# How to Connect Your AAP to Your Diversity, Equity, & Inclusion Efforts & Get “Two-For-One”

Presented by: Candee J. Chambers and John C. Fox, Esq.

Last year, Candee and John spoke to the Philadelphia ILG about designing and lawfully implementing race, gender, disability, and Protected Veteran preferences in employment. They promised a sequel for this year, and in this 90-minute remote webinar, Candee and John will now build on last year’s presentation and discuss how to mine data out of your AAP for Minorities and Women to make it a meaningful DE&I status report and action plan. In doing so, this report will tell you whether you have the predicate needed to deploy an employment preference, and if so, what kind and how. You will not have heard this unique presentation before, so come ready to learn and participate in an interactive learning experience.

## Speaker Bios

**Candee Chambers***Executive Director, DirectEmployers Association*[*LinkedIn*](https://www.linkedin.com/in/candee-chambers) *|* [*Twitter*](https://twitter.com/cjchambers13)

Candee Chambers, SPHR, SHRM-SCP, SR. CAAP, joined the association in 2013 and currently serves as the Executive Director of DirectEmployers and CEO for the organization’s wholly-owned subsidiary, Recruit Rooster. She is responsible for leading a team of over 80 people from eight departments and the continual development of the OFCCP compliance and recruitment marketing solutions for Members of the Association. As a passionate advocate for HR practitioners and the compliance challenges they face as government contractors, Candee previously served as the Association’s VP of Compliance and Partnerships. In this role, she oversaw the creation of strategic partnerships with a multitude of organizations and managed the relationship with the National Association of State Workforce Agencies (NASWA), which includes the joint-initiative National Labor Exchange (NLx). In addition to her daily responsibilities,

Candee also regularly guides Members and continues to speak extensively across the United States on compliance matters related to Affirmative Action regulations, plan development, outreach responsibilities, and employee selection, while also working to develop and provide training to HR compliance and staffing professionals on all areas of affirmative action compliance. With a background in recruitment, HRIS analysis, and affirmative action management, Candee often shares trusted guidance and advice at Affirmative Action-related conferences, regional ILG meetings, and National ILG Conferences. Her depth of knowledge has led her to become a faculty member for the National Law Institute’s (NELI) Affirmative Action Program series, where she presents alongside top employment law professionals.

Candee holds her SPHR and her SHRM-SCP certifications and is a Sr. Certified Affirmative Action Professional. She has a Bachelor of Arts in Communication from Bowling Green State University, where she graduated with honors. Candee also serves as the Chair of the Indiana Industry Liaison Group, is a member of Indiana’s Youth Opportunities Advisory Council, and a current board member of both MSCCN/CASY and the BOSMA Visionary Opportunities Foundation. In recognition of her longtime leadership in the affirmative action community and work as an advocate of compliance training for government contractors, Candee was awarded the [2016 John A. Garza Lifetime Achievement Award](https://directemployers.org/2016/09/12/candee-chambers-selected-2016-john-garza-lifetime-achievement-award-recipient/) at the AZILG’s 41st Annual Conference.

**John C. Fox**

*President & Partner, Fox, Wang & Morgan P.C.*[*LinkedIn*](https://www.linkedin.com/in/johncharlesfox/)

John C. Fox, Esq. is President and Partner at Fox, Wang & Morgan P.C. where he represents companies and tries cases in state and federal courts throughout the United States. Mr. Fox has extensive trial experience, having spent more than 400 days in trial. Mr. Fox was also lead trial counsel in the first of the six wage-hour class actions known to have been tried in California and was lead trial counsel in what are believed to have been the two largest disability law suits in the United States. He is an across-the-board employment lawyer representing management nationwide.

*(Headshots Attached)*