

Quad A

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Chris Weakland, SPHR**
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& Coaching, LLC
(602) 377-0404

*Membership meetings are the
3rd Tuesday of every month
from 8:30-10:00 a.m.*

Affirmative Action Plans from A to Z 3-Part Series

**REMINDER! This month's workshop has been moved to
January 26 (see details below.)**

A key role that Quad A plays in the community is that of educator. For over 35 years, Quad A has been providing its members with quality, up-to-date information through workshops, seminars and conferences. Our membership consists of individuals who are brand new to the field of AA/EEO who rely on us to teach them the fundamentals – to members who are seasoned professionals who rely on us to provide them with the most current regulatory compliance training. This series on AAPs from A to Z offers something for everyone. *(For details, see page 2.)*

Our speakers for the series are AA/EEO professionals from Biddle Consulting Group, Inc. Based in California, Biddle provides services that allow employers to "manage" the risk involved in their employment decisions. Additionally, having worked both on plaintiff and defense sides of employment discrimination litigation, they bring knowledge of the analyses, techniques, and tactics used by experts in court. Speaker profiles for each part of the series will be presented in our monthly newsletters. *(Continued on Page 2.)*

January 26 Workshop

Affirmative Action Plans – A to Z

Session 1: Writing, Managing, Communicating, Reporting

(Registration form attached)

Time: 8:30-10:00 a.m.

Location: Jobing.com

4747 N. 22nd Street, Phoenix

Speaker: Christi Anthony, Biddle Consulting

(See Speaker's Profile on Page 2)

Affirmative Action Plans from A to Z 3-Part Series

January 26, Part 1: Writing, Managing, Communicating, Reporting

Speaker: Christi Anthony, EEO/AA Consultant, Managing Editor, EEO Insight, Biddle Consulting

- Writing the Plan
- Data Tracking, Job Grouping & Census Coding
- Proactive Efforts to Ensure Affirmative Action
- Managing the Plan
- Communicating the Plan
- Reporting

February 16, Part 2: Data Integrity

Speaker: Jim Higgins, Ed.D., Principal Consultant & Director of Compensation, Biddle Consulting

- Data Integrity (job titles, EEO categories, census & applicant pool sources, etc.)
- Software Recommendations
- Comp Analysis

March 30, Part 3: Compliance Evaluations

Speaker: Patrick Nooren, Ph.D., Executive Vice President, Biddle Consulting

- Old Corporate Management Compliance Evaluations vs. New CMR Evaluations
- American Recovery & Reinvestment Act (ARRA)
- Compliance Checks
- Strategies for Responding
- Communicating with the Auditors
- Mock Audit
- Presentation from Solicitor's Officer: Real World Cases & Settlements

SPEAKER'S PROFILE



Christi Anthony, EEO/AA Consultant
Managing Editor, EEO Insight
Biddle Consulting Group

Christine Anthony focuses on applying Equal Employment and Affirmative Action laws and regulations as an EEO/AA Consultant for Biddle Consulting Group. Established in 1974, Biddle Consulting Group (BCG) is a human resources consulting firm specializing in Equal Employment Opportunity (EEO) litigation support, Affirmative Action (AA), test validation and development, and cutting-edge software.

Christine works closely with clients of all sizes and industries in creating, applying, and defending Affirmative Action Plans. Christine obtained a Master's Degree in Industrial/Organizational Psychology from California State University, Sacramento and is currently the Managing Editor of EEO Insight, Co-Chair of the Minnesota Affirmative Action Compliance Council and has served as a volunteer on the planning committee of the 2008, 2009 and 2010 Industry Liaison Group National Conferences.

2010 Calendar of Events

DATE	TOPIC	LOCATION
January 26, 8:30-10:00 COST: Members FREE Nonmembers \$100	Affirmative Action Plans A to Z, SESSION 1: <i>Writing, Managing, Communicating, Reporting</i> <i>(Registration form attached)</i>	Jobing.com 4747 N. 22 nd Street, Phoenix
February 16, 8:30-10:00 COST: Members FREE Nonmembers \$100	Affirmative Action Plans A to Z, SESSION 2: <i>Data Integrity</i> <i>(Registration form attached)</i>	Blood Systems 6210 E. Oak St, Scottsdale
March 30, 8:30-10:00 COST: Members FREE Nonmembers \$100	Affirmative Action Plans A to Z, SESSION 3: <i>Compliance Evaluations</i> <i>(Registration form attached)</i>	American Express 18850 N. 56 th Street, Phoenix
April 20, 8:00-4:00 COST: Members \$100 Nonmembers \$150	35th Annual Membership Conference	TBA
May 18, 8:30-10:00	Applicant Tracking	Jobing.com 4747 N. 22 nd Street, Phoenix
June, July Summer Break	June, July Summer Break	June, July Summer Break
August 3-6	28th Annual ILG National Conference	Red Rock Resort Las Vegas, NV
September 21, 8:30-10:00	Expert Panel Discussion on Testing	Sundt 2620 S. 55 th Street, Tempe
October 19, 8:30-10:00	Diversity Month	MARC Center 924 N. Country Club Dr., Mesa
November 16, 7:30-4:00 COST: Members \$100 Nonmembers \$150	13th Annual Compliance Conf	TBA
December 7, 7:30-10:00 COST: Members FREE Nonmembers \$75	Annual Members Only Holiday Roundtable	Jobing.com 4747 N. 22 nd Street, Phoenix

Membership has its benefits! In addition to substantial discounts to all Quad A sponsored activities – watch for additional new benefits to be announced in the coming year. JOIN NOW and SAVE!

Affirmative Action Plans from A to Z 3-Part Series

January 26

8:30-10:00 a.m.
Jobing.com, 4747 N. 22nd Street, Phoenix

**Part I: Writing, Managing,
Communicating, Reporting**

February 16

8:30-10:00 a.m.
Blood Systems, 6210 E. Oak St, Scottsdale

Part II: Data Integrity

March 30

8:30-10:00 a.m.
American Express, 18850 N. 56th Street, Phoenix

Part III: Compliance Evaluations

Please mark each session you plan to attend:

	<u>Members</u>	<u>Nonmembers</u>
<input type="checkbox"/> Parts I, II & III	\$0	\$300
<input type="checkbox"/> Part I	\$0	\$100
<input type="checkbox"/> Part II	\$0	\$100
<input type="checkbox"/> Part III	\$0	\$100

Total Registration Paid: \$ _____

Member Name: _____

Company Name: _____

Title: _____

Mailing Address: _____

Phone: _____ Fax: _____

E-mail: _____

Referred By: _____

Visa MC Am Ex Name on card: _____

Card # _____ Expires: _____

Please return this registration form along with a check made payable to Arizona Affirmative Action Association to our office at P.O. Box 1848, Phoenix, AZ 85001 or efax your credit card registration to (623) 321-6016.

2010 Quad A Membership Application

Thank you for your continuing interest in and support of the Arizona Affirmative Action Association (Quad A). Our members include professionals in the fields of human resource management, equal employment opportunity, affirmative action, workplace diversity and other related fields. For over 25 years, Quad A has been providing its members with quality, up-to-date information through workshops, seminars and conferences. Your membership entitles you to a monthly newsletter, quarterly meetings/workshops, seminars, the Annual Conference (in April) and Compliance Conference (in the fall). Most activities are included in your membership; others are offered at a substantial discount. At only \$75 per year (Jan-Dec), membership in Quad A is a true value for the money. *(Individual memberships only; no organizational memberships at this time.)*

Goals of the Arizona Affirmative Action Association are to:

- Promote equal employment opportunity, diversity and affirmative action in the workplace.
- Promote awareness and recognition in the workplace and the community of the benefits of taking affirmative action to provide equal employment opportunities
- Share and disseminate up-to-date information on EEO, AA and diversity issues, legislation, judicial decisions, best practices and trends.
- Provide an opportunity for professionals interested in EEO, AA and diversity issues to network and communicate.

Membership fee in Quad A is a qualified tax deduction. To renew your annual membership, or to apply as a new member, please complete the following information and return it along with a check for \$75 made payable to the *Arizona Affirmative Action Association* to our office at P.O. Box 1824, Phoenix, AZ 85001.

NOTE: Please provide us with an e-mail address to which we can send your monthly newsletter. Quad A is a nonprofit 501(c)3 organization (TIN 86-0966437), and e-mailing saves the Association a considerable amount on printing and postage each month. THANK YOU!

MEMBERSHIP APPLICATION/RENEWAL

Member Name: _____

Company Name: _____

Title: _____

Mailing Address: _____

Phone: _____ Fax: _____

E-mail: _____

___ Visa ___ MC ___ Am Ex Name on card: _____

Card # _____ Expires: _____

Please return this renewal form along with a check or credit card for \$75 made payable to Arizona Affirmative Action Association to our office at P.O. Box 1848, Phoenix, AZ 85001 or eFAX to (623) 321-6016.