

# WEBINAR

## Barrier Analysis, Part IV: Leveraging Workforce Analytics for Lawful DEI Initiatives



### **SPEAKERS**

Simone R.D. Francis (New York/  
St. Thomas)  
Lauren B. Hicks (Indianapolis/Atlanta)  
Lisa England, *Moderator*



### **DATE**

Wednesday, August 27, 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

Join us for the fourth and final installment of our webinar series, where we explore how barrier analysis—an approach informed by Title VII of the Civil Rights Act using both qualitative and quantitative methods—can help mitigate legal risks throughout the employment life cycle. In this webinar, the speakers will discuss the latest developments in the legal landscape concerning diversity, equity, and inclusion (DEI) programming following Executive Order 14173. The speakers will demonstrate how employers can utilize workforce analytics to design and advance lawful DEI programming. They will also share best practices for employers committed to maintaining lawful DEI efforts despite challenges.

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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.