

Littler Launches Affirmative Action 360 Tool

Littler, the world's largest employment and labor law practice representing management, announced the launch of Littler Affirmative Action 360. The solution combines proprietary technology and experienced attorney insights to help employers develop affirmative action plans that ensure regulatory compliance and guide efforts to promote inclusion, equity and diversity (IE&D) in the workplace.

Littler's new solution provides a comprehensive approach to compliance with Office of Federal Contract Compliance Programs (OFCCP) affirmative action program requirements, from developing an initial strategy, to collecting and analyzing data, to finalizing a plan that can withstand an OFCCP audit. The solution also helps drive stronger IE&D programs by uncovering actionable insights into the diversity of the organization's workforce and its recruiting practices.

Here's how it works:

Consultation: Littler attorneys draw on their extensive experience in employment laws unique to government contractors to determine which of an organization's entities are subject to OFCCP jurisdiction. A strategy is then developed to help prepare or revamp an affirmative action program to align not only with federal regulations, but also with the specific needs of the organization – all in a privileged context.

Data Collection Review: Through a secure extranet, Littler's analytics team collects all data relevant to the organization's affirmative action plan and cross-checks it for gaps or inconsistencies.

Real-Time Analysis: Attorneys analyze the data using Littler's proprietary tool and showcase the findings in real time

through an easy-to-understand visual dashboard, demonstrating the impact of certain adjustments (e.g., to census coding and recruitment practices) on key metrics, including utilization goals, and on the overall affirmative action report.

Finalize the Plan: Having undergone a comprehensive real-time analysis, Littler attorneys finalize the affirmative action plan, ensuring compliance with OFCCP's regulatory requirements, providing new insights into the diversity of the organization's workforce, and helping set priorities for the coming year.

Littler Affirmative Action 360 expands the firm's suite of innovative and practical resources offered to employers. The firm's Service Solutions – including the Littler Pay Equity Assessment (a technology tool for conducting audits and guiding legal strategy), Littler onDemand (a data-driven solution for employment law advice and counsel), Littler CaseSmart® (the firm's approach to efficiently managing employment litigation) and the Littler Restructuring Assessment Solution (a resource for employers making workforce restructuring decisions) – are designed to provide clients with efficient legal counsel, help shape legal and compliance strategies, and spot trends that can inform critical business decisions.