EEOC TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Washington Field Office

LGBTQ+ DISCRIMINATION: ENSURING EEO COMPLIANCE AND INCLUSION

June 3, 2021

3:00 pm – 5:10 pm EDT

AGENDA

Time	Presentation
2:30 pm	Virtual Environment Opens
3:00 pm	**Program Welcome and Introduction**
	Mindy E. Weinstein, District Director, EEOC Washington Field Office
3:05 pm	**The Supreme Court Said LGBTQ+ Discrimination Is Illegal: Now What?**
	Jocelyn Samuels, Vice Chair, EEOC
	This session focuses on the legal landscape regarding discrimination against LGBTQ+ people. What are the ramifications of the Supreme Court's landmark 2020 *Bostock* decision, holding that discrimination based on sexual orientation and gender identity constitutes sex discrimination under Title VII? Are transgender people covered by the ADA? How should employers prevent discrimination and harassment against LGBTQ+ employees? What are employers' legal obligations?
4:05 pm	Break
4:10 pm	**Next Level Inclusion: Creating an LGBTQ+ Inclusive Workplace**
	Jay Brown, Senior Vice President of Programs, Research and Training, Human Rights Campaign (HRC) Foundation
	This session takes the discussion one step further. What is the latest on LGBTQ+ inclusion? How should employers navigate he/she/they pronouns? What challenges do LGBTQ+ people face at work, and what can employers do to create an inclusive space for all? This session allows you to take your cultural competence skills to the next level!
5:10 pm	**Closing Remarks**
	Mindy Weinstein, District Director, EEOC Washington Field Office

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REGISTRATION FEE: $115.00

REGISTER HERE: WASHINGTON FIELD OFFICE VIRTUAL SEMINAR

CREDITS:

HRCI and SHRM – submitted for approval

CLE: seeking credits for VA

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

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PRESENTER BIOGRAPHIES



Jay Brown, Senior Vice President of Programs, Research and Training, Human Rights Campaign (HRC) Foundation

Jay Brown is the Senior Vice President of Programs, Research and Training, Human Rights Campaign (HRC) Foundation. An experienced non-profit leader with nearly 20 years of experience. Mr. Brown drives the innovative work of the HRC Foundation, the organization's educational arm. Mr. Brown works with a team of professionals who manage HRC Foundation programs – aiming to ensure equality for LGBTQ people at every intersection of their identities and lives. These programs span a range of issues, including the workplace; children, youth and LGBTQ families; health and aging; HIV and AIDS; religion and faith; and the global LGBTQ movement.

Mr. Brown has a long-standing history with the LGBTQ movement and the organization, including previous roles as HRC's Communications Director and HRC's Director of Research and Public Education. Mr. Brown has held senior communications and marketing roles at Carnegie Mellon University and Reading is Fundamental and has experience consulting for progressive organizations on strategic communication and organizational development needs.

A longtime advocate for transgender equality and out transgender man, Mr. Brown lives in Maryland with his spouse, Kendra, and, their two children.

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Jocelyn Samuels, Vice Chair, EEOC

Jocelyn Samuels was designated by President Biden as Vice Chair of the EEOC on January 20, 2021. Vice Chair Samuels joined the U.S. Equal Employment Opportunity Commission (EEOC) as a Commissioner on October 14, 2020.

Immediately prior to joining the Commission, she served as the Executive Director and Roberta A. Conroy Scholar of Law at the Williams Institute, focusing on legal strategies to attain equality for sexual and gender minorities. From July 2014 through January 2017, Vice Chair Samuels was the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services, where she oversaw civil rights enforcement with respect to hospitals, healthcare providers, insurers, and human services agencies. In that role, she spearheaded development of regulations implementing Section 1557 of the Affordable Care Act—the first broad-based federal law to prohibit sex discrimination in federally-funded healthcare. Those regulations represented a groundbreaking development for lesbian, gay, bisexual and transgender (LGBT) equality, protecting LGBT persons from discrimination based on sex stereotyping and gender identity.

Earlier in the Obama Administration, Vice Chair Samuels served as Acting Assistant Attorney General for Civil Rights at the U.S. Department of Justice and held other positions as a political appointee within the department. There, she directly supervised litigation combating discrimination in employment and education and oversaw work across a range of civil rights issues, including voting rights, systemic reform of police departments, prosecution of hate crimes, and protections for individuals with disabilities. Vice Chair Samuels managed the Justice Department's efforts to extend Title VII and Title IX protections against sex discrimination to LGBT people and oversaw the Civil Rights Division's work to implement *United States v. Windsor*, the Supreme Court's 2013 decision striking down sections of the Defense of Marriage Act.

Prior to joining the Obama Administration, Vice Chair Samuels served as the Vice President for Education & Employment at the National Women's Law Center, where she led efforts to promote gender equality. Among other accomplishments there, she spearheaded the campaign that led to enactment of the Lilly Ledbetter Fair Pay Act, the first bill signed into law by President Obama. Vice Chair Samuels previously served as Labor Counsel to Senator Ted Kennedy and spent ten years as a senior policy attorney at the EEOC.

Vice Chair Samuels earned her bachelor's degree *magna cum laude* with Phi Beta Kappa honors from Middlebury College, and she is a graduate of Columbia University Law School where she was the Note Editor for The Columbia Law Review and a Harlan Fiske Stone Scholar.

Vice Chair Samuels is married with two grown daughters and two dogs.

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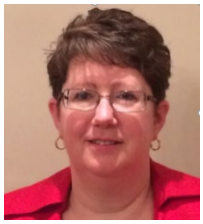

Mindy E. Weinstein, District Director, EEOC Washington Field Office

Mindy E. Weinstein is the District Director of the EEOC 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.

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