



 **BCGi Summit**

Striving For Diversity:

Sure It's Required, But It's The Right Thing To Do!

April 4-5, 2019
San Francisco, California



You're Invited

The underlying basis for EEO laws and regulations is to eliminate discrimination within organizations and promote inclusion for all and a diversified workforce. Having a diverse workforce has been proven time and again to be beneficial to organizations as a way to bring in new and invigorating ideas that promote company and community growth. Hence, "Diversity and Inclusion (D&I)" has become a louder than usual buzz phrase nowadays, from Hollywood to Wall Street, from global organizations to start-up businesses, and in all corners of the news and social media. Why? Because 'It Is The Right Thing To Do!'

Companies invest thousands, if not millions, of dollars in resources and in developing systems primarily designed to comply with government EEO regulations and requirements (e.g., EEOC, OFCCP). Organizations are required to compile, keep, and analyze their data to determine if underrepresentation and/or compensation inequity exist in their workforce and if disparate impact exists in any of their selection processes. Given these requirements, confusion and conflict can arise when the D&I efforts and analytics are found to be at odds with the company's Compliance efforts and analytics.

Join Biddle Consulting Group and leading industry experts as they explore how D&I and Compliance efforts can (and sometimes should) remain separate yet still serve as effective tools in achieving the organization's EEO and diversity goals. You will also gain practical take-aways on diversity initiatives, metrics, and best practices to ensure EEO/AA compliance within your organization as well as the benefits of a diversified workforce.

Speaker Line-Up

Adrienne Kimball

Chief Talent Officer
Rubicon Programs, Inc.

Candee Chambers, SPHR, SHRM-SCP, SR. CAAP

Executive Director
DirectEmployers Association

Christy E. Kiely

Counsel
Hunton Andrews Kurth LLP

Dan Kuang, Ph.D.

VP & Principal Consultant - Legal and Audit Support Services
Biddle Consulting Group, Inc.

John C. Fox

Partner
Fox, Wang, and Morgan, P.C.

Karen Elkins Cohen

Director of Human Resources
Rubicon Programs, Inc.

Marc Brenman

Managing Partner
IDARE LLC

Michael Pati

Practice Manager
Biddle Consulting Group, Inc.

Sheridan Walker

Founder and CEO
HirePotential, Inc.



Pre-Conference Session

California Fair Pay Act

Presenter: Dan Kuang, Ph.D.

Join us from 1:00pm - 4:30pm on Wednesday, April 3rd as Biddle's Principal Consultant and member of the California Pay Equity Task Force, Dan Kuang, Ph.D., shares his experience in successfully assisting contractors through complex OFCCP compensation audits. Get a better understanding of how to ensure that your compensation practices are in compliance and learn some simple but effective ways to move the needle towards Pay Equity. Additionally, this session is beneficial for California employers who are interested in how to be in compliance with the new California Fair Pay Act.

Sessions

Diversity Metrics

Presenter: Marc Brenman

Many diversity programs fail in part because of lack of good metrics. Organizations need baseline numbers of what they are focusing on. This data should be disaggregated by the demographic categories chosen to be in the diversity initiative. This presentation will discuss appropriate metrics, how to develop them, and how to use them to engender success. Measurement is possible. An old management saying is "You measure what you treasure." Each stage of a diversity program can be measured. In some cases, it is possible to compare the number to best in industry benchmarks. Metrics are a necessary element to validate that a diversity strategy contributes to an organization's competitive advantage, helps to garner support for the program, and shows where improvements need to be made. As diversity has been redefined as a strategic advantage, measurements have become more sophisticated, with quantitative and qualitative measurements tied to organizational goals.

Putting the EQ in Equity

Presenters: Karen Elkins Cohen and Adrienne Kimball

As an affirmative action employer, Rubicon has been tracking diversity goals for years. In 2014, we crystallized our identity as a social justice organization and a key player in the fight against generational poverty in the East Bay. This made our pursuit of equity and inclusion a higher priority and fueled our decision to focus on systemic and cumulative inequity—first in our organization, and then in the communities we serve. Our workshop begins with a case study showing the path we've traveled and then provides a framework for others to model the equity they wish to see in their own organizations.

Doing Right, The Right Way: Making Lawful Race, Gender & Ethnicity Considerations

Presenter: Candee Chambers and John Fox

In this fast-paced and interactive presentation, OFCCP compliance experts Candee Chambers and John C. Fox will discuss how to lawfully take race, gender and ethnicity into account when making hiring and promotion decisions, lay out the pathway to "do right, the right way", and demystify the distinction between required Affirmative Action and voluntary diversity.

Sessions

Diversity, Inclusion, and Unconscious Bias: The Truths Employers Can't Afford to Ignore

Presenters: Christy E. Kiely

With society's increasing focus on EEO, "D&I" is an oft-cited phrase. But, what does it really mean, beyond a nondiscrimination policy? How do employers implement D&I in a meaningful, sustained way, and create a corporate culture that truly fosters an open and diverse environment? In this presentation, Christy Kiely will distinguish "Diversity" and "Inclusion," explain their interplay, and provide practical suggestions for institutionalizing their philosophies. She will also discuss the very real problem of unconscious bias. As its name suggests, unconscious bias is a subtle form of prejudice that we all unknowingly, and unintentionally, harbor to some degree. Learn how to identify unconscious bias, raise awareness of the issue, and combat its potentially damaging effects.

Applicants with Disabilities – UNKNOWN Barriers to Risk and Poor Applicant Experience

Presenter: Sheridan Walker

Join Sheridan Walker, CEO and founder of HirePotential, as she discloses the unknown barriers and risk exposure that are affecting your recruiting efforts and provides the solution to resolve.

Many companies think they may have the appropriate process in place that provides full inclusion for individuals with disabilities, but many don't know the hidden barriers and unknown gaps that could lead to a loss of qualified talent, poor candidate experience and potential risk.

Get in the know, take action and gain knowledge while learning the tools to minimize the potential risk, optimize your recruiting efforts, and provide a positive candidate experience.

Artificial Intelligence: An Introduction for HR Compliance, Diversity, and Inclusion

Presenters: Michael Pati and Daniel Kuang, Ph.D.

Artificial Intelligence (AI) is quickly embedding itself in our lives and will be a seamless part of our future. For example, AI is the underlying technology behind facial recognition, self-driving cars, resume reviews, and employment interviews, etc. While it holds tremendous opportunity for federal contractors, it is often misunderstood.

The goal of this presentation is three-folds:

- 1) Provide an explanation of what AI is.
- 2) Discuss the breadth and depth of some the applications that AI offers and promises.
- 3) Provide a sobering view of AI's implication on compliance as it relates to diversity, legal risk exposure, and discrimination.

First, this presentation will primarily focus on the basic AI technological framework that participants need to understand to be informed consumers of this technology. Contractors need to understand its true ability and limitations. Second, this presentation will detail some of the most important applications of AI for federal contractors, e.g., recruitment, employment selection, talent management. The possibilities are endless, and the potential reward makes AI irresistible to federal contractors. Third, in practice, AI can have tremendous influence on workforce diversity, utilization, and compliance.

The enthusiasm for AI has largely ignored its potential down-side:

- 1) AI methods tend to result in discrimination outcomes,
- 2) AI methods tend to stall, if not lower, diversity, and
- 3) AI methods are nearly impossible to defend in a legal action.

Important Details

Dates

April 3, 2019 : One-on-One Meetings with the Experts
Pre-Conference Session (add'l fee)

April 4-5, 2019: BCGi Summit

Location

Prologis
Pier 1, Bay 1
San Francisco, CA 94111

Registration

\$925 BCGi Summit + Pre-Conference Session

\$695 BCGi Summit Only

\$245 Pre-Conference Session Only

\$100 Early-Bird Discount, if you register by February 28, 2019.
Not applicable on pre-conference session only registration.

Online : <https://www.bcginstitute.org/event/summit2019>

Email : bcgi@biddle.com

Call : (800) 999-0438

What's Included?

- **Attendance at ALL Sessions** (Pre-Conference Additional)
- **Meals:** Breakfast (April 4 & 5, 2019) and lunch (April 4 only)
- **Registration Bonus #1:** Schedule a 30-minute one-on-one session with experts in Affirmative Action Planning, Compensation Analysis, Testing & Validation, Diversity & Inclusion Strategies, or Outreach & Recruitment. Individual meetings will be held April 3rd.
Space is limited.
- **Registration Bonus #2:** Free registration for the pre-conference Foundations of AAP Development webinar to be held March 27, 2019.
- **Thursday Night Social Event Sponsored by Biddle**



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The BCGi Summit is an annual conference organized by Biddle Consulting Group and the BCG Institute for Workforce Development.
For more information, visit www.Biddle.com or www.BCGInstitute.org.