



You're Invited to the 2021 BCGi Virtual Summit!

BCGi Director Matt Nusbaum would like to personally invite you to our upcoming BCGi (Virtual) Summit, April 26-30.

The recent diversity training executive order may now be defunct, but there are some important lessons that we can and should learn from it. Primarily, our communication about affirmative action over the last half century—what it is, what it is not, how it works, and how it benefits everyone (not just particular groups)—has clearly not been as effective as it needs to be.

Politics have permeated the conversation with polarization that tarnishes the very idea of affirmative action. Most people *think* they know what affirmative action is all about but most are usually incorrect. Even compliance professionals can be confused about what their role is and what they are trying to accomplish. And we've let our lawyers drive the conversation, infusing it with unnecessary statutory definitions, regulatory language, and "legalese" that causes people to tune out and dismiss what little they might learn.

BCGi is trying to change the conversation, which means giving you the tools you need to communicate about and "do" affirmative action *better*.

This year's Summit will consist of 1-2 live webinars each day. HRCI and SHRM-CP recertification credits pending approval.

Agenda

Day 1 (April 26)

- AAP Boot Camp - for the beginners and those coming back into the fold in need of a refresher. We call it the "AAP Boot Camp," and it is a 4-hour live webinar marathon taking users through the nuts and bolts of preparing AAPs. (4 hours)

Day 2 (April 27)

- The New BCGi - we will walk-through BCGi's offerings and how to use them. Starting with our first-of-its-kind, free, online compliance encyclopedia, attendees will see firsthand how BCGi is focused on how people look for and consume information *today*, not 1997. Based on Wikipedia, this tool allows you to search in to interlinked topic articles with links to additional information and resources right where you expect to see them rather than having to search through a list of "downloads." (1 hour)
- Building Better Action Plans – this session will also include an in-depth discussion of the beating heart of affirmative action—your "action-oriented programs" or "action plans." These are supposed to be the culmination of all the hard work of preparing your AAPs and are the main tools for ultimately demonstrating compliance. They are "the receipts" that you must be able to bring to an OFCCP audit, yet they are often an after thought filled with boilerplate language that does not impress the regulator. Attendees will get the exclusive BCGi action plan worksheets and learn how to marshal the resources they already have to build better, more effective, and more efficient action plans. (1 hour)

Day 3 (April 28)

- How to Talk About Affirmative Action – this session is all about the language we use when discussing affirmative action. How we *talk* about it matters, and we have to include everyone in the conversation. This can be frustrating because often there will be resistance, but it is our job as compliance professionals to have those hard conversations and make expectations clear. BCGi wants to help you accomplish that through what we call “straight talk.” Attendees will learn how to free themselves from regulatory language that presents a barrier to understanding, or worse, fosters misunderstanding and confusion. BCGi will help you strip away all the “noise” to develop a clear, consistent message for your organization to increase buy-in from the upper echelon of the executive suite to the rank-and-file employees in the field. (2 hours)

Day 4 (April 29)

- Compliance: It May Not Be What You Think It Is – this session will tackle the very essence of affirmative action from the practitioner’s perspective. Most people think of compliance as an effort to “move the needle” when the law is quite clear—keep your hands *off* the needle! Our job is at once more difficult and simpler than that. Compliance is about creating an environment in which “the needle” can move to where it needs to be, naturally, without intervention. And that is done by accomplishing the objective of the underlying law. In doing so, you will root out illegal discrimination to the extent that it exists, and systematically build your organization’s defense to charges and accusations. Join us to redefine and clarify the role of compliance itself. (2 hours)

Day 5 (April 30)

Pay Equity – this day’s sessions are all about compensation and pay equity analyses, featuring national expert, Dr. Dan Kuang. DK is one of the leading minds in pay equity analysis and methodology, having served in key roles developing California’s pay equity legislation and regularly advising the OFCCP national office.

- Automated pay equity analysis (1 hour)
- “Ask the Expert” Open Forum - don’t miss out on an opportunity to pick the brilliant mind of Dr. Dan Kuang (1 hour)

Registration Options

Day 1 - AAP Boot Camp

- \$175 per attendee

Days 2-5 – All Sessions

- \$300 per attendee

Full Conference (AAP Boot Camp + Days 2-5 Sessions)

- \$450 per attendee



[Register Online at BCGInstitute.org](https://www.bcgoinstitute.org)

Contact us at (800) 999-0438 or bcgi@biddle.com, if you have any questions or need assistance.

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