



## Chris Gokturk

Principal

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## Focus Areas

Affirmative Action/OFCCP Compliance  
Workplace Policy Institute  
Robotics, Artificial Intelligence (AI) and Automation  
Inclusion, Equity and Diversity

## Overview

Chris Gokturk assists companies in understanding and mitigating their affirmative action and systemic discrimination risks, particularly in the areas of talent acquisition, compensation, performance management, as well as workforce planning and restructuring.

Chris has more than 20 years of professional experience in compliance, enterprise risk management, and statistics. She has helped clients across all major industry groups develop, implement, and defend compliant affirmative action programs.

Chris provides a broad array of services, including:

- Preparing fully compliant, data-driven affirmative action programs
- Managing all phases of the Labor Department's Office of Federal Contract Compliance Programs (OFCCP) compliance evaluation process
- Conducting rigorous self-critical analyses of compensation data
- Designing and executing statistical analyses of employment transactions data
- Developing legally defensible diversity and inclusion metrics
- Assessing organizational compliance with talent acquisition requirements
- Assisting in implementation of applicant tracking and HRIS systems
- Conducting risk assessments in all areas related to human resources and compliance

- Preparing and evaluating diversity metrics

She is a frequent speaker and trainer on pay equity and the requirements enforced by the OFCCP. In addition to her practice, Chris is also an active participant in Littler's Diversity Group.

*\* Chris is a non-attorney Principal with the firm.*

## Education

B.S., West Georgia College

## Publications & Press

### **New OFCCP Directive Increases Employer Burden in Compliance Review Process**

*Littler Insight*

April 5, 2022

### **EEOC Increases Focus on Artificial Intelligence and Algorithmic Fairness**

*Littler ASAP*

November 15, 2021

### **OFCCP Has Fresh Chance to Improve Diversity, Compensation Enforcement**

*Bloomberg Law*

February 10, 2021

### **EEOC Data Tool Provides User-Friendly Access to Workplace Demographic Data that Could Prove Useful for Diversity Initiatives**

*Littler ASAP*

December 8, 2020

### **California Provides Additional Guidance on Employee Pay Data Reporting**

*Littler ASAP*

November 25, 2020

### **OFCCP Issues Final Rule Outlining Procedures for Resolving Employment Discrimination**

*Littler Insight*

November 11, 2020

**California Offers Limited Guidance on New Pay Data Reporting Requirements; Further Guidance Expected**

*Littler ASAP*

November 3, 2020

**Agencies, Contractors Suspend Diversity Training To Avoid Violating Trump Order**

*American University Radio (WAMU 88.5)*

October 30, 2020

**OFCCP Releases FAQs on Diversity and Inclusion Executive Order**

*Littler ASAP*

October 7, 2020

**OFCCP Announces FY 2020 Audit Schedule**

*Littler Insight*

September 23, 2020

**Texas, NY Top List of States With Most Harassment Charges**

*Bloomberg Law*

April 10, 2019

**Littler Adds Chris Gokturk in Northern Virginia**

February 26, 2019

**Speaking Engagements**

**A Practical Primer on Inclusion, Equity & Diversity Programs**

Littler Executive Employer Conference

May 4, 2022

**Federal Contractor Roundtable**

Littler Executive Employer Conference

May 4, 2022

**OFCCP's New Registration and Certification Requirements**

April 6, 2022

**OFCCP's New Registration and Certification Requirements**

February 15, 2022

**California Mandates Employee Pay Reporting by March 31**

February 12, 2021

**EEO-1 Reporting: Get Ready for Double Filing**

November 13, 2020

**Tyson's Corner Fall Mini Series: Service Contract Act and OFCCP Review**

Tyson's Corner, VA

October 28, 2020

**Littler's Women's Leadership Initiative Open Forum**

August 6, 2020

**How AI and Technology are Changing the Talent Acquisition World**

Tyson's Corner, VA

October 16, 2019

**Government Contractor Update | An Energized OFCCP Changes Compliance Requirements and Enforcement Standards**

Tyson's Corner, VA

August 20, 2019

**EEO-1 Component 2 Reporting: What You Need to Know and How to Get It Done**

July 19, 2019

**Attention Government Contractors: OFCCP Update**

2019 Mid-Atlantic Employer Conference, Bethesda, MD

June 7, 2019