



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Dallas District ★ Miami District ★ Washington Field Office

LGBTQI+ Discrimination: Ensuring EEO Compliance and Inclusion

July 15, 2022

12:00 pm – 3:20 pm (EDT)

AGENDA

Time Presentation

11:30 am Virtual Environment Opens

12:00 pm **Opening Remarks**

Mindy Weinstein (she/her), Field Office Director, EEOC Washington Field Office

Monica Colunga (she/her), Lead Outreach and Education Coordinator, EEOC Washington Field Office

12:05 pm **Transgender Dynamics in Today's Society**

Gina Leigh Duncan (she/her), Director of Transgender Equality, Equality Florida, St. Petersburg, FL

Ms. Duncan weaves her personal story into today's societal challenges facing the transgender and nonbinary community. In a time when more people identify as LGBTQI+ than ever before, the socio-political tensions around diversity, equity, and inclusion have never been higher. Discussions about sexual orientation and gender identity are permeating the classroom, the locker room, the restroom, public policy, health care, social justice, and sports. Ms. Duncan addresses these issues in a frank and personal way that is designed to open hearts and minds to embracing equity in all aspects of our society and understanding how our differences can truly make us stronger.

1:05 pm Break

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1:10 pm **Understanding Issues and Concerns Facing the LGBTQI+ Community**

RaShawn “Shawnie” Hawkins (she/her), SHRM-CP, Deputy Director, Workplace Equality Program at Human Rights Campaign, Washington, DC

Michael Hui (he/him), Shareholder, Littler Mendelson P.C., San Francisco, CA

Elaine McArthur (she/her), Lead Outreach and Education Coordinator, EEOC Tampa Field Office (Moderator)

Anne Noel Occhialino (she/her/hers), Acting Assistant General Counsel – Appellate Litigation, EEOC Office of General Counsel

This session takes the discussion one step further. What is the latest on LGBTQI+ inclusion? How should employers navigate he/she/they pronouns? What challenges do LGBTQI+ people face at work, and what can employers do to create an inclusive space for all? This session allows you to take your cultural competence skills to the next level!

2:10 pm **Break**

2:15 pm **EEOC Pride Celebrates: Aimee Stephens**

Elizabeth “Liz” Edwards (she/her), Lead Outreach and Education Coordinator, EEOC Dallas District Office (Moderator)

Jamie Dickinson (she/her), Supervisory Investigator, EEOC Detroit Field Office

Dale Price (he/him), Trial Attorney, EEOC Office of General Counsel

In this EEOC-produced video, see the celebration of Aimee Stephens, a funeral home director, who filed an EEOC discrimination charge and landmark litigation about her transgender status. Learn about her journey through the eyes of the EEOC investigator, Jamie Dickinson, and the trial attorney, Dale Price, who knew and worked with Ms. Stephens on her EEOC charge. After the video, Ms. Dickinson, and Mr. Price host a question-and-answer session.

3:15 pm **Closing Remarks**

Roberto H. Chávez (he/him), Acting District Director, EEOC Miami District Office

Rayford Irving (he/him), Acting District Director, EEOC Dallas District Office

3:20 pm **Adjourn**

REGISTRATION FEE: \$150.00 per person

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CREDITS:

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval.

CLE – seeking credits for FL, TX, and VA.

Federal Counselor or Investigator Refresher credits – pending.

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