



## Chris Gokturk

Executive Director, Federal Compliance and Reporting

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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.

*\* Not acting in the capacity of an attorney.*

## Education

B.S., West Georgia College

## Publications & Press

### **Questions Answered for Completing EEO-1 Reports**

*SHRM Online*

November 3, 2023

### **OFCCP Preparing to Scrutinize Federal Contractors' Use of AI Hiring Tools and Other Technology-based Selection Procedures**

*Littler ASAP*

September 7, 2023

### **2022 EEO-1 Reporting Period Will Open on October 31, 2023**

*Littler ASAP*

September 5, 2023

### **OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors**

*Littler ASAP*

January 23, 2023

### **The Institute for Workplace Equality, Artificial Intelligence Technical Advisory Committee**

*AI-TAC Report*

December 21, 2022

### **New AI Training Requirement for Certain Federal Government Employees**

*Littler ASAP*

November 14, 2022

**OFCCP Revises Compensation Analysis Directive But Leaves Questions About Documentation Created Under Attorney-Client Privilege**

*Little Insight*

August 19, 2022

**OFCCP Identifies 400 Supply & Service Contractor Establishments to be Audited Beginning in June**

*Little ASAP*

May 31, 2022

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

*Little Insight*

April 5, 2022

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

*Little 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**

*Little ASAP*

December 8, 2020

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

*Little ASAP*

November 25, 2020

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

*Little Insight*

November 11, 2020

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

*Little 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**

*Little ASAP*

October 7, 2020

**OFCCP Announces FY 2020 Audit Schedule**

*Little Insight*

September 23, 2020

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

*Bloomberg Law*

April 10, 2019

**Little Adds Chris Gokturk in Northern Virginia**

February 26, 2019

**Speaking Engagements**

**2023 Little AI Summit**

Washington, DC

September 21, 2023

**Federal Level Efforts to Regulate AI in HR Decision-Making**

July 27, 2023

**California Pay Data Reporting: What You Need to Get Your Workforce Data Submitted**

February 13, 2023

**New California Law Will Set Groundbreaking Pay Transparency & Reporting Requirements**

December 6, 2022

**A.I. in HR - Staying Ahead of the Curve**

A.I. in HR - Staying Ahead of the Curve, Atlanta, GA

October 27, 2022

**Session Two: The Current Legislative and Regulatory Framework Governing the Use of AI Tools in HR Decisions**

October 13, 2022

**Little AI Summit**

Washington, DC

September 28, 2022

**Multi-State Madness: Navigating State Laws on Hiring, Pay, and More**

September 26, 2022

**2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022

**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