



*National Industry Liaison*

**GROUP**™

# **NILG Accomplishments**

August 2006

ILG Annual National Conference

Phoenix, Arizona



# EXECUTIVE COMMITTEE REPORT

- NILG Mission
- 2005 NILG Goals/Accomplishments
- NILG Board Leadership Role Expansion
- 2007 Goals
- NILG Best Practice Program

# NILG Mission Statement

We promote Affirmative Action and Equal Employment Opportunity by working closely with the Office of Federal Contract Compliance Programs, Employment Opportunity Commission, related administrative agencies and Local and Regional ILGs to:

- Advocate the positions and viewpoints of our constituents
- Help Influence regulatory and legislative outcomes
- Educate our constituents on developments regarding equal employment opportunity and affirmative action and related regulatory changes

We accomplish this mission by carrying out the activities outlined in our bylaws and by achieving targeted objectives.

# **NILG 2005 PLAN -- Key Goals**

## **Advocate positions and viewpoints**

- Increase ILG input

## **Shape regulatory and legislative outcomes**

- Respond to all relevant proposed regulations
- Keep agencies aware of the impact on contractors of specific regulatory requirements

## **Educate Constituents**

- Increase ILG awareness and use of NILG as an employer resource
- Provide better tools for informing and educating ILGs



# **NILG 2005 PLAN -- Key Accomplishments**

## **Increased ILG input**

- ILG Chair Survey
- Solicited questions/comments via ILG Chairs
- Solicited Full Regional Representation

## **Responded to all relevant proposed regulations (January 2005 – March 2006)**

- OFCCP Guidelines for Self-Evaluation of Compensation Practices
- OFCCP Interpretative Guidelines - Systemic Compensation Discrimination
- Internet Applicant (request for implementation grace period)
- EO Survey elimination
- Implementation of amendments to VEVRAA



# **NILG 2005 PLAN -- Key Accomplishments**

## **Increased ILG awareness and use of NILG as an employer resource**

- ILG Chair News & Development Alerts
- ILG Chair Teleconferences

## **Provided better tools for informing and educating ILGs**

- NILG Annual Conference Booth
- Re-Built NILG Web Site
  - ILG News
  - Regional ILGs
  - Resource Center
  - Best Practices
  - Partnerships



# NILG Board Key Accomplishments

## Enhanced Professional Status

- NILG Board Incorporation and 501C(6) Tax Status
- Branding Guidelines
- Expanded Standing Committees and Project roles

## Expanded ILG Process

- Supported new ILG Groups startups in Southeast and Mid-Atlantic Regions
- Supported Annual ILG National Conferences
- Provided local ILG s Resources and Speakers



# NILG Board Key Accomplishments

## Federal Agency Partnering

- Supported EEOC “Freedom to Compete” Award
- Supported EEOC National Initiatives
- Established Contact with OFCCP to Provide ILGs with Up-to-Date Information on Regulatory Changes



# NILG BOARD LEADERSHIP ROLES

## SEPTEMBER 2004

- Four (4) member Executive Committee\*
- Standing Committee Chairs (2)
- Co-Chairs Partnership Committee

TOTAL LEADERSHIP ROLES:  
(8) EIGHT

\*Executive Committee Excludes  
Board Council

## FEBRUARY 2005

- Five (5) Member Executive Committee\*
- Standing Committee Chairs Four (4)
- Five (5) Sub-Committee Chairs or Team Leaders
- Four (4) Project or Task Leaders

TOTAL LEADERSHIP ROLES:  
(20) Seventeen

\*Executive Committee Excludes  
Board Council

## 2007 Goals

- Continue upgrade of NILG website
- Increase outreach to local ILGs
- Continue support of annual ILG conferences
- Seek improvements for NILG
- Continue to enhance the partnership with EEOC and OFCCP

# NILG Best Practice Program

- The NILG Best Practice award recognizes programs and initiatives that produce measurable results in:
  - Affirmative Action
  - Equal Employment Opportunity
  - Diversity



# NILG Best Practice Program

- Nominations are solicited in January, May and October
- ILG Chairs review the nominations & submit to their NILG Board member
- Board members refer nominations to Partnership Committee
- Partnership Committee convenes a Selection Committee
- NILG Chair sends congratulatory letter to honoree
- Honoree receives a plaque from the NILG at the annual ILG national conference and a congratulatory letter from OFCCP National Director
- Best Practice program appears on NILG website for one month and is then placed in the archive section





# Working together toward equality in the workplace

## 2005/2006 NILG Board

### **Mid Atlantic**

Audrey Fox Bonnett  
Ken Coles  
Cynthia Collver  
Craig Vick\*

### **Midwest**

Darryl Farrow  
John L. King  
Marian Monnig  
Ja'Ethel B. Williams\*

### **Pacific**

Ralph DeChabert\*  
John Garza  
Geoff Johnson  
Sheri Viggiano

### **Northeast**

Lois Baumerich  
Martha Burrage  
Marie J. Radcliff  
Louise Sheppard

### **Southeast**

Kimberly Gmuca-Kemp  
Betty McKenzie Moore  
David P. Thomas  
Dorie C. Tuggle\*

### **Southwest**

Robin Brown  
Tena Esplin Mo'unga  
Stella Raymaker  
Valerie Vickers

Mickey Silberman, Esq - **NILG Board Counsel**



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# **Working together toward equality in the workplace**

## **New NILG Board Members**

### **Mid-Atlantic**

Chauncey Smith

### **Southeast**

Cara Crotty

### **Pacific**

Sharon Agnew