



## **NAVIGATING EEO-1 CHANGES: REFINING DEMOGRAPHIC REPORTING FOR EQUITY AND COMPLIANCE**

### **Description:**

The EEO-1 report, a crucial annual data collection process mandated by the Equal Employment Opportunity Commission (EEOC), provides a comprehensive understanding of workforce demographics. It is a requirement for all private sector employers with 100 or more employees and federal contractors with 50 or more employees. This report, which includes data on sex, race/ethnicity, and job category, is instrumental in tracking trends, comprehending recruitment practices, and identifying potential employment discrimination. Recent updates to the EEO-1 Report have further enhanced its relevance, impacting employers' approach to collecting and reporting workforce demographic data.

The changes to the EEO-1 Report, while aiming to provide a more accurate depiction of the US workforce, can pose administrative challenges for the agency and compliance risks for employers. Therefore, it is crucial to delve into these changes and understand their implications to address any potential compliance issues effectively.

### **Key discussion topics:**

- **Revised Categories:** understand the revised racial and ethnic categories in the EEO-1 Report, encompassing the incorporation of Middle Eastern or North African (MENA) as a distinct category. Delve into how these modifications yield a more precise portrayal of employee demographics.
- **Elimination of Distinctions:** acquire insights into the elimination of the differentiation between race and ethnicity in reporting and scrutinize the ramifications of this modification for data collection and analysis.
- **“Two or More Races” Category:** explore the replacement of the “two or more races” category with an option to select all relevant categories, including sub-categories and consider the impact on workforce representation and diversity tracking.
- **Compliance Risks and Challenges:** identify foreseeable administrative and compliance challenges for employers in implementing the new standards and deliberate on strategies to ascertain accurate reporting compliance and mitigate legal risks.

### **Reference Materials:**

To maximize the benefit of this Continuing Legal Education (CLE) program, it is essential that you engage thoroughly with the provided reference materials. These resources are designed to complement the live session and enhance your understanding the EEOC, EEO-1 reporting, and the reports impacts on the workforce and employers.

- [Revisions to OMB's Statistical Policy Directive No. 15: Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity](#)
- [EEOC to Revise Race and Ethnicity Categories for EEO-1 Reporting](#)
- [EEOC Sues 15 Employers for Failing to File Required Workforce Demographic Reports](#)
- [Big companies are already collecting important data on workforce diversity. More of them need to make it public](#)
- [95% of Black Americans Agree That It's Important for Companies to Promote Racial Equity. 80% Believe They Can Do More.](#)
- [Comptroller Stringer and NYC Retirement Systems Announce 34 S&P 100 Companies Will Publicly Disclose Workforce Demographics](#)
- [Guidance on Diversity Disclosures and Practices - Asset Stewardship](#)
- [Investment Stewardship Engagement Priorities Summary](#)
- [Vanguard-advised funds Proxy voting policy for U.S. portfolio companies](#)
- [EEOC Sues 15 Employers for Failing to File Required Workforce Demographic Reports](#)