

# WEBINAR

## Barrier Analysis, Part I: Proactive Strategies for Managing EEO and Anti-Discrimination Risk



### **SPEAKERS**

Lauren B. Hicks (Indianapolis/Atlanta)  
T. Scott Kelly (Birmingham)  
Emily M. Halliday (Washington, D.C.)  
Anna K. Potter, *Moderator*



### **DATE**

Wednesday, July 16, 2025



### **TIME**

11:00 a.m. – 12:00 p.m. Pacific  
12:00 p.m. – 1:00 p.m. Mountain  
1:00 p.m. – 2:00 p.m. Central  
2:00 p.m. – 3:00 p.m. Eastern



### **COST**

\$99.00  
Complimentary for  
Ogletree Deakins clients

Federal enforcement of employment discrimination laws is shifting to reflect the priorities of the current administration. As a result, employers are seeking guidance on how to comply with existing laws and minimize legal risks when managing their workforces. Join us for a four-part webinar series where we explore barrier analysis—an approach informed by Title VII of the Civil Rights Act that uses both qualitative and quantitative methods. This approach can help employers identify and mitigate legal risks in their policies, practices, or procedures throughout the employment life cycle. In the first webinar, the speakers will provide legal frameworks, best practices, and practical examples of how to conduct privileged analyses of workforce data to support legally defensible practices across various stages of employment, including recruiting and selection, development, performance evaluation, compensation, and retention.

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Instructions for participation will be circulated before the webinar. If you have questions about the availability of CLE credits, please email [cle@ogletree.com](mailto:cle@ogletree.com). To request an accommodation for a disability, please email [accessibility@ogletree.com](mailto:accessibility@ogletree.com) as soon as possible.