business. She joined the Arkansas faculty as an assistant professor in 1994, and served as dean of the law

school from 2006-2011. She teaches courses in Labor and Employment Law, Torts and Poverty Law.

Professor Nance has published in journals including the Iowa Law Review, Berkeley Journal of Employment and Labor Law, Iowa Law Review, Rutgers Law Review, and Brandeis Law Review. She has given presentations on various legal and educational issues nationally as well as in Mexico, Brunei, Singapore and Ukraine. She served as keynote speaker during the Commonwealth of the Northern Marianas' inaugural Martin Luther King Jr. Day Celebration. A former chair of the American Association of Law Schools' Labor and Employment Law and Employment Discrimination sections, Professor Nance is an ex-officio Council member of the American Bar Association (ABA) Labor and Employment Law (LEL) Section and represents the LEL Section in the ABA House of Delegates. She was recently appointed to the ABA Commission on Homelessness and Poverty, and is a council member of the ABA Section of Legal Education and Admission to the Bar, where she also serves as a liaison to the Standards Review Committee. Professor Nance serves on the board of the National Association of Law Placement Foundation, is an elected member of the American Law Institute, and a Fellow of the College of Labor and Employment Lawyers, and the American and Arkansas Bar Associations.

Additional examples of her commitment to service include her past roles as a member of the Law School Admissions Council Board of Trustees, the Interfaith Worker Justice board, the Advisory Committee on Corporate Social Responsibility of the Evangelical Lutheran Church, and serving as an Anti-Racism Trainer for the Women of the Evangelical Lutheran Church. She is a former member of the Greensboro Massacre Truth and Reconciliation Commission Advisory Group, the Lutheran Immigration and Refugee Services, Arkansas ACLU, Sources for Independent Living, AFSCME Local 965, Women's Foundation of Arkansas, and the Northwest Arkansas Workers' Center boards. Professor Nance is a member of the Phi Alpha Omega Chapter of Alpha Kappa Alpha Sorority, Inc., previously served in several leadership roles including the positions of Vice-president, President and Faculty Advisor to the Kappa Iota (undergraduate) Chapter.

Locally, Professor Nance was appointed by the Arkansas Supreme Court to serve on the Arkansas Judges and Lawyers Assistance Committee. She is a member of the Arkansas Bar Association Leadership Academy Committee and Commission on Diversity. Nance belongs to the Harold Flowers Law Society, an affiliate of the National Bar Association, and is a member of the International Women's Forum, Arkansas Forum. She is a board member of the Northwest Arkansas Free Health Center, WelcomeHealth, and serves on the board of Bikes, Blues and Barbecue of Northwest Arkansas. She is a member of the Ark Angels of the Ozarks, a local women's riding organization. Her bike is a Harley Davidson motorcycle named "Bea" (short for Beatus, which is Latin for blessed).

Professor Nance has received various awards for her outstanding service, including the Arthur A. Fletcher award of the American Association for Affirmative Action, the

American Bar Association Spirit of Excellence Award, Arkansas Bar Association Outstanding Lawyer-Citizen Award, and the University of Arkansas, Faculty Distinguished Achievement Award in Public Service. She is a recipient of the Northwest Arkansas Martin Luther King Commission Individual Achievement Award, and was recognized as one of *Diverse Issues in Higher Education* magazine's 25 Women Making a Difference, as a Woman of Influence by *Arkansas Business*, and as one of the most influential lawyers on Twitter by *On Being a Black Lawyer*. She has been featured as one of Arkansas 12 Most Powerful Women by *AY Magazine* and *Talk Business Quarterly*. Professor Nance is also the inaugural recipient of the Harold Flowers Association's Judge Andree Layton Roaf Award of Excellence, and the Women Law Students' Gayle Pettus Pontz award. Professor Nance views as her most special honor the fact that in 2009, the University of Arkansas' Black Law Students Association Chapter renamed its chapter the Cynthia E. Nance Chapter of BLSA.

SEEMA NANDA

Seema Nanda joined the U.S. Department of Labor as Deputy Chief of Staff to the Secretary in October 2013. She previously headed the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) in the Civil Rights Division of the U.S. Department of Justice. Prior to joining OSC, Ms. Nanda worked directly on labor issues and employment discrimination matters for over 12 years. She served at the National Labor Relations Board's Division of Advice, a section that develops the General Counsel's legal theories in complex and high level cases. Ms. Nanda was also a labor and employment associate at a law firm in Seattle, Washington and has served on the Board of Directors of several nonprofit organizations. Ms. Nanda graduated summa cum laude from Boston College Law School, and earned her bachelor's degree magna cum laude from Brown University. She is a member of the Massachusetts Bar Association.

DAVID NORKEN

Judge in class action, *Jantz v. Social Security Administration*. Mediator, EEOC, April-July 2007. Trial Attorney, EEOC, Baltimore District Office, 1987 to 1996, prosecuted several class actions, including *EEOC v. Westinghouse (Age, RIF)*; Acting Supervisory Trial Attorney, 11/91-3/92, 10/92-12/92; Staff Attorney, Legal Aid Bureau, Centreville, Maryland, General Poverty Law Practice; Executive Director, York City Human Relations Commission, York, PA, 10/81-10/83; Staff Attorney, Appalachian Research and Defense Fund, Pineville, WV, General Poverty Law Practice, 6/79-10/81; Part-time Private Practice in employment discrimination and landlord-tenant law. Bar Memberships: Maryland, 1977, District of Columbia, 1979, West Virginia, 1980 (inactive), Pennsylvania, 1982 (inactive). Education: Juris Doctor, University of Maryland, 1977; Bachelor of Arts, Antioch College, Baltimore Center, 1973, Major: Urban Policy Studies; Memberships: Administrative Judges Association (AJA), 2005 to present, President, AJA, January 2013 to present, Anne Arundel Conflict Resolution Center, Volunteer Mediator, 1996-2005; National Lawyers Guild, 1977 to present, Maryland Chapter Chair, 1987-89, Member NAACP, 1989 to present.

KATE NORTHRUP

Kate has practiced plaintiff-side employment discrimination and civil rights law for 21 years. Kate is a Supervisory Trial Attorney in the Baltimore Field Office at the U.S. Equal Employment Opportunity Commission, but works with investigators and attorneys throughout EEOC's Philadelphia District Office. From 2007 to 2009, Kate was a Trial Attorney and Supervisory Trial Attorney in EEOC's Miami District Office. Before joining EEOC in 2007, Kate worked for legal aid as a farm-worker rights advocate, represented plaintiffs in constitutional litigation, and represented plaintiffs in employment discrimination litigation in state and federal courts. Kate graduated from the University of Michigan Law School and received her B.A. from the University of Michigan.

JASON OLSEN

Jason is the President of Federal Employees with Disabilities (FEDs). He is currently on detail to the Equal Employment Opportunity Commission's Office of Equal Opportunity. His full time position is at the Department of Labor where he has served as Senior Policy Advisor for national employment policies for over 5 years. Due to his dedication, Mr. Olsen received the Secretary's Exceptional Achievement Award. Prior coming to DOL Mr. Olsen worked for over 5 years at the Social Security Administration's Office of Employment Support Programs. Here he was recognized with an Associate Commissioners Citation, a Deputy Commissioners Citation, and the coveted Executive Recognition Award. He has served as a team leader, a policy maker, a mentor, an advocate, and in numerous other leadership roles. Mr. Olsen holds a B.A. in Sociology and a Masters in Communications. He is an alumnus of the Graduate School's Executive Leadership Program.

Mr. Olsen is very proud of the things that FEDs has been able to accomplish under his guidance. He is a passionate advocate who believes that employment should be an opportunity available to all those who desire it, including those with disabilities.

KATHLEEN ORAM

Kathleen Oram is a Senior Attorney in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission. She has worked in the office since 1985. In the Advice and External Litigation Division, she works extensively on federal sector EEO matters, and reviews and provides advice on ethics questions, contracts, Freedom of Information Act and Privacy Act questions, fiscal law matters and EEO procedures. In addition, she defends EEOC in lawsuits brought by employers and dissatisfied charging parties. Finally, she has worked on many of EEOC's procedural regulations. She participated extensively in the development of Part 1614, Federal Sector Equal Employment Opportunity, published in 1992, and in the Final Rules amending Part 1614 published on July 12, 1999 and July 25, 2012. Ms. Oram received a B.A. from Williams College in 1981 and a law degree from the National Law Center at George Washington University in 1985.

VONNA L. ORDAZ

Vonna is the Director of the Office of Small Business and Civil Rights, in this role she oversees and directs staff responsible for programs including Affirmative Employment and Diversity Management, Civil Rights, Outreach and Compliance Coordination, and Small Business.

Ms. Ordaz joined the NRC in 1991 as an Engineer in the Office of Nuclear Reactor Regulation (NRR). From 1994 to 1997, she served as an U.S. Nuclear Regulatory Commission (NRC) Resident Inspector at the Comanche Peak Nuclear Power plant in Glen Rose, Texas. In 1997, Ms. Ordaz returned to Headquarters where she held a number of progressively more responsible positions in NRR, including Reactor Systems Engineer; Senior Enforcement Coordinator; Technical Assistant; and Chief, Reactor Safeguards Policy Section. In 2002, Ms. Ordaz served as Chief, Reactor Security Section; Chief, Reactor Safeguards Policy Section; Chief, Fuel Cycle and Special Security Programs Section; and Director, Nuclear Security Policy Project Directorate in the Office of Nuclear Security and Incident Response (NSIR). Beginning in January 2006, Ms. Ordaz served as Deputy Director for Reactor Security and Rulemaking in the Division of Security Policy, NSIR. In 2007, she briefly served as the Deputy Director, Division of Safety Systems and Risk Assessment in the Office of New Reactors before assuming a position as the Assistant for Operations in the Office of the Executive Director for Operations. From 2009 through the end of 2011, she served as the Director, Division of Spent Fuel Storage and Transportation, Office of Nuclear Material Safety and Safeguards. Ms. Ordaz received a Bachelor's degree in Mechanical Engineering from the University of Maryland and is a graduate of the Senior Executive Service Candidate Development Program.

ELLEN PINKOS COBB JD

He is the author of *Workplace Bullying, Violence, Harassment, Discrimination and Stress: International Laws, Developments and Resources*, an annually updated resource of relevant laws and developments in these areas in over 50 countries. In 2014, she was invited to be a Founding Fellow of the newly formed Workplace Bullying Academy. Her articles on global bullying laws and developments have been published by the Society of Human Resources Management's Global Newsletter, Workplace Violence News, Workplace Violence Prevention eReport, Employee Benefit News, Management Issues as well as in the anthology *Bully Beyond the Tower: A Collection of Peer Reviewed Essays on Workplace Bullying*.

Ellen's background also includes State and Federal employment discrimination work. As a neutral fact finder for the Massachusetts Commission Against Discrimination from 2000-2010, she made determinations of probable cause/lack of probable cause for complaints as well as drafted Single Commissioner and Full Commission decisions. She has also written Final Agency Decisions as a contractor for DSZ, Inc.

Presently a Senior Regulatory & Legal Analyst at The Isosceles Group in Boston, Ellen tracks legislation in the environmental, health and safety areas around the world, and

writes, edits and manages company publications. She is a magna cum laude English major graduate of Bowdoin College and received her JD from the University of Connecticut School of Law.

FRANCIS A. POLITO

Fran Polito has been an Administrative Judge in the Commission's Philadelphia District Office since January of 1999. Since July of 2009, he has served as the Chief Administrative Judge for the Philadelphia District and supervises eleven administrative judges. Judge Polito is also the former president of the EEOC Administrative Judges Association.

Prior to joining the Philadelphia office, Judge Polito spent six years as an attorney in the Commission's Legal Services Division of the Office of Legal Counsel. Before joining the EEOC in 1992, he practiced law in New Jersey, handling primarily employment discrimination claims in the private sector.

Judge Polito received his J.D. Degree from the Howard University School of Law in 1986, where he was a member of the Howard Law Journal staff and he received a B.A. from Moravian College in 1980.

CLAUDIA J. POSTELL, ESQ.

Claudia was appointed as Deputy Associate Commissioner in the Office of Civil Rights and Equal Opportunity at the Social Security Administration on January 25, 2015, where she provides overall leadership, direction, and guidance for the agency in ensuring equal opportunity and diversity in its processes. Prior to that, she served as Director, Office of Diversity and Inclusion, at the National Science Foundation (NSF), a position she held for six years, where she served as a principal advisor to the NSF Director and Deputy Director on equal employment opportunity (EEO), civil rights, workforce diversity, and inclusion issues. She has more than 26 years of EEO, diversity, and dispute resolution experience in both the private and public sectors.

Her experiences include serving on numerous SES panels; participating on OPM's standing and virtual Qualifications Review Boards (QRBs), in which she has reviewed more than 60 SES candidate packages; devising a course entitled "Executive Core Qualifications: How to Get There and Live There Every Day," which was presented at EEOC's Executive Leadership Conferences in May 2012 and September 2014; devising a course entitled "The SES Interview," presented annually at a workshop sponsored by the African American Federation Executive Association, an organization that seeks to increase the number of African Americans and other underrepresented groups in the SES; and serving as a key presenter on ECQs and the SES interview process at a workshop co-sponsored by NSF and the National Association of Hispanic Federal Executives in an effort to work collaboratively to identify and remove barriers to the advancement of Hispanics in SES and management positions.

Ms. Postell holds a BA in Journalism (Communications) and a Juris Doctorate. She is licensed to practice law in the District of Columbia.

JAMIE L. PRICE

Jamie Price, is the Assistant Director of Federal Sector Programs, Reports and Evaluation Division, and a senior Attorney for the Equal Employment Opportunity Commission, Office of Federal Operations, Federal Sector Programs. During her sixteen years at the Commission, Ms. Price has served as an Appellate Adjudicator in the Appellate Review Programs Division and as the Training Coordinator for Federal Sector Programs Revolving Funds training. Ms Price previously served as the Acting Director of the Complaints Adjudication Division restructured as the Reports and Evaluations Division in FY 2014.

Ms. Price served as an Attorney at the U. S. Merit Systems Protection Board, Office of Appeals Counsel prior to joining the Commission. She received her J.D. from Howard University School of Law and her B.A. from the University of Oklahoma. Ms. Price proudly served ten years with the United States military, serving in both the United States Army and the United States Air Force.

JULIE PROCOPIOW TODD

Julie Procopiow Todd has been an Administrative Judge in the Equal Employment Opportunity Commission's Philadelphia District Office since 1994, conducting hearings on complaints of employment discrimination filed by Federal employees and applicants for Federal employment. Prior to that, she served as an Administrative Judge in the EEOC's New York District Office and in the Baltimore District Office.

She has received extensive training, and certification, in mediation and has participated in several outreach and training programs for the EEOC over the years such as the Youth @ Work Initiative. In addition, she has served as a presenter for, and coordinator of, the Advanced Mediation track of the EEOC's annual EXCEL Conference since 2007. Ms. Todd has presented at the Department of the Interior's Personnel Symposium and for the Federal Employment Law Training Group, and conducts training for the EEOC's Office of Federal Operations' Training & Outreach Division.

In addition, she is the coordinator of the Philadelphia District Office Hearings Unit's pilot settlement program called the EASE (EEOC Administrative Settlement Envoy) Initiative. The EASE Initiative fosters earlier and more efficient resolution of Federal Sector EEO disputes by using a cadre of well-trained volunteers to serve as settlement officials, or "Envoys".

Ms. Todd began her legal career as the Law Clerk to Robert I. H. Hammerman, Chief Judge of the Baltimore City Circuit Court. She subsequently joined the EEOC's Baltimore District Office as a Trial Attorney, filing suits of discrimination against private employers in Federal district court.

Ms. Todd graduated *cum laude* as a Commonwealth Scholar from the University of Massachusetts/Amherst where she earned a B.A. in English. She received her J.D. from the University of Baltimore School of Law, where she was a member of the Labor Law Moot Court Team.

PATRICIA L. ST. CLAIR

Patricia L. St. Clair is the Assistant Director of Federal Sector Programs, Training and Outreach Division, at the Equal Employment Opportunity Commission's Office of Federal Operations. Ms. St. Clair oversees the development, implementation and delivery of anti-discrimination and diversity training and outreach initiatives for the federal government and stakeholders. Prior to serving as Assistant Director, Ms. St. Clair was a Senior Attorney Advisor in the Agency Oversight Division of Federal Sector Programs which oversees federal agencies EEO and Affirmative employment programs. As a legal advisor to federal agencies, Ms. St. Clair provided regulatory guidance on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, Genetic Information Nondisclosure Act, Management Directive 110, Management Directive 715, and Executive Order 13583. In this position Ms. St. Clair also evaluated federal agencies' performance to ensure effective and efficient implementation of EEO and Diversity programs.

Possessing over twenty years legal experience specializing in equal employment opportunity, affirmative employment, labor and diversity in both the private and government sector, Ms. St. Clair is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination, labor management relations and diversity and inclusion management. Ms. St. Clair presents on behalf of the Commission at EEO and Diversity conferences, symposiums and trainings in the federal, state and local governments as well as private sector.

Ms. St. Clair is a graduate of Tulane University School of Law and State University of New York College at Oswego. She is an active member of the American Bar Association and the New York State Bar Association.

CYRUS A. SALAZAR

Cyrus Salazar serves as the Director of the Early Resolution and Conciliation Division within the Office of the Assistant Secretary for Civil Rights. In this capacity, he oversees the USDA alternative dispute resolution (ADR) policy for employment and program cases. Mr. Salazar joined the USDA from the Department of the Air Force where he served as the Air Force Equal Opportunity Program Manager and Deputy Director of Air Force Equal Opportunity. He developed and administered Air Force-wide policy regarding military and civilian requirements for over 300,000 Airmen. His duties included developing and overseeing policy guidance for complaint processing, equal opportunity training, and organizational climate assessments. Mr. Salazar also served

as an adjunct faculty, teaching equal opportunity and ADR curriculum at the Defense Equal Opportunity Management Institute and at the Ira C. Eaker Center for Professional Development at Maxwell AFB.

Prior to this assignment, Mr. Salazar served as the Director of Equal Opportunity at the Air Force Nuclear Weapons Center at Kirtland AFB, New Mexico where he led the military and civilian equal opportunity programs and the ADR program. In February 2011, through the Civilian Expeditionary Workforce, Mr. Salazar volunteered to deploy in support of Operation New Dawn to serve as an advisor with United States Forces – Iraq (USF-I).

While working with the Office of the Comptroller of the Currency, a bureau under the Treasury Department which regulates and charters the national banking system, Mr. Salazar worked as an EEO Specialist and participated in a range of EEO roles as well as special initiatives focusing on recruitment, training, and developing partnerships. Mr. Salazar began his career with the National Institutes of Health (NIH) where he served as a Human Resources Specialist. He then moved to the Office of Human Resources Corporate Recruitment Branch where he focused on outreach and recruitment activities. Mr. Salazar was then selected by the Office of Equal Opportunity and Diversity Management where he served as the NIH National Hispanic Employment Program Manager.

EDUCATION: M.S. in Military Operational Art and Science, Air Command and Staff College, United States Air Force; M.A. in Public Administration, New Mexico State University; B.A. in Communication Studies, New Mexico State University
A.A. in Liberal Arts, New Mexico State University.

RITA M. SAMPSON

Ms. Sampson is the Chief of Equal Employment Opportunity (EEO) and Diversity within the Office of the Director of National Intelligence (ODNI). She is the principal advisor to the Director of National Intelligence on all matters relating to diversity within the U.S. Intelligence Community (IC). Ms. Sampson also oversees compliance with federal EEO laws, policies, and directives that impact the ODNI workforce and the IC. She serves as the Chair of the IC EEO Council (comprised of senior EEO and diversity leaders from all 17 IC elements), and leads the implementation of strategic diversity initiatives aligned with the *IC EEO and Diversity Enterprise Strategy (2015-2020)*. Promoting greater transparency, outreach, and awareness of opportunities for employment and advancement within the IC is one of Ms. Sampson's key priorities. She advances the IC's commitment to hire, promote, and maintain a highly-skilled, diverse, and inclusive IC workforce, and engages key stakeholders through partnerships that enable innovative approaches and leverage best practices for achieving EEO and diversity objectives.

From 2010-2013, Ms. Sampson served as a Senior Civil Liberties Advisor in the ODNI's Civil Liberties and Privacy Office. She supported efforts to ensure that the IC maintained effective safeguards to protect the civil liberties and privacy rights

guaranteed by the Constitution, Executive Orders, and federal laws. She also led IC initiatives to provide greater public transparency into IC programs and activities, evaluated compliance, and served as the lead for intelligence oversight reporting.

Prior to joining the ODNI, Ms. Sampson served in various capacities within the United States Department of Justice. As an Assistant Director within the Executive Office for United States Attorneys (EOUSA), she served as the Agency's EEO Officer, and led all aspects of the Agency's EEO program covering 94 district offices. Ms. Sampson also served as an Assistant General Counsel within EOUSA, specializing in government ethics and employment litigation. Before joining EOUSA, she worked in the Office of the General Counsel at the Federal Bureau of Investigation (FBI) where she litigated a range of civil matters, including complaints related to excessive use of force, Federal Tort Claims Act, and Title VII civil rights violations. Ms. Sampson was an Assistant Attorney General in the Commonwealth of Virginia's Office of the Attorney General, where she litigated complex civil litigation matters.

Ms. Sampson is a member of the Virginia State Bar, National Bar Association (NBA), and served as Special Counsel and Executive Board member of the NBA. She formerly served as President of the Greater Washington Area Chapter of the NBA, Women Lawyer's Division. She earned her juris doctorate degree from Wake Forest University and a Bachelor of Science degree in Government from the College of William and Mary.

ELYSSA SANTOS-ABRAMS

Ms. Elyssa Santos-Abrams has been employed at the Equal Employment Opportunity Commission (EEOC) since 2001, following her graduation from the Georgetown University Law Center. She is a member of the New York State Bar. As an appellate review attorney, Ms. Santos-Abrams is assigned to work at the EEOC's Office of Federal Operations, where she is responsible for reviewing appeals from the decisions of agencies and EEOC Administrative Judges on federal sector discrimination complaints, and for drafting administrative decisions thereon. She has drafted decisions in cases covering the entire spectrum of legal bases of alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. Ms. Santos-Abrams has also provided training to numerous government agencies in a variety of topics including knowing management's rights and responsibilities under EEO law, understanding and preventing harassment, providing reasonable accommodation, and understanding the Rehabilitation Act.

LESLIE SAUCEDO

Ms. Saucedo serves as the Attorney Advisor and Acting Deputy Assistant Director, in the Office of Diversity and Civil Rights (ODCR) within U.S. Immigration and Customs Enforcement (ICE). In her role as Attorney Advisor, she provides expert legal and technical advice and consultation services to the Assistant Director and ICE senior leaders, creates and implements Equal Employment Opportunity (EEO), Diversity and Inclusion and Civil Liberties policies, procedures and directives, and ensures

compliance with statutes, regulations, Executive Orders, and U.S. Equal Employment Opportunity Commission precedent and guidance. In her role as Deputy Assistant Director she leads efforts to develop an EEO, Diversity and Inclusion, and Civil Liberties Program by assisting the Assistant Director, supporting ODCR operations, supervising the ODCR Headquarters Team, and providing oversight and supervision to the three ODCR divisions.

Before joining ICE, Ms. Saucedo worked for the U.S. Department of Commerce as an Attorney in the Office of General Counsel, Employment and Labor Law Division. In that position, she advised management on a broad range of issues, including discrimination, retaliation, harassment, disciplinary and performance actions, reasonable accommodation requests, and policy actions. She also represented the Department in litigation before the U.S. Equal Employment Opportunity Commission (EEOC), Merit Systems Protection Board (MSPB), Foreign Service Grievance Board (FSGB), and in Federal courts.

Prior to working for the Federal government, Ms. Saucedo practiced private law in the Washington, DC area and represented, among other entities, MedStar Health, Baltimore City Police Department, and numerous corporations and individuals.

STEPHEN T. SHIH, ESQ.

Steve Shih serves at the U.S. Office of Personnel Management (OPM) in the position of Deputy Associate Director for Senior Executive Services and Performance Management. In this capacity, Mr. Shih leads OPM's office responsible for managing the overall Federal personnel program relating to the Senior Executive Service (SES) and other senior professionals (i.e., Senior Level (SL) and Scientific and Professional (ST)) – specifically relating to the development and implementation of regulations and policies, as well as oversight and assistance, for agencies' selection, development, performance management, and recognition of Federal executives and senior professionals. Mr. Shih is also responsible for providing Government-wide leadership to agencies in general for all Federal employees with respect to performance management, awards, leadership development, and work-life and wellness programs (including telework).

Prior to his appointment at OPM, Mr. Shih was employed at the U.S. Department of Homeland Security from August 2008 to October 2010, where he served in the position of Deputy Civil Rights and Civil Liberties Officer for EEO and Diversity Programs, and also served in an acting capacity as the Officer for Civil Rights and Civil Liberties. From October 2004 to August 2008, Mr. Shih served as the EEO Director at OPM. From November 1993 through September 2004, Mr. Shih was employed at the U.S. Equal Employment Opportunity Commission's Washington Field Office, where he served as an Administrative Judge and later as the Chief Administrative Judge. Mr. Shih received a Bachelors of Science degree from Duke University and a Juris Doctors degree from the Washington University School of Law. Mr. Shih is a member of the Bar Associations for both Virginia and Washington, DC.

PATRICIA A. SHIU

Patricia serves as the Director of the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. She leads a staff of 650 men and women around the country who are dedicated to protecting workers, promoting diversity and enforcing the law.

OFCCP was established in 1965 by presidential Executive Order 11246. Over the years, OFCCP's authority has been expanded by the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. As amended, these three laws hold federal contractors and subcontractors to the fair and reasonable standard that they take affirmative action in employment and not discriminate on the basis of gender, race, color, religion, national origin, disability or status as a protected veteran.

Director Shiu also serves on the National Equal Pay Enforcement Task Force which has been charged by President Barack Obama with cracking down on violations of equal pay laws and fulfilling, once and for all, the promise of the 1963 Equal Pay Act. She also represents the Secretary of Labor on the federal Interagency Working Group of the White House Initiative on Asian Americans and Pacific Islanders.

Prior to joining the Obama Administration, Ms. Shiu served as Vice President for Programs at the Legal Aid Society-Employment Law Center in San Francisco. Ms. Shiu joined the Employment Law Center in 1983 as a staff attorney and spent 26 years representing workers in both individual and class action cases focused on employment discrimination. Her cases addressed issues such as gender, race, sexual orientation, national origin, immigration, disability, domestic violence and harassment. She has also litigated wage and hour and reproductive health hazard cases.

As the Director of the Legal Aid Society's Work and Family Project, Ms. Shiu advocated for the passage of California's Family Rights Act, the Family and Medical Leave Act, and Paid Sick Leave. She also fought to expand educational access for vulnerable students under Title IX of the Civil Rights Act and disability laws.

Ms. Shiu began her legal career as an associate with Pillsbury, Madison & Sutro in San Francisco. She was the President of California Women Lawyers in 1987. In 1993, she was appointed to the Civil Rights Reviewing Authority for the Department of Education by Secretary Richard Riley. Ms. Shiu served as the Vice President of the National Employment Lawyers Association and was recognized in 2009 with the Joe Morozumi Lifetime Achievement Award. She is the 2002 recipient of the Abby J. Leibman Pursuit of Justice Award, and the Pacific Asian American Women Bay Area Coalition's "Woman Warrior Award." Ms. Shiu is a graduate of the University of California, Berkeley and the University of San Francisco School of Law.

JOHN SIM

John Sim is a Supervisory Senior Analyst in the U.S. Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL), where he leads a team of attorney EEO Analysts in the areas of complaint adjudications and issuance of final agency actions, as well as advancing Departmental EEO initiatives and training. Mr. Sim also previously served as the Acting EEO Director of DHS Headquarters EEO Office, which services all of the programs within the DHS Office of the Secretary.

Prior to joining DHS, Mr. Sim worked at the U.S. Department of Justice, Civil Rights Division, Complaint Adjudication Office. And prior to joining the federal sector, Mr. Sim worked in private practice as an Associate at the law firm of Akin, Gump, Strauss, Hauer, and Feld LLP in Washington, D.C. Mr. Sim earned his law degree from the American University's Washington College of Law and completed his undergraduate education at the University of Pennsylvania.

APRIL SIMPKINS, PHR

April is a nationally certified Professional in Human Resources and the President of HRS&S Consulting, LLC. She provides the expertise necessary to shape and develop the human capital of many small- to midsize companies. She partners with corporate executive officers, business leaders, managers, and sole proprietors to enhance their Human Resources function across a variety of industries. April's 20 years of Human Resources experience and continued study of Human Resources trends has made her a trusted advisor for many in the business community. April is a member of the Society for Human Resources Management (SHRM), an organization for which she is additionally credentialed with the SHRM-CP certification. She is on the board of directors of the Carolinas Chapter of SHRM as the past president. April was appointed by SHRM in 2013 as the Advocacy Captain in South Carolina's 5th District to work closely with local and state legislators lobbying both locally and in Washington D.C. on issues that affect employers. Her work with SHRM ensures the voice of the employer is heard on the local, state and national levels. April is a requested speaker on numerous Human Resources topics and has presented on the local and state level. Her presentations have been approved for credit by the Human Resources Certification Institute (HRCI) and attended by Human Resources professionals and business leaders from local, state and national organizations. April's leadership skills and passion for supporting small businesses led to her appointment as the 2015 Chair of the Small Business Council for the York County Regional Chambers in South Carolina. April has been awarded the Movers & Shakers Award by Business Leader Magazine. She has also been recognized in her community for her dedication to volunteerism.

MARY M. TIERNAN

Mary M. Tiernan has been employed with the U.S. Equal Employment Opportunity Commission since 1991. Since September 2007, she has served as the Program Analyst for the EEOC's Philadelphia District Office and manages the Philadelphia District Office's outreach and public affairs program. She provides training and

technical assistance to employers and employees within the district. From 1991 through August 2007, she served as an EEOC Trial Attorney and Senior Trial Attorney, and litigated class action discrimination cases, and numerous individual cases, under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Equal Pay Act. Prior to working for the Commission, Ms. Tiernan had a legal clerkship with the Honorable Angelo A. Guarino, of the Court of Common Pleas in Philadelphia, Pennsylvania. Ms. Tiernan graduated from Villanova University and Villanova University School of Law.

SUSAN TSUI GRUNDMANN

Susan Tsui Grundmann was nominated by President Barack Obama on July 31, 2009, to serve as a Member and Chairman of the U.S. Merit Systems Protection Board. She was confirmed by the U.S. Senate on November 5, 2009. Ms. Grundmann's term will expire on March 1, 2016.

Previously, Ms. Grundmann served as General Counsel to the National Federation of Federal Employees (NFFE), which represents 100,000 Federal workers nationwide and is affiliated with the International Association of Machinist and Aerospace Workers. At NFFE, she successfully litigated cases in the U.S. District Court for the District of Columbia and the U.S. Court of Appeals for the District of Columbia. In 2004, Ms. Grundmann represented NFFE and other labor unions in the statutory "meet and confer" process with officials from the Department of Homeland Security (DHS) and the Office of Personnel Management (OPM), which sought agreement on how to proceed with new DHS personnel regulations. She represented NFFE and the United Department of Defense Workers Coalition, consisting of 36 labor unions, and served on the Coalition's litigation team in a coordinated response to proposed personnel changes at the Department of Defense (DoD). In addition to DoD employees, Ms. Grundmann represented employees in the Forest Service, Department of Agriculture, Passport Services, Veterans Administration, General Services Administration, and some 25 additional Federal agencies. From 2003 to 2009, she was a regular instructor on Federal sector labor and employment law at the William W. Winpisinger Education Center in Placid Harbor, Maryland. Prior to joining NFFE, Ms. Grundmann served as General Counsel to the National Air Traffic Controllers Association. She began her legal career as a law clerk to the judges of the Nineteenth Judicial Circuit of Virginia, and later worked in both private practice and at the Sheet Metal Workers National Pension Fund. Chairman Grundmann earned her undergraduate degree at American University and her law degree at Georgetown University Law Center.

CHRISTOPHER TULLY

Christopher has served as an attorney with the General Law Division of the U.S. Department of Health and Human Services' Office of the General Counsel for the past eleven and a half years, with extensive experience defending EEO matters before the Commission. Prior to his service with the Department, he served as the Associate General Counsel for the Transportation Communications Union, in which he had significant experience defending the Union against private sector EEO claims. Mr. Tully is a 1995 graduate of the University of Virginia School of Law.

CATHY VENTRELL-MONSEES

Cathy Ventrell-Monsees is the Senior Counsel to Chair Jenny Yang at the U.S. Equal Employment Opportunity Commission, where she provides strategic, legal and policy advice to the Chair on the administration and enforcement of the civil rights statutes enforced by EEOC. She joined EEOC in 2011 as a Senior Attorney Advisor to Commissioner Stuart Ishimaru and served for two years as a Senior Attorney Advisor to Chair Jacqueline Berrien.

Her career has focused on age and gender discrimination and class action litigation as the Managing Attorney of AARP Foundation Litigation and at her own firm. She is the co-author of AGE DISCRIMINATION LITIGATION (James Publishing 2014). She has written more than 50 amicus briefs in the U.S. Supreme Court and federal courts and litigated several ADEA collective actions. She was significantly involved in all of the amendments to the ADEA since 1985 and in the Civil Rights Act of 1991. She has taught Employment Discrimination Law at the American University Washington College of Law for the past 15 years and received the award for Best Adjunct Faculty in 2011.

She has testified before Congress, the EEOC, and the US Commission on Civil Rights on issues including age discrimination and forced arbitration. She has also appeared as an expert on age discrimination issues on CNN, NBC Dateline, CBS This Morning, Fox News, NPR, National Talk Radio, Christian Broadcast Network, News Talk TV, as well as being quoted in the NY Times, Wall Street Journal, Washington Post, USA Today, National Journal, Chicago Tribune, ABA Journal, and numerous local publications.

Ms. Ventrell-Monsees served as President of Workplace Fairness from 2007-2011 and as an executive Board member of the National Employment Lawyers Association for 12 years. She was among the first plaintiff attorneys to serve on the council of the ABA's Labor and Employment Law Section, after co-chairing the EEO Committee of the Section. She is a graduate of the Washington College of Law at American University and Rutgers University.

VICTOR VOLOSHIN

As the Chief Mediation Officer, Victor helps federal agencies design and improve their internal workplace programs using Alternative Dispute Resolution (ADR). He represents EEOC at the Interagency ADR Working Group – an entity established by Congress and

the President to coordinate, promote, and facilitate the effective use of ADR throughout the federal government. Victor is the Chair of the Steering Committee of the Interagency ADR Working Group.

Victor also directs RESOLVE, EEOC's internal ADR program that addresses individual concerns and systemic workplace problems by mediating complaints, offering informal dispute conciliation, conducting group facilitations, and providing conflict-resolution training.

Victor is an expert on the workplace conflict management issues who came to the EEOC from the District of Columbia Superior Court. Prior to that, Victor served as the ADR Director and EEO Officer for the New York City Civilian Complaint Review Board, an independent mayoral agency responsible for handling complaints against the New York City Police Department.

For many years Victor taught as an adjunct professor at New York University in the Conflict and Dispute Resolution Program.

Prior to government service, Victor was an attorney, consultant, mediator, negotiator, and arbitrator in the private sector. He has worked with non-profit organizations, quasi-governmental entities, and large multi-national corporations.

Victor holds MBA and JD degrees from the College of William and Mary, and is licensed to practice law in New York State. He can be reached at victor.voloshin@eoc.gov or 202-663-4095.

INGRID WADE

Ingrid is an Equal Employment Specialist in the Office of Federal Operations (OFO), Federal Sector Programs, Agency Oversight Division. She started working at the Commission in 1994 and served as an Administrative Assistant to the Director of the Appellate Review Program. In 1998, Ms. Wade became an Equal Opportunity Assistant in the Compliance and Control Division in OFO. In 2005, Ms. Wade became an Equal Employment Specialist and her primary role is to provide technical assistance and guidance to various federal agencies regarding their affirmative employment programs by evaluating proposed policies, programs, and standards, assisting with indentifying programmatic deficiencies and systemic barriers, and providing feedback on the efficiency of agencies affirmative employment programs, policies, and procedures. Ms. Wade also conducts MD-715 and Barrier Analysis training for OFO's Training and Outreach Division. In 2009, Ms. Wade earned her B.A. in Business/Organizational Innovation from the University of Phoenix.

KRISTA WATSON

Krista serves as the Program Analyst for the Phoenix District Office of the U.S. Equal Employment Opportunity Commission (EEOC). As the Program Analyst she is

responsible for the Phoenix District Office's Outreach and Education program in Arizona, New Mexico and Utah. Ms. Watson is a frequent speaker throughout the District about employment related matters, EEOC laws, guidance and procedures and she is a featured speaker at many conferences and meetings. In addition to her duties in the Phoenix District, she is a frequent trainer on national training projects. Before serving in this position, she was an Investigator and the Charge Receipt Supervisor. As an Investigator, Ms. Watson investigated individual and class complaints of employment discrimination. Prior to joining the Commission, over twenty years ago, Ms. Watson worked for the Department of Justice. She received her M.A. and B.A. from Western Illinois University

RONALD J. WEISS

Ronald J. Weiss was appointed as an Administrative Judge with the United States Merit Systems Protection Board in January 1996. Prior to that appointment, Mr. Weiss served as an attorney with the Board's Office of Appeals Counsel in Washington, D.C., and as a litigator with the firm of Altheimer & Gray, in Chicago, Illinois.

Mr. Weiss received his B.A. from Brown University in 1986, and his J.D. from the University of Virginia in 1990.

D. MICHAEL WEST, MS, ACC

Michael West is an independent consultant who provides a wide range of dispute resolution services; mediation, facilitation, training, conflict coaching, executive leadership coaching and consulting services. He has 23 years of mediation and training experience in conflict resolution and is a certified coach with the International Coaching Federation. Michael draws on his previous 21 years of military service where he held mid and upper level management and leadership positions.

Michael has been a certified mediator through the Supreme Court of Virginia since 1992. He is a certified trainer and was an adjunct professor teaching conflict resolution courses at the School for Conflict Analysis and Resolution, George Mason University, Fairfax, VA. Michael is a certified facilitator for the Myers Briggs Type Instrument, Emotional Intelligence and the Strength Deployment Inventory and Leadership Circle 360.

Michael has a depth of experienced in working within the culture of government agencies. He has 18 years of federal government experience with the Department of Education as a Dispute Resolution Analyst and the Department of Defense as an investigator with the Inspector General's office. He has mediated in other federal agencies and was a mentor mediator with the federal Shared Neutrals Program. He now provides conflict resolution services, conflict coaching, and training.

His education achievements include a Bachelor of Arts in Criminal Justice, a Master of Arts in Conflict Analysis and Resolution, and a certificate from Georgetown University's

Executive Leadership Coaching Program. He is also a graduate of Inspector Course, Scotland Yard, London, England.

He has conducted training at both the state and national level. He has been a guest presenter at Johns Hopkins University School of Business, George Washington Law School, George Washington University Executive Leadership and Catholic University.

ERICA D. WHITE-DUNSTON, ESQ.

In April 1999, Erica D. White-Dunston began her legal career as an associate specializing in civil rights and employment law. In June 2001, Ms. White-Dunston was hired as a Trial Attorney in the Office of General Counsel's Systemic Investigations/Litigation Unit with the U.S. Equal Employment Opportunity Commission (EEOC/Agency). In late 2006, Ms. White-Dunston transferred to the Agency's Office of Equal Opportunity (OEO), where she performed numerous assignments covering the entire spectrum of legal bases of alleged discrimination. In 2008, as a direct result of her ability to identify complaint trends, Erica chaired the Agency's Disability Task Force, charged by EEOC Chair Earp with examining the Agency's Disability program and presenting recommendations for both improving and potentially restructuring it as a model program.

Enthusiastic and passionate, coupled with her use of wit, active role-playing, and wealth of knowledge and various training certifications, Erica has been a featured presenter or instructor before diverse audiences, including, but not limited to, federal employees. In November 2010, Ms. White-Dunston became the Technical Advisor for Equity Diversity and Inclusion Field Services at the Internal Revenue Service. Among her responsibilities in that capacity, Ms. White-Dunston is tasked with continuously assessing the training needs of the various business units within that business division and updating, devising and implementing innovative training tools and modules for national dissemination. In June 2013, Ms. White-Dunston was reassigned to the newly formed Resource Operations and Management Division, where she is most recently primarily responsible for assessing and ensuring the training needs of IRS leadership is met.

In June 2014, Ms. White-Dunston became one of only 20 of the more than 80,000 Treasury employees to be awarded the title of Certified Strategic Partner (CSP). This title recognizes Ms. White-Dunston for superior knowledge and performance as a Human Capital Professional, in addition to demonstrating a high level of proficiency in the General Competencies and in at least two Technical Competencies within the HR, EEO or Training specialty areas.

In February 2015, Ms. White-Dunston was accepted as a member of the Presidential Management Council's (PMC) Interagency Program Cohort 8. The PMC Program was launched to not only bolster cross-agency exposure for high-potential GS 13-15s, but to strengthen agency collaboration, facilitate best practice sharing across Departments and build a pipeline of emerging leaders who possess a broad understanding of the

varied missions across the Federal Government. Erica is currently on a six-month detail to the Office of Personnel Management (OPM) CHCO Council.

A native Washingtonian and graduate of Archbishop Carroll High School, Erica was awarded the Lorraine Williams scholarship and numerous Trustee Awards for scholastic achievement from Howard University, where she graduated in 1995. Upon graduation, Ms. White-Dunston was awarded a full academic scholarship to Syracuse University College of Law. She graduated with her law degree in 1998, having received the Seely Johnson Award for Outstanding Leadership in an African American student, the Ralph Kharas Award for Outstanding Leadership in Moot Court, and elevation to the Order of the Barristers. A member of the Maryland and District of Columbia Bars, when not working, Ms. White-Dunston mentors teens, regularly is a featured speaker throughout the Washington-Metropolitan area, is an amateur singer at various events and loves to read.

SARAH WHITTLE SPOONER

Sarah Whittle Spooner was appointed to the position of Executive Director at the Federal Labor Relations Authority (FLRA) in January 2013. As Executive Director, Sarah serves as the chief operating officer of the agency and is responsible for management of agency-wide administrative offices, including budget and finance, administrative services, information technology, and human capital. These offices provide services to all FLRA components, including the Authority decisional component, the Office of the General Counsel, and the Federal Service Impasses Panel.

Sarah is a career employee of the FLRA, having begun her professional work as an attorney in the Office of then-Chairman Phyllis Segal in 1996. Subsequently, Sarah served as Assistant General Counsel for Legal Policy & Advice in the Office of the General Counsel and as Senior Attorney in the Washington Regional Office of the FLRA. In 2009, Sarah assumed the position of Counsel for Regulatory and External Affairs in the Office of Chairman Carol Waller Pope and, in beginning in August 2012, served as Acting Executive Director of the FLRA. She received her Bachelor of Science degree from Salem State College and her Juris Doctor degree from Brooklyn Law School. Sarah also received a Certificate in Public Management from the USDA Graduate School in partnership with George Washington University and, in 2011, was named a Senior Fellow, having completed the Excellence in Government Fellows Program of the Partnership for Public Service, Center for Government Leadership. She is a member of the bar of New York and the Court of Appeals for the District of Columbia Circuit.

MARQUI WILLOUGHBY

Marqui is a Federal Sector Appellate Attorney with the Equal Employment Opportunity Commission's (EEOC) Office of Federal Operations (OFO). As an Appellate Attorney, Marqui determines complainant and agency appeals of Administrative Judge and final agency decisions on federal employee discrimination complaints and has drafted over

1,500 appellate decisions, including decisions involving complex class action certification, reasonable accommodation claims, petitions for enforcement, settlement agreements, emerging and novel issues, and grievance appeals. Marqui has also provided extensive training and outreach on Commission regulations and guidance to managers, employees, and employee associations. He has also conducted field evaluations of agency EEO programs, led OFO work groups on federal sector equal employment opportunities for women and African Americans, and served as a special EEO investigator.

Previously, Marqui worked for Legal Aid of North Carolina as a Family Law litigator. Additionally, he has served as a Special Assistant United States Attorney for the United States Attorney's Office in Washington, D.C. In that assignment, Willoughby represented the U.S. Government as a prosecutor for criminal cases in the District of Columbia.

Marqui has a Juris Doctor from the University of North Carolina School of Law and Bachelor of Arts degrees in Journalism and Political Science from the University of North Carolina at Chapel Hill.

MICHAEL WOLF

Michael Wolf has spent more than 30 years as a neutral, educator and advocate in labor-management relationships. At the Federal Labor Relations Authority, Michael serves as the Settlement Judge and Director of the agency's ADR Office where he helps federal agencies and labor unions resolve complex workplace disputes. He also provides facilitation, training and guidance to help parties grow healthy workplace relationships.

Previously, Michael was Counsel for Dispute Resolution Technology to the National Mediation Board, and Assoc. Director of former Secretary of Labor W.J. Usery's Center for the Workplace. For a decade at the Federal Mediation and Conciliation Service, Michael was a Commissioner, Federal Mediator, Director of Mediation Technology Services and Special Assistant to the Director. Earlier in his career, Michael practiced labor and employment law, spent a brief time as a Congressional staffer, and served on mediation and arbitration panels.

Michael continues to be a regular guest instructor in the graduate HR Management program at Catholic University. He has been adjunct faculty at Pepperdine Univ. and the Univ. of Baltimore, where he taught a graduate course in Online Dispute Resolution. He has been a guest lecturer at Harvard's Kennedy School, Cornell's ILR School, George Washington Univ., Univ. of Texas Business School, N. Texas State Univ. Business School, Sullivan Univ. and Rutgers Univ. Dept. of Public Policy.

Michael is in his fourth year as the public-neutral co-chair of the ABA Federal Sector Labor & Employment Law Committee. He first served the ABA 30 years ago in a series of Young Lawyers Division leadership positions, including Chair of the ADR Committee.

More recently, Michael served four years as a Government Fellow to the ABA ADR in Labor & Employment Law Committee, and on the planning team for the ABA Technology in Labor & Employment Law Committee.

Michael served on the Board of Directors of the NJ State Bar Assoc. Dispute Resolution Section, President of the Greater Delaware Valley Chapter of the Assoc. for Conflict Resolution, ADR Section leadership positions in the State Bar of Texas, Chair of the federal government's Shared Neutrals Program for South Texas, and webmaster for the Association of Labor Relations Agencies.

Michael earned a J.D. from Washington Univ. in St. Louis and a B.A. from the Univ. of Wisconsin at Madison. He is licensed in two states and, as a full-time ADR practitioner, he remains gratefully inactive on both licenses. Michael and his wife Jane live in South Jersey and are proud parents of two fantastic young adults. For additional information, see www.linkedin.com/in/mjwolf/.

SHARON M. WONG

Sharon Wong is the Deputy Director for Coordination & Policy in OPM's Office of Diversity & Inclusion (ODI), the office that leads and manages the government-wide diversity and inclusion effort. She came to OPM in September 2011 after serving as the D&I Officer at NASA/GSFC, where she led the D&I efforts since the program inception in 2000, leaving NASA/GSFC with a #2 ranking for Diversity in the Best Places to Work in Government. Her work experiences include 15 years as a Lead Software Integration and Test Engineer at NASA.

Ms. Wong recently completed a 2-year term as National President for OCA, a national Asian Pacific American (APA) social justice and civil rights advocacy organization; she's a past Chair of AAGEN, an organization of federal APA executives; and a Past President of the FAPAC. Ms. Wong served on the Maryland Commission for Women, and currently serves on the Human Rights Campaign (HRC) Board of Governors.

She has a B.S. in Physics, a M.S. in Engineering Systems Analysis from UCF, and a Diversity Management Certificate from Cornell University.

CAMELLA M. WOODHAM

Camella M. Woodham currently serves as the Deputy Director and Supervisory Attorney-Advisor in the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Equal Opportunity, where she provides legal guidance and technical assistance on EEO matters. In this position, Camella supervises a staff of EEO professionals who conduct EEO investigations and counselings, conduct barrier analysis, manage special emphasis activities, draft settlement agreements, and Final Agency Decisions, and write and analyze mandated EEO reports.

With over 15 years of legal experience specializing in equal employment opportunity and affirmative employment, Camella has served as a facilitator for several agency sponsored training events for both internal and external audiences.

Camella is a graduate Howard University and Georgetown University Law Center. She is a member of the Maryland and District of Columbia Bars.

VICKI M. WRIGHT

Ms. Vicki M. Wright founded V.M. Wright & Associates in 2003; a federally registered, small, women-owned, business. She has extensive human relations and Equal Employment Opportunity (EEO) experience as a result of her 36-year federal career in the Department of the Navy and Department of the Army. She was Senior Employee and Labor Relations Specialist with the Department of the Navy at the Naval Weapons Support Center, Crane, Indiana, and was a Recruitment and Placement Specialist with the Department of the Army at the National Training Center, Fort Irwin, CA. Her EEO experience includes the Garrison EEO Director, Fort Belvoir, VA; EEO Manager at Walter Reed Army Medical Center, Washington, DC; and EEO Officer at the Army's National Training Center, Fort Irwin, CA.

Ms. Wright is a graduate of Vincennes University and of the Army Management Staff College (AMSC). She is a certified trainer, mediator, facilitator, and experienced public speaker. She has provided EEO consulting, counseling, facilitation and training services for multiple State and Federal Government agencies and has contracted as a contributor with Labor Relations Publications (LRP). Federal and state agency clients include the Department of the Air Force; Headquarters, Department of the Army; U. S. Army Human Resources Command; Department of Defense Office of the Inspector General; Defense Logistics Agency; Tennessee Valley Authority; the State of West Virginia, and the Equal Employment Opportunity Commission (EEOC) for which she has provided training services for the past 14 years.

EDWARD "TOM" ZRUBEK

Tom has 38 years of government service in the fields of employee and organizational development. Prior to serving as the Department of Defense, OIG Ombudsman, he managed the Audit Staff Development Branch. In that capacity, he developed and delivered mentoring, knowledge management, and leadership development programs. Prior to coming to the Office of the Inspector General, Tom served 18 years at the General Services Administration (GSA) in the organization development field. He's a certified leadership coach and uses that background every day in the Ombudsman role. He began his career as an intern in the US Department of Agriculture's Food and Nutrition Service. Tom also served as a high-school English teacher in New Hampshire.