



**EEOC**  
TRAINING INSTITUTE

**U.S. Equal Employment Opportunity Commission**  
**Washington Field Office**

# **Navigating the Federal Sector Hearings Process**

**June 27, 2023**

**1:00 pm – 4:15 pm ET**

## **AGENDA**

### **Time Presentation**

12:30 pm **Virtual Environment Opens**

1:00 pm **Opening Remarks**

Mindy Weinstein, Director, EEOC Washington Field Office

1:05 pm **Litigating Before an EEOC Administrative Judge**

Arnette Dorsey, Administrative Judge, EEOC Washington Field Office

Kurt C. Hodges, Administrative Judge, EEOC Washington Field Office

Darra Johnson, Administrative Judge, EEOC Washington Field Office

Sarah McKinin, Administrative Judge, EEOC Washington Field Office

Learn from Washington Field Office Administrative Judges about how to put your best foot forward for your client when appearing in the federal sector hearing forum. Topics include preparing for conferences, best practices for discovery, tips for effective dispositive briefing, and what to expect when your case goes to a hearing.

2:05 pm **Best Practices for ADR: Achieving Winning Solutions in the Hearing Process**

Kathryn Brown, Supervisory Administrative Judge, EEOC Washington Field Office

Shelly Glenn, Trial Attorney, U.S. Department of Veterans Affairs

Frederick Hay, Associate General Counsel, Government Publishing Office

Molly Maxwell-Powell, Mediator, EEOC Washington Field Office

Larry Stein, Law Office of Larry J. Stein, L.L.C.

A panel of experienced litigators and dispute resolution professionals share insights and practical tips for making the most of the ADR opportunities that EEOC Hearings Units provide. Hear these skilled practitioners describe the steps you can take to prepare for ADR, set the tone for a productive session, craft creative proposals, and negotiate favorable settlement terms.

3:05 pm **Break**

**Monica Colunga**

**(202) 921-2803**

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**3:10 pm Federal Sector Case Law Update**

Montez S. Cobb, Administrative Judge, EEOC Washington Field Office

Meghan Droste, Administrative Judge, EEOC Washington Field Office

Linda Tran, Administrative Judge, EEOC Washington Field Office

Hear from the experts on the latest developments in federal sector EEO law.

**4:10 pm Closing Remarks**

Mindy Weinstein, Director, EEOC Washington Field Office

**4:15pm Adjourn**

**REGISTRATION FEE: \$175.00 per person**

**ENROLL HERE: [Washington Field Office Virtual Workshop](#)**

**CREDITS:**

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

SHRM – submitted for approval.

CLE – seeking credit for VA.

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

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### PRESENTER BIOGRAPHIES



#### **Kathryn Brown, Supervisory Administrative Judge, EEOC Washington Field Office**

Kathryn Brown is a Supervisory Administrative Judge with the EEOC's Washington Field Office, where she manages the office's federal sector ADR program. During her EEOC career, Administrative Judge Brown has participated in the workgroups responsible for drafting the first edition of the national Handbook for Administrative Judges and for developing revisions to 29 C.F.R. Part 1614. In addition to serving as an Administrative Judge and Supervisory Administrative Judge, she has served as the EEOC National Hearings Coordinator and as Acting Coordinator for the Washington Field Office's private sector ADR program. Administrative Judge Brown earned her J.D. with Honors from the George Washington University Law School after her undergraduate studies at the London School of Economics and Clark University. She is a member of the District of Columbia Bar, the Virginia State Bar, and the Phi Beta Kappa Honor Society.



#### **Montez S. Cobb, Administrative Judge, EEOC Washington Field Office**

Montez Sterling Cobb is an Administrative Judge in the Washington Field Office. His previous federal-sector professional experience includes serving in many positions at the U.S. Department of Labor. While working for the U.S. Department of Labor, Administrative Judge Cobb served as a Senior Equal Employment Legal Advisor in the Civil Rights Center; a Legal Advisor and National Freedom of Information Act Coordinator in the Office of Labor-Management Standards; and a Law Clerk in the Office of the Solicitor's Division of Federal Employees' and Energy Workers' Compensation.

Administrative Judge Cobb's private-sector professional experience includes serving as the Director of Employee/Labor Relations for a national consulting firm and working as an associate for a plaintiff-side law firm in the firm's Employment Law Group. Administrative Judge Cobb graduated from Howard University School of Law in 2013, where he received CALI Excellence for the Future Awards in Alternative Dispute Resolution and Employment Law. While at Howard, he served as a Research Assistant for Professor E. Christi Cunningham; a Member of the Trial Advocacy Moot Court Team; and a Student Attorney in the Civil Rights Law Clinic. He received his B.A. in English from Morehouse College, where he graduated with honors, *cum laude*.



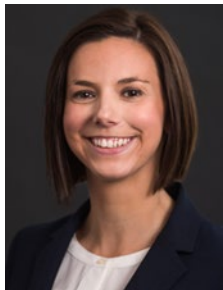
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### **Arnette Dorsey, Administrative Judge, EEOC Washington Field Office**

Arnette Dorsey is an Administrative Judge in the EEOC's Washington Field Office with over a decade of diverse employment and labor law litigation experience, including serving as a federal Agency Representative before the EEOC and MSPB, special counsel for ALJ disciplinary arbitration disputes, private-sector counsel for aggrieved employees and applicants, and in-house fellow for a major health institution focused on policies and procedures that foster equal opportunity in the workplace. Judge Dorsey is also a certified mediator who has devoted countless hours in resolving disputes as both a practitioner and a neutral. Prior to becoming an attorney, Judge Dorsey is proud of her social justice record of advocating fair housing and equal access to public education as a former educator. *"Doing the right thing, at the right time, for the right reasons"* guides her professionally and personally, as she adopts *"service as a lifestyle."* Outside of work, Judge Dorsey enjoys mentoring students, watching basketball, and fellowship with family and friends.



### **Meghan Droste, Administrative Judge, EEOC Washington Field Office**

Meghan Droste is an Administrative Judge in the EEOC's Washington Field Office. Prior to joining the Commission, Administrative Judge Droste was in private practice with two DC-area law firms representing federal and private sector employees who experienced discrimination in the workplace. She also shared her knowledge regarding employment discrimination as an instructor with a legal training organization, presenting information to federal agencies across the country. Administrative Judge Droste earned her J.D. with Honors from The George Washington University Law School and received the Phi Delta Phi Award for Excellence in Professional Responsibility, Ethics and Jurisprudence. She also holds a M.S. in Justice, Law, and Society from American University, and graduated *magna cum laude* from Boston University. Administrative Judge Droste is a member of the Board of Directors for the District of Columbia LGBTQ+ Bar Association.



### **Shelly Glenn, Trial Attorney, U.S. Department of Veterans Affairs**

Shelly Glenn is a Trial Attorney with the U.S. Department of Veterans Affairs (VA), Office of General Counsel, North Atlantic District, and works on labor and employment law cases. Prior to joining the VA in 2016, Ms. Glenn was a prosecutor working in Maryland, at the local, state, and federal levels for 20 years. Ms. Glenn has had extensive trial experience specializing in the areas of political corruption, police misconduct, sexual offense, and vehicular manslaughter cases. She was also on faculty for the National District Attorneys Association during her time as a prosecutor. Ms. Glenn received her BA in Government and Politics from the University of Maryland, College Park and her Juris Doctor from the University of Maryland, Baltimore. Ms. Glenn is a member of the Maryland State Bar and has been admitted to the U.S. District Court.

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### **Frederick Hay, Associate General Counsel, Government Publishing Office**

Frederick Hay is Associate General Counsel with the U.S. Government Publishing Office (GPO). Mr. Hay has spent the last 14 years practicing employment litigation at the GPO. He has participated in several advanced academic programs focused on ADR, including at the Harvard Program on Negotiation. His cases reside primarily within the jurisdictions of the EEOC, the MSPB, the U.S. District Courts and the Office of Special Counsel. Prior to his joining the GPO, he spent over a decade working for the U.S. House of Representatives including as a General Counsel for a House committee. Mr. Hay earned his undergraduate degree from the University of Southern California and his law degree from Creighton University.



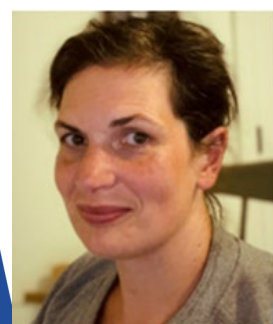
### **Kurt C. Hodges, Administrative Judge, EEOC Washington Field Office**

Kurt C. Hodges is an Administrative Judge in the EEOC's Washington Field Office. Administrative Judge Hodges joined the Commission during 1997 as an Administrative Judge assigned to the Phoenix District Office and later joined the Washington Field Office during 2005. Prior to his tenure with the EEOC, Administrative Judge Hodges served as a Law Clerk with the law firm of Ropers, Majeski, Bentley, Wagner & Kahn in San Jose, California, working primarily in the areas of labor and employment, business litigation and insurance defense. Administrative Judge Hodges is a graduate of the University of California at Berkeley and the Fordham University School of Law and is admitted to the Arizona and District of Columbia State Bars.



### **Darra Johnson, Administrative Judge, EEOC Washington Field Office**

Darra Johnson has been an Administrative Judge in the EEOC's Washington Field Office since July 2021. Administrative Judge Johnson is a proud graduate of Florida A&M University and Howard University's School of Law. With over 18 years of experience in the public and private sectors, her career has consistently involved litigation. Immediately prior to working at the EEOC, Administrative Judge Johnson served as Agency counsel responsible for litigating and advising on complex employment and labor law issues. Administrative Judge Johnson now uses the knowledge she has accumulated working directly with Managing Partners, In House counsel, and high-level government officials to train law students and attorneys on the most effective litigation strategies and techniques.



### **Molly Maxwell-Powell, Mediator, EEOC Washington Field Office**

Molly Maxwell-Powell is a mediator with the EEOC, Washington Field Office. An attorney by training, Ms. Maxwell-Powell joined the EEOC in 2015 as an investigator with the Detroit Field Office. After obtaining her mediation certification, she moved to the EEOC's ADR unit. In 2021, Ms. Maxwell-Powell joined the Washington Field Office, where she mediates federal sector cases.

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### **Sarah McKinin, Administrative Judge, EEOC Washington Field Office**

Sarah McKinin is an Administrative Judge at the EEOC's Washington Field Office. Prior to joining the EEOC in 2020, she worked for over a decade in DC-based law firms litigating federal employment disputes in various forums, including the EEOC, MSPB, OSC, DOHA, and the U.S. Court of Appeals for the Federal Circuit. During her career, Ms. McKinin has supervised and trained incoming law associates on federal EEO complaint procedures. Ms. McKinin has also presented on several employment law topics, including, but not limited to, at BIG's Annual Conference, presenting on "The Nuts and Bolts of the Informal EEO Complaint Process," and at Joint Base Andrews Training for Attorneys, serving as a panelist addressing complainant-side litigation techniques, entitled "View from the Other Side."



### **Larry Stein, Law Office of Larry J. Stein, L.L.C.**

Larry J. Stein has been principal/owner in the Law Office of Larry J. Stein, L.L.C. since its founding in January 2006. Mr. Stein is an experienced attorney, who has represented federal and private sector employees in the full range of employment and labor matters including employment discrimination, hostile work environment, sexual harassment, disciplinary actions, wrongful termination, whistleblower and retaliation claims, disability discrimination, severance agreements and non-compete clauses. Mr. Stein formerly was Senior Counsel in the Office of the Comptroller of the Currency's Litigation Division, U.S. Department of the Treasury, where he handled federal appellate, district court and administrative litigation, including highly complex employment and banking law cases. During his more than 30-year career as an attorney with the federal government, Mr. Stein received a commendation from the U.S. Comptroller of the Currency citing his "admirable mix of professionalism and humanity."



### **Linda Tran, Administrative Judge, EEOC Washington Field Office**

In 2015, Administrative Judge Linda Tran joined the EEOC's Washington Field Office as a Bilingual Investigator. At the end of 2016, Administrative Judge Tran became an attorney-advisor at another federal agency, where she provided legal advice and represented the agency on labor and employment matters before the EEOC, U.S. Merit Systems Protection Board, and U.S. Federal Labor Relations Authority. She subsequently returned to the EEOC as an Administrative Judge, where she currently serves, adjudicating and presiding over Federal employee and applicant complaints of discrimination.



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### **Mindy Weinstein, Director, EEOC Washington D.C. Field Office**

Mindy E. Weinstein is the Director of the EEOC's Washington Field Office, where she is responsible for overseeing investigations, mediations, federal sector hearings, and the office's outreach and education program in Washington, DC, and Northern Virginia.

Ms. Weinstein's prior experience includes serving as the EEOC's Regional Attorney in Charlotte, North Carolina; as a Special Assistant to former EEOC Chair Evan Kemp, and later to former EEOC Vice Chair Leslie E. Silverman; as an attorney in the EEOC Office of General Counsel's Systemic Litigation Program; and as a trial attorney in EEOC's Baltimore office. She also previously served as a Special Assistant United States Attorney in Washington, D.C.

Ms. Weinstein is a graduate of Wellesley College and the George Washington University School of Law.