



**DCI Webinar**  
**Wednesdays**

DCI is gearing up to host a series of complimentary webinars to provide the federal contractor community with the most up-to-date guidance and tips for ensuring EEO compliance. Beginning **July 9 through November**, register for our **Webinar Wednesdays** and allow us to walk you through best practices in the areas of Affirmative Action Plan Development, Compensation Analysis, Employee Selection, and Diversity Measurement.

During each webinar, presented by two DCI staff members, we will focus on how your organization can tackle complex regulatory requirements related to each content area. Webinars will begin at 2:00 PM EST and last for one hour. For a list of topics and Webinar Wednesday dates, please refer to our schedule below. We encourage you to register ahead of time for the webinars you are interested in by clicking on the Title in the left column and following the hyperlink to the Go-To-Meeting registration page.

Title	Program Description	Date
1. <b><u>Making Your AAP Structure Work for You</u></b>	This webinar will take you through considerations for establishing an Affirmative Action Plan (AAP) structure. Included in this session will be a discussion of factors important when selecting establishment versus functional AAPs.	<b><u>July 9</u></b>
2. <b><u>Which Employees Should be Covered in Your AAP and EEO-1 and VETS Reports?</u></b>	In this webinar we will define covered employees and discuss considerations involving the inclusion of casual and/or temporary employees in an Affirmative Action Plan (AAP) as well as in EEO-1 and VETS-100A reporting.	<b><u>July 30</u></b>
3. <b><u>Determining Availability</u></b>	This session will explore the components used to set up and calculate availability and discuss how to determine appropriate geographical recruitment areas, Census Occupational Codes, feeder job groups, and weighting.	<b><u>Aug. 6</u></b>
* <b><u>Which Employees Should be Covered in Your AAP and EEO-1 and VETS Reports?</u></b>	<b>We will be rebroadcasting the webinar held on July 30<sup>th</sup>!</b> In this webinar we will define covered employees and discuss considerations involving the inclusion of casual and/or temporary employees in an Affirmative Action Plan (AAP) as well as in EEO-1 and VETS-100A reporting.	<b><u>Aug. 13</u></b>

<p><b>4. Underutilization Trends</b></p>	<p>This webinar will address recurring goal areas. Included in this session will be a discussion of subgroup breakout analyses to refocus recruitment strategies.</p>	<p><b>Aug. 20</b></p>
<p><b>5. The Business Case for Diversity Metrics</b></p>	<p>Ever have to communicate the values of a diverse workforce or thought about what to capture in diversity metrics? Learning how diversity affects your bottom line is key to being a successful organization. Join us for this webinar to learn more about the benefits of a diverse workforce and for innovative ways of evaluating the employee life cycle (e.g., applicant attraction, selection, career progression and retention).</p>	<p><b>Sept. 3</b></p>
<p><b>6. Statistical Analysis Part I: Utilization</b></p>	<p>This is the first segment in a three part series on statistical analysis and will describe a number of options for analyzing the utilization of protected groups. This session will also explain why some methods are preferred to others.</p>	<p><b>Sept. 24</b></p>
<p><b>7. Statistical Analysis Part II: Personnel Activity Analyses</b></p>	<p>An overview of conventional methods for detecting adverse impact in personnel processes – this session will outline several common approaches for identifying discrepancies between protected group members in processes such as hiring, promotion and, termination.</p>	<p><b>Oct. 1</b></p>
<p><b>8. Statistical Analysis Part III: Compensation Analysis</b></p>	<p>In this last segment of the statistical analysis series, we will discuss best practice methodologies used for detecting compensation equity concerns in an organization.</p>	<p><b>Oct. 15</b></p>
<p><b>9. The Recruiter's Role in Compliance</b></p>	<p>This webinar will outline the critical role recruiters play in compliance. This session will also include a discussion of the role of the ATS, disposition codes, goals, and outreach efforts.</p>	<p><b>Oct. 29</b></p>
<p><b>10. Components of the Selection Process</b></p>	<p>This session will discuss the importance of completing a steps analysis in order to evaluate the individual components of your selection process. We will review how to set-up the data appropriately and what to do with the results once you have them.</p>	<p><b>Nov. 12</b></p>