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**U.S. Equal Employment Opportunity Commission
Philadelphia District Office**

Eyes Wide Open on Hiring Initiatives: Strategies to Recruit and Retain the Best Employees

June 8, 2023

12:00 pm – 3:25 pm ET

AGENDA

Time	Presentation
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11:30 am	Virtual Environment Opens
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12:00 pm	Opening Remarks
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Jamie Williamson, District Director, EEOC Philadelphia District Office

12:05 pm	Tearing Down the Paper Ceiling
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Angela Briggs-Paige, Chief Human Resources Officer, Opportunity@Work

Bridgette Gray, Chief Customer Success, Opportunity@Work

Brian Rhodes, General Counsel and Corporate Secretary, Opportunity@Work

Panelists discuss skills-based hiring and focus on the benefits of recruiting and hiring individuals who are Skilled Through Alternative Routes (STARs). The session provides important data and statistics about the impact of skills-based hiring on this valuable talent pool. The discussion includes tearing down the paper ceiling, removing invisible barriers that impact hiring and upward mobility for STARs, and addressing the risks of solely focusing on degreed applicants in hiring initiatives.

1:05 pm	Shattering the Glass Ceiling: Eliminating Gender Gaps
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Rose Holandez, Senior Program Analyst, U.S. Department of Labor Women's Bureau

Nicole Neri, Regional Administrator, U.S. Department of Labor Women's Bureau

Women in the workforce are vital to the nation's economic security. The U.S. Department of Labor Women's Bureau champions policies and standards that safeguard the interests of working women, advocates for the equality and economic security of women and their families and promotes quality work environments. The panelists from the Women's Bureau Mid Atlantic Regional Office provide information on the WB's data and policy analysis, grantmaking and national and state-based stakeholder engagement activities. They also provide information on the agency's latest resources focused on equal pay, gender wage gaps, and salary history bans.

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2:05 pm Break

2:10 pm **Eliminating Barriers: Second Chance Hiring**

Ryan Hancock, Of Counsel and Chair of Willig, Williams & Davidson's Employment Group

This session discusses eliminating hiring barriers for individuals with prior criminal records. Learn about the legal risks associated with disparate impact discrimination claims related to denials of employment based on applicants' criminal records.

3:10 pm **Questions and Answers**

Tonya Lennox, Outreach and Education Coordinator, EEOC Philadelphia District Office

3:20 pm **Closing Remarks**

Karen McDonough, Deputy District Director, EEOC Philadelphia District Office

3:25 pm Adjourn

REGISTRATION FEE: \$175.00 per person

REGISTER HERE: [Philadelphia Hiring Initiatives Virtual Workshop](#)

CREDITS:

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

SHRM – submitted for approval.

CLE – seeking credit for OH, PA, and WV.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (3 hours).

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