



EEOC

TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission
Miami District ★ New York District

GENDER INEQUITIES: The Past, The Present, and The Discussion for Workplace Change

June 28, 2022

12:30 pm – 4:00 pm (EDT)

AGENDA

Time	Presentation
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12:00 pm	Virtual Environment Opens
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12:30 pm	Opening Remarks
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Roberto Chávez, Acting District Director, EEOC Miami District Office

Judy Keenan, District Director, EEOC New York District Office

12:40 pm	The Good Girls Revolt: How the Women of Newsweek Sued Their Bosses and Changed the Workplace
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Lynn Povich, Author, and Award-winning Journalist

It was the 1960's – a time when young women began pouring into the workplace, "Help Wanted" ads were segregated by gender and the office culture was rife with sexual stereotyping and discrimination. Lynn Povich is the author of, *"The Good Girls Revolt: How the Women of Newsweek Sued Their Bosses and Changed the Workplace."* Ms. Povich's book has been described as "a meticulously reported and highly readable account of a pivotal time in the women's movement." Ms. Povich has agreed to share her story. You will be inspired!

1:40 pm	Break
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1:50 pm	Continuing and Emerging Issues in Pay Equity and Equal Pay
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Caitlin D. Brown, Trial Attorney, EEOC New York District Office

Roberto Chávez, Acting District Director, EEOC Miami District Office

Marcia S. Cohen, Attorney at Law, St. Petersburg, FL

Kenneth Gage, Partner, Paul Hastings, New York, NY and Chicago, IL Offices

Gender bias and pay injustices continue to victimize minorities and women. Emerging patterns are cause for increased concern. This panel discusses these revelations, presents strategies for addressing current quandaries, and offers suggestions to thwart future barriers.

2:50 pm	Break
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3:00 pm **Retaliation: Winning the Battle, Losing the War**

Katrina Grider, Associate Director, Curriculum, Training and Education, EEOC, Washington DC

Why is retaliation the most dangerous cause of action, and what can you do to stop it? Retaliation remains the most frequently alleged claim of all charges filed with the EEOC. This session discusses how to identify, address, and discourage workplace retaliation.

4:00 pm **Adjourn**

REGISTRATION FEE: \$150.00 per person

ENROLL HERE: [Miami ★ New York Virtual Workshop](#)

CREDITS:

HRCI – “This program has been approved for three (HR (General)) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.”

SHRM – submitted for approval.

CLE – approved NY (two hours); seeking credits for FL.

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

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PRESENTER BIOGRAPHIES



Caitlin D. Brown, Trial Attorney, EEOC New York District Office

Caitlin D. Brown is a Trial Attorney in the EEOC's New York District Office. Prior to joining the EEOC approximately two years ago, she worked in private practice, first representing employees as an Associate at Liddle & Robinson, LLP, and later representing employers as a member of the Employment Law Department at Paul Hastings LLP. In private practice, Ms. Brown litigated a broad array of employment matters, including single plaintiff, class/collective actions, employment discrimination and harassment, retaliation, wrongful discharge, pay equity, contract disputes, and wage and hour matters.

Ms. Brown has represented both employees and employers in state and federal court, and in private and FINRA arbitrations. At Paul Hastings, she also advised clients on compliance with federal, state, and local employment laws, restrictive covenants, employee compensation, employee classification, and a host of other employment-related matters. Ms. Brown received her B.A. *summa cum laude* from Florida State University, and her J.D. from the University of Chicago Law School.

Roberto H. Chávez, Acting District Director, EEOC Miami District Office

Roberto H. Chávez has served as the U.S. Equal Employment Opportunity Commission ("EEOC") Miami District Acting District Director since February 2022. In this role, he oversees the entire operation of the Miami District Office, which includes the enforcement of private sector charges, federal sector hearings, outreach, and education, and the EEOC's work with numerous state and local partners throughout Florida (excluding the 12 westernmost counties), Puerto Rico and the U.S. Virgin Islands. Mr. Chávez joined the EEOC as the Deputy District Director for the Miami District Office in September 2020.

Mr. Chávez has worked extensively in the civil rights enforcement arena for 15 years. Before joining the EEOC, he worked for the U.S. Department of Housing and Urban Development as the Intake Branch Chief for the Office of Fair Housing and Equal Opportunity in Philadelphia PA. In that role, Mr. Chávez oversaw the filing of fair housing complaints and provided technical assistance to state and local fair housing agencies.

Mr. Chávez earned his B.A. in Sociology from Fordham University, and his J.D. from the Fordham University School of Law. Mr. Chávez is admitted to practice in New York.

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Marcia S. Cohen, Attorney at Law, St. Petersburg, FL

Marcia S. Cohen holds a B.A. in Education from Roosevelt University of Chicago, a master's degree in Music Composition from Northwestern University, and received her J.D. from Stetson University College of Law. A member of the Florida Bar, she has practiced in labor and employment law with a concentration in employment discrimination, sexual harassment, and civil rights law. Ms. Cohen has the distinction of successfully litigating a case before the U.S. Supreme Court where she served as co-counsel with the EEOC.

As a former appointee to the Florida Bar Special Committee on Gender Equality, Ms. Cohen also served as Chair of the Equal Opportunities Law Section of the Florida Bar in 2001-2002. Ms. Cohen served as Legal Counsel for the Florida Chapter of the National Organization for Women (NOW) and Legal Counsel for the Institute for Science and Human Values.

Ms. Cohen is a member of the Legal Panel of the Pinellas County Chapter of the American Civil Liberties Union, was the recipient of its Gardner Beckett Civil Rights Award, and the Stetson University College of Law Woman of Achievement award. Ms. Cohen has been an advocate for the legal rights of women, disabled persons, and minorities for over 35 years.



Kenneth Gage, Partner, Paul Hastings, New York, NY and Chicago, IL Offices

Kenneth Gage is a partner in the Employment Law Department of Paul Hastings and Chair of the Workplace Retaliation and Whistleblower Defense practice. Mr. Gage is based in the firm's New York and Chicago offices. The Legal 500 lists him in tier one in the categories of Labor and Employment Litigation and Workplace and Employment Counseling, he is rated "AV Preeminent" by Martindale-Hubbell®, and he is a Fellow of the American College of Labor and Employment Lawyers.

Mr. Gage represents employers in a wide range of federal and state employment litigation matters, from pre-litigation counseling through trials and appeals. Mr. Gage's litigation experience includes defendants' verdicts in several jury trials involving race, age, sex, and disability discrimination claims, retaliation claims, and state common law claims. Mr. Gage also has extensive experience representing employers in EEOC investigations of systemic discrimination under federal statutes, conducting privileged reviews of employment processes, and advising employers on pay equity studies and related risk mitigation strategies.

Mr. Gage received his B.A. from State University of New York Buffalo and his J.D. from the University at Buffalo Law School. Mr. Gage is admitted to practice in Illinois, Connecticut, and New York.

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Katrina Grider, Associate Director, Curriculum, Training and Education, EEOC, Washington DC

Katrina Grider is the Associate Director – Curriculum, Training and Education, EEOC Revolving Funds Division. Ms. Grider directs and oversees the development, content, and delivery of the EEOC’s fee-based training and education programs for public and private sector employers; manages training activities provided by the EEOC Training Institute; and establishes and maintains relationships with internal and external stakeholders to identify training needs and develop appropriate training and education to meet such needs.

Ms. Grider’s passion and inspiration for training comes from her deep reservoir of experience and insights. For the past 35 years, she has conducted training, litigated labor and employment law cases before federal and state courts, and administrative agencies; counseled clients on general employment law issues, personnel policies, best practices, and diversity, equity, inclusion, accessibility (DEIA) training initiatives; and conducted internal investigations. Ms. Grider’s training philosophy is a core component of the development of an overall EEOC educational strategy for the EEOC’s Training Institute that is based upon the EEOC’s mission, priorities, and strategic plan.

Ms. Grider is licensed to practice in Texas and Oklahoma. Ms. Grider is Board Certified in Labor and Employment, Texas Board of Legal Specialization.



Judy Keenan, District Director, EEOC New York District Office

Judy Keenan is the District Director of the U.S. Equal Employment Opportunity Commission, New York District (“EEOC”). The New York District has offices in New York City, Boston, Buffalo, and Newark. It has jurisdiction over New York, the 13 northern counties of New Jersey, and all the New England states. Ms. Keenan has been with the EEOC since April 2001. Previous roles at the EEOC include serving as Deputy Director, Acting Regional Attorney, Acting Supervisory Administrative Judge for the Federal Hearings Unit, Acting Coordinator of the ADR/Mediation Unit, Acting Director of the Newark Area Office, Supervisory Trial Attorney, and Trial Attorney. At the EEOC, Ms. Keenan is responsible for carrying out the overall mission of the Commission in the District. This includes ensuring equality of opportunity by enforcing Federal laws that prohibit discrimination in employment.

Since 1994, Ms. Keenan has practiced law and is admitted to practice in New York and Michigan. Ms. Keenan has authored several publications, spoken at national, regional, and local conferences, served as a Small Claims Arbitrator for the Civil Court of the City of New York in the Bronx, and has been involved in a variety of professional and community activities.

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Elaine McArthur, Outreach and Education Coordinator, EEOC Miami District Office

Elaine McArthur is the Outreach and Education Coordinator for the areas served by the U.S. EEOC's Miami District Office, which include Florida, Puerto Rico and the U.S. Virgin Islands. In this role, she is tasked with providing public education, technical assistance, and outreach.

Ms. McArthur is also the small business liaison and media contact for the District. Ms. McArthur found her niche with the EEOC in 1993 and worked 16 years as an Investigator in the EEOC Tampa Field Office. Ms. McArthur's previous federal experience includes employment as both a student worker and later permanent employee of the Panama Canal Commission, and as a civilian employee for the U.S. Department of the Air Force in Arkansas, Georgia, and England.

Ms. McArthur is a proud graduate of Florida State University, College of Business. Ms. McArthur and her husband enjoy spending time with their family and pets. They have two of the world's most beautiful granddaughters, Stella (age three) and Savannah (eight months). Ms. McArthur and her husband enjoy traveling and have vacationed on six different continents. They look forward to resuming those activities in a post-COVID world.



Lynn Povich, Author, and Award-winning Journalist

Lynn Povich is an award-winning journalist who has spent more than 40 years in the news business. Ms. Povich began her career as a secretary in the Paris Bureau of *Newsweek* magazine, rising to become a reporter and writer in New York. In 1970, she was one of 46 women who filed sex discrimination charges against the magazine, the first women in the media to do so. Five years later, she was appointed the first woman Senior Editor in *Newsweek's* history.

Ms. Povich has written a book about that landmark lawsuit, *The Good Girls Revolt: How the Women of Newsweek Sued their Bosses and Changed the Workplace*. It was published September 2012 by Public Affairs and produced into a ten-part series on Amazon in 2016.

Ms. Povich became Editor-in-Chief of *Working Woman* magazine in 1991, and in 1996, she joined MSNBC.com as East Coast Managing Editor, overseeing the internet content of NBC News and MSNBC Cable programs and personalities. In 2005, she edited a book of columns by her father, famed Washington Post sportswriter Shirley Povich, called *All Those Mornings...at The Post*.

A recipient of the prestigious Matrix Award for Magazines, Ms. Povich serves on the Advisory Boards of the International Women's Media Foundation and the Women's Rights Division of Human Rights Watch. Ms. Povich is married and has two children.

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Michael Rojas, Outreach and Education Manager, EEOC New York District Office

Michael Rojas is the New York District Outreach & Education Manager for the Equal Employment Opportunity Commission (EEOC). Mr. Rojas manages Community Outreach, Media Relations and Employer/HR Technical Training for New York, the 13 northern counties of New Jersey, and all the New England States. Mr. Rojas is also the Small Business Liaison which aids small businesses about the laws enforced by EEOC and compliance with those laws involving workplace situations and best practices.

Mr. Rojas began his career in the government at the U.S. Department of Labor, Office of Federal Contract Compliance Programs implementing various regional programs, including training, FOIA requests and administrative support. Mr. Rojas worked in the private sector as an HR Generalist with duties including payroll management, budget forecasting, recruiting, policy guidance implantation and performance management.

Mr. Rojas served in the United States Navy from 2001-2006 as a Personnel Specialist including support in Operation Enduring Freedom and Operation Iraqi Freedom. Mr. Rojas received a Navy Unit Commendation and a Navy and Marine Corps Achievement medal. Mr. Rojas has a bachelor's degree in Workforce Education and Development from Southern Illinois University Carbondale, and a master's degree in Human Resource Management from Long Island University Brooklyn Campus.

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