



DirectEmployers  
Association

# HOUSEKEEPING TIPS

- If you have Webex issues, please email [kacie@directemployers.org](mailto:kacie@directemployers.org)
- If you are having trouble with the audio broadcast on your computer, you may call in by phone. Click the “Request Phone” button on your event panel and wait for the event host to approve your request.
- Questions can be asked using the Q&A panel and will be read aloud at the end of the session.
- Today’s webinar is being recorded and will be sent via email within a few days.
- Don’t forget to complete the post-event survey at the end of the webinar!

**Last but not least...**

**Use #DEchat to tweet during the event!**





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**INTRODUCING:**

**Taapestry by  
DirectEmployers**

October 15, 2019



## Topics

- I. What is Taapestry by DirectEmployers?
- II. What Services Does Taapestry Provide?
- III. The Taapestry Team
- IV. What will I Get with the Taapestry AAP?
- V. Why Should I Consider Taapestry by DirectEmployers?



# What is Taapestry by DirectEmployers?

- A weaving together of several components of the EEO/AAP compliance fabric to form a whole that is designed to support a company's compliance program
- Taapestry is designed to be a **one-stop shop** for meeting a company's needs in EEO/AA compliance



# What Services Does Taapestry Provide?

- Affirmative Action Plan Design and Development
- OFCCP Audit Support
- AAP/EEO Advice and Consulting
- Filing the EEO-1 and VETS-4212 Reports
- EEO/AAP Training
- EEO Disparity Analyses for employment selection processes and compensation



# The Taapestry Team

- Newest Staff Members
  - Tony Perkins: HR/EEO Staff Professional, Attorney, Consultant
  - Justin Perkins: AAP Developer, AAP Software Testing, Computer Science Technician
- Current Staff Members
  - Candee Chambers: DE Executive Director, Extensive Experience in HR/EEO/AAP Compliance in the corporate sector
  - John Fox: Attorney, Extensive Experience in EEO/AAP Counseling and Litigation
- Other Staff – to be added as program grows and expands

# What Will I Get with the Tapestry AAP?

- Complete AAPs containing all required narrative statements, reports, analyses, and data metrics for Executive Order 11246 (Minorities and Women), The Rehabilitation Act of 1973 (Individuals with Disabilities), and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA)(Protected Veterans) regulations
- Supplemental Reports
  - Census Availability Analysis
  - Availability Analysis for Minority Groups
  - Incumbency to Availability Analysis for Minority Groups
  - Employment Selection Disparity Analyses
  - Compensation Evaluation Comparing Average Pay by Job Title Between Groups
- Executive Summary



# Why Should I Consider Tapestry by DirectEmployers?

- DE History, Expertise, and Customer Service
- Staff Technical Expertise
- Unique program joining together major compliance programs:
  - Mandatory Job Listing
  - Recruitment site design for accessibility
  - AAPs (minorities, women, disability, protected veterans)



# The Taapestry Team



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# Questions?