

2023 EXCEL Training Conference Bios



Aaron Konopasky, Ph.D is a Senior Attorney Advisor in the ADA/GINA Policy Division at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, D.C., where he assists the Commission in interpreting and applying the ADA and other federal employment discrimination statutes. Dr. Konopasky has participated in the development of regulations under the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination in Employment Act of 1967 (ADEA), and the Rehabilitation Act of 1973, as well as numerous policy documents and other Commission publications. Prior to joining the Commission, Dr. Konopasky earned his J.D. at Stanford Law School, and his Ph.D. at Princeton University.



Mr. Ahmad J. Burse (He/Him) is a seasoned Diversity and Inclusion professional with over 20 years of experience in the Equal Opportunity, EEO, and DEI&A fields. Currently serving as a Branch Supervisor in the Agency Oversight Division (AOD) for the Office of Federal Operations (OFO) at the U.S. Equal Employment Opportunity Commission (EEOC), Mr. Burse plays a vital role in providing analysis, oversight, and technical assistance to federal agencies. He leads team with expertise in guiding agencies with their MD-715 report, EEO Programs, Affirmative Action Plans, Reasonable Accommodation Procedures, and Anti-Harassment Procedures.

Before joining the EEOC, Mr. Burse held significant positions, including Diversity Program Manager and EEO Director at the Defense Logistics Agency Energy, where he successfully managed and implemented diversity initiatives. He also made notable contributions as an EEO Specialist and later as the EEO Manager for the U.S. Army Corps of Engineers (USACE). During his military career, he earned recognition as an outstanding Equal Opportunity Advisor for the U.S. Army.

Mr. Burse's dedication to professional development is evident through his educational background. He is a Defense Equal Opportunity Management Institute (DEOMI) graduate, renowned as the premier institution for EO, EEO, and Diversity and Inclusion within the Department of Defense. Additionally, he holds a bachelor's degree from Troy University and a Master of Science in Organizational Leadership from Norwich University. To further enhance his expertise, Mr. Burse earned a certificate in Diversity and Inclusion from Cornell University, solidifying his comprehensive understanding of contemporary strategies and best practices in the field.



Born and raised in San Juan, Puerto Rico, **Judge Alessandra Rosa** received her Bachelor of Science degree from Babson College in Wellesley, MA, concentrating on marketing, general business, and law and society. In 2001, she obtained her law degree from the Interamerican University School of Law in Puerto Rico. Judge Rosa has worked for private law firms, concentrating on labor and employment litigation in representation of employers, and for the public sector, first becoming a Deputy Advisor to the Governor of Puerto Rico and then becoming the Deputy Secretary for Legal Affairs and General Counsel for the Department of Housing and the Puerto Rico Public Housing Administration. In 2017, she relocated to Indianapolis, IN, and became the Director of ADR and

Compliance for the Indiana Civil Rights Commission. Since August 2018, Judge Rosa has been part of the US Equal Employment Opportunity Commission family, first as a Trial Attorney and currently, as an Administrative Judge presiding over federal employees' employment discrimination cases. Judge Rosa speaks frequently to management and employee groups on issues related to employment discrimination under federal law.



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.

Alyssa 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. She 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. After ten years, Alyssa stepped down from day-to-day management of the company and became an advisor to both commercial and social sector start-ups.

Since her return to the US in 2007, Alyssa has been focusing on the development of innovative entrepreneurship and employment programs for individuals facing economic and social challenges. She 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, Alyssa also serves as Senior Advisor to the Georgetown Entrepreneurship Initiative.

Alyssa 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.



Amanda DiSanto (pronouns: she/hers) works as an Attorney Advisor in the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Legal Counsel's ADA & GINA Division, where she advises the Commission on the interpretation and application of the Americans with Disabilities Act and the Rehabilitation Act of 1973, and assists in drafting technical assistance, regulations, and other documents. Prior to joining the EEOC, Amanda worked in an employment litigation unit for a federal agency and in private practice. She received her B.A. from Brandeis University and her J.D. from Columbia Law School.



Amanda Maisels is a Deputy Chief in the Disability Rights Section of the U.S. Department of Justice and has worked in the disability rights arena for 25 years. The Disability Rights Section enforces Titles I, II, and III of the Americans with Disabilities Act (ADA). Ms. Maisels oversees enforcement work under all three titles of the ADA; she also oversees the Section's Title I program. Some of the more notable cases she has worked on involved polling place access for individuals with disabilities in Harris County, Texas, the institutionalization of adults with mental illness in board and care homes in New York City, and accessible pedestrian signals in Chicago.

Ms. Maisels graduated from Harvard Law School and clerked for Judge Henry H. Kennedy, Jr. on the U.S. District Court for the District of Columbia.



Ms. Andrea Justice serves as EEOC's Chief Mediation Officer and Director of RESOLVE, the agency's conflict resolution program, established in 2003 as a model program and part of the model workplace initiative. The RESOLVE Program mediates conflicts among EEOC employees, both in Washington headquarters and in the agency's 53 field offices throughout the nation. RESOLVE addresses both individual concerns and systemic problems in EEOC districts, offices, or office components. As the EEOC Chief Mediation Officer, Ms. Justice conducts vigorous outreach to federal agencies and maintains a roster of skilled external mediators. RESOLVE also conducts group facilitations, conflict-resolution training, provides Crucial Conversations training, and procures services essential for resolving conflict and coaching on a case-by-case basis.

Before landing her current role, Ms. Justice served as the Chief, Air Force Component Division, Department of Defense, Diversity Management Operations Center, Investigations and Resolutions Directorate (IRD). During her tenure, Ms. Justice provided customer support to the Air Force for all formal Equal Employment Opportunity cases assigned to 80+ IRD investigators. Additionally, she served as the IRD Chief of Alternative Dispute Resolution for four years, and as a DoD EEO Complaints Investigator and Mediator with IRD for over seven years.

Prior to civil service, Ms. Justice served in the U.S. Air Force as a Personnel Officer from August 1996 to April 2008. While on active duty, Ms. Justice served in a variety of positions worldwide, where she gained extensive human resources management and equal employment investigation and mediation experience, including an assignment as the Military Equal Opportunity Officer, Randolph Air Force Base, Texas. In that capacity, she deployed to the Middle East Theater in support of Operation Iraqi Freedom, Al Udeid Air Base, Qatar from January to May 2004, as the Military Equal Opportunity Officer.

Ms. Justice has over 28 years of federal government experience in equal employment opportunity, human resource management, and alternative dispute resolution.



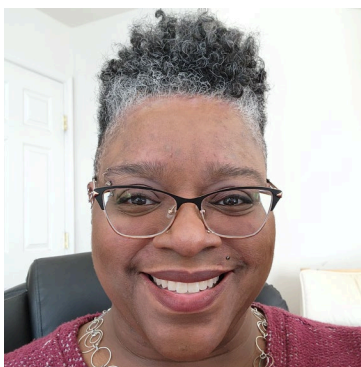
Andrea Niehoff is a 1989 graduate of St. Louis University with a degree in Psychology and a 1992 graduate of the Washington University School of Law in St. Louis, Missouri. SAJ Niehoff served as a Public Defender in St. Charles, Missouri and as an Assistant Prosecuting Attorney for St. Louis County from 1993 until 1998. In 1998, she was appointed as an Administrative Judge with the Equal Employment Opportunity Commission in the St. Louis District Office. In 2021, she was appointed Supervisory Administrative Judge.

At the EEOC, SAJ Niehoff presides over discrimination complaints filed by federal employees. She has also conducted several training courses for employees and managers in both the federal and private sector. SAJ Niehoff has presented Continuing Legal Education courses, as well as college and high school level classes, on various topics. Such topics have included general overviews of federal discrimination law, EEO counseling and the EEO process, mediation, and federal case law updates.



Andrew Nielson is the Director of the Government-wide IT Accessibility Program in GSA's Office of Government-wide Policy, which has the mandate, under Section 508 of the Rehabilitation Act of 1973 to provide technical assistance to federal agencies and individuals in meeting Section 508 requirements. Andrew is an expert in the field of Information and Communication Technology (ICT) accessibility. He is Co-Chair of the annual ICT Accessibility Testing Symposium, which brings together other experts from around the world in the field of ICT accessibility testing to exchange academic analysis of

current ICT accessibility testing issues and explore approaches to improve accessibility testing practices. He is a principal co-author of the current version of the Harmonized Processes for Revised Section 508: Baseline Tests for Web Accessibility (aka the "ICT Baseline"). Andrew was also the coordinator and facilitator of the inter-agency team of experts that developed both the Baseline and the current version of the "Trusted Tester" accessibility testing process, which is recognized across the federal government as a leading practice in accessibility testing.



Angela Watkins, a certified Project Manager and CGEIT certified professional, has served as the Section 508 Program Manager for Pension Benefit Guaranty Corporation since January 2018. She's been aware of the goals of accessibility since serving on agency wide team in 2001.

Prior to her current role, she's had experience as a Business Representative, Service Desk Manager, Procurement Support, and a Contracting Officer Representative ensuring that products and deliverables she was responsible for included Section 508 compliance as a requirement. She serves as the chair of the Section 508 Intra-Agency team comprised of representatives from the agency's communications, human resources, legal, EEO, IT, facilities and procurement departments. She and her team have been effective in promoting the message that "Accessibility is Everyone's Responsibility" in her agency.



Anitra Green serves as Branch Supervisor for the U.S. Equal Employment Opportunity Commission, Agency Oversight Division. Anitra is a Certified Diversity Executive with nearly two decades of federal service. Her portfolio comprises of Equal Employment Opportunity (EEO) and Human Resources (HR) experiences. Anitra has served in positions to include EEO Manager, Disability Program Manager, Certified Mediator, HR Specialist, EEO Specialist and EEO Counselor. Anitra previously served as Lead Liaison for the U.S. EEOC Education Consortium (EdCon). In this capacity, she worked as a Trainer, Outreach Coordinator, Webinar Host/Moderator and Virtual Producer. In her current capacity as a Branch Supervisor, Anitra leads

a team which is responsible for providing oversight and technical assistance to federal agencies by monitoring mandated reports including MD-715, conducting thorough barrier analysis of workforce data, and reviewing policies and procedures of mandated programs including Disability Programs, and Anti-Harassment Programs. In addition to her federal service, Anitra volunteers as a community organizer and Mentor to a Middle School Student. She earned her Bachelor of Science in Human Resources Management from Morgan State University. She is the 2018 recipient of Department of the Army, Commander's Award for Civilian Service.



Anthony Archeval, Esq., joined the Health Resources and Services Administration (HRSA) in 2015 as its Director of the Office of Civil Rights, Diversity and Inclusion (OCRDI). In April 2021, Mr. Archeval was promoted to the Senior Executive Service (SES).

As the Director of OCRDI, Mr. Archeval focused his earlier efforts on restructuring the office to align more closely with HRSA's mission and enhancing the service delivery standards for OCRDI's portfolio of customers. Specifically, he redesigned then Reasonable Accommodation (RA) process to provide for more efficient processing of RAs, streamlined the EEO complaints process, and increased the engagement between OCRDI and senior leadership. Mr. Archeval expanded the number of Employee Resource Groups (ERGs) and designed a strategy that substantially increased Veteran hires.

Before joining HRSA, Mr. Archeval worked for the Department of Homeland Security (DHS), where he was the Special Assistant to the EEO Officer in the Office for Civil Rights and Civil Liberties. At DHS, he spearheaded a variety of department-wide initiatives, including the Department's alternate dispute resolution, workforce planning, and training programs. Prior to DHS, Mr. Archeval served as Assistant Employment Counsel at the Department of Justice and as Special Assistant to the EEO Director at the Federal Bureau of Investigation (FBI). Mr. Archeval also worked as a trial attorney at the Civil Rights Division, U.S. Department of Justice, where he litigated complex and impactful cases involving employment discrimination, housing and lending discrimination, and immigration. Mr. Archeval started his legal career at

the Equal Employment Opportunity Commission where he served as an attorney advisor to the General Counsel.

Mr. Archeval recently joined the Advisory Board of the Federal Dispute Resolution Training Conference (FDR), and has presented at many national EEO, Civil Rights and Bar Association conferences. Mr. Archeval has a passion for training and has used his broad experience in civil rights to develop impactful and sought-after courses throughout his career.

Mr. Archeval graduated from the Columbus School of Law at The Catholic University of America. Mr. Archeval is an assistant high school baseball coach where he coaches his two older sons. He and his wife, Kristina, enjoy spending family time with their five children and Labrador (Nigel).



Ashley Bailey joined the United States Mint in April 2020 to serve as the Equal Employment Opportunity (EEO) Officer in the Office of Equal Employment Opportunity, formerly the Diversity Management and Civil Rights Office. During her post, she has reinstated the EEO Collateral Duty Counselor's Program, established specialized *Reasonable Accommodation Training* for the entire workforce, conducted the first *EEO for Supervisors and Managers* training, briefed the House Financial Committee Staffers and other congressional staff on US Mint activities, unveiled the Negro League Baseball Commemorative Coins at the Kansas City Federal Reserve and oversaw a cultural assessment that identified areas for improvement at the Mint.

Prior to the Mint, Ashley spent two years as the Complaints Program Manager at US Agency for Global Media (USAGM), formerly Broadcasting Board of Governors. In that role, Ashley addressed a two year complaints backlog and brought the Agency in compliance within six months of her arrival, receiving a Superior Accomplishment Award. Preceding this position, Ashley was the Senior EEO Specialist at National Transportation Safety Board, where she became adept at writing EEO policy letters and focused on Diversity and Inclusion programs and training, while drafting the Management Directive 715.

In 2009, Ashley began her Federal Government career at Red River Army Depot in Texarkana, Texas, when she was accepted into the Army Materiel Command Fellows Program, Class 10. The Fellows Program allowed her to learn about the Army's logistical support of the warfighter while obtaining a Master Degree in Business Administration from Texas A&M – Texarkana. Upon completion of the 13 month degree requirements, Ms. Bailey was selected by Installation Management Command (IMCOM) to be their first EEO Fellow.

Being an IMCOM Fellow allowed Ashley to hone her EEO skills, and her six year tenure with the Army saw her function as an EEO Counselor, Disability Program Manager and finally, the Complaints Program Manager – responsible for an 11,000+ service population and 81 tenant commands. Her final year with the US Army also saw her serve

as the Deputy to the EEO Officer, as well as the interim Acting EEO Officer at the US Army War College in Carlisle Pennsylvania. Ashley was awarded the Achievement Medal for Civilian Service twice during her Army career.

Ashley Bailey graduated from Hampton University in 2006 with a Bachelor of Science degree in Marketing. In 2017, Ashley became the Co-Chair of the Small Agency Council Equal Employment Opportunity Diversity and Inclusion Council (SACEEODI), a think tank and resource group comprised of 40+ small federal government agencies nationwide and also functioned as their Interagency Training Initiative Coordinator. In the fall of 2022, Ashley became the President, or Chair, of the SACEEODI and has worked to increase the visibility and networking potential of the council. Ashley lives with her husband, a US Army veteran, and her one-year old baby boy in Maryland.



Ashley Bryant PhD, LPC, CRC is a Workplace Disability Inclusion Associate for the Yang Tan Institute on Employment and Disability in the School of Industrial and Labor Relations. Dr. Bryant provides Technical Assistance and Content Development on the Employer Assistance and Resource Network on Disability Inclusion (EARN). She is passionate about workplace inclusion and has a wealth of experience working as a licensed psychotherapist and a rehabilitation counselor to ensure persons with disabilities are included in the workforce.



Ashley Joseph has over ten years of professional paralegal and analytical experience providing a wide-range of support to federal agencies concerning aspects of the Federal government's equal employment opportunity programs. Ashly has been with the Equal Employment Opportunity Commission (EEOC) since 2015. From 2015 to 2018, she served as the Paralegal in EEOC's Appellate Review Program, supporting the Agency's mission in adjudicating all federal sector Equal Employment Opportunity discrimination cases. In 2018, she transitioned to Office of Federal Operations Intake, Communication, Enforcement Division as a Compliance Officer. In this role, she is responsible for ensuring compliance of appellate orders issued by the Commission for 25 agencies and provides guidance and training, as needed, within the compliance process.

Prior to entering Civil Service, Ashley served in the United States Air Force as an active-duty service member from 2007 to 2015. While in the Air Force, she was a Labor Relations Paralegal supporting the Air Force's defense in litigation of numerous labor law cases, including cases before the EEOC and the Merit Systems Protection Board.

Ashley received her master's degree in Legal Studies from the American University School of Law, Bachelor of Arts degree in Paralegal Studies with a minor in Psychology from the University of Maryland, University College, a Paralegal Associate Degree from Community College of the Air Force, and a Strategic Leadership Certificate from American Military University.

Ashley received numerous awards during her which includes, EEOC's "Emerging Leader Awards" (2021 and 2017), Noncommissioned Officer (NCO) of the Year (Unit, 2013) and Airman of the Year (Unit, 2008).



Brandon Pace is the Section 508 Program Manager for the U.S. Department of Homeland Security Headquarters (DHS HQ) in Washington, DC. Mr. Pace is within the Office of Accessible Systems & Technology (OAST), widely recognized across the federal government. Mr. Pace excels in his strategic role, providing leadership and technical support in multiple areas, such as 508 program management and reasonable accommodations. His unwavering dedication ensures that employees and customers with disabilities have equal access to information and data.

Since integrating into DHS in 2012, Mr. Pace has nurtured strong alliances, not just within the confines of the Office of the Chief Information Officer (OCIO), but also with various offices. His collaborations span DHS Office of Civil Rights & Civil Liberties (CRCL), DHS Office of the Chief Human Capital Officer (OCHCO), DHS Office of Public Affairs (OPA), and the EEO Offices of numerous DHS components. His influence reaches even beyond DHS, extending to other federal agencies. Mr. Pace has been pivotal in weaving assistive technology into the fabric of the DHS network, striking a balance between rigorous security measures and cost efficiency. His trailblazing methods have set the stage for more streamlined operations within DHS, prompting many federal agencies to follow in his footsteps.

As a result of Mr. Pace's innovative work, DHS now utilizes proactive tools such as the DHS Accessibility Requirements Tool (DART) and the DHS Section 508 Playbook. These contributions have elevated DHS into an exemplary role within the federal accessibility community. Recognizing the significant value of DART, the General Services Administration (GSA) adopted this strategic approach, using it as a model to develop a government-wide accessibility requirement tool. This adoption further underscores the influence and impact of Mr. Pace's innovative contributions.

Mr. Pace's leadership extends to his involvement in various technical groups at DHS, such as the DHS.gov Web Liaisons, Windows 11 Working Group, Microsoft Office 365

Working Group, and Network Service Change Working Group. Through strategic collaborations, including those with the U.S. Access Board and various federal agencies, Mr. Pace led innovative accessibility dialogues with Microsoft, fostering the development of user-centric features in Microsoft Teams, a preferred video conferencing platform across federal departments.

Born and raised in the Appalachian Mountains of Kentucky, Mr. Pace pursued higher education at the Rochester Institute of Technology in New York. He is a proud alumnus of the DHS Next Generation Leadership Program Cohort 5 and holds certification as a Professional in Accessibility Core Competencies (CPACC). He has served in detail assignments at the Executive Office of the President (EOP) in 2015 and the Federal Emergency Management Agency (FEMA) in 2017. His tenure as the President of the Deaf & Hard-of-Hearing DHS employee resource group spanned four years, during which he spearheaded the efforts to earn the group official recognition by DHS.



Administrative Judge Brett H. Sell was born and raised in Pittsburgh, Pennsylvania. He attended Edinboro University of Pennsylvania earning a bachelor's degree in criminal justice. Thereafter, Judge Sell attended Case Western Reserve University School of Law earning his juris doctor in 2008. Throughout his career, Judge Sell has had the opportunity to work for both state and federal entities. Specifically, Judge Sell has served as an Assistant District Attorney for the Commonwealth of Pennsylvania, a Senior Attorney for the Social Security Administration, and as a Deputy Staff Judge Advocate for the United States Air Force JAG Corps. Judge Sell began his career with the EEOC in August 2020. From the moment Judge Sell was

hired, he has elevated the San Antonio Federal Hearings Team with his creativity, leadership, out-going personality, and "can do" attitude.



Bonnie Levine is a workplace investigator (AWI certificate holder), executive coach (MGSCC-certified), and licensed attorney representing organizations and individuals navigating workplace change. Bonnie's practice specializes in respectful-workplace initiatives, DEI (diversity equity inclusion), distributed workforce management, and sustainable growth strategies. Bonnie utilizes creative, research-guided approaches to help employers rethink legal-risk decisions in a way that aligns workplace compliance with their goals and values, mindful of systemic barriers. In 2022, she coauthored an article in Harvard Business Review on constructive organizational partnerships among compliance, human

resources, and DEI functions to achieve a more equitable workplace.

Prior to founding Verse in 2021, Bonnie spent over ten years practicing employment law at a global labor-and-employment law firm, where she led the Asia-Pacific team within

the cross-border practice and was a member of the Diversity & Inclusion, Data Privacy, Mergers & Acquisitions, and Unfair Competition practice groups.

Based in Atlanta, Bonnie is licensed to practice law in Georgia (admitted in all trial and appellate courts) and New York (admitted in the Eastern and Southern Districts of New York). She holds certificates in behavioral economics, diversity & inclusion management, workplace investigation, and Title IX campus investigation. She graduated from the University of Michigan Law School and Cornell University and clerked for the Honorable Beverly B. Martin at the U.S. District Court for the Northern District of Georgia.

Bonnie is a cyclist, vocalist, keyboardist, and songwriter / arranger, and speaks Mandarin Chinese and Spanish.



Brian Clarke is an Administrative Judge with the U.S. Equal Employment Opportunity Commission. He received his J.D., *magna cum laude* and Order of the Coif, from Washington & Lee University School of Law in 1999 and his B.A. in History from the University of North Carolina at Chapel Hill in 1995.

Prior to becoming a judge, Brian spent five years as full-time, tenure-track law professor at Charlotte School of Law and two more as a tenure-track professor of business law at Western Carolina University. He also spent two years as an Adjunct Professor of Law at Washington & Lee University School of Law. During his time as a law professor, Brian taught employment law and civil procedure to hundreds of students.

Before entering academia full time, Judge Clarke practiced law in North Carolina for eleven and a half years. He litigated employment law matters in federal and state courts in North Carolina and throughout the Southeast; argued and won significant cases before the North Carolina Supreme Court and the North Carolina Court of Appeals; and successfully represented clients before the U.S. Court of Appeals for the Fourth Circuit and the U.S. Supreme Court. He is a past Chair of the Labor and Employment Law Section of the North Carolina Bar.

Brian's academic writings, which have focused on various aspects of employment law and civil procedure, have been published in the UTAH LAW REVIEW, the RUTGERS LAW REVIEW, the CALIFORNIA LAW REVIEW ONLINE, the UNIVERSITY OF VIRGINIA'S JOURNAL OF LAW & POLITICS and the UNIVERSITY SOUTH CAROLINA LAW REVIEW, among others.



Brien Shoemaker is the National Enforcement Training Coordinator for the U.S. Equal Employment Opportunity Commission. Since joining the EEOC in 2001 he has served as an investigator, a supervisor, and an Outreach and Education Coordinator. As an investigator Brien earned the Commission's CORE award for outstanding contributions to the EEOC during his work as the lead investigator in a multi-agency class case involving hiring discrimination. As an Outreach and Education Coordinator, Brien earned Circle of Excellence Team Awards for his contributions to the national training program for new investigators, for his work with Historically Black Colleges and Universities, and for his work on social media outreach. Brien is also a member of the

Labor Trafficking Committee for the Indiana Protection for Abused and Trafficked Humans (IPATH) and has spoken on this topic to numerous groups.



Camella M. Woodham has devoted her career to public service. In 2021, during the height of the pandemic, she transferred from the EEOC to the position of EEO Director for the Federal Maritime Commission and the Surface Transportation Board where she is also privileged to serve as the Chief Diversity Officer for both agencies, overseeing initiatives aimed at fostering inclusivity and promoting diversity.

Prior to her current roles, Woodham served as a Senior Attorney in the EEOC's Office of Federal Operations (OFO), Special Operations Division, where she provided legal and technical advice to internal and external EEO stakeholders. Her background lies in managing collaborative relationships, complaint management, and customer service. She prepared and provided advice and guidance for EEOC staff and the public, conducted compliance evaluations, prepared articles for the EEOC EEO Digest, developed regulatory materials and guidelines, conducted training, and facilitated partnerships within the federal sector EEO community.

Woodham began her EEO journey over 23 years ago at the EEOC, where she began working in the Washington Field Office, managing a pilot program with the Census Bureau to process EEO complaints filed by temporary staff. From there, Woodham moved to headquarters and held various positions within the EEOC's internal EEO office, including Senior Attorney Advisor, Deputy Director, and Acting EEO Director. Along the way, she had the privilege of assisting several agencies, including the Department of Transportation, FEMA, Tennessee Valley Authority, and her current agency, the Federal Maritime Commission, while gaining valuable insights and building relationships with exceptional federal partners. This provided her with valuable experiences and insights into different processes and systems within the federal space.

Woodham is a native-born Washingtonian and she currently resides in Silver Spring, Maryland. She graduated from “the Mecca”, Howard University, with a Bachelor of Arts degree in English and a minor in Radio, Television, and Film Production. After completing her undergraduate studies, she received a Fellowship with the Washington Afro-American Newspaper, where she gained hands-on experience as a community organizer and freelance reporter. Following this, she pursued her legal education at Georgetown University Law Center in Washington, D.C., representing asylum-seeking clients through the application and administrative hearings processes. Woodham is a member of the Maryland and District of Columbia Bars and serves as a regional chair for Blacks in Government’s EEO Committee. She recently received *D&I in Human Resources* certification from the Cornell University School of Industrial and Labor relations and continuously strives to further her knowledge of all facets of civil rights and to advance equity in the federal government.



Carlisa “Lisa” Broadway is the U.S. Equal Employment Opportunity Commission’s (EEOC) National Federal Sector Outreach and Communications Coordinator. In her current role, Lisa develops, conducts, and coordinates equal employment opportunity (EEO), Diversity Equity Inclusion and Accessibility (DEIA), and workplace civility training and outreach. Lisa has also successfully served the EEOC as an Investigator, investigating and resolving private sector EEO complaints, and as an Enforcement Supervisor, managing private sector Investigators and enforcement/outreach efforts.

Lisa has a joy for training and a passion for the very meaningful work performed by the EEOC and is regularly requested by name to speak on a variety of EEO, DEIA, and workplace civility topics.

To contact Lisa regarding training and/or outreach for your agency or organization please email federaltrainingandoutreach@eeoc.gov. For the latest federal sector EEO news and updates, to include free webinar offerings, follow the Training and Outreach Division on Facebook and Twitter @EEOC_OFO.



Christopher Watler serves as Executive Vice President for the Center for Employment Opportunities(CEO), a national nonprofit that helps people leaving incarceration advance their careers in 30 cities. In this role, Chris is responsible for overseeing CEO's national fund development operations, communications initiatives, and various special projects dedicated to advancing CEO's mission. He previously served as Executive Director of CEO's New York State program overseeing CEO's flagship New York City program and Upstate New York Offices. Prior to joining CEO, Chris worked for the

Center for Justice Innovation for 20 years in several key roles. He served as the project director for the Harlem Community Justice Center, where he developed nationally-recognized, evidence-based reentry programs for youth and adults, diversion programs for juveniles, and eviction-prevention programs for housing court litigants.

Chris holds a BS in political science from the State University of New York at Purchase and a Master of Public Administration from The City University of New York John Jay College.



Since 2018, **Courtney Mickman** has been an Administrative Judge in the Hearings Unit of the U.S. Equal Employment Opportunity Commission's (EEOC) Washington Field Office. She previously worked in private practice in Washington, D.C., primarily representing complainants and appellants in litigation before the EEOC and Merit Systems Protection Board. She also advised and assisted federal employees through the process of obtaining disability retirement with the Office of Personnel Management, requesting reasonable accommodations, and pursuing whistleblower and disclosure complaints before the Office of Special Counsel.



Danielle Hayot is an Administrative Judge in the Washington Field Office (WFO) of the U.S. Equal Employment Opportunity Commission (EEOC). She began her career in WFO on detail as a Federal Investigator investigating private sector complaints. Previous to the detail, she was a Senior Attorney Advisor in the EEOC's Office of Legal Counsel where she divided her time between the Advice & External Litigation Division and the ADA/GINA Division. In the latter role, she assisted the Commission in interpreting and applying the statutes it enforces, participated in drafting policy guidance and other publications, and provided technical assistance to stakeholders. She received

her B.A and Masters of Public Policy from the University of Michigan and her J.D. from the Washington College of Law, American University.



Earl Banks is a Senior Equal Employment Specialist in the Equal Employment Opportunity Commission's Office of Federal Operations, Federal Sector Programs which oversees and provides training, technical assistance and guidance to all federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, GINA, Management Directive 110 and Management Directive 715. As a Senior Equal Employment Specialist, Mr. Banks evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies, and procedures. Earl has assisted in the development of the EEOC's African American Workgroup Report, is a premier Trainer for the Office of Federal Operations and has assisted in the development of training materials through EEOC's Training Institute.

Prior to joining the Commission, he worked as the Complaints Manager for the Ventura County Chapter of the NAACP in Oxnard, California and has been an EEO Counselor for over 20 years. He received his Master of Business and Organizational Management from the University of La Verne, California and Bachelor of Sciences in Management Studies from the University of Maryland, University College.



Edmund Rhynes currently serves as the Equal Employment Opportunity (EEO) Complaints Program Manager for the National Science Foundation and the Vice Chair of the Small Agency EEO Diversity and Inclusion Council. He is an honorably discharged US Army veteran, having served as a Military Police Non-Commissioned Officer (NCO) in various locations both in the U.S. and abroad. After completion of his military service, he enjoyed a successful career as a Portfolio Manager in private industry, managing first-level leadership and several hundred employees.

Edmund has served as a collateral duty EEO Director, Alternative Dispute Resolution Manager, and Workplace Civility Trainer. In addition to various management and industry certifications, Edmund possesses a Master of Business Administration degree.



Enechi A. Modu is a Supervisory Administrative Judge in the Baltimore Field Office of the Equal Employment Opportunity Commission. She began her employment with the Equal Employment Opportunity Commission in 1992, as a General Attorney, representing the Commission in various personnel, civil rights and labor-management matters.

Prior to her employment with the Equal Employment Opportunity Commission, she served as a Staff Attorney for the District of Columbia Public Schools specializing in enforcing the Individuals with Disabilities Education Act. She also served as an Associate with the law firm of Nixon Peabody LLP representing clients in matters regarding civil rights, telecommunications and corporate law.

Judge Modu earned her B.A. degree in International Relations from the University of Delaware and her J.D. degree from Cornell Law School.



Eric B. Meyer, Esq. gets companies HR-compliant before the action sequence. Serving clients nationwide, Eric is a Partner in the Employment Group at FisherBroyles, LLP.

FisherBroyles is the world's first and largest distributed, full-service law firm partnership, with hundreds of partners in 23 offices worldwide. Eric is also a volunteer EEOC mediator, a paid private mediator, and publisher of The Employer Handbook (www.TheEmployerHandbook.com), which is pretty much the best employment law blog ever. That, and he's been quoted in the British tabloids. #Bucketlist. #micdrop



Frank Giampietro | Chief Wellbeing Officer

As Americas Chief Wellbeing Officer, Frank works to create a culture of caring that meets the physical, emotional, financial and social well-being needs of EY people.

He was previously EY East Region Leader for People Advisory Services, advising clients on organization effectiveness, talent management, culture transformation and leadership alignment matters. Frank has deep

experience in helping organizations manage big, complex change initiatives, particularly in the M&A space.

Frank joined Ernst & Young from Korn Ferry, where he was President, North America Advisory.

Previous to Korn Ferry, Frank was with Willis Towers Watson, where he was Managing Director, Group Exchanges. During this time, he led the integration of multiple acquisitions to create a fully integrated health care exchange and administration business.

Prior to this role, Frank held multiple leadership roles, including Global Change Management Practice Leader and Global M&A Leader.



Ga (Amy) Kim is the Community Outreach & Resource Planning Specialist (CORPS) for the Baltimore District Office of the U.S. Department of Labor, Wage and Hour Division. The Baltimore District Office covers approximately 5.5 million workers and encompasses 21 counties in Maryland, 14 counties in northern Virginia, and Washington, DC. While the district responds to many actionable complaints, especially in the government contract

program areas and the home care and food services industries, agency also focus on reaching the most underserved populations through strategic enforcement initiatives and outreach activities.

As Community Outreach Specialist, she is committed to have herself available to the employer and employee advocacy groups, students, community organizations, and government agencies, to promote and provide education and assistance with the various law under the department's purview. The Wage and Hour (WHD) enforces and administers federal minimum wage, overtime pay, recordkeeping, and child labor requirements of the Fair Labor Standards Act (FLSA). Additionally, WHD administers and enforces the prevailing wage requirements of the Davis Bacon Act (DBA) and the Service Contract Act (SCA), the Migrant and Seasonal Agricultural Worker Protection Act (MSPA), the Employee Polygraph Protection Act, the Family and Medical Leave Act (FMLA), wage garnishment provisions of the Consumer Credit Protection Act, and a number of employment standards and worker protections as provided in several immigration related statutes.

Prior to her role as a CORPS, Ms. Kim's primary role was that of a Wage and Hour Investigator. As a Wage & Hour Investigator, she conducted numerous compliance checks, enforcing the federal labor standards. In May of 2019, Terrian accepted the job as the Deputy Director for the Navy Sea Systems Command (NAVSEA) for the Headquarters (HQ), Program Executive Offices and General Fund Field Activities Office of Diversity and EEO. As the DDEEO, her responsibilities included managing the Diversity and EEO operations of 14 field activities spread throughout the United States

along with NAVSEA HQs. After a short stay in Navy, Ms. Hicks returned to Army as the Director of the HQs Department of the Army, in the Directorate of Diversity and EEO (DEEO) working for the Administrative Assistance to the Secretary of the Army. As the Director, her responsibilities included managing the Diversity and EEO operations of 33 HQ agencies. In January of 2023, Terrian accepted her current role as the Branch Chief of the Affirmative Employment Diversity and Inclusion Branch for the Federal Deposit Insurance Corporation. She is a native of Alexander City, Alabama. She received her Bachelor and Master's Degrees from the University of Alabama in Criminal Justice with a concentration on law. Today, she resides in Woodbridge, Virginia.



Gazal G. Modhera is a Senior Attorney in the Office of Federal Operations (OFO) at the U.S. Equal Employment Opportunity Commission. Ms. Modhera has been with the EEOC since 1999 in OFO's Appellate Review Programs. There, Ms. Modhera is responsible for reviewing and drafting appellate administrative decisions from agencies and Administrative Judges on discrimination complaints in the federal sector. Ms. Modhera has drafted petitions from decisions involving discrimination issued by the Merit Systems Protection Board and from the grievance process. Since 2000, Ms. Modhera has provided training for EEO Investigators, EEO Counselors, and Federal Managers and Supervisors.

During her time at the Commission, she also served as a Special Assistant to former EEOC Chair Naomi C. Earp. As a Special Assistant, Ms. Modhera reviewed and provided advice to the Chair on a variety of issues before the Commission including policy documents, litigation requests, subpoena determinations, and decisions from OFO. In addition, she served as the Chair of the EEOC's Asian American and Pacific Islander Work Group focusing at issues concerning the AAPI community in the Federal sector.

Ms. Modhera has a B.A. from Georgetown University and a J.D. from American University's Washington College of Law.



Gerald “Jay” Kucia began working at the U.S. Equal Employment Opportunity Commission in August 2022. Throughout this time in EEO litigation, Jay has developed a special interest in health-related Equal Employment opportunity issues including pregnancy and disability discrimination and workplace accommodations. Through college and law school, Jay served as a teaching and research assistant in courses on constitutional development, political and civil rights, employment discrimination, and labor law. Beginning through a Peggy Browning Fellowship for law students, Jay worked for

the Jackson workers’ rights firm of Joel Dillard and Associates before ultimately becoming the firm’s first associate attorney.

Since graduating from the University of Mississippi School of Law in 2020, Jay Kucia has spent his career representing workers in employment discrimination litigation.



Heather Austin Jones joined the Office of General Counsel, Legal Counsel Division (DHS/HQ) in June 2021 and currently serves as an embedded Attorney Advisor within the Office for Civil Rights and Civil Liberties (CRCL). Heather provides legal advice and guidance to CRCL’s equal opportunity, diversity, affirmative employment, and complaint programs to ensure legal compliance with and in carrying out DHS’s obligations under Title VII of the Civil Rights Act of 1964, the Age Discrimination Act, the Americans with Disabilities Act and the Rehabilitation Act, and other federal anti-discrimination laws, Executive Orders, and

statutory and regulatory authorities affecting equal employment opportunity and nondiscrimination within the Federal government.

Before joining DHS, Heather served 6 years as a Supervisory Attorney Advisor in the Office of Equal Employment Opportunity and Diversity (OEEOD) at the U.S. Patent & Trademark Office (USPTO), where she led a team of EEO Specialists and managed the Agency’s Informal EEO Complaint and Reasonable Accommodation programs. Prior to her federal work, Heather was a law partner and trial attorney in private practice with the law firm Charlson, Bredehoft, Cohen, Brown & Jones, P.C. As a trial attorney with over 10 years of litigation experience, Heather represented individual and corporate clients in employment and business-related disputes in both state and federal courts. Heather also previously served as the judicial law clerk to the Honorable R. Terrence Ney in the 19th Judicial District, Circuit Court of Fairfax County, Virginia.

Heather received her B.A. Degree (Magna Cum Laude) from James Madison University located in Harrisonburg, Virginia, and she received her J.D. Degree from the Antonin Scalia Law School (previously named George Mason University School of Law) in Arlington, Virginia.



Henry Yampolsky, J.D. is a best-selling author of *Dis-Solving Conflict from Within: an Inner Path for Conflict Transformation*. Henry is a mediator, educator, lawyer, and multi-time TEDx speaker. He serves as the Assistant Director for Education, Outreach, and Conflict Resolution at Virginia Tech's Office for Equity and Accessibility and teaches conflict resolution, mediation, and peacebuilding as part of Virginia Tech's Center for

Peace Studies and Violence Prevention. Henry has worked with hundreds of complex conflicts involving EEO, First Amendment, Civil Rights, Educational Law, Torts, Contracts, and Family issues. He has also taught and lectured around the world, including at: Columbia University School of Law, Virginia Tech, the New York Peace Institute, Bharathiar University (Coimbatore, India), Bellevue Mediation (Zurich, Switzerland), the International Gandhi Center and Museum (New Delhi, India) and at the Sattva Summit (Rishikesh, India). Henry is the member of the Board of Directors of the Virginia Mediation Network where he also chairs DEIA Committee. Prior to embarking on a career in ADR, Henry was an award-winning trial lawyer in Philadelphia. A native of Kyiv, Ukraine, Henry resides in the Blue Ridge Mountains of Virginia.



Hope Fuller is the Lead Equal Employment Opportunity Specialist for Pension Benefit Guaranty Corporation (PBGC). Hope is committed to promoting inclusivity and belonging within organizations. She understands the inherent value of individual differences and advocates for organizations to prioritize respect for these differences. With years of experience in the Federal government, Hope has honed her expertise in creating innovative equal employment opportunity programs, and diversity, equity, inclusion, and accessibility programs for the agencies she has served. As a consultant, she leverages her knowledge and skills to provide organizations

with innovative services that can significantly improve their diversity, equity, and inclusion effectiveness.



Hsiao-Ying Vicki Chang, Ph.D., CRC, joined The Employer Assistance and Resource Network on Disability Inclusion (EARN) as a Research Associate in March 2022. She has six years of dedicated experience conducting disability research and program evaluations. Her efforts center around broadening the understanding of employment and disability and ensuring rigorous quality for tool development and dissemination. Before her research role, Dr. Chang served as a rehabilitation case manager and student disability counselor. In these roles, she provided support and advocated for the

inclusion of people with disabilities in various environments - communities, schools, and workplaces. This firsthand experience has strengthened her commitment to elevating

awareness of disability culture, access to rehabilitation services and education, and promoting employment for people with disabilities. Dr. Chang's work is characterized by a deep commitment to bridging the gap between research and practice. Through the practical application of research findings, she continually underlines the importance of diversity and inclusion, working towards more equitable environments for all.

Ms. Ingrid Dietsch Field has been an attorney with the EEOC's Office of Federal Operations for over 20 years. Her years with the Commission reflect extensive experience drafting appellate decisions on a variety of legal issues, including: procedural dismissals, findings of discrimination, settlement breaches, sanctions, and compensatory damages. She has also represented the Commission in a consultative partnership with Agencies to improve their EEO programs, as well as in conducting a month-long onsite evaluation of an Agency EEO program. Ms. Dietsch Field has provided EEO training to federal managers and EEO practitioners, from understanding EEO laws to how to draft final agency decisions.



Jana White is a General Attorney with the Office of Federal Operations (OFO), Appellate Review Programs. Before joining OFO in July 2018, Jana worked as an Attorney Advisor at the Social Security Administration. Prior to her career with the federal government, Jana worked as Program Manager and Coordinator for the Truancy Court Program at the University of Baltimore School of Law's Sayra and Neil Meyerhoff Center for Families, Children, and the Courts. She earned additional legal experience as an Associate Attorney with a boutique entertainment law firm in Baltimore, Maryland. Jana earned her Bachelor of Arts degree from Goucher College and her Juris Doctorate from the University of Baltimore School of Law.



Jennifer Goldstein is the Associate General Counsel at the Equal Employment Opportunity Commission where she leads the Office of General Counsel's Appellate Litigation Division. In that role, she oversees the filing of Commission party and amicus briefs in the U.S. Courts of Appeals on a range of employment discrimination issues arising under federal law. Among the briefs she has overseen is the EEOC's amicus filing in *Morgan v. U.S. Soccer Federation*, the women's soccer team equal pay case. She has argued fifty-five cases in the United States Courts of Appeals on behalf of the EEOC, both as plaintiff and as amicus curiae. Prior to her tenure with the EEOC, Ms. Goldstein was a law clerk to Judge Stephanie K. Seymour of the U.S. Court of Appeals for the Tenth Circuit. Ms. Goldstein is a graduate of the University of Chicago Law School.



Joel Kravetz became the Assistant Director, EEO Complaints Management at the Department of Justice (DOJ), Justice Management Division in April of 2019. He supervises a staff charged with timely and effectively processing informal and formal EEO complaints, drafting quarterly and annual NO FEAR Act reports, the EEOC's 462 Report, and performing other EEO functions such as training, record-keeping, policy development or review, coordination with affirmative employment programs and collaboration regarding EEO case management with other DOJ components. Prior to joining DOJ, Mr. Kravetz served as the Civil Rights Program Manager at the Nuclear Regulatory Commission from 2013 until 2019 leading a team of staff in performing similar EEO case

processing functions. Between 1997 and 2013, Mr. Kravetz worked for the Equal Employment Opportunity Commission (EEOC). First, he served as an Attorney-Advisor in the Office of Federal Operations (OFO) drafting appellate decisions and assisting the Director of OFO with developing and delivering outreach and training. Mr. Kravetz subsequently served as an Administrative Judge in the Commission's Washington Field Office. In 2003, Mr. Kravetz was detailed to the United States Attorney's Office in Washington, D.C., where he served as an Assistant United States Attorney prosecuting criminal cases in D.C. Superior Court. In the fall of 2010, Mr. Kravetz was detailed to EEOC Headquarters where he served as both the Acting National Hearings Coordinator and an Administrative Judge until 2013.

Prior to joining the EEOC, he was employed as an in-house labor and employment attorney in the General Counsel's Office of a Fortune 500 company and volunteered as an attorney and mediator at the Massachusetts Commission against Discrimination. He has also worked in human resources for six years at an International Publisher and International Software Company. Mr. Kravetz received his B.A. in International Studies at the College of William and Mary, his J.D. *cum laude* from Suffolk University Law School's Evening Division, and a Master of Laws degree in Labor and Employment Law, *with distinction*, at Georgetown University Law Center. In the Spring of 2002, Mr. Kravetz published an article in the University of Pennsylvania's Journal of Labor and Employment law entitled: *Deterrence v. Material Harm: Finding the Appropriate Standard to Define an "Adverse Action" in Retaliation Claims Brought Under the Applicable Equal Employment Opportunity Statutes*. Mr. Kravetz is a frequent speaker at local, regional and national training conferences and is a recognized subject matter expert in the field of Federal Sector EEO law and regulations.



John Settle is a retired federal attorney, manager, and Member of the Senior Executive Service (SES) who received the Presidential Award of Meritorious while serving as a member of the SES.

He is a Virginia Supreme Court-certified Mediator and Mentor-Mediator, and has trained extensively on trust-building, conflict management, negotiation, and mediation. John is a long-time mediator for several programs of EEOC, as well as for many federal agencies, and also is among the cadres of mediators for The Resolution Group, JDG Associates, Northern Virginia Mediation Service, and other providers. He performed as contract Ombuds for the

U.S. Architect of the Capitol.



John Sim is the Director of the Headquarters Equal Employment Opportunity (EEO) Office, Office for Civil Rights and Civil Liberties (CRCL), U.S. Department of Homeland Security (DHS). Mr. Sim's program directs and oversees the activities of developing and implementing comprehensive EEO and affirmative employment plans for the program offices falling under the DHS Office of the Secretary. He manages the EEO complaint process, including informal and formal complaint processing, and alternative dispute resolution; provides advice and guidance to managers, supervisors, and employees; implements an affirmative employment plan to monitor and assess the

composition of the Headquarters workforce; manages the reasonable accommodation process; and develops policies and procedures that address systemic EEO issues.

Prior to joining DHS, Mr. Sim was the Assistant Director for EEO Complaints Management at the U.S. Department of Justice's (DOJ) Justice Management Division. Mr. Sim's responsibilities included administration of the EEO complaints process from intake through investigation; provision of authoritative technical advice and training to management officials and employees on all matters related to the EEO process; development of departmental EEO policies; and advancement of new and strategic EEO programs and initiatives.

Prior to joining the federal sector, Mr. Sim worked in private practice. Mr. Sim earned his law degree from the American University's Washington College of Law and his undergraduate degree from the University of Pennsylvania.



Justin Evans has served as an National Hearings Program Manager with the U.S. Equal Employment Opportunity Commission (EEOC) since January 2023. Prior to January 2023, Justin was the Supervisory Administrative Judge in the EEOC's Houston District Office, having served in that role since July 2019. Between 2021 and 2022, Justin also spent eight months on detail as a Special Assistant to EEOC Vice Chair Jocelyn Samuels. Justin worked as an Administrative Judge in the EEOC's Atlanta District Office for four years before his move to Houston. Prior to joining the EEOC in 2015, Justin spent ten years, first as a staff attorney and later as a supervisory attorney, in the Dallas Regional Office of the U.S. Department of Education's Office for Civil Rights.

From 2002 to 2005, Justin worked as a Judicial Law Clerk to United States District Judge Vicki Miles-LaGrange, who has since retired from her seat on the U.S. District Court for the Western District of Oklahoma. From 2001 to 2002, Justin worked as an Associate in the Chicago Office of Kirkland & Ellis LLP. Justin received his Juris Doctorate from the Howard University School of Law and his bachelor's degree from Loyola University of Chicago.



Karen Levit (she/her) serves as National Civil Rights Counsel for the ADL (Anti-Defamation League), a non-profit organization dedicated to combatting hatred, prejudice, and antisemitism. In her role, Karen advocates on a range of civil rights and legal issues including discrimination, voting rights, immigrant and refugee rights, and LGBTQ+ rights. Karen provides specialized strategic, legal, and legislative guidance to staff around the country on civil rights and legal issues and advocates for policies that further ADL's mission, including the need to secure justice and fair treatment to all. Prior to joining ADL, Karen was a litigator as a staff attorney in the Juvenile Rights Practice at the Legal Aid Society in New York. There, she advocated for young people in Family Court,

primarily in child welfare matters. Karen has published work in *Above the Law* and the quarterly law journal of the National Association of Counsel for Children. The LGBT Bar Association of Greater New York recognized her with an Outstanding Dedication Award in 2022. Karen is admitted to the Bars of the Supreme Court of the United States and the State of New York. She earned her B.A. from the City College of New York magna cum laude where she was elected to Phi Beta Kappa. She earned her J.D. from the University of Pennsylvania Law School where she was an editor of the *Journal of Constitutional Law*.



Karen Michael is the President of Karen Michael, PLC, a Richmond-based work law & human resources consulting firm founded in 2008 and specializing in management and leadership training, workplace investigations, HR Consulting & Special Projects, and employment law advice.

Karen has been an employment lawyer for 30 years and began her career working in Big Law. She served as an executive in human resources for SunTrust Bank and taught at University of Richmond's School of Continuing Studies prior to forming her firm. Karen writes a weekly labor law column for the Richmond Times Dispatch.

Karen is a nationally recognized workplace expert and sought-after speaker and has presented around the country, including at the national SHRM conference and the national EEOC conference - EXCEL.

She is also the author of "Stay Hired," an essential guide for those entering the workforce on how to successfully go to work.



Katelynn Gray focuses in the area of employment law. Ms. Gray regularly counsels' clients on a variety of employment issues and matters, including hiring and recruitment, employee classification, leaves of absence, reasonable accommodations, restrictive covenants, wage and hour rules and regulations, performance management, discipline and termination, reductions in force, corporate restructuring, and mergers and acquisitions. Ms. Gray conducts workplace investigations and employee trainings, prepares human resources policies, procedures and handbooks, and advises both business and individuals in the drafting of all employment-related agreements, including non-compete and other restrictive covenants, employment agreements and severance agreements. Ms. Gray handles discrimination, retaliation and hostile work environment cases, and restrictive covenant cases, both on the prosecution and defense side, as well as class and collective actions, appearing before federal and state courts as well as administrative agencies.

Ms. Gray is a 2013 graduate of Fordham University School of Law, where she was a member of the *Fordham International Law Journal*, and a graduate of Fordham University.

Areas of Practice: Employment Advice and Counseling, Employment Litigation, Wage and Hour Litigation, including Class/Collective Actions and Restrictive Covenants.



Katrina Grider is the Associate Director – Curriculum, Training and Education, EEOC Revolving Fund 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 over 35 years, she has litigated labor and employment law cases before federal and state courts, and administrative agencies; counseled clients on general employment law issues, personnel policies, best practices, and diversity, equity, inclusion, and accessibility (DEI&A) initiatives; and conducted internal investigations. Ms. Grider’s 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 a Fellow of the College of Labor and Employment Lawyers. She is Board Certified in Labor and Employment, Texas Board of Legal Specialization, and is a member of the State Bars of Oklahoma and Texas.



Kendra Shock serves as the Chief of the Disability and Reasonable Accommodations Division (DRAD) in the Office of Accessibility and Accommodations (OAA) for the Department of State. OAA aims to create a barrier-free environment and provides centralized disability services and expertise to advance the Department’s mission worldwide.

Kendra has more than 25 years of experience providing accommodation guidance to employers and individuals with disabilities. Prior to joining OAA in June 2022, Kendra served as the Disability Program Manager in the Equal Opportunity Policy Office at Department of the Air Force, where she developed and implemented the Air Force Disability Program. Kendra was instrumental in ensuring that reasonable accommodations were provided to individuals with disabilities throughout the Air Force and was directly responsible for increasing the number of employees hired using Schedule A. Kendra has also worked as the Disability Program Manager for the Equal Employment Opportunity Commission (EEOC) and as a Lead Consultant for the U.S. Department of Labor's Office of Disability Employment Policy Job Accommodation Network.

Kendra holds a bachelor’s degree in psychology and a master’s degree in rehabilitation counseling, both from Western Virginia University.



Kerry Leibig is a Senior Attorney Advisor in the Office of Legal Counsel at the U.S. Equal Employment Opportunity Commission. In that capacity, she assists in the development of EEOC policy and regulations and communicates with other federal agencies to facilitate consistent application of federal employment discrimination laws. Ms. Leibig has conducted numerous EEO law training sessions for supervisors, managers, and employees throughout the country. Ms. Leibig's main areas of focus include Title II of the Genetic Information Nondiscrimination Act, COVID-19 and EEO laws, and the Pregnant Workers Fairness Act.

Prior to joining the Office of Legal Counsel in 2003, Ms. Leibig was a staff attorney in the EEOC's Office of Federal Operations. In that position, Ms. Leibig drafted appellate decisions on discrimination complaints filed by federal employees and assisted federal agencies in establishing effective procedures for processing requests for reasonable accommodation under the Rehabilitation Act of 1973. Ms. Leibig received a B.A. from Swarthmore College and a J.D. from the University of Virginia School of Law.



Administrative Judge Kevin Rung received his Juris Doctorate from Case Western Reserve University in 1982 and his Masters-of-Law degree from Tulane Law School in 1990.

AJ Rung joined the U.S. Navy Judge Advocate General Corps in 1985 and retired as a Commander in the U.S. Naval Reserve in 2014. In 1991, AJ Rung was a law clerk to the Honorable Magistrate Judge Simon for the United States District Court for the Western District of Louisiana. AJ Rung was an attorney in private practice from 1992 until the U.S. Equal Employment Opportunity Commission (EEOC) selected him as an AJ in 2001. In his 20-year career with the EEOC, AJ Rung has adjudicated approximately 2,000 cases and issued approximately 1,000 decisions.

AJ Rung enjoys spending time with his spouse, Ariane, and his two children Jason (17) and Eden (16), traveling with his family, and playing squash and soccer.



Kris Tassone (they/them) is Policy Counsel for the National Center for Transgender Equality, whose portfolio includes labor, criminal justice, global issues, and other nondiscrimination work. Prior to working with NCTE, they completed fellowships at Disability Rights Education & Defense Fund, and the Human Rights Campaign. Kris is a graduate of The George Washington University Law School and completed

international programmes at the University of Oxford and the University of the Western Cape. They are a member of the District of Columbia Bar.



Kurt C. Hodges is presently an Administrative Judge in the EEOC, Washington Field Office. Previously Judge Hodges was an Administrative Judge for the EEOC, Phoenix District Office, for seven years, presiding over discrimination cases brought by federal employees against the federal government. Judge Hodges has served as a presenter in various trainings including, EEOC TAPS Seminar, *Handling Complaints of Discrimination in Federal Sector*, EEOC Training Seminar at the U.S. Department of Labor, *Best*

Practices in EEOC Federal Sector Litigation, and EEOC Training Institute, *Navigating the Federal Sector Hearings Process*. Prior to his tenure with the EEOC, Judge Hodges worked as a Law Clerk with the law firm of Ropers, Majeski, Bentley, Wagner & Kohn in San Jose, California, working primarily in the areas of labor and employment, business litigation and insurance defense. Judge Hodges is a graduate of the University of California at Berkeley and attended the American University, Washington College of Law, where he was awarded the American Jurisprudence Award for Excellence in Criminal Law. Judge Hodges graduated from the Fordham University School of Law and is admitted to practice law in Arizona and the District of Columbia.



Latasha Monique Reddick is the Attorney-Advisor for the Equal Employment Opportunity Commission (EEOC), Office of Federal Operations (OFO), Federal Sector Programs (FSP), Research, Evaluation, and Applied Data Division (READD). Ms. Reddick is a United States Air Force veteran with a Bachelor of Science degree in Computer Information Systems from Florida Agricultural & Mechanical University, she has a Juris Doctor from Rutgers Law School-Camden and a Master of Laws degree with an emphasis in Human Rights and Civil Rights Law from Howard University.

Ms. Reddick comes to the EEOC from the Federal Aviation Administration (FAA), where she spent the last 20 years executing the agency's

mission. She began her FAA career as a computer specialist before transferring to a management and program analyst position. While at the FAA, Ms. Reddick received certification and worked as an equal employment opportunity counselor, mediator, and grants management specialist. In 2019, Ms. Reddick graduated from Graduate School USA's Executive Potential Program.

One of Ms. Reddick's primary motivations for becoming an attorney is her passion for upholding human and civil rights for all. Ms. Reddick firmly believes that human beings have an obligation, not only to themselves but also to others. She is also passionate about the well-being and rights of animals.



Lesley T. Brown has worked as an appellate review attorney for five years at EEOC's Office of Federal Operations – Appellate Review Program. In addition to writing federal sector appeal decisions, Lesley is a certified mediator and conducts pro-bono EEOC private sector mediations. Prior to working at EEOC, Lesley worked at HHS – Departmental Appeals Board – Medicare Operations Division where she wrote Medicare appeals coverage determinations.

Lesley is a native Washingtonian. She earned a Bachelor of Arts from the College of William and Mary (2008) and received her Juris Doctor from Indiana University McKinney School of Law (2012).



Michael Looney currently works for the Federal Aviation Administration (FAA) as a Management and Program Analyst for the Air Traffic Organization's (ATO) Workforce Planning Team overseeing the outreach and recruitment of applicants including applicants with disabilities for positions within ATO. I previously served as the National People with Disabilities Program Manager for the FAA where I was responsible for ensuring the agency creates an inclusive work environment for people with disabilities.

Michael has held many distinguished positions throughout his federal service. At Both Federal Emergency Management Agency (FEMA), and Transportation Security Administration (TSA) where I worked as the Disability Program Manager within these organizations. I ensured the creation of an inclusive work environment for people with disabilities, took charge in providing reasonable accommodations for employees and applicants with disabilities, increased the hiring of people with disabilities in the workforce, and provided guidance to the organizations on disability related matters.

Michael's career in the disability field began in 2007, when I accepted the position as a Vocational Rehabilitation Counselor with the Pennsylvania Office of Vocational Rehabilitation. I currently reside in Severna Park, MD with my wife, son and daughter.



After graduating from Vanderbilt University School of Law, **Luther Wright, Jr.** began his career with a general practice firm in the litigation section. He spent the first several years of his legal career practicing in the general litigation area before joining the Labor & Employment team. He has significant experience in the areas of labor and employment law, corporate business litigation and complex litigation, including class action and collective action lawsuits. He typically represents management in all forms of employment discrimination litigation, including litigation based on federal anti-discrimination statutes, state statutes and common law, violence in the workplace, Fair Labor Standards Act claims and independent contractor disputes. Luther is a member of Ogletree's Diversity & Inclusion Practice Group and routinely provides timely client advice and guidance on diversity related matters. Luther devotes a significant amount of his practice to day-to-day client advice, general supervisor/employee training, training and advising on diversity and inclusion issues and advising on workplace violence issues. Luther also acts as the Assistant Director of Client Training as part of the Ogletree Deakins Learning Solutions (ODLS) team. ODLS provides employee and supervisor training in a variety of formats, including in-person training, training by webinar/webcasts and customized video training products.

Luther has experience representing banks, national gaming companies, automotive companies, government contractors, hospitals, restaurants, retail establishments, closely held businesses and entertainment companies in employment and business litigation. He has represented clients in litigation based on federal and state anti-discrimination laws, state tort litigation, personal injury matters involving commercial vehicles, claims under the Equal Credit Opportunity Act, class action and multi-plaintiff litigation. He has practiced before Tennessee trial courts throughout the State of Tennessee, Federal District Courts in Alabama, Arkansas, Georgia, Illinois, Kentucky, Minnesota, New Mexico, Oklahoma, Tennessee and Wisconsin, and the United States Court of Appeals for the Sixth and Eleventh Circuits. A highly evaluated public speaker, Luther has spoken before numerous industry groups, professional associations and clients across the country on topics ranging from implementation of employee discipline to respect in the workplace. His 1995 *Law Review* article, *Who's Black, Who's White and Who Cares: Reconceptualizing the United States Definition of Race and Racial Classifications*, 48 Vand. L. R.513 (1995) has been excerpted in more than 10 books and has been consistently cited in scholarly publications and textbooks since its publication.



Maricia Woodham is a Supervisory Administrative Judge in the Commission's Washington Field Office. Judge Woodham, a graduate of Spelman College and the University of Illinois College of Law, joined the EEOC in 2008 as a Senior Trial Attorney in the Birmingham District Office. While in this role, she was instrumental in litigating several class cases. Judge Woodham served as the lead attorney in *EEOC v. Jack Marshall Foods*, Case No. 1:09-cv-0160-WS-N, which involved 19 female employees, including at least three women who were teenagers at the time of the alleged sexual harassment. The case ultimately resulted in a \$1,052,000 settlement and significant remedial relief. Judge Woodham was also a member of the team that

litigated *EEOC v. EPI Advanced LLC*, 3:09cv0010a-SA-SAA, where the Commission alleged that the Defendants subjected a class of female employees at its Sherman, Mississippi location to a hostile work environment based on gender. Judge Woodham joined the ranks of the Commission's administrative judges in January 2011 and transferred to the Washington Field Office in the Fall of 2014.

Prior to joining the EEOC, Judge Woodham was actively engaged private practice with Sabel & Sabel, P.C. in Montgomery, Alabama, focusing on employment discrimination and civil rights. From 2000-2005, Judge Woodham served as the Racial Justice Fellow for the Lawyers' Committee for Civil Rights in Boston, Massachusetts. In this role, she was instrumental in the filing of a class action lawsuit on behalf of the Massachusetts Association of Minority Law Enforcement Officers (MAMLEO) and 10 former African American police officers who alleged that a yearly hair drug test had a disparate impact on black officers because their hair texture made them more susceptible to false positive results. After nearly two decades of litigation, the court determined that the officers were entitled to reinstatement without loss of compensation or benefits.

Judge Woodham is a former adjunct professor of legal writing at Franklin Pierce Law Center (currently the University of New Hampshire College of Law) in Concord, New Hampshire. She is a member of the Georgia, Alabama, Massachusetts, and New Hampshire Bar Associations and various civic organizations.



Mark Sorokin has been with the EEOC for thirteen years. In his time with the Commission, he has worked as a trial attorney in the EEOC's Phoenix District Office and currently works in the EEOC's Office of Federal Operation. He graduated with his bachelor's degree from the Johns Hopkins University, obtained his law degree from the University of Arizona, and has an LL.M. in tax law from New York University.



Marqui Willoughby is an Attorney Advisor with the Equal Employment Opportunity Commission (EEOC), Office of Federal Operation, Federal Sector Program's Agency Oversight Division (AOD). In this position, Marqui assists federal agencies with attaining model EEO programs; complying with EEOC guidance and regulations; and resolving complex legal matters. Additionally, he extensively participates in agency program evaluations, federal sector reports, technical assistance activities, and training and outreach.

Previously, Marqui served as a federal sector Appellate Attorney with the Office of Federal Operations. As an Appellate Attorney, Marqui determined complainant and agency appeals of Administrative Judge and final agency decisions on federal employee discrimination complaints and drafted over 1,500 appellate decisions. Further, he has led OFO work groups on federal sector equal employment opportunities for women, African Americans, and LGBTQI+ individuals.

Marqui has a Juris Doctor from the University of North Carolina School of Law and Bachelor of Arts degrees in Journalism and Political Science from the University of North Carolina at Chapel Hill.

Dr. Mxolisi Siwatu is a sociologists and Social Science Research Analyst at the Equal Employment Opportunity Commission, Office of Federal Operations (OFO). Mxolisi has a doctorate degree in Sociology from Howard University with concentrations in Medical Sociology and Urban Sociology and a minor in Social Psychology. He has worked in the Reports and Evaluations Division for seven years where he supports OFO's agency oversight functions by providing statistical support to various EEOC offices and divisions, preparing federal sector data for public consumption, fulfilling data requests (FOIA) from the public and stakeholder agencies, and conducting process improvement research on OFO's internal processes.



Judge Michael Rhoades earned his J.D. from the University of Wisconsin Law School. He currently serves as an administrative judge with the U.S. Equal Employment Opportunity Commission's Milwaukee Area Office, Chicago District. Prior to joining the EEOC, he represented parties before administrative and judicial bodies including the EEOC, MSPB, FLRA, and Courts of Appeals.

Judge Rhoades was previously an active duty officer with the United States Army. After graduating from the Army's Judge Advocate School in Charlottesville, Virginia, he attended Army Airborne School in Fort Benning, Georgia and was stationed at Fort Hood, Texas. While at Fort Hood, he prosecuted courts-martial for a variety of offenses to include desertion, weapon/firearm offenses, and sexual assault. From 2011-2012, he spent a year deployed with his brigade to a Forward Operating Base in Afghanistan. While deployed, he worked with local prosecutors/police in an attempt to promote rule of law efforts and served as the Brigade's legal advisor for operational law, targeting, and detainee operations.

He resides in Wisconsin with his wife, children, and a Labrador retriever.



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.



Nakia L. Matthews
Senior Legal Ethics Counsel, District of Columbia Bar

Nakia L. Matthews joined the legal ethics program at the District of Columbia Bar in 2019. As Senior Legal Ethics Counsel, she provides guidance to members of the D.C. Bar seeking information on the interpretation and application of the D.C. Rules of Professional Conduct. In

addition, she provides staff support to the both the Legal Ethics Committee and the Rules Review Committee of the D.C. Bar. Prior to joining the D.C. Bar, Ms. Matthews was a managing attorney at the D.C. Bar Pro Bono Center where she managed the Center's Bankruptcy, Consumer Law and Advice and Referral Clinics and also served as a supervisor for the Landlord/Tenant Resource Center. She also practiced civil litigation in D.C. for nine years before joining the Pro Bono Center and has practiced before the U.S. Bankruptcy Court for the District of Columbia, D.C. Superior Court and the D.C. Court of Appeals.



Patricia St. Clair is the Director of Field Coordination Programs in the Office of Field Programs and a member of the Senior Executive Service. As Director of Field Coordination Programs, she is responsible for the development, coordination, and planning activities related to alternative dispute resolution; external engagement; and national training initiatives to enhance the effectiveness of field enforcement programs. Patricia also oversees the

EEOC Training Institute, which coordinates fee-based educational programs for the public. Patricia has a strong track record of effective external engagement; she brings a fresh perspective to new and old problems. With a positive attitude and tireless energy, she encourages others to work hard and remain committed to the agency's mission to "prevent and remedy unlawful employment discrimination and advance equal opportunity for all in the workplace." Patricia is a graduate of Tulane University School of Law and State University of New York College at Oswego. She is a member of the New York State Bar Association and the American Bar Association. In her spare time, Patricia likes to bake, watch romcoms, and spend time with family and friends.



Mr. Peter Broida is a specialist in federal employment law and litigation. A 1973 graduate of New York University Law School, he maintains his law office in Arlington, Virginia. His licensure is in Virginia, the District of Columbia, and inactive status in Pennsylvania. He represents employees before the Federal Circuit, and he provides counsel and representation to employees, unions, and federal agencies before the MSPB, arbitrators, EEOC, and FLRA. Before becoming involved in federal sector employment litigation, Mr. Broida worked with law

firms in Pennsylvania representing management in private sector labor relations. He then joined the American Federation of Government Employees in Washington as a staff attorney and became Assistant General Counsel for Litigation. He returned to private practice in 1980, specializing in federal sector employment, labor, and civil rights law. Mr. Broida is the author of annually updated texts, "A Guide to Merit Systems Protection Board Law and Practice" and "A Guide to Federal Labor Relations Authority Law and

Practice.” When time permits, Mr. Broida teaches courses on civil service law and labor arbitration. With the time remaining after adjustments for writing, law practice, and teaching, Mr. Broida does some motorboating, operates a ham radio station, takes and prints enough photographs to fill a gallery, oils his way around the floor in ballroom dancing with his patient wife, and attempts to play the piano.



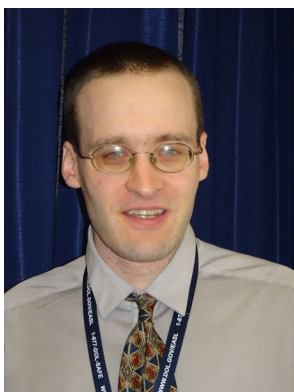
Dr. Phillip Hoefs is the Deputy Director of the U.S. Equal Employment Opportunity Commission’s Washington Field Office, a position he has held since 2022. He joined the agency in 2015 as an Investigator in the Baltimore Field Office. In 2020, he was promoted to the Intake Supervisor of the Baltimore Field Office. During his EEOC career Dr. Hoefs has worked on multiple cases involving grooming standards and workplace attire. Dr. Hoefs has prior federal service with the Department of Justice and experience working in higher education.



Rochelle Richardson is currently a Supervisory General Attorney in EEOC’s Office of Federal Operations, Appellate Review Programs. She initially joined EEOC in 2018 as a General Attorney in Appellate Review Programs after having worked as an Attorney-Adviser at Social Security Administration’s Office of Appellate Operations. She also served as an Equal Justice Works/AmeriCorps Legal Fellow, working with stakeholders to establish a legal services clinic to

serve homeless and at-risk disabled veterans. Her experience also includes having served as Associate Counsel at the Board of Veterans’ Appeals in the Department of Veterans Affairs.

Rochelle has a Bachelor of Arts in Mathematics from Northwestern University, a Master of Science in Management from University of Maryland Global Campus (formerly known as University of Maryland University College), and a Juris Doctor from Appalachian School of Law.



Scott Michael Robertson, PhD

Dr. Scott Michael Robertson is a senior policy advisor in the Office of Disability Employment Policy (ODEP) in the U.S. Department of Labor (DOL) and an autistic person. Dr. Robertson spearheads work at ODEP to foster neurodiversity in the workplace and advance national autism policy. For instance, he represents ODEP at the Federal Interagency Workgroup on Autism and serves as a key subject matter expert for ODEP’s

project on Research Support Services for Employment of Young Adults on the Autism Spectrum. He also directs the Partnership on Inclusive Apprenticeship (PIA) to improve access to career paths in high-growth, high-demand fields by serving as the federal project manager. In his other roles, Dr. Robertson has advised on core equity and access issues for emerging work technologies, such as artificial intelligence and automated vehicles.

Before joining ODEP, Dr. Robertson served as a Joseph P. Kennedy, Jr. Fellow in the U.S. Senate Committee on Health, Education, Labor, and Pensions (HELP). He also served as the Founding Vice President of the Autistic Self Advocacy Network (ASAN), a national nonprofit organization. Dr. Robertson earned his PhD in information sciences and technology at Penn State University, which has awarded him an Outstanding Alumni Award for achievement. He completed his master's degree in human-computer interaction in the School of Computer Science at Carnegie Mellon University. His recent honors include a NextGen Public Service Award for championing diversity, equity, and inclusion and a Service to the Citizen Award. In 2021, the Viscardi Center awarded him a Henry Viscardi Achievement Award for exemplary global leaders who drive efforts to improve access and inclusion for people with disabilities.



Sharon M. McGowan, a partner at Katz Banks Kumin, joined the firm in September 2022. Her portfolio includes employment discrimination, harassment, and whistleblower cases, as well as other civil rights matters.

Ms. McGowan has led a long and distinguished career as one of the nation's leading civil rights attorneys. Prior to joining KBK, she was the Chief Strategy Officer and Legal Director for Lambda Legal Defense and Education Fund, the nation's oldest and largest LGBTQ+ legal organization. During her five years with Lambda Legal, she developed and implemented the organization's strategic priorities, led its litigation and policy advocacy teams, and built partnerships with national civil rights groups on intersecting

issues.

Previously, Ms. McGowan held several senior positions within the Obama administration. Most recently, she was Principal Deputy Chief of the Appellate Section of the U.S. Department of Justice's Civil Rights Division, where she supervised attorneys and advised the U.S. Solicitor General and federal agencies on a broad range of civil rights issues related to the enforcement of federal laws prohibiting discrimination in employment, housing, education, credit, voting, and policing in the U.S. Supreme Court and lower federal courts. Under President Obama, Ms. McGowan also served as Acting General Counsel and Deputy General Counsel for Policy at the U.S. Office of Personnel Management, where she led the implementation of key administration priorities including nationwide marriage equality and the Affordable Care Act.

Earlier in her career, Ms. McGowan was a Staff Attorney with the LGBT & AIDS Project of the American Civil Liberties Union, where she served as lead attorney in a

landmark Title VII case, *Schroer v. Billington*, which established new protections for transgender individuals against employment discrimination based on their gender identity and gender transition.

Ms. McGowan clerked for the Honorable Norman H. Stahl on the U.S. Court of Appeals for the First Circuit in Boston, and for the Honorable Helen G. Berrigan on the U.S. District Court for the Eastern District of Louisiana in New Orleans. She earned her J.D. with honors from Harvard Law School in 2000 and her B.A. with honors from the University of Virginia in 1995. She is licensed to practice in the District of Columbia, Maryland, New York, and Massachusetts.



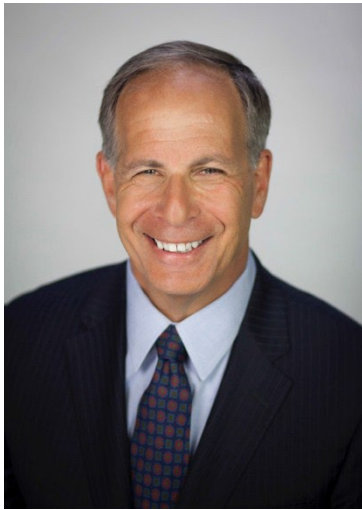
Sharon Rice-Hicks is an Attorney Advisor in the Office of Federal Operations at the U.S. Equal Employment Opportunity Commission. Sharon grew up in Harlem and lived in one of the New York City public housing projects. She and her twin sister left New York City to attend Howard University in Washington, DC. She received a Bachelor of Science degree in Consumer Studies with a minor in Pre-Law. Sharon determined to become a lawyer and a professional pool player.

Sharon worked full time as a Litigation Paralegal with the Environment & Natural Resources Division, Environmental Enforcement Section at the U.S. Department of Justice, while attending the University of Baltimore School of Law. Sharon also worked as Judicial Law Clerk for a U.S. District Court and a Career Law Clerk for a U.S. Magistrate Judge, and as a Research and Writing Attorney for the Federal Public Defender in the District of Columbia.

Sharon served as a part-time Contract EEO Investigator, Contract EEO Counselor, and Contract Final Agency Decision Writer for federal sector complaints. Recently, she served as an EEO Specialist for USDA in the Office of the Assistant Secretary for Civil Rights, Employment Investigation Division and the Forest Service, Office of Civil Rights. During my tenure with USDA, Sharon was detailed as a Team Lead to the Employment Investigation Division and Employment Adjudications Division, and the Forest Service's Anti-Harassment Program as an Acting Case Manager.

Sharon is still working on becoming a professional pool player. Law school got in the way and now life keeps getting in the way.

In my spare time, she serves as the General Counsel to a non-profit organization that promotes women's professional billiards across the United States. Sharon also like spending time with my family, friends, and my dog Koko.



Stephen M. Paskoff, Esq., is the founder, president and CEO of ELI[®], a learning and consulting company that teaches and advises on professional workplace conduct, helping clients translate their values into behaviors, increase employee contribution, build respectful and inclusive cultures, and reduce legal and ethical risk. Mr. Paskoff is a nationally recognized speaker and author on workplace legal issues. He has written extensively on topics related to workplace compliance and legal issues and how to affect culture change in order to build lawful, professional operations that align with an organization's mission and values.

He has been named the highest-ranking speaker at the national conference of the Society for Human Resource Management (SHRM) and has been selected to speak at a number of other national conferences including:

- The American Bar Association (ABA)
- The Society of Corporate Compliance and Ethics (SCCE)
- The Ethics and Compliance Officer Association (ECOA)
- The Risk Management Foundation for the Harvard Medical Institutions
- The American Society for Healthcare Human Resources Administration (ASHHRA)
- The American Society for Training and Development (ASTD)
- The Industry Liaison Group (ILG)

In addition, Mr. Paskoff was a founder and former Co-Chair of the ABA's Compliance Training and Communication Subcommittee, which explores best practices in training methodology as well as overall strategies for implementing learning and communication plans to maintain corporate compliance. He has served on the Editorial Board of Workforce Management magazine and has contributed to The Conference Board's Human Capital Exchange.

Mr. Paskoff and ELI[®] have appeared on or been interviewed by a variety of national media outlets, including: ABC's 20/20, CNBC, Christian Science Monitor, Corporate Legal Times, Corporate University Review, Forbes, Fortune, Fox News, HR Executive Magazine, HR Magazine, HR News, HR Reporter, Inc. Magazine, Industry Week, Workforce Management, The Los Angeles Times, The New York Times, Training Magazine, and USA Today. He is the author of the two books, *Teaching Big Shots to Behave and Other Human Resource Challenges* and *Civility Rules! A New Business Approach for Boosting Results and Cutting Risks*.

Prior to establishing ELI[®] in 1986, Mr. Paskoff was a trial attorney with the Equal Employment Opportunity Commission and a partner in a management law firm. He is a graduate of Hamilton College and the University of Pittsburgh School of Law and is a member of the Pennsylvania and Georgia bars.



Stephanie Herrera is the Associate Director for the Office of Employment Discrimination Complaint Adjudication (OEDCA), U.S. Department of Veterans Affairs. Before joining OEDCA, Ms. Herrera served as the Supervisory Administrative Judge for the Philadelphia District Office, U.S. Equal Employment Opportunity Commission. In this role, she managed her District's Hearings Units located in Baltimore, MD, Cleveland, OH, and Philadelphia, PA, as well as the District's Federal ADR Program, and conducted training and outreach on a regular basis.

In addition to her federal service, Ms. Herrera worked as a partner at a civil rights law firm in Maryland. There, she represented employees and agencies in employment discrimination cases, adverse actions, and whistleblower complaints at the administrative level and in federal court nationwide. She also represented parties at arbitration. While in private practice, she was selected for both Maryland's and Washington, D.C.'s "Super Lawyers' Rising Stars" from 2014-2018 and was recognized with an Official Citation by the Maryland General Assembly in 2018.

Ms. Herrera is a member of the Maryland Bar and previously served on the Maryland State Bar Association's Labor and Employment Law Section Council. She earned her J.D., *cum laude*, from American University's Washington College of Law. While in law school, she participated in the Journal of Gender, Social Policy & the Law and the law school's first Disability Rights Law Clinic. Ms. Herrera is a graduate of Texas A&M University.



Susana Rondon is an Assistant District Director for the U. S. Department of Labor's Wage and Hour Division and part of the Baltimore District Office-Arlington Virginia Area Office. Previously, she was a Wage Hour Investigator, ensuring compliance with the agency's regulations, conducting hundreds of enforcement actions, educating the public and assisting employee's getting a fair day's pay. She has over 15 years of experience in Human Resources and payroll processes. Susana graduated with a bachelor's degree in political science-pre-law from the University of Puerto Rico. Over the past few years, she has been dedicated to supervising wage hour federal investigations, providing outreach presentations and teaching Wage Hour laws and

regulations to employers, employees, internal and external stakeholders. She is passionate about assisting vulnerable workers in receiving the pay they deserve, while simultaneously educating employers to be in compliance with federal laws.



Dr. Sylvia Berry was just hired by Virginia State University as a Civil Rights/Compliance Officer in the School of Agriculture, Office of the Dean and Disadvantaged and Small Farms. She was recently employed by the United States Department of Agriculture, Rural Development Civil Rights Division as the Diversity Program Manager. Dr. Berry worked with Team RD on several groups that advance equity and social justice. She has created Affinity groups to advance Diversity, Equity, Inclusion and Accessibility within Rural Development reaching out to partner with underrepresented communities. Dr. Berry is the former Director of the Office of Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban

Development in Richmond, Virginia where she worked with community leaders, government officials and the public in assuring equal and fair access to housing. Dr. Berry led a Team of federal investigators and contract state investigators in investigating and enforcing the Fair Housing Act, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and Title II and III of the Americans with Disabilities Act of 1990. Dr. Berry has been successful in the investigation of large-scale complaints resulting in hundreds of complaints from systemic discrimination against large mortgage companies, towns, and cities. Dr. Berry has an Associates in Applied Science from J. Sergeant Reynolds Community College, a Bachelor of Science from Saint Paul's College, Master of Divinity with a concentration in Christian Education from the Samuel DeWitt Proctor School of Theology, and a Doctor of Strategic Leadership from Regent University. Dr. Berry is a published author for United Methodist Publishing House and Abingdon Press.



Terrian P. Hicks began her government career with the Equal Employment Opportunity Commission (EEOC) office in 1999 as a Federal Investigator in Jackson, Mississippi investigating complaints of discrimination from the private sector. There she worked on the Hispanic Initiative Taskforce and routinely conducted training on EEO laws to the private sector, state and local governments. Once Terrian transferred to the Atlanta District Office in 2001, she began working on the Historical Black Colleges and Universities committee and became a mentor for less senior employees. Terrian was the office subject matter expert on disability and reasonable accommodation cases.

In 2004, Ms. Hicks was promoted to an EEO Specialist for the Office of Federal Operations (OFO), Affirmative Employment Program Division of EEOC. She played a pivotal role in revamping the way the data was collected and reported to the President and Congress in EEOC's Annual Report on the Federal Work Force which improved efficiency of the report. Utilizing her statistical skills, took the MD-715 data tables in Excel and reworked it to include mathematical formulas that would do the calculations needed for the report to assist federal agencies. She worked on developing the way OFO

review agencies' MD-715 and provide feedback while conducting Barrier Analysis training for federal EEO practitioners. Ms. Hicks worked with several agencies including Army with the development and implementation for automated MD-715 reporting systems. Today, she continues to work on updates and improves of the Army's Reporting system for MD-715.

In 2006, Ms. Hicks accepted the job as EEO Manager for the U. S. Army Materiel Command over their command wide affirmative employment division and the Disability Program Manager for over 65,000 employees and 9 subordinate commands. She was responsible for the command affirmative employment reports, the Individual with Disabilities program and data collection for the command.

In October of 2007, Ms. Hicks accepted the job of EEO Officer for the USASAC with the responsibility for the leadership, management, direction and coordination of the Command wide EEO and Diversity and Inclusion programs. These responsibilities including planning, development and implementation of USASAC wide policies, procedures and guidelines related to EEO laws, Executive Orders, administrative, court decision, and regulatory requirements.

In May of 2019, Terrian accepted the job as the Deputy Director for the Navy Sea Systems Command (NAVSEA) for the Headquarters (HQ), Program Executive Offices and General Fund Field Activities Office of Diversity and EEO. As the DDEEO, her responsibilities included managing the Diversity and EEO operations of 14 field activities spread throughout the United States along with NAVSEA HQs.

After a short stay in Navy, Ms. Hicks returned to Army as the Director of the HQs Department of the Army, in the Directorate of Diversity and EEO (DEEO) working for the Administrative Assistance to the Secretary of the Army. As the Director, her responsibilities included managing the Diversity and EEO operations of 33 HQ agencies.

In January of 2023, Terrian accepted her current role as the Branch Chief of the Affirmative Employment Diversity and Inclusion Branch for the Federal Deposit Insurance Corporation.

She is a native of Alexander City, Alabama. She received her Bachelor and Master's Degrees from the University of Alabama in Criminal Justice with a concentration on law. Today, she resides in Woodbridge, Virginia.



Vlad Khaykin serves as the National Director of Programs on Antisemitism at the Anti-Defamation League.

Vlad joined ADL in 2014 as the Associate Director for the Central Pacific Region, leading the office's international affairs work, representing ADL to leading social media and internet technology companies in Silicon Valley, and educating the public and decision-makers about the threats of antisemitism, white nationalism, and other of anti-democratic phenomena.

Vlad's expertise on antisemitism, extremism, and disinformation has been internationally sought after by social media and other Fortune 500 companies, as well as major news media outlets, NGOs, lawmakers, universities, and law enforcement agencies.

Before joining ADL, Vlad served as the Assistant Director for Communications and Advocacy for the American Jewish Committee (AJC) in Philadelphia where he advocated on issues related to immigration reform, foreign policy, and human rights with state and federal lawmakers and foreign diplomats.

Vlad earned dual Master's degrees in Non-Profit Leadership and Near Eastern & Judaic Studies from Brandeis University, where he was awarded the Genesis Fellowship, and a Bachelor's degree in Economics and Business Management from the University of California, Santa Cruz.

A former refugee from state-sponsored antisemitism in the Soviet Union and a grandson of Holocaust survivors, Vlad's approach to ADL's work to combat antisemitism and secure justice and fair treatment to all is deeply personal.

Selected Media

1. Corporate America Has Seen a Rise in Discrimination and Bias Against Jewish
2. Workers Words Matter. How Business Leaders Can Respond to the Rise of
3. Antisemitism As Antisemitism Grows So Do Its Dangers to Everyone
4. No Lone Shooter: How Antisemitism is Winning New Converts on the Internet



Veta Hurst is the DEIA Program Manager in the Education, Culture, and Belonging Branch in the Office of Diversity, Equity, Inclusion, and Accessibility at AmeriCorps. Veta joined AmeriCorps from the Office of Management and Budget in the Executive Office of the President, where she was the DEIA Program Manager responsible for the development and implementation of OMB's DEIA Strategic Plan. Veta also served as the Acting Human Capital Director for OMB and as the Human Capital Specialist managing the employee relations and performance management portfolios. Prior to OMB, she spent 17 years in various equal employment opportunity, diversity program management and attorney advisor roles at the U.S. Equal Employment Opportunity

Commission.

A native of Jamaica, West Indies, Veta grew up in Brooklyn, New York, and currently resides in Odenton, Maryland. She is an alumnus of John Jay College, City University of New York, earning both her B.A. and M.A. in Criminal Justice. She also received her J.D. from the Thomas M. Cooley School of Law at Western Michigan University. Veta is also a passionate soccer and basketball Mom to a very active teenager.



Virginia Andreu is the Assistant Director of Special Operations Division, Federal Sector Programs within the Office of Federal Operations, United States Equal Employment Opportunity Commission (EEOC), Washington, D.C. Special Operations Division has a unique role in providing legal and technical advice to internal and external EEO stakeholders on complex legal issues in accordance with applicable Federal EEO laws and regulations.

Ms. Andreu's EEOC career began in 1999 as an Attorney Advisor in the Office of Equal Opportunity (OEO). During her tenure with the EEOC, Ms. Andreu has served in several roles, including Acting Branch Chief and Attorney Advisor within Federal Sector Programs; and General Attorney in Appellate Review Program.

In addition, Ms. Andreu is a senior trainer, presenter, and educator, who has presented on behalf of the EEOC at various EEO and Diversity conferences, symposiums and trainings in the federal, state, and local governments as well as private sector.

Ms. Andreu obtained a Master of Laws (LLM.), in Law and Government, & Labor and Employment Law, from American University, Washington College of Law in Washington D.C; and received her Juris Doctor from the Pontifical Catholic University in Ponce, Puerto Rico. Ms. Andreu holds a BA in Political Science cum laude from the

University of Puerto Rico in Rio Piedras, Puerto Rico. She is a member of the District of Columbia Bar and the Puerto Rico Bar.



Wendy Strobel Gower is the Program Director for Inclusive Workplaces at the K. Lisa Yang and Hock E. Tan Institute on Employment and Disability and Co-Director and Co-Principal Director of EARN. Wendy leads the Training and Technical Assistance Team and manages the daily operation of the EARN project. Wendy has almost 30 years' experience in employment and disability and has been with Cornell University for 14 years.

She has extensive experience with knowledge translation, product development and project leadership. Wendy has a master's degree from the Medical College of Virginia at Virginia Commonwealth University.



Zachary Wright is an Administrative Judge at the U.S. Equal Employment Opportunity Commission (EEOC), Washington Field Office. Prior to joining the EEOC in 2018, he served as Branch Chief for USDA's Animal Plant Health Inspection Service's ("APHIS") Employment Litigation Division for several years. During his tenure with APHIS, he was responsible for reviewing and approving all EEO and MSPB litigation. He also regularly advised management and employee relations on issues in the workplace, including reasonable accommodation and potential disciplinary actions, and conducted training on various employment law issues, including compliance with the ADA and EEO retaliation.

Prior to joining USDA, he was an associate at the Law Offices of Gary M. Gilbert and Associates from 2010 to 2015. During his time as an associate, he represented employees of numerous federal agencies in different forums, including the EEOC, MSPB, OWCP, OPM, FLRA, and OSC.



Alison Sutton Levy joined the U.S. Access Board in June 2022 as the Director of the Office of Information and Technical Services (OTIS) where she oversees the technical assistance team for both the built and digital environments.

The Access Board is an independent federal agency that promotes equality for people with disabilities through leadership in accessible design and the development of accessibility guidelines and standards. OTIS currently includes a team of seven staff members who write the guidelines and standards and related guides, provide answers to technical questions via a hotline and email, and present training in person and virtually.

Alison most recently served as the Manager of the U.S. Department of Transportation's Disability Resource Center (DRC). The DRC is a centrally funded office that supports internal supervisors and employees in creating an accessible and inclusive workplace through recruitment, hiring, outreach, education, and reasonable accommodations.

Previously, Alison served at the U.S. Department of Agriculture (USDA), providing leadership over the recruitment, hiring, advancement, and retention of individuals with disabilities, including reasonable accommodations. She developed and implemented policies, procedures, and strategic plans, and facilitated programs through a diverse team of more than 50 contacts across USDA's 34 mission areas, agencies, and staff offices. Her efforts with a team of diversity and inclusion colleagues yielded USDA's six-level rise in the Federal Employee Viewpoint Survey to #2 for Large Federal Agencies in Diversity Support.

As a person with disabilities, and with over 30 years of experience in the disability profession, Alison has worked toward improving workplace attitudes and accessibility, and in providing equal opportunity in the post-secondary, public, and private sectors. She is a person with disabilities and is fluent in American Sign Language.



As the Chief of Staff for the Office of Disability Employment Policy (ODEP), **Anupa Iyer Geevarghese** collaborates closely with ODEP's Assistant Secretary and other U.S. Department of Labor (DOL) leaders to identify and implement strategies for increasing the number and quality of employment opportunities for people with disabilities.

In so doing, Iyer Geevarghese draws on years of legal experience in both the public and nonprofit sectors. She came to DOL from the U.S. Department of Defense, where she served as a subject matter expert and Senior Disability Policy Advisor for diversity, equity, inclusion and accessibility (DEIA) initiatives. Prior to that, she worked for seven years at the Equal Employment Opportunity

Commission (EEOC) Office of Federal Operations (OFO), where she was instrumental in implementing updates strengthening Section 501 of the Rehabilitation Act of 1973. As part of this, Iyer Geevarghese reviewed federal agencies' draft reasonable accommodation and personal assistance services procedures to ensure effectiveness of the updated regulations. She also identified and analyzed employment trends for their potential impact on federal disability employment and drafted appellate adjudicative decisions regarding claims of employment discrimination.

Before joining EEOC's OFO, Iyer Geevarghese was a Confidential Assistant to the EEOC Commissioner, a position through which she played a leading role in the agency's "Curb Cuts to the Middle Class" initiative, an innovative federal cross-agency effort to increase employment and economic self-sufficiency for people with disabilities. Before beginning federal service, she worked for various non-profit advocacy organizations, among them the Mental Disability Advocacy Center and served as a Union Organizer and National Recruiter for the *Service Employees International Union* (SEIU).

Iyer Geevarghese holds a J.D. from Seattle University School of Law and B.A. in Political Science from the University of California Los Angeles.



Josh Schorr is the Training Coordinator and an Accessibility Specialist in the Office of Technical and Information Services at the Access Board. Schorr was originally hired as a contractor to create animations to help explain ADA Standards in 2010. He began working directly for the Access Board in 2016, providing graphic work and layout design for the online and printed Guide to the ADA and ABA Accessibility Standards.

In 2019, Schorr began his role as an Accessibility Specialist, providing technical assistance, training on ADA and ABA design standards, and future rulemaking in addition to his work on the guides. In 2023, Schorr took on the additional role and responsibilities of Training Coordinator to oversee the agency's training program where he fields training requests, coordinates educational sessions and webinars, and assigns Board staff for those presentations. He holds a Bachelor of Science degree in Multimedia Design from the University of Oregon.



Louis Orslene, MPIA, MSW, serves the Office of Disability Employment Policy, U.S. Department of Labor, as the Director for the Employer and Workplace Policy Team. The Employer Team examines the policy issues and barriers facing employers as they seek to recruit, hire, retain, and advance individuals with disabilities in the workplace. The Team fulfills its mission by encouraging adoption and implementation of disability employment policies and practices that meet the needs of private and public employers and individuals with disabilities.

Prior to joining ODEP, Lou served as a Disability Policy Advisor supporting the Department of Defense Office of Diversity, Equity, and Inclusion. Lou has also served as the Co-Director of the Department of Labor's Job Accommodation Network (JAN). He has extensive knowledge of workplace accommodations, Title 1 of the Americans with Disabilities Act as amended in 2008 and the Rehabilitation Act of 1973. Lou has more than 20 years of experience developing and implementing disability-related public sector initiatives and 15 years of experience providing customized training to private industry, public agencies and nonprofit organizations.

Lou graduated from the University of Pittsburgh with Master's degrees in Public and International Affairs and Social Work. Lou also holds a certification in Disability Management as well as a certificate in Managing Public and Non-profit Organizations. He holds an undergraduate degree in Human Resource Management.



Mr. Marcus Artis served in the United States Navy from 2001 to 2007. In August of 2007, Mr. Artis started his civil service career with the Navy College Program. In 2009, he transferred to the Department of Navy's Human Resources Service Center East, where he served as a Human Resources Assistant and Human Resources Specialist. In 2011, Mr. Artis transferred to the Department of Navy's Human Resources Office, Norfolk, where he served as an Equal Employment Specialist, Trainer, Mediator, and iComplaints Administrator. In 2014, Mr. Artis started his career EEOC, where he served as an Equal Employment Specialist and a Branch Supervisor in OFO's Agency Oversight Division, providing technical assistance and guidance to federal agencies regarding all aspects of their EEO program. Mr. Artis is currently the President of EEOC's Blacks in Government Chapter, Co-Lead for EEOC's Education Consortium, and an Education and Outreach Coordinator. Mr. Artis has a Bachelor of Arts Degree in Human Resources Administration (Saint Leo University) and a Master's degree in Public Administration (Old Dominion University).



Wendy Doernberg is an attorney-advisor with the Equal Employment Opportunity Commission's (EEOC's) Office of Federal Operations, Federal Sector Programs. She provides oversight and assistance to Federal agencies regarding EEO and DEIA issues, serves on the implementation team for Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce, conducts government-wide studies on EEO issues, and provides training and outreach to agencies and stakeholders.

Prior to coming to EEOC in Spring 2021, she was a Senior Equal Employment Opportunity and External Civil Rights Specialist in Department of Commerce's Office of Civil Rights as from 2018-2021. She processed formal complaints by drafting final agency decisions and

accept/dismiss letters. She also collaborated with Department of Justice to develop the Department's program for processing Title VI and other external-facing civil rights complaints. She worked as an attorney-advisor in the Merit Systems Protection Board's Office of Appeals Counsel from 2014-2018 where she drafted proposed decisions regarding a variety of issues, including mixed cases. She began her career in 2011 as a law clerk at Department of Labor's Office of Administrative Law Judges. She is the Chair of the Federal Inter-Agency Holocaust Remembrance Committee and has been involved with that group since 2015.

She received her Juris Doctor from University of Pittsburgh School of Law and her Bachelor of Arts in Political Science and Judaic Studies from the George Washington University.