



**2024 EXCEL Training Conference
Pre-Conference Monday, August 19, 2024
Full Training Conference August 20-22, 2024
New Orleans, LA**

The 2024 EXCEL Training Conference gathers Equal Employment Opportunity (EEO), Human Resources (HR), and Alternative Dispute Resolution (ADR) practitioners, and attorneys from private, state, local, and Federal organizations for three days of education, training, and professional development. There are three plenary sessions, over 70 open workshops that give participants the needed knowledge, and skills to enhance their performance, and meet the evolving demands of today’s workplace.

Each workshop description includes an audience designation to help participants select the most appropriate session. The audience designations are **F** – Federal, **P** – Private, and **F/P** for both Federal and private audiences. These designations are suggestions. Participants are encouraged to explore the available workshops based on their interests and asked to select one open workshop from each of the sessions listed below. Plenary sessions occur on Tuesday, Wednesday, and Thursday morning.

Preconference Sessions (Monday) – Federal Investigator and Counselor Refresher sessions, including sessions on The Equitable Workplace and Equitable Leadership.

SUNDAY, AUGUST 18, 2024

Time & Location	Subject
3:00pm – 6:00pm Location	Pre-Conference Registration (Check-In)

MONDAY, AUGUST 19, 2024

Time & Location	Subject
7:00am – 6:00pm	Conference and Exhibitors Registration (Check-In)
8:30am – 5:00pm	Pre-Conference Sessions
Location	<p>Counselor Refresher Training (F) (2 Sessions)</p> <p>U.S. Equal Employment Opportunity Commission (2 Sessions)</p> <p>This course meets the annual eight-hour requirement for federal EEO counselors. Participants will receive instruction on recent developments in federal sector EEO and discuss how these changes affect the informal EEO complaint process. Participants will also practice their counseling and early resolution skills.</p>

Time & Location	Subject
<p style="text-align: right;">Location</p>	<p>Investigator Refresher Training (F) (2 Sessions)</p> <p>U.S. Equal Employment Opportunity Commission (2 sessions)</p> <p>This course meets the annual 8-hour requirement for federal EEO investigators. Participants will receive instruction on recent developments in federal sector EEO and discuss how these changes affect the formal EEO complaint process. Participants will also practice their investigation skills.</p>
<p>8:30am – 12:00pm</p> <p style="text-align: right;">Location</p>	<p>The Equitable Workplace (F/P)</p> <p>U.S. Equal Employment Opportunity Commission</p> <p>How do you create a fair and inclusive workplace with opportunity for all? This interactive class will discuss how employees who actively maintain expected behaviors creates an equitable workplace which ultimately leads to successful outcomes. Using case studies, trainees strategize about bystander interventions and ways to help others who may be behaving in ways that are disrespectful or who are being targeted by disrespect. Finally, they use a feedback model to learn both giving and getting feedback to maintain an equitable workplace.</p>
<p>1:00pm – 4:30pm</p> <p style="text-align: right;">Location</p>	<p>Equitable Leadership (F/P)</p> <p>U.S. Equal Employment Opportunity Commission</p> <p>How do you create a fair and inclusive workplace with opportunity for all? This interactive class will give leaders the tools to create respectful communication between employees and leaders. Leaders will learn how to recognize incivility and practice coaching methods to bring employees back to the expected behavior. These simple but effective ways to coach employees whose behavior might be a problem will nip problems in the bud before they rise to the level of illegal harassment. Finally, leaders will learn how to address employee complaints in a fair and inclusive way.</p>

TUESDAY, AUGUST 20, 2024

Time & Location	Subject
7:00am – 6:00pm Location	Conference and Exhibitors Registration (Check-In)
7:30am – 8:30am Location	Continental Breakfast
8:30am – 10:00am	PLENARY SESSIONS
8:30am – 8:50am Location	Color Guard and National Anthem
8:50am – 9:05am Location	Welcome to New Orleans General Remark
9:05am – 9:30am Location	Greetings Jocelyn Samuels, Vice-Chair, U.S. Equal Employment Opportunity Commission
9:30am – 10:00am	Neighbor Networking Carlton Hadden, Director Office of Federal Operations U.S. Equal Employment Opportunity Commission
10:00am – 10:30am	MID-MORNING BREAK
10:30am – 12:00pm	KEYNOTE SPEAKER Dr. Leona Tate, Director of Leona Tate Foundation for Change, Inc.
12:00pm – 1:30pm	LUNCH
1:30pm – 3:00pm	WORKSHOP SESSION 1
1A Location	Psychological Safety, Covering and Bringing your Authentic Self to Work (F/P) Sharon Halstead, Assistant Director Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission Psychological Safety, Covering, and Bringing Your Authentic Self to the Workplace: What is it? Why Does It Matter? How Can Organizations Create a Safe Space to Encourage It?

Time & Location	Subject
<p>1B Location</p>	<p>Barrier Analysis: Back to Square One (Overview) (F)</p> <p>Marcus Artis, Senior Equal Employment Specialist Anitra Green, Branch Chief U.S. Equal Employment Opportunity Commission</p> <p>By the end of the session, participants will understand the barrier analysis process, be able to identify the agency data required to conduct barrier analysis, and access tools to support the process. Following the roundtable, EEOC will be able to provide additional support or technical assistance to agencies.</p>
<p>1C Location</p>	<p>Exploring the Private Sector Training Institute (PSTI): A New Initiative in EEOC Compliance Training (P)</p> <p>Mark Ellison, Outreach and Education Coordinator Katrina Grider, Associate Director U.S. Equal Employment Opportunity Commission</p> <p>This session will introduce a new initiative entitled Private Sector Training Institute (PSTI) to explore enhancing compliance training in the private sector. In this session, we will review various training topics to gather your interest and feedback on establishing standardized private-sector Equal Employment Opportunity (EEO) training courses. We will discuss the significant challenges in maintaining (EEO) compliance and how this initiative will offer specialized training and education to empower EEO HR and legal professionals. Come be a part of this compelling discussion on how PSTI represents a vital step forward in enhancing EEO compliance within the private sect</p>
<p>1D Location</p>	<p>Mediation Potpourri: Navigating Trends and Insights (F/P)</p> <p>Jennifer Ortiz Prather, Supervisory Attorney U.S. Equal Employment Opportunity Commission</p> <p>Join us for an engaging exploration of mediation trends and practices in both the Federal and Private Sectors. In this session, we'll delve into critical topics that impact today's ever-changing workplace, including the ADR Evolution since the passage of the Alternative Dispute Resolution Act and insights from the EEOC's private and Federal sector ADR/Mediation programs. Session attendees will discover emerging trends in mediation and discuss the role (and challenges) of AI in the workplace and the mediation process.</p>

Time & Location	Subject
<p>1E Location</p>	<p>Pregnant Workers Fairness Act (PWFA) (F/P)</p> <p>Kerry Leibig, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>The Pregnant Workers Fairness Act (PWFA) requires most employers with 15 or more employees to provide “reasonable accommodations,” or changes at work, for a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship.</p> <p>This session will discuss workers' rights and employer responsibilities under the law and the EEOC's final regulation, which goes into effect June 18, 2024. You'll learn who’s covered, what types of limitations are covered, and what are and how to request reasonable accommodations.</p>
<p>1F Location</p>	<p>Understanding How EEOC Conducts Program Evaluations for Federal Agencies (F)</p> <p>Michelle Tyson, Program Analyst U.S. Equal Employment Opportunity Commission</p> <p>EEOC will explain its process for selecting federal agencies for a Program Evaluation. The EEOC will also describe each measure of the Program Evaluation process.</p>
<p>1G Location</p>	<p>Civil Rights of Indigenous People in the U.S. (F/P)</p> <p>Dr. Adam Crepelle</p> <p>Professor Crepelle, an enrolled citizen of the United Houma Nation, serves as a judge on the Court of Appeals for the Pascua Yaqui Tribe. The session will explore the history of U.S. civil rights and the indigenous population.</p>

Time & Location	Subject
<p>1H Location</p>	<p>Computer Electronic Accommodation Program (CAP) (F)</p> <p>Randy Cooper, Director U.S. Department of Defense (DoD)</p> <p>CAP is a centrally funded DoD program that provides AT and employment support services to DoD civilians with disabilities and active-duty Service members. Additionally, CAP advises non-DoD federal civilian employees on the most appropriate accommodations for their needs by conducting Workplace Disability Needs Assessments. This interactive presentation will highlight CAP’s Technical Evaluation Center CAPTEC and the CAP Assessment and outreach engagement Teams capacity to conduct virtual and onsite workplace disability needs assessments across the federal government, including updated AT device demonstrations in the 5 disability categories: Cognition, Communication, deaf and hard of hearing, dexterity, and Blindness and Low vision.</p>
<p>1I Location</p>	<p>Closer to the Truth, Selling Risk and Navigating to Closure (F/P)</p> <p>Juan Ibarra, ADR Mediator U.S. Equal Employment Opportunity Commission</p> <p>Learn how to be effective and conduct difficult interviews in very challenging circumstances. Effective interviewing, especially in very uncomfortable circumstances, is an art that can be learned. Elicitation outweighs interrogations tactics. You will learn tactics that help you navigate your way closer to the truth.</p>
<p>1J Location</p>	<p>Recruiting and Hiring: Exploring the Process and Combatting Implicit Bias (P)</p> <p>Michael S. Cohen, Partner Duane Morris LLP</p> <p>The importance of the hiring process has never been higher. Hiring the best applicant is imperative and doing so while recognizing and hopefully eliminating implicit bias is essential. And we must achieve these goals without creating legal liability. In today’s environment, it is necessary to take the time upfront to do things right. Learn how! This seminar will focus on what you can and cannot do during the hiring process. It will examine the entire hiring process, including: (1) taking appropriate precautions even before the first interview is conducted; (2) examining implicit bias and the barriers it may be creating for your</p>

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	organization; (3) avoiding unlawful questions during the interview; and (4) documenting the decision-making process.
3:00pm – 3:30pm	MID-AFTERNOON BREAK
3:30pm – 5:00pm	WORKSHOP SESSION 2
2A Location	<p>Ask OFO (F)</p> <p>Carlton Hadden, Director Dexter Brooks, Associate Director Gul Chaudhry, Assistant Director Sharon Halstead, Assistant Director U.S. Equal Employment Opportunity Commission</p> <p>Avail yourself of an opportunity to speak to a panel of Office of Federal Operations staff about any aspect of OFO. Bring any and all questions and suggestions!</p>
2B Location	Open Session
2C Location	<p>Managing the Big Three: ADAAA, FMLA and PWFA (F/P)</p> <p>Katrina Grider, Associate Director Stephanie Herrera, Supervisory Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Navigating the ADA, FMLA and Worker’s Compensation can be a challenge for employers. Learn what employer’s responsibilities are under each. This session will focus on the differences and address the common pitfalls that can occur.</p>
2D Location	<p>Hidden Conditions: Persistent Challenges in the Workplace Despite the ADAAA (F/P)</p> <p>Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>Individuals with physical disabilities can be challenged by tangible barriers in the workplace – such as inaccessible physical spaces. But the situation can become even more complex for people with a disability we can’t see or immediately identify. Hidden disabilities can</p>

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	<p>be physical, mental, or neurological. They can be caused by fatigue, brain injury or debilitating pain. Join us to learn more about what living with hidden disabilities means and how to become a better ally.</p>
<p>2E Location</p>	<p>EEOC's New Enforcement Guidance on Harassment in the Workplace (F/P)</p> <p>Carol Miaskoff, Legal Counsel, Office of Legal Counsel U.S. Equal Employment Opportunity Commission</p> <p>Join us to explore this resource on the legal standards and employer liability applicable to harassment claims under the federal employment discrimination laws enforced by the EEOC. The guidance is designed to help people feel safe on the job and assist employers in creating respectful workplaces.</p>
<p>2F Location</p>	<p>Section 508 Reports (F)</p> <p>Andrew Nielson, Director General Services Administration</p> <p>Federal agencies are required to report twice per year on their Section 508 program maturity and effectiveness. The General Services Administration's (GSA) Government-wide IT Accessibility Program analyzes these reports to identify ways to increase collaboration across agencies, reduce redundancies, and develop solutions to improve the management of government accessibility programs. Join us for a discussion of the progress and areas of improvement in Section 508 compliance.</p>
<p>2G Location</p>	<p>The Emotionally Intelligent Mediator (F/P)</p> <p>Dr. Bryan L. Champion, BCC, CEIC Team Champion, LLC / The Small World Group</p> <p>Emotionally intelligent mediators use self-awareness, self-management, social awareness, and relationship management to create a safe space to leverage differences, manage conflict, and build resolutions. Using the four quadrants of emotional intelligence, participants will explore how awareness impacts behaviors and actions that can contribute to a mediation session where participants feel included in the process, heard, open to participate, and willing to create innovative solutions.</p>

Time & Location	Subject
<p>2H Location</p>	<p>Transitioning from EEO Manager to Leader (F/P)</p> <p>Kenneth Bailey Owner, CEO, ASB Solutions, LLC</p> <p>This session will provide strategies regarding managing and leading in the EEO arena. The presenter will share best practices regarding managerial tactics such as developing key metrics to track and measure the efficiency of EEO programs. It will help participants understand the baseline of successful metrics to use as continuous measurements of process improvement. Participants will also learn specific strategies which will help them transition from managing an EEO team, to leading one. This session provides strategies and not so common leadership traits which will help to make “Good Leaders, become Great Leaders.” Manager, leader, and leadership will be defined, and the contrasting roles will be outlined and described. The two key skills every leader must have will be discussed. Participants will learn how to shift from a task focus mentality to an inspiring leader and strategic thinker who can develop and lead highly functioning and cohesive teams.</p>
<p>2I Location</p>	<p>Navigating the EEOC's Federal Sector Hearings Process (F)</p> <p>Kevin Rung, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>The wide welcome of the Federal Sector EEO process gathers in myriad employees yearning to feel heard. With a focus on the initial stages, learn how you can collaboratively chart an appropriately unique course at the outset of each case.</p>
<p>2J Location</p>	<p>Learning to Meet Requirements of Section 8 of E.O. 14091 (F)</p> <p>Erika-Mocha Suell, EEO Specialist U.S. Equal Employment Opportunity Commission</p> <p>Learn how to meet the requirement of Section 8 of Executive Order 14091, "Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government."</p>
<p>5:30pm</p>	<p>Partnership and Engagement – Tour of Louisiana Civil Rights Museum (located at the Ernest N. Morial Convention Center in New Orleans)</p>

WEDNESDAY, AUGUST 21, 2024

Time & Location	Subject
7:00am – 6:00pm Location	Conference and Exhibitors Registration (Check-In)
7:30am – 8:30am Location	Continental Breakfast
9:05am – 10:00 am	PLENARY SESSIONS
9:10am – 9:15am Location	Introduction of Plenary Speaker
9:15am – 10:00 am	Keynote Address Dr. Leah Raby, Executive Director, Office of the Governor, Louisiana Commission on Human Rights
10:00am – 10:30am	MID-MORNING BREAK
10:30am – 12:00pm	WORKSHOP SESSION 3
3A Location	Antisemitism and Anti-Muslim (F/P) Carol Miaskoff, Legal Counsel, Office of Legal Counsel U.S. Equal Employment Opportunity Commission This session will explore Antisemitism, Anti-Muslim, and other forms of religious discrimination. Join us to learn about the laws and current issues in this important area
3B Location	Ask the Administrative Judges (F) Darryl Edwards, Administrative Judge Kevin Rung, Administrative Judge Brett Sell, Administrative Judge U.S. Equal Employment Opportunity Commission What happens after the complaint is assigned to an Administrative Judge? Are there best practices to follow when filing dispositive motions? Ask any questions about the Hearings process and be prepared for a lively session! This panel is ready to answer all your questions. Nothing is out of bounds except for discussions about specific cases.

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<p>3C Location</p>	<p>Pregnant Workers Fairness Act (PWFA) (F/P)</p> <p>Kerry Leibig, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>The Pregnant Workers Fairness Act (PWFA) requires most employers with 15 or more employees to provide “reasonable accommodations,” or changes at work, for a worker’s known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an undue hardship. This session will discuss workers' rights and employer responsibilities under the law and the EEOC's final regulation, which goes into effect June 18, 2024. You'll learn who’s covered, what types of limitations are covered, and what are and how to request reasonable accommodations.</p>
<p>3D Location</p>	<p>Leveraging Ombud Services to Support a Positive Workplace (F/P)</p> <p>Scott Deyo, Ombuds Federal Housing Finance Agency</p> <p>In today’s dynamic and diverse work environment, EEO/HR professionals are at the forefront of managing a wide array of employee relations challenges, ranging from interpersonal conflicts to complex organizational disputes. As workplaces become more complex, organizations must utilize various resources that can enhance their effectiveness and support a healthy, productive, and harmonious workplace. One such tool is the organizational Ombuds. This session will explore the synergy between HR/EEO professionals and Ombuds services and how Ombuds services can provide conflict resolution assistance, fostering a positive workplace culture. This interactive session will discuss the role of the organizational Ombuds, how they assist in navigating difficult situations, benefits to the organization and employees by having access to an Ombuds, and examples of effective collaboration between EEO/HR professionals and Ombuds services to support a culture of inclusion and collaboration, respectful communication, psychological safety, teamwork, and a more positive and engaged workplace.</p>

Time & Location	Subject
<p>3E Location</p>	<p>Examining the Legacy of Black Women in the Federal Workplace (F)</p> <p>Claudette R.L. Rhone, EEO Specialist U.S. Department of State</p> <p>The presentation of Celebrating and Protecting the Legacy of Black Women in the Federal Workplace will highlight the achievements of Black women in the federal government since the passing of the Civil Rights Act, explore the barriers to advancement and spark a deeper conversation into the benefit of developing a strategy to greater achievement in the federal workplace.</p>
<p>3F Location</p>	<p>Empowering EEO, HR, and DEIA Synergy: A Workshop on Dashboards for Meaningful Change (F)</p> <p>Veta Hurst, Program Manager AmeriCorps</p> <p>In an era where inclusivity is not just valued but essential for organizational success, small agencies face unique challenges in leveraging data to foster more inclusive work environments. This workshop is designed to empower EEO, HR, and DEIA professionals and leaders in these agencies to overcome these challenges by building user-friendly business intelligence dashboards. These dashboards will integrate key MD-715 workforce data points and agency and civilian labor force benchmarks, as well as critical human resource elements such as total workforce distribution, staffing allocations, agency, and federal employee viewpoint survey results. Our goal is to inform collaborative approaches to barrier analysis and support agency leaders in becoming active participants in EEO and DEIA initiatives, thereby cultivating workplaces where innovation and engagement flourish.</p>
<p>3G Location</p>	<p>Creating Reports of Investigation (F)</p> <p>Dann Determan, Attorney Advisor Nicole Diaz, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>How to put together a highly functional ROI, including the order of the documents, the bookmarks (how to do it), how to handle including new documents once your ROI is completed and troubleshooting.</p>

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<p>3H Location</p>	<p>FAD Writing: From Basics to Best Persuasive Practices (F)</p> <p>Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission John Sim, Associate Director, EEO Commodity Futures Trading Commission</p> <p>New to writing FADS or to reviewing them? This class will focus on the regulatory requirements for FADs, the structure of a model FAD, and a discussion on the theories of discrimination (i.e., disparate treatment, harassment, reasonable accommodation), while leaving time for questions and discussion on the most challenging issues for FAD writers. During this workshop, instructors will also introduce a model FAD as a basis for discussion on best practices and strategies on writing FADs.</p>
<p>3I Location</p>	<p>Social Media in the World of Work: Legal and Ethical Implications (P)</p> <p>Katrina Grider, Associate Director U.S. Equal Employment Opportunity Commission</p> <p>This session highlights the legal and ethical issues that arise from the use of social media that affects both employers and attorneys when monitoring, reviewing, and participating in social media activity. Topics covered include the use of social media to screen candidates during the recruiting and hiring stages of employment; dealing with employee misconduct and harassment postings on social media platforms; the use of social media as a source of discovery in employment discrimination litigation; and ethical issues about privacy and confidentiality. Learn to identify the risks and minimize liability regarding the use of social media in the employment arena.</p>
<p>3J Location</p>	<p>Updated Race and Ethnicity Standards: A Look at the Revised Statistical Policy Directive 15 (F/P)</p> <p>Dexter Brooks, Associate Director U.S. Equal Employment Opportunity Commission</p> <p>The Office of Management and Budget (OMB) maintains government-wide standards for federal race and ethnicity data that ensure the ability to compare information and data across federal agencies, and to understand how well federal programs serve a diverse America. On June 15, 2022, the Chief Statistician of the United States identified</p>

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	<p>updating the standards as a top priority to ensure that the standards better reflect the diversity of the American people. Join this session to learn more about the changes to these standards finalized in March 2024.</p>
<p>12:00pm – 1:30pm</p>	<p>LUNCH</p>
<p>1:30pm – 3:00pm</p>	<p>WORKSHOP SESSION 4</p>
<p>4A Location</p>	<p>Engaging Compliance: Interactive Strategies for Fun & Effective Mandatory Training (F)</p> <p>Sharon Halstead, Assistant Director U.S. Equal Employment Opportunity Commission</p> <p>Join us for an innovative workshop designed to transform mandatory employment law training from dull to dynamic! In this interactive session, you will discover creative techniques and engaging activities that make learning about employment laws not only informative but enjoyable. Through hands-on exercises, case studies, and role-playing scenarios, you'll learn how to create a positive learning environment where legal requirements come to life. Gain practical insights on designing content that resonates with employees, fostering understanding and compliance effortlessly. Whether you're a trainer, HR professional, or manager responsible for training, this workshop equips you with the tools to deliver impactful training sessions that employees will look forward to attending. Don't miss this opportunity to revolutionize your approach to mandatory training and make it both fun and effective!</p>
<p>4B Location</p>	<p>Mental Health Blind Spots (F/P)</p> <p>Ashley Bailey, EEO Officer United States Mint</p> <p>Edmund Rhynes, EEO Program Manager National Science Foundation</p> <p>As EEO Practitioners, we are confronted daily with the negative impacts personal biases can have on an employee and their career trajectory, but what about the role our own biases play in how we perform our duties? This training will focus on how these biases can impact the processing of reasonable accommodation requests when there is a mental health component. With a renewed focus on in-</p>

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	<p>office presence in an everchanging work environment, we will highlight blind spots regarding reasonable accommodation requests identifying mental disabilities. We will look at the role mental illness plays in how our agencies respond to accommodation requests, focusing on ways EEO Practitioners can assist with avoiding pitfalls.</p>
<p>4C Location</p>	<p>Current Challenges and Trends in ADR (F/P)</p> <p>Andrea Justice, Chief Mediation Officer US Equal Employment Opportunity Commission</p> <p>This course will explore the evolving landscape of Alternative Dispute Resolution, highlighting key challenges and emerging trends. Participants will gain insights into the effectiveness of in-person versus virtual ADR processes, the implications of workplace conflicts on employment and EEO issues. Additionally, the course will address privacy considerations and the need for enhanced skills in managing complex, multi-layered disputes. This comprehensive overview aims to equip professionals with the knowledge to navigate and leverage the dynamic field of ADR effectively.</p>
<p>4D Location</p>	<p>Successfully Navigating Difficult Conversations to Support a Positive Workplace (F/P)</p> <p>Scott Deyo, Ombuds Federal Housing Finance Agency</p> <p>Addressing workplace concerns, keeping employees engaged, and creating a positive and productive work environment are priorities for HR and leadership. Organizations want to create a psychologically safe environment where employees are empowered to speak up and report workplace concerns without fear of retaliation. Important workplace issues should be addressed in a timely manner. This in turn supports strong employee morale, productivity, and teamwork. An important skill to address workplace challenges and support a positive workplace is the ability to have difficult conversations. Participants will learn essential skills for navigating difficult conversations, including proactive problem-solving, preparing for discussions, active listening, emotional management, and respectful communication techniques. Equipped with these tools, HR professionals and leaders can effectively address conflicts and promote a positive work culture.</p>

Time & Location	Subject
<p>4E Location</p>	<p>Mental Health Needs and Wellness: The Impact in the Workplace (F/P)</p> <p>Anne-Marie L. Storey, Partner Rudman Winchell</p> <p>In this session, participants will be guided through all the ways that mental health issues impact the workplace. This will include how mental health issues are (or are not) covered under the FMLA, ADA and workers’ compensation and associated leave issues; alcoholism and drug addiction; the impacts of gender expression and identity; and the increase of bullying, harassment and social media issues impacting mental health. Participants will leave with a better understanding of the impact of mental health in their workplace, and the appropriate way to recognize, analyze and respond to such issues.</p>
<p>4F Location</p>	<p>Checking our Biases: Cognitive Biases in Decision-Making and Conflict Resolution (F/P)</p> <p>Valerie Harragin, Principal Federal Mediation and Conciliation Service Krystil Smith, Commissioner Federal Mediation Conciliation Services</p> <p>Unconscious bias is not only about race, gender, class, age, and other aspects of our relationships with others; our biases also affect our ability to solve problems and make decisions - whether blowing on our hot coffee before sipping, buying a car, or even figuring out who we can trust. To cope with too much information, our brain relegates a lot to our subconscious and employs hundreds of shortcuts, aka heuristics. While this is necessary for survival, it doesn’t always yield the most objective results - particularly in the workplace. In this lively and interactive session, we will look at some of the most prevalent biases, how to become more aware of them, and how and when to slow down and think more carefully before acting.</p>

Time & Location	Subject
<p>4G Location</p>	<p>Fostering Belonging: Building a Culture of Inclusivity in the Workplace (F/P)</p> <p>John Green, Jr., Regional Director Ochsner Health</p> <p>Fostering Belonging and Inclusivity in the Workplace is an exploration of the pivotal role inclusivity plays in creating a thriving and innovative organizational culture. The goal is to dive into the concept of fostering belonging as a strategic imperative for organizations seeking sustained success in today's business landscape, and additionally to serve as a guide for leaders and employees alike, emphasizing the shared responsibility of creating an inclusive workplace. By fostering a sense of belonging, organizations can unlock their full potential and create a workplace culture that not only attracts top talent but also sustains high levels of performance and innovation.</p>
<p>4H Location</p>	<p>The Effects of Trauma on the Brain and its Impacts on Interviews (F/P)</p> <p>Ahmad Burse, Supervisory Equal Employment Specialist Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>Learn about the biological impacts of trauma on the brain and how this may impact a counselee/complainant's ability to cooperate with questioning and their recollection of events.</p>
<p>4I Location</p>	<p>Accept the Challenge? Selected Acceptance and Dismissal Issues (F)</p> <p>Tim Bladek, Attorney Advisor Marqui Willoughby, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Are EEOC dismissals still a mystery to you? Are you not quite sure when it's appropriate to use certain dismissal regulations? If so, the numbers show you are not alone. In fiscal year 2021, 31% of procedural dismissals were remanded on appeal to the EEOC. To help demystify the decision-making process, this session will look at dismissal regulations under 29 CFR 1614.107, discuss real accept/dismiss scenarios, and explore the reasoning behind the EEOC's decisions to remand or affirm.</p>

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4J Location	<p>Accessibility 101: Case Files and Decision Writing (F)</p> <p>Elizabeth Akinola, General Attorney Erin Bell, Program Assistant U.S. Equal Employment Opportunity Commission</p> <p>The workshop will describe how 508 compliance affects case file review and decision writing. Examples of accessible case files will be shared along with discussions of how to ensure proper formatting.</p>
3:00pm – 3:30pm	MID-AFTERNOON BREAK
3:30pm – 5:00pm	WORKSHOP SESSION 5
5A Location	<p>Neurodivergence and the Workforce: Its Impact on Recruitment, Hiring, and Retention</p> <p>Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>Join us for an explanation of neurodiversity in a workplace context and a discussion addressing how it can benefit employers and employees alike. There will also be tips on common accommodations for employees with autism and other neurocognitive differences and related hiring initiatives and partnerships implemented by a range of employers.</p>
5B Location	<p>Intersectional Discrimination (F/P)</p> <p>Darryl Edwards, Administrative Judge Justin Evans, National Hearings Program Manager U.S. Equal Employment Opportunity Commission</p> <p>The EEOC has seen a trend of workplace allegations involving multiple bases of discrimination that intersect with each other. Bases are not mutually exclusive categories and, in some instances, are interconnected in ways that can lead to discrimination. “Intersectionality,” or “Intersectional Discrimination,” occurs when two or more protected bases overlap or intersect creating different modes of discrimination and biases. Join us for a discussion of Intersectional Discrimination and how it affects workplace diversity, equity, and inclusion.</p>

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<p>5C Location</p>	<p>EEOC's New Enforcement Guidance on Harassment in the Workplace</p> <p>Carol Miaskoff, Legal Counsel, Office of Legal Counsel U.S. Equal Employment Opportunity Commission</p> <p>Join us to explore this resource on the legal standards and employer liability applicable to harassment claims under the federal employment discrimination laws enforced by the EEOC. The guidance is designed to help people feel safe on the job and assist employers in creating respectful workplaces.</p>
<p>5D Location</p>	<p>Religious Expression and Accommodation in the Federal Workplace</p> <p>John Sim, Associate Director, EEO Commodity Futures Trading Commission</p> <p>Gul Chaudry, Assistant Director Wendy Doernberg, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>We're invited to bring our whole selves to work, encourage authenticity, and seek inclusivity, but when it comes to religious beliefs, we're asked to leave it at home and keep it in private. The mere reference to religious expressions in government workplaces may raise questions about appropriateness or legality. At the same time, fears about inappropriate expressions may limit individuals having faith backgrounds from bringing aspects of their faith to the workplace. This session aims to provide a survey of the laws regarding religious expression in the workplace (including recent cases before and out of the Supreme Court) and examine ways that a proactive inclusion of faith backgrounds can be done with dignity and respect.</p>
<p>5E Location</p>	<p>Federal Community: Getting to Know EDCON (F)</p> <p>Candace Clark, Management & Program Analyst U.S. Equal Employment Opportunity Commission</p> <p>The U.S. Equal Employment Opportunity Commission (EEOC) EEO Education Consortium (EdCon) is a nationally recognized professional network of equal employment opportunity (EEO) practitioners that provides professional development across the EEO spectrum. EdCon provides innovative EEO and diversity, equity, inclusion, and</p>

Time & Location	Subject
	<p>accessibility (DEIA) programs. EdCon also forms collaborative interagency partnerships to develop and share leading practices, resulting in a more inclusive and equitable workforce. Please join us to see if this effort is in line with your career objectives.</p>
<p>5F Location</p>	<p>Developing a Community of Practice: A Journey to Building and Maintaining an Equitable Workplace (P)</p> <p>Olivia Polynice, EEO Officer City of Tacoma, WA</p> <p>The City of Tacoma’s Equal Employment Opportunity Office is building and sustaining an equitable workplace for its diverse workforce of 4,000 employees. As the City’s EEO Officer, I designed a comprehensive EEO training program that caters to all learning styles. This workshop will share information on instructor-led sessions for those who thrive on interaction, and on-demand courses for those who prefer independent learning.</p>
<p>5G Location</p>	<p>It’s a Mixed Up World: Understanding Mixed Cases (F)</p> <p>Wendy Doernberg, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>Are you mixed up about what to do with a mixed case and/or how such cases are processed? Learn from the pros. This session will shed light on what is a mixed case, how to determine whether to file the case in the EEOC or MSPB forum, what are the considerations in deciding one forum over another, and lots more. Attendees will walk away with a clear understanding of the rules, policies and case authorities governing these cases.</p>
<p>5H Location</p>	<p>More than Skin Deep: Let's Talk Colorism (F/P)</p> <p>Anitra Green, Branch Chief U.S. Equal Employment Opportunity Commission</p> <p>It is understood that colors can shape our mood and provide depth, complexity, and a greater understanding of the mundane. However, colorism, or judging someone by their hue or complexion of their skin, occurs daily, and many may not beware. Colorism runs deep and is a part of many cultures. As we advocate for inclusion and safe spaces for all, this topic must be understood, discussed, and addressed.</p>

Time & Location	Subject
5I Location	<p>Private Sector EEO Internal Investigations: How to Effectively Get the Information You Need (P)</p> <p>Alessandra Rosa, Outreach and Education Coordinator U.S. Equal Employment Opportunity Commission</p> <p>When an employer receives a complaint of discrimination in the workplace an investigation is the logical next step. There are many nuances to an investigation that an employer needs to consider. For example, do you know how to choose the right person to do the investigation? What about who to talk to and what you can ask them? What do you do with uncooperative witnesses? How do you handle sensitive information? What about confidentiality? This session will discuss the basics of a good investigation and provide strategies for handling difficult situations that can arise.</p>
5J Location	<p>Who Gets The Benefit of the Doubt? (F/P)</p> <p>Ahmad Burse, Branch Chief U.S. Equal Employment Opportunity Commission</p> <p>We often choose to accept and trust people based on our programming, beliefs, and socialization, basically on autopilot. Although this simple unconscious decision-making has assisted in our survival as a species, we need to examine how giving the benefit of the doubt impacts us and others personally, professionally, and in the workplace. The goal is to provide tools for participants to become inclusive allies and critically think about who gets the benefit of the doubt.</p>
5:30pm – 7:00pm	EXCEL Networking Reception
5:30pm	OFO Education Consortium Mixer

THURSDAY, AUGUST 22, 2024

Time & Location	Subject
7:00am – 6:00pm Location	Conference and Exhibitors Registration (Check-In)
7:30am-8:30am Location	Continental Breakfast
8:30am – 10:00am Location	PLENARY SESSIONS

Time & Location	Subject
8:25am – 8:30am	Introduction of Plenary Speaker
8:30am – 9:15am	<p>Keynote Address</p> <p>Dr. Christopher Shannon, Department Chair Leadership, Ethics and Profession of Arms</p> <p>Air University Global College for Professional Military Education</p>
9:15am – 10:00am	<p>EEOC Legal Update (F/P)</p> <p>Carol Miaskoff, Legal Counsel U.S. Equal Employment Opportunity Commission</p> <p>EEO law is dynamic, multifaceted, and developing as the courts interpret and apply the law to a rapidly changing workplace. Employers must remain vigilant and aware of the significant EEO court cases decided this year. Hear about the latest private sector cases, precedent-setting decisions, and their implications for employers.</p>
10:00am – 10:30am	MID-MORNING BREAK
10:30am – 12:00pm	WORKSHOP SESSION 6
6A Location	<p>Federal Sector EEO Case Update: Part 1 (F)</p> <p>Renee Trotter, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>You’ve been busy over the last year, and so has EEOC. Join EEOC for a lively and engaging discussion of the latest developments in Commission case law, including emerging issues in the federal sector. Each session will feature a different selection of cases.</p>
6B Location	<p>Using Restorative Practices as a Tool for Organizational Development and to Present EEO Disputes (F/P)</p> <p>K. Gennelle Chatman Virginia Tech University</p> <p>In this interactive presentation, we will show how principles and practices of restorative justice can be utilized as tools of organizational development, including to prevent and even to respond to instances of employment discrimination and harassment. This presentation will also examine how restorative practices can contribute to improving employee morale and impacting organizational climate and culture.</p>

Time & Location	Subject
6C Location	<p>Harassment & the Do's and Dont's of Out of Office Behavior (F)</p> <p>Tim Bladdek, Attorney Advisor Wendy Doernberg, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>How conduct during travel and off-duty business travel as well social media posts may spill into the workplace. Join us in a discussion of ways employers should respond to this growing area of concern.</p>
6D Location	<p>Retaliation, Retaliation, Retaliation (F/P)</p> <p>Justin Evans, National Hearings Program Manager U.S. Equal Employment Opportunity Commission</p> <p>Retaliation remains the most frequently alleged basis of employment discrimination. This session will cover the legal landscape, covering differences between private and federal sector law, as well as best practices.</p>
6E Location	<p>462 Reports and The Future (F)</p> <p>Latasha Reddick, Attorney Advisor Mxolisi Siwatu, Supervisory Social Research Analyst U.S. Equal Employment Opportunity Commission</p> <p>Federal agencies are required to submit Form 462 complaints reports to the EEOC by October 31 of each year. This session, aimed at experienced and new Form 462 preparers, will provide useful tips on how to complete an accurate Form 462, how to overcome common challenges, and how to submit the form through the FedSEP portal. The session also will provide a preview of a system that does not require submission of a Form 462.</p>
6F Location	<p>Conducting Discovery in a Digital World (F/P)</p> <p>Nicole Diaz, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>Stephanie Herrera, Associate Director, Complaints Adjudication, U.S. Dept of Veteran Affairs</p> <p>A large portion of workplace communications now take place electronically, whether by email, Microsoft Teams, or even on employees' personal devices. This session will help attendees understand the growing challenges of conducting e-discovery in employment litigation and share some best practices for preserving</p>

Time & Location	Subject
	<p>and gathering electronically stored information (ESI), including implementing employer-wide ESI retention policies. Using examples from real cases, attendees will also learn tips for effectively requesting ESI during discovery and for responding to such requests. Attendees will also learn about some of the sanctions issues courts are confronting regarding ESI. Whether you are an attorney, an EEO specialist, investigator, or work in labor and employee relations, this is a session you shouldn't miss.</p>
<p>6G Location</p>	<p>Connecting Civility and EEO: Activating Values for Compliance and Results (P)</p> <p>Stephen Paskoff, Esq. Founder, President, and CEO of ELI</p> <p>Workplace civility is a necessary yet often overlooked ingredient in driving EEO compliance. In fact, the EEOC has noted incivility contributes to unlawful behavior. Further, it can damage workplace trust, teamwork, and collaboration. Activating organizational values with core behaviors can help drive compliance while improving performance and reducing enterprise risks. In this interactive workshop, participants will: 1) consider how to define and reduce incivility by activating their organization's values via specific, core behaviors and 2) work through a 5-step process to help build compliant and civil workplaces.</p>
<p>6H Location</p>	<p>Performance Management in the Post-COVID Era (F)</p> <p>Thomas McHugh, Attorney Department of Navy</p> <p>Come and learn about the importance of Performance Management post COVID and post <i>Santos</i> decision. Telework and Remote work have increased importance of monitoring employee performance. Learn the process of implementing a successful Performance Improvement Period (PIP.) Let's discuss strategies for dealing with poor performers who telework/remote workers.</p>
<p>6I Location</p>	<p>Optimizing EEO Counseling: Strategies for Effective Resolution (F)</p> <p>Camella Woodham, Director Federal Maritime Commission</p> <p>EEO Counseling plays a pivotal role in navigating the administrative EEO process, serving as the primary entry point and often the initial</p>

Time & Location	Subject
	<p>and most effective opportunity for resolving workplace disputes. Counselors fulfill three key functions: informing parties of their rights and responsibilities within the EEO framework, assisting aggrieved individuals in formulating their claims, and striving to resolve issues at the earliest stage possible. This session is crafted to bolster the expertise of both novice and seasoned EEO Counselors, equipping them with a comprehensive toolkit of strategies, insights, and best practices. By enhancing their skills, attendees will significantly improve the likelihood of achieving durable, enforceable, and mutually satisfying resolutions to EEO complaints during the counseling phase.</p>
<p>6J Location</p>	<p>Breaking Barriers: Strategies for Inclusive Recruitment and Hiring (F/P)</p> <p>Monica Lynn Kennedy Clowder Consultants</p> <p>The presentation will delve into the pervasive obstacles faced by marginalized groups in the recruitment and hiring processes. Through an exploration of key barrier points such as job postings, resume screening, interviewing, and onboarding, attendees will gain insights into the systemic biases that hinder diversity and inclusion efforts. The presentation will offer practical strategies for eliminating these barriers, including training, policy revisions, diversified recruitment channels, inclusive interviewing practices, and accountability measures. Case studies and best practices will illuminate successful initiatives from various organizations. At the conclusion, attendees will be equipped with actionable steps to foster a more inclusive and equitable recruitment and hiring environment within their organizations.</p>
<p>12:00pm – 1:30pm</p>	<p>LUNCH</p>
<p>1:30pm – 3:00pm</p>	<p>WORKSHOP SESSION 7</p>
<p>7A Location</p>	<p>Federal Sector EEO Case Update: Part 2 (F)</p> <p>Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>You’ve been busy over the last year, and so has EEOC. Join EEOC for a lively and engaging discussion of the latest developments in</p>

Time & Location	Subject
	<p>Commission case law, including emerging issues in the federal sector. Each session will feature a different selection of cases.</p>
<p>7B Location</p>	<p>Artificial Intelligence (F/P)</p> <p>Rachel Leavitt, Attorney Advisor U.S. Equal Employment Opportunity Commission</p> <p>In October 2021, the EEOC launched an initiative to ensure that artificial intelligence (AI) and other emerging tools used in hiring and other employment decisions comply with federal civil rights laws that the agency enforces. Please join to hear updates for the initiative.</p>
<p>7C Location</p>	<p>Implementing a Centrally Funded RA Program: The Why, What, and How</p> <p>Annette Carr, Disability Program Manager Transportation Security Administration</p> <p>Join us for a discussion on why a centrally funded reasonable accommodation (RA) program is an effective means of managing RA for persons with disabilities (PWD), and how it can take your RA program to the next level supporting your efforts of being a model employer of PWD. You will hear about the Transportation Security Administration (TSA) experience with moving towards achieving a centrally funded RA Program. Information will be shared on the benefits, essential partnerships, and possible hurdles. You will walk away with a strategy and tips on where to start, factors to consider when designing the program, and the overall business case to present to senior leadership. The presenter has worked as a RA analyst in a centrally funded program for another Federal agency and is now working with TSA leadership to establish their own centrally funded RA program.</p>
<p>7D Location</p>	<p>Hispanic Women in the Federal Sector (F)</p> <p>Rafaela Moura, Senior Advisor Environmental Protection Agency</p> <p>Although Hispanic women and Latinas made up 6.2% of the civilian labor force, they accounted for only 4.5% of civilian Federal employees in 2020. Hispanic women and Latinas resigned from Federal employers at a rate almost twice the average for all employees governmentwide. About 4.5% of Hispanic women and Latinas resigned in FY 2020 compared to 2.3% of all civilian employees. The definition of Hispanic</p>

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	<p>women is outdated and most Latinas in the Federal workforce do not represent the Latinas in the nation due to a lack of belonging, hostility and discrimination. Latinas involuntarily separated from Federal employers at a rate higher than women overall and employees governmentwide. Hispanic women and Latinas held first-line supervisory positions in Federal agencies at a higher rate (5.6%) than their participation in the civilian Federal workforce (4.3% of permanent employees), but they were underrepresented as managers (3.5%) and executives (1.9%). In the civilian Federal sector, Hispanic women and Latinas made 82 cents on the dollar compared to the average civilian Federal employee in 2020. The data presented will underscore the need for Federal agencies to update their definition of Latinas and identify ways to advance equal opportunity for Hispanic women and Latinas and all protected groups.</p>
<p>7E Location</p>	<p>Sharpening My Understanding of Inclusive Workplace Policies (F/P) Dr. MarTeze Hammonds, Ed.D., CDE, Consultant of MDH Consulting Group, LLC</p> <p>This interactive session will focus on the importance of increasing cultural competency and understanding of DEI as it relates to creating an inclusive workforce. This session will encourage and engage participants to self-reflect, share stories/experiences and to challenge themselves about their responsibility to become more inclusive (individual) and collectively (organization/agency). This session will highlight unconscious bias/blind spots, microaggressions, and workplace biases.</p>
<p>7F Location</p>	<p>Behaviors are the Bottom Line: A Guide to Building Civil, High-Performance Cultures (F/P) Christopher Pitre, Co-Founder Culture+</p> <p>Employees don't quit managers. They quit behaviors. This session dives deeper into behaviors shaping high-performing culture that give employees multiple reasons to stay. Leaders and HR practitioners will learn how they can create a workplace where everyone belongs, resilience lives, and success repeats.</p>

Time & Location	Subject
<p>7G Location</p>	<p>Unconscious By Us (F/P)</p> <p>Erika Mocha Suell, EEO Specialist ArmstrongCulture</p> <p>Unconscious By Us is a facilitated approach to unpacking bias in a way that moves people from the low ownership lens of "unconscious bias" to an actionable and impactful means of making the unconscious, conscious. In achieving this, Chris will explore participants views and understanding of bias in a way that helps them understand the precise Mind SIFT that directly influences how we see and respond to people and things. This includes ensuring that participants fully know which aspects of the SIFT (Influencers and Filters) they have control over; this instead of the historical crutch of blaming their biases and 'ism's on the 'unconscious'. More important than all of this, Chris will achieve all of this in a facilitated way that is 100% tied to participants thoughts and feelings and experiences. In all of this, Chris is a 'guide on the side', not a 'sage on the stage', and will only bring 4 slides for the entire workshop. Chris's job is to make connections that help people get to learning objectives in ways that are authentic vs academic.</p>
<p>7H Location</p>	<p>Advancing Workplace Inclusion: Addressing Sexual Orientation and Gender Identity (F/P)</p> <p>Kynnee Wallace, Chief Executive Officer Global HR Business Solutions – Consulting</p> <p>In this workshop, participants will learn and understand the legal and ethical considerations related to sexual orientation and gender identity discrimination in the workplace. They will learn practical strategies to foster inclusivity and mitigate bias against LGBTQ+ employees. As well, participants will gain insights into policy development and implementation to promote workplace equity and diversity.</p>
<p>7I Location</p>	<p>Advancing Disability Employment Through Effective Partnerships (F)</p> <p>Louis Orslene, Director of Employer and Workplace Policy U.S. Department of Labor</p> <p>Jennifer Croft, Diversity Program Manager Office of Personnel Management</p> <p>This session shares strategies to develop successful, high-impact partnerships that support employers in hiring and retaining skilled</p>

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	<p>workers with disabilities. Our discussion will highlight candidate sourcing resources, as well as state and local partners, available to help employers and agencies recruit and hire new employees. According to the BLS JOLTS survey, there are almost 9 million job openings. All employers, including those in the public and private sector, are competing for the same talent. People with disabilities may be an untapped pool of talent and there are activities you can do to proactively build your pipeline; but you don't have to do it alone. Tap into resources, organizations, and programs that have access to qualified employees. Strong partnerships can help federal agencies achieve their goals under Section 501, Section 503, and E.O. 14035.</p>
<p>7J Location</p>	<p>Netiquette: Do's and Don'ts of Networking</p> <p>Candace Clark, EdCon Coordinator Sharon Halstead, Assistant Director OTED</p> <p>Join us for "Netiquette: Do's and Don'ts of Networking," an interactive networking event designed to enhance your professional connections and foster meaningful relationships. In this session, you will learn the do's and don'ts of networking and proven strategies and practical tips for effective networking in today's dynamic business landscape.</p>
<p>3:00pm – 3:30pm</p>	<p>MID-AFTERNOON BREAK</p>
<p>3:30pm – 5:00pm</p>	<p>WORKSHOP SESSION 8</p>
<p>8A Location</p>	<p>Psst! You Also have External Civil Rights Responsibilities – External Civil Rights of EEO (F)</p> <p>Jo Linda Johnson, Principal JEI Solutions, LLC</p> <p>Megumi Fujita, EEO Complaints Manager/Attorney Advisor Consumer Financial Protection Board</p> <p>Many EEO practitioners are responsible for overseeing external civil rights activities, including processing civil rights complaints filed against their agency by members of the public, conducting investigations, engaging in resolution efforts, and providing compliance oversight of those receiving federal funding. Some are unaware of how to effectively carry out these responsibilities (Hint: It's not just about 508 compliance). In this session, the presenters will</p>

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	outline external civil rights activity requirements and explain how program operators can successfully fulfill their legal obligations.
<p>8B Location</p>	<p>Adapting EEO in the Hybrid Workforce (F)</p> <p>Dr. Justin Velten, Go Culture Dr. Emitra Henderson, U.S. Department of Agriculture Kenneth Montgomery, Defense Health Agency</p> <p>Hybrid work models are creating new challenges for EEO professionals, and there is no textbook on how to lead in a post-pandemic world. Learn best practices from leading EEO professionals at USDA and Department of Defense. Move from reactive to proactive in your EEO, Civil Rights, DEIA, and Barrier Analysis strategy by gleaning from what these pros have to share with you.</p>
<p>8C Location</p>	<p>How to Hold an Effective and Efficient Initial Conference in the Federal Sector (F)</p> <p>Darryl Edwards, Administrative Judge Brett Sell, Administrative Judge U.S. Equal Employment Opportunity Commission</p> <p>This presentation provides Complainants, Complainants’ representatives, and Agency representatives with detailed instructions on how to effectively prepare for, and participate in, an initial conference in the federal sector hearings process. The presentation will cover a variety of topics including, but not limited to, defining the claims in controversy, discovery, dispositive motions, and settlement/mediation.</p>

Time & Location	Subject
8D Location	<p>The Aging America and the Workforce Effects (F/P)</p> <p>Thomas Colclough, Director U.S. Equal Employment Opportunity Commission</p> <p>The United States has an aging workforce. By 2030, one-fifth of the population will be age 65 or older. Thankfully, due to improvements in healthcare, people are living longer. The aging population provides our workforce with some advantages and challenges. During this presentation, we will take a dive into the trends of our aging workforce and its effects. Participants will see the value of all employees, gain an understanding of the Age Discrimination in Employment Act, and will be on the lookout for discriminatory actions based on age, such as prohibited layoffs, reduction-in-forces, and harassment.</p>
8E Location	Open Session
8F Location	<p>Using Online Mediation: Maximizing Access to Justice and Dispute Resolution Efficiency (F/P)</p> <p>Dr. Patrick McDermott, Professor of Management and Legal Studies Franklin P. Perdue School of Business Salisbury University</p> <p>This session will examine the success of virtual mediation. The presenter has studied mediation results pre and post COVID and provides insight on the effectiveness of virtual mediation.</p>
8G Location	<p>Unleash Your Team’s Potential (P)</p> <p>Doris Bryan, Founder & CEO Bryan Management Services, Inc.</p> <p>Do you want to avoid siloed work and unclear communication between departments and agencies? This session dives into Patrick Lencioni's robust 5 Behaviors of A Cohesive Team framework, showing you how to build high-performing teams that excel in communication, stakeholder engagement, and human capital management that meet PMIAA standards.</p>
8H Location	Open Session

Time & Location	Subject
<p>8I Location</p>	<p>Creating a Respectful Workplace Where Everyone Can Thrive (P) Lauri Rollings, CEO Lauri Rollings and Associates, LLC</p> <p>This training will be highly interactive to encourage discussion and ensure participants are engaging with and absorbing the material. The session will begin with an overview of the federal Equal Employment Opportunity (EEO) laws, including Title VII, the Americans with Disabilities Act (ADA), and the Age Discrimination in Employment Act (ADEA).</p>
<p>8J Location</p>	<p>Psychological Safety, Covering and Bringing your Authentic Self to Work (F/P) Sharon Halstead, Assistant Director Renee Trotter, General Attorney U.S. Equal Employment Opportunity Commission</p> <p>Psychological Safety, Covering, and Bringing Your Authentic Self to the Workplace: What is it? Why Does It Matter? How Can Organizations Create a Safe Space to Encourage It?</p>