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TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Dallas District ★ Los Angeles District ★ Washington Field Office

DIVERSITY, EQUITY, AND INCLUSION: UNLOCKING OPPORTUNITIES – EMPLOYING INDIVIDUALS WITH CONVICTIONS

September 9, 2021
1:00 pm – 3:10 pm (EDT)

AGENDA

- | Time | Presentation |
|-------------|--|
| 12:30 pm | Virtual Environment Opens |
| 1:00 pm | Opening Remarks
Belinda F. McCallister, District Director, EEOC Dallas District Office |
| 1:05 pm | Title VII of the Civil Rights Act of 1964: Unlocking Opportunities
Carol R. Miaskoff, EEOC Legal Counsel – Washington, D.C.
<p>The Commission provides enforcement guidance on the consideration of arrest and convictions records in employment decisions. This session discusses how an employer's use of an individual's criminal history in making employment decisions may, in some instances, violate the prohibition against employment discrimination under Title VII of the Civil Rights Act of 1964, as amended. The discussion also addresses the difference between arrest and conviction records, whether criminal conduct exclusion is job related and consistent with business necessity, and employer best practices.</p> |
| 2:05 pm | Dispelling Myths and Stereotypes: Employing Individuals with Convictions
Katrina Grider, EEOC Associate Director – Curriculum, Training and Education – Washington, D.C.
Alyssa Lovegrove, Academic Director, Georgetown Pivot Program – Washington, D.C.
Joseph Paul, Managing Director, Los Angeles Regional Re-entry Partnership – Los Angeles, CA
<p>A panel of experts address the common myths and stereotypes about recruiting and hiring individuals with criminal history and discuss how employers can promote and maintain diverse and inclusive workplaces by providing these individuals with equal employment opportunities.</p> |

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3:05 pm **Closing Remarks**

Mindy Weinstein, Director, EEOC Washington D.C. Field Office

3:10 pm **Adjourn**

REGISTRATION FEE: \$115.00

REGISTER HERE: [Dallas](#) ★ [Los Angeles](#) ★ [Washington Virtual Workshop](#)

CREDITS:

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval

CLE – seeking credit for CA, NV and VA

This workshop has been approved for Federal Counselor or Investigator Refresher credits (2 hours).

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PRESENTER BIOGRAPHIES



Katrina Grider, EEOC Associate Director – Curriculum, Training and Education – Washington, D.C.

Katrina Grider is the Associate Director – Curriculum, Training and Education, EEOC Revolving Funds Division. Ms. Grider directs and oversees the development, content, and delivery of the EEOC's fee-based training and education programs for public and private sector employers; manages training activities provided by the EEOC Training Institute; and establishes and maintains relationships with internal and external stakeholders to identify training needs and develop appropriate training and education to meet such needs.

Ms. Grider's passion and inspiration for training comes from her deep reservoir of experience and insights. For the past 35 years, she has been doing training, litigating labor and employment law cases before federal and state courts, and administrative agencies; counseling clients on general employment law issues, personnel policies, best practices, and diversity, equity and inclusion (DE&I) training initiatives; and conducting internal investigations. Her training philosophy is a core component of her development of an overall EEOC educational strategy for the EEOC's Training Institute that is based upon the EEOC's mission, priorities, and strategic plan.

Ms. Grider is licensed to practice in Texas and Oklahoma. Ms. Grider is Board Certified in Labor and Employment, Texas Board of Legal Specialization.



Alyssa Lovegrove, Academic Director, Georgetown Pivot Program – Washington, D.C.

Alyssa Lovegrove is a Professor of Entrepreneurship at Georgetown University and the Academic Director of the Georgetown Pivot Program, a business and entrepreneurship certificate program for individuals with prior criminal convictions. The Pivot Program combines classroom training with internships in professional settings and is designed to enable individuals transitioning back into the community to access careers that might have been otherwise out of reach.

Ms. Lovegrove began her career in banking and later joined management consultants McKinsey & Company, where she focused on the financial services and consumer retailing sectors in the US and Europe. Ms. Lovegrove left consulting to become the Co-Founder of the Great Little Trading Company (GLTC Ltd), a UK-based online and mail-order retailer of children's household products.

Since her return to the US in 2007, Ms. Lovegrove has been focusing on the development of innovative entrepreneurship and employment programs for individuals facing economic and social challenges. Ms. Lovegrove is currently an advisor to BroadFutures, which provides internship opportunities to learning-disabled young adults, and Dog Tag Bakery, an entrepreneurship-based transition program for disabled military veterans and their caregivers. At Georgetown, Ms. Lovegrove also serves as Senior Advisor to the Georgetown Entrepreneurship Initiative.

Ms. Lovegrove has a Bachelor of Arts (honors) in government from Harvard University, an MBA (finance/public administration) from the NYU Stern School of Business and a Doctorate in Social Work from the University of Southern California.

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Belinda McCallister, District Director, EEOC Dallas District Office

Belinda F. McCallister is the District Director of EEOC Dallas District Office. Ms. McCallister began her employment with the U.S. Equal Employment Opportunity Commission in Dallas, Texas in 1990, as Student Intern. Ms. McCallister has held various positions with the Commission to include Clerk, Office Automation Assistant, Administrative Technician, Investigative Support Assistant, Equal Opportunity Investigator, Charge Receipt Supervisor and Enforcement Supervisor. In June of 2014, she was selected as the Area Director for the EEOC El Paso Office. Ms. McCallister was promoted to the position of Deputy Director and returned to Dallas in August 2015.

Ms. McCallister is a soft spoke woman who can reach and stir her audiences. Since 1995, Ms. McAllister has actively participated in the agency's outreach education program and has made presentations to a host of employers, special emphasis groups, non-profits and student organizations. Ms. McCallister's passion is speaking to youth organizations.

Originally from Dallas, Texas, Ms. McAllister graduated from Dallas Baptist University, where she obtained a bachelor's degree in business administration. Ms. McCallister obtained her master's degree from Southern Methodist University in Conflict Management, Dispute Resolution.



Carol Miaskoff, EEOC Legal Counsel – Washington, D.C.

Carol R. Miaskoff is the Legal Counsel of the Equal Employment Opportunity Commission (Commission or EEOC). Ms. Miaskoff manages development of the Commission regulations and guidance under the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, and the Genetic Information Nondiscrimination Act. She also provides legal advice to the Commission and works with the Department of Justice to defend the Chair and the Commission in litigation.

During her career at the EEOC, Ms. Miaskoff supervised the development of proposed Commission policy on workplace harassment and final Commission guidance on retaliation, criminal background checks, and national origin discrimination. She served on the EEOC's equal pay task force and speaks frequently to labor and employment groups about issues ranging from COVID-19 in the workplace, to the use of big data in employment selection.

Ms. Miaskoff graduated from Harvard University and from the George Washington University Law School, with high honors. In the community, Ms. Miaskoff has been active in the Montgomery County, MD, Mental Health Advisory Committee, and guest lectures at a Georgetown University undergraduate class on Women and the Law.

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Joseph Paul, Managing Director, Los Angeles Regional Re-entry Partnership – Los Angeles, CA

Joseph Paul is currently serving as the Managing Director for the Los Angeles Regional Reentry Partnership, the Regional Coordinator for the Los Angeles chapter of the African-American Community Empowerment Council, Managing Partner at Promise Enterprise, LLC, a Commissioner on the Inmate Welfare Fund Commission for Los Angeles County Sheriff's Department, a member of the Sheriff's Community Advisory Committee of the Restorative Justice Program, and Director of Political and Civic Affairs for Bishop Noel Jones of City of Refuge.

Mr. Paul is a seasoned workforce, reentry, and community development professional with over 30 years of experience working with ex-offenders, high risk adults, and community and faith-based organizations. During his career he has demonstrated experience and success with evidence-based program design and implementation; advocacy for systems change; multidisciplinary and cross-sector collaboration management; and strategic planning.

Mr. Paul has worked on several legislative and policy reform campaigns including the Ban the Box law in California (AB 1008), the City of Los Angeles Fair Chance Initiative for Hiring Ordinance, and In-Custody and Released Felony Voter Registration.



Mindy Weinstein, Director, EEOC Washington D.C. Field Office

Mindy E. Weinstein is the Director of the EEOC's Washington Field Office, where she is responsible for overseeing investigations, mediations, federal sector hearings, and the office's outreach and education program in Washington, DC and Northern Virginia.

Ms. Weinstein's prior experience includes serving as the EEOC's Regional Attorney in Charlotte, North Carolina; as a Special Assistant to former EEOC Chair Evan Kemp, and later to former EEOC Vice Chair Leslie E. Silverman; as an attorney in the EEOC Office of General Counsel's Systemic Litigation Program; and as a trial attorney in EEOC's Baltimore office. She also previously served as a Special Assistant United States Attorney in Washington, D.C.

Ms. Weinstein is a graduate of Wellesley College and the George Washington University School of Law.