

DE Masterclass: Employment Law Roundtable Series

Non-binary Reporting, Data Use & Data Protection



Jocelyn Samuels

Vice Chair, Equal Employment Opportunity to Commission (EEOC)

Jocelyn Samuels was designated by President Biden as Vice Chair of the Equal Employment Opportunity Commission (EEOC) on January 20, 2021. She joined the EEOC as a Commissioner on October 14, 2020, and on July 14, 2021, was confirmed for a second term ending in 2026.

Immediately prior to joining the Commission, Vice Chair Samuels served as the Executive Director and Roberta A. Conroy Scholar of Law at the Williams Institute at the UCLA School of Law, focusing on legal and social science research on issues related to sexual and gender minorities. From August 2014 through January 2017, she was the Director of the Office for Civil Rights at the U.S. Department of Health & Human Services, where she oversaw civil rights enforcement with respect to hospitals, healthcare providers, insurers, and human services agencies. In that role, she spearheaded development of regulations implementing Section 1557 of the Affordable Care Act—the first broad-based federal law to prohibit sex discrimination in healthcare. Among other advances, those groundbreaking regulations protected LGBTQ persons from discrimination based on sex stereotyping and gender identity.

Earlier in the Obama Administration, Vice Chair Samuels served as Acting Assistant Attorney General for Civil Rights at the U.S. Department of Justice and held other positions as a political appointee within the DOJ Civil Rights Division. There, she directly supervised litigation combating

discrimination in employment and education and oversaw work across a range of civil rights issues, including voting rights, systemic reform of police departments, housing discrimination, prosecution of hate crimes, and protections for individuals with disabilities.

Prior to joining the Obama Administration, Vice Chair Samuels was the Vice President for Education & Employment at the National Women's Law Center, where she led efforts to promote gender equality. Among other accomplishments there, she spearheaded the campaign that led to enactment of the Lilly Ledbetter Fair Pay Act, the first bill signed into law by President Obama. She had previously served as Labor Counsel to Senator Edward M. Kennedy and spent ten years as a senior policy attorney in the Office of Legal Counsel at the EEOC.

Vice Chair Samuels earned her bachelor's degree magna cum laude with Phi Beta Kappa honors from Middlebury College. She is a graduate of Columbia University Law School where she was a Note Editor for The Columbia Law Review and a Harlan Fiske Stone Scholar.



Rev. Emma Chattin

Executive Director of the TransGender Education Association of Greater Washington DC (TGEA)

Emma Chattin is the Executive Director of the TransGender Education Association of Greater Washington DC (TGEA), whose mission is to support trans and gender expansive individuals, their Friends, Family, and Allies, and the communities in which they live and work. An ordained minister, Emma also serves as the senior pastor of the Metropolitan Community Church of Northern Virginia (MCC NoVA), a community for all people- no exceptions, no kidding. She is also a founding co-facilitator of several support and community building groups for the Trans and Gender Expansive communities, including Parents of Trans-youth, Trans & Gender Expansive Tweens & Teens, as well as Spouses of Individuals in Gender Transition. She lives in Northern Virginia with Heather, her wife of 25 years.

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**Mikey Meagher**

Manager, Diversity, Equity & Inclusion Strategies, DirectEmployers Association

Mikey Meagher is a Manager of Diversity, Equity, and Inclusion Strategies focused on fostering relationships with veteran and diversity organizations to promote workforce inclusivity. Mikey began her career recruiting within the IT industry, which made her transition to DirectEmployers partnership team a natural progression as relationship-building and strong communication are core components of both. Within her current role, Mikey works to facilitate conversations between Members and existing partners and provide outreach resources to both parties, as well as identify, develop, and promote new local and national level partnerships. Mikey holds a Bachelor of Science Degree in Criminology from University of Florida, a Master's Degree in Organization Leadership from Jacksonville University, and is a certified Windmills Trainer and Diversity, Equity & Inclusion professional.

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**Candee Chambers, SPHR, SHRM-SCP, SR. CAAP**

Executive Director, DirectEmployers Association

Candee Chambers joined the association in 2013 and currently serves as the Executive Director of DirectEmployers and CEO for the organization's wholly-owned subsidiary, Recruit Rooster. She is responsible for leading a team of over 80 people from eight departments and the continual development of the OFCCP compliance and recruitment marketing solutions for Members of the Association. As a passionate advocate for HR practitioners and the compliance challenges they face as government contractors, Candee previously served as the Association's VP of Compliance and Partnerships. In this role, she oversaw the creation of strategic partnerships with a multitude of organizations and managed the relationship with the National Association of State Workforce



Agencies (NASWA), which includes the joint-initiative National Labor Exchange (NLx). In addition to her daily responsibilities, Candee also regularly guides Members and continues to speak extensively across the United States on compliance matters related to Affirmative Action regulations, plan development, outreach responsibilities, and employee selection, while also working to develop and provide training to HR compliance and staffing professionals on all areas of affirmative action compliance.

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Shannon Offord

VP, Strategic Partnerships, DirectEmployers Association

Shannon Offord is the VP of Strategic Partnerships and Alliances at DirectEmployers Association. With over 24 years of experience in the HR and online recruitment industry, Shannon uses his industry knowledge to build and maintain relationships with the Association's bevy of recruitment, veteran, disability, government, and diversity-focused partners. Along with his dedicated team, Shannon manages the relationship with the National Association of State Workforce Agencies (NASWA), and co-manages the National Labor Exchange (NLx)—the nation's first electronic labor exchange developed as a collaborative effort between employers and state workforce agencies. In addition to his responsibilities at DirectEmployers, he also serves on the Board of Directors of Corporate America Supports You (CASY), a nonprofit organization focused on veteran recruitment, and is on the Advisory Council of Youth Opportunity Foundation, a nonprofit that helps vulnerable young people turn into productive adults. Prior to joining DE in 2006, Shannon worked for Monster Worldwide as a Senior Internet Recruitment Consultant where he assisted Fortune 2000 companies with building online recruitment strategies. Shannon takes pride in his past experience recruiting and training recruiters on sourcing and cold calling techniques. In 2022 he was named one of the Top 100 Most Influential Thought Leaders, by TATech. Shannon holds a Bachelor of Arts degree in Communications and Public Relations from Anderson University. While in college he also spent a semester abroad in Londonderry, Northern Ireland studying Conflict Resolution at the University of Ulster.



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