

Littler AI Summit



The Legal Landscape of AI-Driven Human Resource Decisions

The Westin Washington, D.C. City Center

September 28, 2022

6:30 p.m. – 8:30 p.m. | Welcome Reception

September 29, 2022

8:00 a.m. – 8:30 a.m. | Registration & Breakfast

8:30 a.m. – 8:45 a.m. | Welcoming Remarks

In the more than a decade since corporations began engaging with the concept, the use of AI to streamline and support HR processes has become mainstream. This lively micro-session will provide a roadmap for the day's discussions.

Speaker:

Marko J. Mrkonich, Shareholder, Minneapolis, MN

8:45 a.m. – 9:45 a.m. | Why AI Matters

AI and other algorithm-driven software tools represent a game-changing value proposition within HR. From resume screening and skills assessment to performance measurement and workforce analytics, these tools promise to automate and enhance a panoply of HR functions, delivering bottom-line results. Join this panel to discuss the whys, whats, and hows of adopting AI technology to uplift your HR function.

Speakers:

Heather Gatewood, Senior Counsel, ManpowerGroup

Chris Gokturk, Principal, Tysons Corner, VA

Niloy Ray, Shareholder, Minneapolis, MN

9:45 a.m. – 10:00 a.m. | Break

10:00 a.m. – 11:00 a.m. | Beyond Title VII: Other Key Sources of AI Risk for Employers

Algorithmic bias and Title VII disparate-impact concerns are not the only sources of risk when using AI tools to assist with HR functions. As this panel explains, there are equally important (and fundamental) considerations with respect to accessibility, equity, privacy, and global compliance when deploying computerized software to support or replace traditional in-person business functions across the employment lifecycle.

Speakers:

Yasmine Andrawis, Senior EEO/AA Compliance Manager, Amazon.com, Inc.

Zoe M. Argento, Shareholder, Denver, CO

Alyesha A. Dotson, Shareholder, Seattle, WA

Alice H. Wang, Associate, San Francisco, CA

11:00 a.m. – 11:15 a.m. | Break

11:15 a.m. – 12:45 p.m. | Lunch & Keynote Conversation: AI – The Promise & The Peril

Speakers:

James A. Paretti, Jr., Shareholder, Washington, DC

Professor Michael Selmi, Foundation Professor of Law, Sandra Day O'Connor College of Law, Arizona State University

12:45 p.m. – 1:00 p.m. | Break

1:00 p.m. – 2:00 p.m. | AI Legislation and Enforcement: What's New and What's Next

From NYC to California – and numerous state and local jurisdictions in between – legislators are crafting a varied set of laws to address the perceived risk of employment-focused AI tools, while agencies as diverse as the EEOC, the FTC and the DOJ are issuing guidance, strategies and straight-up warnings to companies who use these tools. But have no fear! This session will summarize the incipient rules, regulations and recommendations, giving you the necessary framework to identify and address emerging areas of risk within your organization.

Speakers:

Allan G. King, Special Counsel, Austin, TX

James A. Paretti, Jr., Shareholder, Washington, DC

Keith Sonderling, Commissioner, EEOC

2:00 p.m. – 2:15 p.m. | Break

2:15 p.m. – 3:15 p.m. | Where Do We Go from Here – Tips and Takeaways

The employment law questions, risks, and compliance challenges surrounding employment-focused AI tools can seem to be developing at warp speed for the organizations using these tools to assist their HR processes. In this session, panelists will walk through some of the common practical and legal issues employers should consider before deploying or adopting employment-focused AI tools.

Speakers:

Lisa Cooney, Senior Vice President, General Counsel & Corporate Secretary, Day & Zimmermann

Niloy Ray, Shareholder, Minneapolis, MN

Britney Noelle Torres, Shareholder, Sacramento, CA

Joshua C. Vaughn, Shareholder, Pittsburgh, PA

3:15 p.m. – 3:30 p.m. | The Future of the Future & Closing Remarks

We'll look into our crystal ball and provide predictions for the major practical and legal considerations employers can anticipate in the next wave of innovation taking place at the intersection of technology, artificial intelligence, and HR processes.

Speakers:

Marko J. Mrkonich, Shareholder, Minneapolis, MN

Terrence H. Murphy, Special Counsel, Pittsburgh, PA