

# COLORADO ILG MEETING

Tuesday, February 12, 2019

8:30 – 11:35 a.m.



COLORADO  
INDUSTRY LIAISON GROUP

8:30 – 9:00

**Registration/Networking/Breakfast**

9:00 – 9:15

**Introductions and Announcements**

9:15 – 9:35

**Updates from OFCCP**

*Nicole Huggins, District Director, OFCCP – Denver District Office*

9:35 – 9:55

**Wish for Wheels**

[Brad Appel](#), *Founder/Executive Director, Wish for Wheels*

Wish for Wheels is a 501(c)(3) nonprofit organization that gives brand new bicycles and helmets to kids in low income communities. Come learn how to get your company involved, engage employees, clients, and change a kid's life while enhancing your culture!

9:55 – 10:05

**Break**

10:05 – 11:35

**One Step Forward, Two Steps Back (aka No Good Deed Goes Unpunished)**

[Patrick Nooren](#), *Executive Vice President, Biddle Consulting Group, Inc.*

HR professionals and corporate executives often focus too much attention on only one of the AAPs metrics: the comparison of incumbency to availability. To make matters worse, they often see underutilization in a specific job group or for a specific gender/race as simply a recruitment issue, and that the best way to address the issue is to simply make sure recruiters "cast a broader net." Unfortunately, this mindset misses the "big picture" . . . that the composition of an organization's workforce, and where employees are within that workforce, is a by-product of not only hiring, but of transfers, promotions, demotions, voluntary terminations, involuntary terminations, RIFs, glass-ceiling issues, training opportunities, etc.

Further, this over-simplified strategy to address all underutilization by simply diversifying the applicant pool can do more harm than good. Well-intentioned organizations with a desire for a diversified workforce will often "over-diversify" their applicant pools, leading to elevated adverse impact and, in essence, "shoot themselves in the foot." This happens more often than people might think. I track these cases in a file labeled, "No good deed goes unpunished."

The session will focus on bringing these issues to light and will include discussion regarding how practitioners should be reviewing their AAP results so that meaningful action-oriented programs can be created.

The meeting will be held at *US Bank Building's 2<sup>nd</sup> Floor Conference Room* at **950 17<sup>th</sup> Street, Denver, CO**. Please RSVP to Heather Cогnetta at [heather.cognetta@jacksonlewis.com](mailto:heather.cognetta@jacksonlewis.com) by Thursday, February 7th. Space is limited. See you soon.