

The Institute for Workplace Equality: Accomplishments & Advocacy, 2017–2025

The Institute for Workplace Equality (The Institute) is a recognized leader in equal opportunity and employment compliance. We provide employers with trusted guidance to navigate complex and evolving regulatory requirements. Below is a snapshot of our key accomplishments and advocacy efforts from 2017 to 2025 — highlighting our commitment to advancing workplace equality and compliance excellence.

— 2025 —

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Mental Health and the ADA: Top Issues for 2025
- Immigration Challenges for Employers
- California Pay Data Reporting: Updates and Key Changes for 2025

WEBINARS

- Leading Insights: Post-2024 Election
- Post-2024 Election: Navigating the Current Landscape and Its Implications
- Breaking Barriers to Equal Opportunity: Mastering EEO Barrier Analysis
- Illinois Pay Data Certificate Renewal – Compliance and Best Practices
- Compliance in the Age of AI
- EEOC & Title VII: Recent Developments and Compliance Considerations
- SCOTUS Speaks, EEOC Evolves: The Impact of Key Legal Changes
- Workplace Violence Prevention: Legal Obligations, Risk Management, and Best Practices
- Veteran Hiring: Why it's Failing and How to Make it Work
- Special Session: Voluntary Compliance Program
- Using Regression to Explain Your Employment Decisions
- Annual Enforcement Update (2025)
- Year-In-Review and What Employers Should Expect in 2026

CONFERENCES

- The Institute's Annual Summit — May 7, 2025 | Washington, D.C. (Hybrid Event)

ADVOCACY

- On September 5, 2025, The Institute submits letters of comment to the U.S. Department of Labor, Office of Federal Contractor Compliance Programs (OFCCP). These comments were filed in response to proposed regulatory actions impacting federal contractors:
 - Executive Order 11246 – Rescission of implementing regulations
 - Section 503 of the Rehabilitation Act – Proposed modifications to enforcement framework

- VEVRAA – Proposed modifications to the Vietnam Era Veterans’ Readjustment Assistance Act regulations
- August 21, 2025 The Institute sends Acting Administrators Blum and Clark and updated Voluntary Compliance Program proposal to the rule implementing EO 14173 and requests a meeting.
- Letter to Department of Justice Civil Rights Fraud Initiative on Proposed Voluntary Compliance Program Under EO 14173
- Executive Summary, Voluntary Compliance Program Under EO 14173
- The Institute submits OMB Meeting Slide Deck on Voluntary Compliance Program under Executive Order 14173 and meets with the Agency, May 1, 2025.
- Proposal to Acting Administrators Blum and Mancini on Voluntary Compliance Program Under EO 14173
- The Institute sends letter to Acting Secretary Micone and Acting Director Schloss re: OFCCPs authority to investigate claims under the regulations promulgated pursuant to the now revoked Executive Order 11246.
- The Institute receives response from OFCCP on request for Clarification on Authority of OFCCP to Investigate Claims Under Revoked EO 11246.
- Letter to 16 state Attorneys General regarding their Multi-State Guidance Concerning Diversity, Equity, Inclusion, and Accessibility Employment Initiatives (“Multi-State Guidance”), dated February 13, 2025.

EXCLUSIVE CONTENT FOR MEMBERS

- Monthly Roundtable Meetings and Key Takeaways
- Monthly Newsletters
- Quarterly Advisory Board Meetings
- Weekly Email Updates & Alerts
- Members receive weekly emails detailing new and upcoming programming, resources, partner news, upcoming events, and more. Straight to your inbox, every Friday.
- Timely email alerts are sent to our members with breaking news from EEOC and other workplace compliance developments.
- Annual Advisory Board Meeting held in Washington, D.C. (May 2025)

—— **2024** ——

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Faith-Based Employee Resource Groups
- Final Rule Issued on Classifying Employees and Independent Contractors Under the FLSA

WEBINARS

- Let’s Talk DEI with EEOC Commissioner Andrea Lucas
- Minors as a Major Issue: Employers Face Growing Child Labor Compliance Challenges

- A Novel and Effective Approach to Local Outreach
- The Alphabet Soup of Discrimination Risk After Fair Admissions: AA, DEI & EEO
- A Discrimination Report Card for Corporate America — with guest speakers Patrick Kline, Evan Rose, and Christopher Walters, economics professors whose research was featured in the New York Times article “What Researchers Discovered When They Sent 80,000 Fake Résumés to U.S. Jobs.”
- Affirmative Action Planning 101: A Five-Part Series on the Fundamentals of AAPs
 - Session 1: EEO Basics and Compliance Obligations
 - Session 2: Affirmative Action Plan Development
 - Session 3: Adverse Impact, EEO Statistical Disparities, and OFCCP Compensation Basics
 - Session 4: Implementation of Affirmative Action Obligations (with Advisory Board Insights)
 - Session 5: Navigating OFCCP Audits (with Advisory Board Insights)
- Annual Enforcement Update (2024)
- Year-In-Review and What Employers Should Expect in 2025

CONFERENCES

- The Institute’s Annual Summit — May 8-9, 2024 | Washington, D.C. (Hybrid Event)

ADVOCACY

- FAR Case 2023-021 — Comments by The Institute for Workplace Equality on Office of Federal Procurement Policy, Federal Acquisition Regulation, Pay Equity and Transparency in Federal Contracting.
- Acting Director Hodge Presents at a Fireside Chat at The Institute’s Annual Summit.

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———— **2023** ————

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Update on New York City’s AEDT Law – With the July 5th Deadline Approaching, What Should Employers Do Now?
- Handling Religious Accommodations in the Workplace

- OFCCP In Transition: Post Director Yang
- The Artificial Intelligence Technical Advisory Committee (AI TAC) Report
- California Pay Data Reporting
- Lifecycle Metrics: Options for Consideration
- What's Ahead for 2023
- OFCCP Physical Onsites

WEBINARS

- It's Not Just a Manual: Citing the OFCCP FCCM in Compliance Reviews
- Update on NYC Local Law 144: An Update From Stakeholder Roundtables
- Special Members-Only Webinar: OFCCP's Proposed Changes To The Scheduling Letter and Itemized Listing 30-Day Comment Period
- EEOC Webinar: Overview of the 2022 EEO-1 Component 1 Data Collection
- Annual Enforcement Update (2023)
- Year-In-Review and What Employers Should Expect in 2024

CONFERENCES

- The Institute's Annual Summit — May 9-10, 2023 | Falls Church, VA
- The Institute's Artificial Intelligence and Employment Compliance (AIEC) Conference — November 14-16, 2023 | Washington, D.C. (Hybrid Event)

ADVOCACY

- The Institute submits Request to OFCCP for Clarification on Recent OFCCP Construction Guidance.
- In December 2022 and January 2023, The Institute surveyed members and other federal contractors to create the Burden Estimate of OFCCP's Proposed Changes to Scheduling Letter.
- Re-release of The Institute's Artificial Intelligence Technical Advisory Committee (AI TAC) Report.
- Comments by The Institute for Workplace Equality, HR Policy Association, and the U.S. Chamber of Commerce in Response to OFCCP's Proposed Renewal of the Approval of Information Collection Requirements — Service and Supply Scheduling Program (OMB Control Number 1250-0003).
- Letter of Comment on the DCWP Updated Proposed Rules for NYC Local Law 144.
- The Institute for Workplace Equality's Technical Advisory Committee Report on EEO and DEI&A Considerations in the Use of Artificial Intelligence in Employment Decision Making is submitted for public record for EEOC's January 3 public hearing, *Navigating Employment Discrimination in AI and Automated Systems: A New Civil Rights Frontier*.
- On January 31, 2023, AI TAC Member Nancy Tippins represents The Institute at EEOC's public hearing, *Navigating Employment Discrimination in AI and Automated Systems: A New Civil Rights Frontier*.
- Submitted Request for An Extension of Memorandum of Understanding (MOU) between OFCCP and The Institute for Workplace Equality.

- Institute Leaders presented at the Local Law 144 of 2021 Automated Employment Decision Tool Roundtable with Business Advocates/Employers. Questions for DCWP to Consider for the 5/22/2023 Roundtable on NYC Local Law 144.

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- Year-End Call with OFCCP and The Institute's Advisory Board

— 2022 —

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Proposed Rule for Modifying Procedures to Identify & Remedy Discrimination in Federal Contracting
- Directive 2022-01: Pay Analyses and Privilege
- OFCCP Contractor Portal
- Directive 2022-02 and RFIs
- Overview of Supreme Court Arguments in Harvard and UNC Cases
- Partnering in Pay Equity Reviews

WEBINARS

- Expanding Shareholder Corporate Initiatives
- OFCCP Audit Strategies for Success
- The National Academy of Sciences Report on EEOC's Pay Data Collection
- Annual Enforcement Update (2022)
- Year-In-Review and What Employers Should Expect in 2023

CONFERENCES

- The Institute's Annual Advisory Board Meeting — May 10, 2022, in Washington, D.C.
- The Institute's Annual Summit — May 11-12, 2022 | Washington, D.C.
- The Institute's Legal, Compliance, & HR Fall Conference — November 2-3, 2022 | Denver, CO

ADVOCACY

- The Institute submits a Letter of Comment on the DCWP Clarification for NYC Local Law 144.
- OFCCP invites The Institute to listening sessions to elicit feedback from stakeholders regarding a proposal to modernize its regulations that apply to supply and service contractors. OFCCP sought The Institute's feedback on pay equity audits, multi-establishment reviews, and gender non-binary identification.
- David Fortney, Co-Chair of The Institute, testified at EEOC's public listening session, "Shaping the EEOC's Strategic Enforcement Priorities." This listening session fed into EEOC's 2024–2028 Strategic Enforcement Plan.
- The Institute submits a FOIA request for PDNs issued by OFCCP in FY 2022, FY 2021 and FY 2022.
- The Institute submits questions to OFCCP on behalf of its members, Advisory Board, and Faculty regarding the Contractor Portal.
- The Institute's Artificial Intelligence Technical Advisory Committee (AI TAC) Report is released on December 21.

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—— 2021 ——

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Diversity Disclosures, Transparency, & Considerations for Employers
- Pre-employment Testing
- Pregnancy Accommodations

WEBINARS

- EEO-1 Resurrected: What Employers Need to Know About California's New Pay Data Reporting Requirements
- Raising the Bar: Deploying AI and Other Data Analytics Tools to Boost Workplace Harassment Prevention Efforts

- Special Webinar with OFCCP Director Craig Leen (Members-Only)
- What We Know About New Vaccine Mandates
- Creating an Ability-Inclusive Workforce: Section 503 Compliance Insights and Best Practices
- Special Webinar with OFCCP Director Jenny Yang (Members-Only)
- Quarterly Institute Corporate Counsel Forum
- Institute Advisory Board Special Session (Members-Only) — featuring guest speakers from The National Organization on Disability (NOD), Northrop Grumman Corporation, and Raytheon Technologies.
- Unconscious Bias and Social Movements: How Do Employers Respond?
- Annual Enforcement Update (2021)
- Year-In-Review and What Employers Should Expect in 2022

CONFERENCES

- The Institute's Annual Summit — May 5, 2021 | Virtual
- The Institute's Virtual Fall Summit — November 9-10, 2021 | Virtual

ADVOCACY

- Congratulatory Letter is sent to The Honorable Martin J. Walsh, Secretary of Labor Opportunity to assist President's Gender Policy Council.
- The College of Labor and Employment Lawyers presented a unique online event. Moderated by David Fortney, Co-Chair of The Institute, the two sessions featured policy and political leaders from four federal agencies, including EEOC Chair Charlotte A. Burrows and OFCCP Director Jenny R. Yang. The government speakers addressed significant developments, future plans and policies within their respective agencies, followed by reactions from panelists as part of a moderated discussion.
- Special Session with OFCCP in accordance with the Memorandum of Understanding (MOU) between The Institute and OFCCP.

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— 2020 —

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- Effective Internal Investigations
- Independent Contractor Status
- Defining Terms Related to the Pay Gap

WEBINARS

- AI in the Workplace
- The Institute's Special Series: Reopening the Workplace — this series features 18 virtual sessions led by Institute Co-Chairs, Leadership, and Faculty, covering all aspects of COVID-19 regulations and guidelines.
- Focused Reviews: Onsite Prep and Other Best Practices
- Diversity and Inclusion Series — A three-part virtual series exploring effective ways to leverage affirmative action plan data and analyses to support a company's diversity and inclusion efforts. This series was broadcast three times due to its popularity.
- A Video Chat with The Institute's Leadership: Institute Member Only Washington Insiders Update
- Annual Enforcement Update (2020)
- Higher Education EEO Requirements and a Review of the New TAG

CONFERENCES

- East Coast Higher Education Symposium — February 20 | Coral Gables, Florida (co-hosted by the University of Miami)
- West Coast Higher Education Symposium — February 26 | Los Angeles, California (co-hosted by UCLA)
- Virtual Pay Equity Symposium — September 30-October 1 (co-hosted by HR Policy Association)

ADVOCACY

- The Institute sent OFCCP a Letter of Comment from The Institute, HR Policy Association, and LocalJobNetwork in response to OFCCP's NPRM on Nondiscrimination Obligations of Federal Contractors and Subcontractors: Procedures to Resolve Potential Employment Discrimination.
- In January, The Institute launched the Pay Equity Index, a comprehensive index to evaluate pay equity.
- The Institute sent OFCCP a Request for:
 - An Opinion Letter on Adverse Impact Calculations for Small Sample Sizes; and
 - A Memorandum of Understanding with The Institute
- In response to COVID-19, The Institute created a Resource Page open to all Employers in March.
- The Institute sent a request to OFCCP for Clarification on Data Protocols during Remote Work. OFCCP Director Craig Leen responded on March 24, 2020.
- The Institute reviewed its MOU with OFCCP and committed to various exchanges, including an annual meeting between the two parties.

- The Institute held a call with the OFCCP National Office in July to discuss the OFCCP FAQs on Gender Identity and AAP Reporting, which discusses how federal contractors should handle employees identifying as non-binary, to explain why the document is confusing to contractors.
- The Institute sent letter to OFCCP re: Violations in Mphasis Conciliation Agreement.
- The OFCCP signed an MOU with The Institute, formally extending the relationship into the next calendar year.
- Institute Leaders and Faculty members were general session speakers and panelists at the 2020 NILG Virtual Conference.
- The Institute held a new Advisory Board Quarterly Call featuring Next for Autism, for Institute members only.
- Special Briefing held for Institute Members on Executive Order 13950: *Combating Race & Sex Stereotyping*.
- In October, a statement was released by The Institute for Workplace Equality supporting Affirmative Action and Diversity & Inclusion.
- The Institute signed a joint letter to President Donald J. Trump along with 161 for-profit business and nonprofit organizations, including the U.S. Chamber of Commerce, on behalf of their thousands of members, in opposition to Executive Order 13950: *Combating Race and Sex Stereotyping*.
- The Institute held a Virtual Town Hall to discuss Executive Order 13950 with Trade Associations – U.S. Chamber of Commerce, HR Policy Association, Business Software Alliance, BCG Institute for Workforce Development, OFCCP Director Craig Leen, and the public.
- The Institute, in conjunction with Circa (formerly LocalJobNetwork), submitted comments on OFCCP's Proposal to Implement the Affirmative Action Program Verification Interface.
- The Institute's members-only Advisory Board Quarterly Call featured Northrop Grumman Corporation leaders of IMPACT to highlight Veterans in the workforce and the partnership with the Department of Defense.
- The Institute submitted a request to the OFCCP, asking the agency to provide Clarification on Using Employer Compensation Groupings.
- In January 2017, The Institute, on behalf of its members, submitted a White Paper to the incoming Trump Administration in response to the new administration's request. The White Paper recommended moving from Active Case Management to Active Case Enforcement, rescinding EEO-1 Component 2 pay data collection and applying lawful Title VII criteria, rescinding Directive 307, and restoring EVE and other contractor award programs. By the end of the first Trump Administration, The Institute announced that nearly all of its recommendations had been adopted by OFCCP during Trump's first term.
- In December, The Institute conducted multiple meetings with OFCCP Director Craig Leen and OFCCP National Leadership to answer questions surrounding current issues and regulations.

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- Annual Meeting with OFCCP Leadership and Institute Leadership & Advisory Board
- Year-End Call with OFCCP and The Institute's Advisory Board

— 2019 —

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- How to Effectively Analyze Promotion Data
- Take 5 with The Institute: Item 19 and Pay Analysis Group Strategies
- The Future of CSALs

WEBINARS

- (Part 3) Sexual Harassment: The Post-#MeToo Era for Employers
- International Pay Equity
- ATS Pitfalls and Disposition Code Strategies
- Annual Enforcement Update (2019)
- Year-In-Review and What Employers Should Expect in 2020

CONFERENCES

- Higher Education Symposium — March 27, 2019 | Washington, D.C.
- Fundamentals of AAP Development — April 30, 2019 | Washington, D.C.
- The Institute's Annual Summit — May 1-2, 2019 | Falls Church, VA
- Fall Compliance Conference — November 13-14, 2019 | Phoenix, AZ

ADVOCACY

- OFCCP Director Leen attended The Institute's first ever Higher Education Symposium at Georgetown University in Washington D.C. He solicited feedback from higher education community and surveys from The Institute on how the agency was doing.
- During the Higher Education Symposium, Institute Leaders were asked to provide input on the OFCCP Academic Higher Education Technical Assistance Guidelines (TAGs).
- The Institute signed the Amicus Brief filed by the U.S. Chamber of Commerce, Society for Human Resource Management (SHRM) and other employer groups with the D.C. Circuit Court of Appeals supporting the reversal of the federal district court decision reinstating Component 2 of the EEO-1 Report.
- Prior to the Annual Summit, The Institute's Advisory Board met with OFCCP Director Leen and his senior staff at the National Office in Washington, D.C. At The Institute's Annual Summit, Director

Leen gave the keynote address. Featured guest speakers included OFCCP Acting Director of Enforcement, Bob LaJuenesse, and Chief Data Officer of the EEOC, Dr. Chris Haffer.

- The Institute Co-Chairs and Faculty sent responses to the proposed changes to OFCCP's Service and Supply Scheduling Letter and Itemized Listing, Compliance Check Letter and Section 503 Focused Review Scheduling Letter, the proposed new VEVRAA Focused Review, and Construction Compliance Check Scheduling Letters.
- The Institute submitted three Letters of Comment to OFCCP on behalf of Institute members regarding scheduling letter proposals.
 - The first letter commented on the proposed Construction Compliance Check Scheduling Letter.
 - The second letter commented on the proposed Service and Supply Scheduling and Compliance Check letters.
 - The third letter commented on the changes to the Section 503 Focused Review Scheduling and the new VEVRAA Focused Review Scheduling Letters.
- In response to the request from Dr. Haffer at Annual Summit, The Institute provided EEOC with questions from members as well as feedback and assistance on the agency's roll-out of EEO-1 Component 2.
- The Institute submitted its letter of comment to OMB on OFCCP proposed changes to its scheduling letters.
- The Institute submitted its letter of comment on OFCCP's regulatory proposal to add expansive new definitions to its current religious exemption, requesting additional guidance to federal contractors prior to issuing the new definitions.

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- Annual Advisory Board Meeting held in Washington, D.C.
- Annual Meeting with OFCCP Leadership and Institute Leadership & Advisory Board
- Year-End Call with OFCCP and The Institute's Advisory Board

— 2018 —

TAKE 5 WITH THE INSTITUTE: VIDEO SERIES

Expert Insights in Five(ish) Minutes

- The Importance of Privilege When Conducting a Variety of Analyses
- High Level Things to Expect During an OFCCP Onsite Audit
- Proactive Pay Analysis – How Do I Group My Employees?
- Affirmative Action Training for Hiring Managers
- OFCCP: Who Are They and What Do They Do?
- Functional Affirmative Action Plans ft. Joanna Nolte (Shell Oil Company)

WEBINARS

- Pay Equity and State Pay Law Updates
- Sexual Harassment: What Employers Need to Know About the #MeToo Movement
- The Expanding Law of Paid Leaves
- Effectively Maintaining Privilege When Conducting An Internal Audit of Pay Practices or Personnel Actions
- UK Gender Pay Gap Disclosures: Lessons Learned and Next Steps
- The Gig Economy: The Increasing Use of Contingent or Temporary Workers and What It Means for OFCCP Compliance
- The Interaction of Diversity Metrics and Affirmative Action Plans
- Update on LGBTQ Laws and Litigation - Best Practices for Employers
- Pay Equity and State Pay Law Updates
- Directive 2018-05: The Good, The Bad, And The Ugly
- Annual Enforcement Update (2018)
- Year-In-Review and What Employers Should Expect in 2019

CONFERENCES

- #MeToo Program — March 20, 2018 | San Francisco, CA
- March Compliance Conference — March 21-22, 2018 | San Francisco, CA
- Fundamentals of AAP Development — May 1, 2018 | Washington, DC
- The Institute's Annual Summit — May 2-3, 2018 | Washington, DC
- Fall Compliance Conference — October 24-25, 2018 | Denver, CO

ADVOCACY

- At The Institute's March Compliance Conference, the then-newly appointed OFCCP Director Ondray Harris presented with then Senior Advisor Leen. The EEOC Regional Attorney participated as well to discuss EEOC's #MeToo response.
- The Institute's Advisory Board held its second in-person meeting.
- The Institute held its Annual Summit in Washington, D.C. featuring OFCCP Director Harris as the Keynote Speaker.
- The Institute submitted a second letter to Acting OFCCP Director Leen requesting guidance specific to Directive 2018-03 addressing religious liberty.

- The Institute held its Fall Compliance Conference in Denver, CO. Featured speakers included OFCCP SWARM Regional Director Melissa Speers and Acting OFCCP Director Leen, who delivered the keynote address.
- The Institute's Advisory Board held its first conference call with OFCCP Director Leen and his senior management in 2018. In response to the meeting, The Institute surveyed members and other federal contractors on issues with OFCCP.
- Institute Leader Nita Beecher attended shareholder meeting on behalf of The Institute with EEOC's new CIO Dr. Chris Haffer and staff to discuss data analytics.

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— 2017 —

WEBINARS

- What the Trump Presidency means to Federal Contractors
- What is the latest on Fair Pay/Equal Pay for federal contractors and other employers?
- Hot Topics so far in 2017
- Annual Enforcement Update (2017)
- Year-In-Review and What Employers Should Expect in 2018

CONFERENCES

- Pay Equity Symposium — March 23, 2017 | Menlo Park, CA
- Fundamentals of AAP Development — May 9, 2017 | Washington, DC
- The Institute's Annual Summit — May 10-11, 2017 | Falls Church, VA
- Fall Compliance Conference — November 15-16, 2017 | Atlanta, GA

ADVOCACY

- The Institute's name is changed — formerly known as “The OFCCP Institute”, in 2017 we changed our name to become “The Institute for Workplace Equality”, in order to more accurately reflect the scope of our expanded services and focus.



- The Institute provided a White Paper providing key policy recommendations on OFCCP reforms to the Trump transition team.
- A response was sent to The Office of Management and Budget (OMB) and Department of Labor (DOL) objecting to the proposed merger of OFCCP and EEOC. Acting OFCCP Director Tom Dowd responded and confirmed that The Institute's response and concerns were being considered.
- The Institute submitted a letter to DOL seeking clarification on the filing of the 2017 and 2018 VETS 4212 Reports. Acting head of VETS, Deputy Assistant Secretary for Operations Sam Shellenberger, responded in July with important clarifications.
- The Institute provided additional recommendations to DOL Regulatory Reform Office.
- The Institute sent a letter to OFCCP Acting Director Tom Dowd on Federal Contractor's Nondiscrimination Obligations with respect to LGBT discrimination and religious accommodation in light of Attorney General Sessions' memoranda.
- Acting OFCCP Director Dowd spoke at The Institute's Fall Compliance Conference.
- The Institute submitted comments to DOL on the Labor Department's strategic plan and submitted The Institute's white paper to newly named OFCCP Director Ondray T. Harris.

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The Institute is committed to addressing the needs of its members to ensure they have the most current information in addressing a growing range of workplace compliance matters. The Institute's approach is, and will continue to be, to ensure that our members' interests are fully presented in the development and implementation of proposed regulatory and policy initiatives.

For more information about The Institute, please contact Institute Director, Barbara Moskowitz at bmoskowitz@theinstitute4workplaceequality.org. If you have questions or you are interested in learning more about [membership](#) benefits and tiers, schedule a meeting [here](#).