

# **The 2017 EEO DATANET CONFERENCE**

*Building an Interdisciplinary Equal Employment Opportunity  
Research Network and Data Capacity*

June 22-23, 2017  
EEOC Headquarters  
131 M Street N.E.  
Washington, D.C. 20507  
Jacqueline Berrien Training Center Conference Rooms

The 2017 EEOC Research Conference in Washington DC is the fourth in a series of sessions to present research on several EEO-related topics and to generate ideas for future research. Conference attendees are particularly interested in using EEOC data (EEO-1, EEO-4, EEO-5, lawsuits, complaint filings, and so on) and other data sources that can potentially be linked to EEOC data. The conference brings together EEOC and academic scholars, as well as additional experts and practitioners, who have done important research on these topics both using EEOC data and other unique data sources.

## **Thursday, June 22<sup>nd</sup>**

### **REGISTRATION (8:30-9:00)**

Coffee and Light Breakfast

### **WELCOME AND INTRODUCTION (9:00-9:30)**

EEOC Chair Lipnic - Opening Remarks (10 minutes)

Donald Tomaskovic-Devey, University of Massachusetts Amherst – The value of EEODataNet. Collaboration & Increasing Usable Knowledge (10 minutes)

Ron Edwards, EEOC Office of Research, Information & Planning - The Game Plan and Introductions (10 minutes)

### **IMPACT (9:30–10:50)**

Donald Tomaskovic-Devey, University of Massachusetts Amherst – Center for Employment Equity; Trajectories of EEOC Inclusion and Problem of Black progress (20 minutes)

Elizabeth Hirsh, The University of British Columbia – The Impact of EEO Litigation and Court-Ordered Policy Changes on Managerial Diversity (20 minutes)

Mary Graham & Bhavneet Walia, Syracuse University and Christopher Robinson, Tulane University – Impact of Women Managers on Employee Conduct (20 minutes)

Daniel Shoag, Harvard University – Electronic Job Advertisements/Applications and Employment (20 minutes)

### **Break: 10:50-11:05**

### **THE CHARGE PROCESS (11:05-11:50)**

Michael Hesie & David Sherwyn, Cornell University and Zev Eigen, Littler Mendelson P.C. – Examining the Alternative Dispute Resolution and the EEOC outcomes including Time, Types of Resolutions, Monetary, etc. (15 minutes)

Brian McMahon, Virginia Commonwealth University – Workplace Discrimination and Disability: Overview, Basis, Categories and Right to Work States (15 minutes)

Lee Badgett & Steve Boutcher, University of Massachusetts Amherst and Amanda Baumle, University of Houston – LGBT Discrimination (15 minutes)

### **DIVERSITY IN SCHOOL DISTRICTS (11:50-12:35)**

Valerie Hunt, University of Arkansas – Exploring an Intersectional approach to Bureaucratic Representation; Employment Patterns among Principals in Multiethnic US School Districts (15 minutes)

Brinck Kerr, University of Arkansas - Rethinking Public Sector Employment Competition: What are the Determinants of Interethnic Competition for Principal Positions in Multiethnic U. S. School Districts (15 minutes)

CC Dubois, Northwestern University - The Effect of Court-Ordered Hiring Guidelines on Teacher Composition and Quality (15 minutes)

## **Lunch: 12:35-1:30**

### **BAN THE BOX, (1:30-2:30)**

Jennifer Doleac, University of Virginia - The Effects of Ban the Box on Employment (45 minutes)

Michelle Barro, EEOC Office of Research Information and Planning (Via VTC) – Additional research using EEOC survey data (15 minutes)

## **Break: 2:30-2:45**

### **PEOPLE ANALYTICS (2:45-5:30)**

Eric Dunleavy, DCI Consulting Group – People Analytics, Overview & Introduction (15 minutes)

Frida Polli, & Julie Yoo, Pymetrics - Using Gamified Neuroscience and AI to De-Bias Pre-Employment Assessment (45 minutes)

Ben Taylor, Hire Vue - Deep Learning & Neural Networks (60 minutes)

Zev Eigen, Littler Mendelson P.C. – Employee Network Analysis and using Algorithms to Determine Risk of Committing a Crime in Employee Selection (45 minutes)

## **Reception at Wunder Garten: Beginning at 6:00pm**

Corner of 1<sup>st</sup> & Lst NE (behind the building)  
Food and drink for purchase; all are welcome  
<http://wundergartendc.com/>

**Friday, June 23<sup>nd</sup>**  
(Current IPA Researchers)

9:30 – 12:00

Improving the Process

Protecting Confidentiality

Charge Data

Brainstorming around What Works and Conciliation Agreements