



# EEOC

## TRAINING INSTITUTE

U.S. Equal Employment Opportunity Commission  
Birmingham District Office

## PRIDE in the WORKPLACE

May 10, 2023

12:00 pm – 2:15pm CT

### AGENDA

- | Time     | Presentation  |
|----------|---|
| 11:30 am | Virtual Environment Opens   |
| 12:00 pm | <b>Opening Remarks</b><br>Bradley Anderson (he/him), District Director, EEOC Birmingham District Office   |
| 12:05 pm | <b>Protection of LGBTQI+ Individuals Under the Federal EEO Law</b><br>Aaron Konopasky (he/him), Senior Attorney Advisor, Office of Legal Counsel, EEOC, Washington, DC<br>This session discusses the latest guidance and updates regarding LGBTQI+ discrimination and provides tools and strategies to address complex challenges as you lead your workforce on the journey to more inclusive working environments.   |
| 1:05 pm  | Break   |
| 1:10 pm  | <b>LGBTQI+ Workplace Best Practices: What Workplace Leaders Should Know</b><br>Facilitator: Linda Sales-Long (she/her), Deputy District Director, EEOC Birmingham District Office<br>Molly Powell (she/her/hers), Acting Special Assistant to the Director of the Office for Civil Rights, Diversity & Inclusion, EEOC, Washington D.C., EEOC National PRIDE Board Member<br>Jason McCarty (he/they), Executive Director, Capital City Pride, Jackson, MS<br>Gina Duncan (she/her), Development Leader Central Florida, Equality Florida, Floral City, FL<br>Aaron Konopasky (he/him), Senior Attorney Advisor, Office of Legal Counsel, EEOC, Washington, DC |

Teri Peters  
(769) 487-6934  
teri.peters@eeoc.gov



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1:10pm **What's in a Name: Navigating He/She/They Pronouns in the Workplace – Cont.**

In this LGBTQI+ 101 session, we take a deeper dive on how to cultivate workplace PRIDE through inclusive leadership management, skills, and accountability. The panelists discuss valuable insights and resources to create respectful and inclusive workplace and conduct a Q&A session at the end.

2:10pm **Closing Remarks**

Bradley Anderson (he/him), District Director, EEOC Birmingham District Office

2:15pm **Adjourn**

**REGISTRATION FEE: \$145.00 per person**

**ENROLL HERE: [Birmingham PRIDE Workshop](#)**

**CREDITS:**

HRCI – This program has been submitted to the HR Certification Institute for review.

SHRM – submitted for approval

CLE – seeking credits for AL, FL, MS, and TX.

This workshop has been approved for Federal Counselor or Investigator Refresher credits (2 hours).



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### PRESENTER BIOGRAPHIES



**Bradley A. Anderson (he/him), District Director, EEOC Birmingham District Office**

Bradley A. Anderson has devoted his professional career to serving and protecting worker rights. He has served as the Birmingham District Director of the U.S. Equal Employment Opportunity Commission (EEOC) since June 2018. The Birmingham District has jurisdiction over Alabama, Mississippi (except 17 northern counties) and the Florida Panhandle. Mr. Anderson is responsible for the District's enforcement, mediation, litigation, and outreach programs. Under his leadership, the District found over 2,600 instances of discrimination and recovered more than \$47 million in total financials for nearly 21,800 victims of discrimination.

Prior to joining EEOC, Mr. Anderson served at the U.S. Department of Labor, OFCCP from 1995–2018. From 2012–2018, he led the largest region (Midwest) in OFCCP to enforce equal employment and affirmative action laws for companies doing business with the federal government. Under his leadership, the Midwest Region negotiated nearly 70 discrimination settlements valued at approximately \$48 million in total financials for more than 40,000 victims of employment discrimination.

Mr. Anderson graduated from Illinois Wesleyan University in 1991 with a double major in Business Administration and Spanish. Mr. Anderson served two years in the U.S. Peace Corps as a Small Business Development Volunteer in Nicaragua.



**Gina Duncan (she/her), Development Leader Central Florida, Equality Florida, Floral City, FL**

Gina Duncan was a corporate leader in the Mortgage Banking industry in Florida for over 30 years. Ms. Duncan served in leadership roles with the Human Rights Campaign and the LGBTQ Chamber of Commerce in Central Florida, the PRIDE Chamber. Ms. Duncan was the first elected transgender President of a major Chamber of Commerce in the United States. Ms. Duncan served as the state Director of Equality Florida's Transgender Inclusion Initiative, TransAction Florida, from 2014 to 2021. Ms. Duncan oversaw a statewide movement comprised of a 1,200+ person advocacy network and led by the TransAction Florida Advisory Council, advocating for transgender rights and protections through public policy, advocacy, and educational efforts statewide and now serves as Equality Florida's Central Florida Development Officer.

Ms. Duncan was chosen as one of the 100 LGBT Movers and Shakers in Florida (2015), has received the Equality Florida Lifetime Achievement Award (2021), Orlando LGBT Center's Trail Blazer Award (2017), the Diversity Champion's Award by the Florida Diversity Council (2016), the Debbie Simmons Community Excellence Award at Come Out with Pride in 2018, and the Pride Chamber's prestigious Community Champion of the Year, 2019. Ms. Duncan has been featured on the cover of Orlando Weekly, Watermark and Florida Trend magazines.

Terri Peters  
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teri.peters@eoc.gov



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### **Aaron Konopasky (he/him), Senior Attorney Advisor, Office of Legal Counsel, EEOC, Washington, DC**

Aaron Konopasky is a Senior Attorney Advisor in the Title VII Policy Division at the U.S. Equal Employment Opportunity Commission (EEOC) headquarters in Washington, D.C., where he assists the Commission in interpreting and applying federal employment discrimination laws. Dr. Konopasky has served at the EEOC for 14 years and has participated in the development of regulations under the Americans with Disabilities Act of 1990 (ADA), the Age Discrimination in Employment Act of 1967 (ADEA), and the Rehabilitation Act of 1973, as well as numerous policy documents and other Commission publications. Prior to joining the Commission Dr. Konopasky earned a J.D. from Stanford Law School and a Ph.D. from Princeton University.



### **Jason McCarty (he/they), Executive Director, Capital City Pride, Jackson, MS**

Jason McCarty is the Executive Director of Capital City Pride and is a Public Engagement Consultant. Mr. McCarty serves on the American Red Cross NW Chapter, Growing up Knowing, MS HIV Planning Council, a 2022 Leadership Jackson Fellow and was the Co-Founder of The Mississippi Positive Network.

Mr. McCarty is a national advocate for Mississippians living with HIV and represents Mississippi on the LGBTQ+ Engagement Committee under the Office of Public Engagement for the White House. Mr. McCarty served on the Grace House of MS Board of Directors and is a founding board member of the Pearl Community Theatre. Mr. McCarty was the first openly gay candidate for the Mississippi Legislature and is a member of St. James Episcopal Church. Mr. McCarty resides in Jackson, MS with his two one-year old Shih Tzus!



### **Molly Powell (she/her/hers), Acting Special Assistant to the Director of the Office for Civil Rights, Diversity & Inclusion, EEOC, Washington D.C., EEOC National PRIDE Board Member**

Molly Powell is the Acting Special Assistant to the Director of the Office for Civil Rights, Diversity & Inclusion at the U.S. Equal Employment Opportunity Commission. Ms. Powell is a graduate of the University of Washington, and the University of Virginia School of Law. Prior to holding the position of Administrative Judge, she served the EEOC as a Senior Trial Attorney. Ms. Powell is a Board Member of the EEOC's national PRIDE employee organization and volunteers at QLAW's monthly legal clinics for low-income LGBTQ individuals in King County.

Ms. Powell previously served on the Board of MAMA Seattle and Washington Initiative for Diversity (WID) and is a Fellow of the Washington State Bar Association's Leadership Institute. Ms. Powell has presented anti-harassment, anti-discrimination, and ADA trainings throughout the Northwest and nationwide. Ms. Powell enjoys baking, hiking, and swimming with her husband and three kids.

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### **Linda Sales-Long (she/her), Deputy District Director, EEOC Birmingham District Office**

Linda Sales-Long joined the U.S. Equal Employment Opportunity Commission (EEOC) as the Deputy Director of the Birmingham District Office in January 2015. During her tenure at the EEOC, Ms. Sales-Long has served as the Acting ADR Coordinator of the Birmingham District and most recently as the Acting District Director of the Dallas District of the Equal Employment Opportunity Commission.

Ms. Sales-Long has a long career in employment law. Prior to her appointment as Birmingham District Deputy Director, she held various positions with the Tennessee Valley Authority (TVA) and started her career as an attorney in the Office of the General Counsel. Ms. Sales-Long represented TVA management in Administrative and Federal District Court cases. During her TVA tenure, Ms. Sales-Long served as the Director of Equal Opportunity Compliance (EOC), the Senior Program Manager of Human Resource Policies, and the Senior Project Manager of Internal Compliance at TVA.

Ms. Sales-Long is a graduate of the George C. Taylor School of Law at the University of Tennessee at Knoxville and completed the Learning Management for Accelerated Performers (LMAP) through Vanderbilt University where she earned a certification in Leadership.

Terri Peters  
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[teri.peters@eoc.gov](mailto:teri.peters@eoc.gov)