



U.S. Equal Employment Opportunity Commission
VIRTUAL REGIONAL EEO TRAINING
MEMPHIS and ST. LOUIS
October 29, 2020 | 9:00 am – 3:45 pm (CT)

Breaking Barriers in 2020:
The Seen and Unseen Obstacles to Equal Employment Opportunities

Sponsored by the
EEOC St. Louis & Memphis District Offices

AGENDA

9:00 a.m. ***Welcome & Opening Remarks***
Lloyd J. (Jack) Vasquez, Jr., District Director, U.S. EEOC, St. Louis District Office
Delner Franklin-Thomas, District Director, U.S. EEOC, Memphis District Office

9:15 a.m. ***2020 EEO Legal Updates***
Carol Miaskoff, Associate Legal Counsel, U.S. EEOC, Office of Legal Counsel,
Washington, DC

Hear from EEOC's leading national expert, Carol Miaskoff, Office of Legal Counsel, about important legal updates and caselaw developments in 2020. Discussion will focus on recent decisions from the U.S. Supreme Court and federal circuit courts throughout the country, including the recent U.S. Supreme Court case that held gay and transgender workers are protected under Title VII of the Civil Rights Act of 1964.

10:15 a.m. ***Hot Topics and Evolving Issues for Breaking EEO Barriers in 2020:***
William A. Cash, Jr., Area Director, U.S. EEOC, Little Rock Area Office
Daniel Herrington, Partner, Labor & Employment, Friday, Eldredge & Clark, Little Rock, AR
Cynthia Nance, Dean Emeritus, University of Arkansas School of Law, Fayetteville, AR

Join us for a dynamic discussion from a panel of experts representing the defense, plaintiff, and EEOC perspectives on evolving EEO issues in 2020. This session will explore employment barriers vulnerable workers are currently facing and how employers can help minimize these barriers by preventing and remedying discrimination to avoid legal liability.

11:15 a.m. ***Break***

11:30 a.m. ***The Gold Standard of Harassment Investigations: Cognitive Interviewing***
Holly Cole, Area Director, U.S. EEOC, Oklahoma City Area Office
Natascha DeGuire, U.S. EEOC, Kansas City Area Office

Conducting an effective, impartial, and prompt investigation to harassment complaints is essential for removing barriers to equal opportunity in the workplace and creating a workplace that is civil, safe, and inclusive for all employees. Cognitive interviewing, originally developed in criminal law enforcement, is evolving as the new and valuable tool

for effectively investigating workplace harassment matters in instances where the victim or bystander experienced trauma. In this session, learn the neuro-physiological bases for the cognitive interview as well as accepted techniques for conducting thorough investigations of harassment issues in the workplace.

12:30 p.m. **Lunch Break**

1:30 p.m. **Appearance Discrimination**

Debra Finney, Outreach & Education Coordinator, U.S. EEOC, Little Rock Area Office
Travis Nicholson, Deputy Director, U.S. EEOC, Houston District Office

How someone looks and how they are seen can be a barrier to equal opportunity in the workplace. Appearance discrimination is discrimination based on an individual's physical appearance. This issue is gaining momentum with the growing trend toward the acceptance of physical expression. This session will explore the various laws that protect an individual if appearance discrimination is linked to an individual's protected class such as race, color, national origin, gender, religion, age, or disability. Discover how an employer's personal appearance standards should be framed with an eye toward how they are viewed under the laws enforced by EEOC.


2:30 a.m. **EEO Implications from the Use of Big Data and Artificial Intelligence**

Pauline Kim, Law Professor, Washington University School of Law, St. Louis

In our increasingly technology-driven workplace, the use of Big Data and Artificial Intelligence is used for making hiring and employment decisions based on evaluating thousands of pieces of information about an individual. The use of Big Data and AI has the potential to reduce bias and help employers make more objective employment decisions; however, if these tools are not designed to promote fairness, they can create unintended barriers to equal employment opportunity. In this session learn how to effectively use tools of Big Data to eliminate bias in employment decision-making processes.

3:30 p.m. **Final Q&A & Wrap Up**

3:45 p.m. **Adjourn**

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<p>6 hours CLE credit (pending approval) for Oklahoma, Missouri, and Kansas</p> <p>5 Hours of CLE Credit are being sought for Tennessee, Mississippi, and Arkansas</p> <p>Approved for 5 HRCI Credit Hours (HR General):</p> <p><i>"The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval."</i></p> 	<p>Approved for 5 SHRM Professional Development Credits (PDCs)</p> <p>U.S. EEOC is recognized by SHRM to offer PDC's for SHRM-CP® or SHRM-SCP®</p> 