



Chris Gokturk

Executive Director, Federal Compliance and Reporting

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Practice Areas

AI and Technology
Inclusion, Equity and Diversity
Government Contracting

Overview

With over 20 years of professional experience, Chris Gokturk is a recognized resource in affirmative action, systemic discrimination risk mitigation, and workforce analytics. She has partnered with clients across all major industries to monitor and optimize their compensation systems, selection processes, and workforce strategies. Chris concentrates on providing tailored solutions to help organizations navigate complex compliance requirements and foster equitable workplace practices. Her comprehensive range of services includes:

- Pay equity: Conducting rigorous, self-critical analyses of compensation data to ensure compliance with U.S. and global pay equity requirements
- Statistical analysis: Designing and executing statistical analyses of employment transaction data to identify and mitigate risks related to systemic discrimination
- Workforce analytics: Developing and analyzing workforce analytics across the employee lifecycle to support data-driven decision making and improve organizational outcomes
- Talent acquisition compliance: Assessing organizational compliance with talent acquisition requirements to align with legal and regulatory standards
- HR technology implementation: Assisting in the implementation of applicant tracking systems (ATS) and human resource information systems (HRIS) to enhance operational efficiency and compliance
- Risk assessments: Conducting comprehensive risk assessments in all areas related to human resources and compliance to proactively address potential issues
- Affirmative action plans: Designing and developing fully compliant affirmative action plans for individuals with disabilities and veterans to include all required metrics

Chris's extensive experience, data-driven approach, and commitment to fostering equitable workplace practices make her a trusted advisor for organizations seeking to enhance their workforce strategies and ensure compliance with evolving legal standards.

She is a frequent speaker and trainer on pay equity and talent acquisition process. 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

Further Clarity on the German Pay Transparency Act: Top Earners as Suitable Comparators

Littler ASAP

December 9, 2025

Changes Are in Store for California Pay Data Reporting, Pay Transparency, and Pay Equity Requirements

Littler ASAP

October 14, 2025

Trump Administration Moves to Eliminate Federal Government's Use of Disparate Impact Theory Liability

Littler ASAP

April 24, 2025

EEOC Requests OMB Approval for 2024 EEO-1 Reporting Cycle and Updates to Form 462

Littler ASAP

April 24, 2025

Will California's Pay Data Reports Get a New Look Next Year?

SHRM

March 21, 2025

Will California Pay Data Reports Get a New Look in 2026?

Littler ASAP

March 10, 2025

OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors

Littler ASAP

June 7, 2024

OMB Announces New Agency Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity

Littler ASAP

April 1, 2024

California Civil Rights Department Issues Clarifications on California Pay Data Reports

Littler ASAP

February 23, 2024

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

Littler ASAP

August 19, 2022

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

Littler ASAP

May 31, 2022

New OFCCP Directive Increases Employer Burden in Compliance Review Process

Littler ASAP

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 ASAP

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 ASAP

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

Events & Speaking Engagements

2026 Mid-Atlantic Regional Employer Conference

Washington, DC

June 12, 2026

Mission Possible: Conquering California Pay Data Season

February 13, 2026

The Current IE&D Landscape: Legal Trends and Practical Strategies

Tysons Corner, VA

November 12, 2025

The EU Pay Transparency Directive: Practical Answers to Employers' Burning Questions

October 14, 2025

California Pay Data: Because Who Doesn't Love a Good Spreadsheet

February 19, 2025

2024 Littler AI Summit

Washington, DC

September 23, 2024

Rolling the Dice on Hiring: Unmasking Employment Bias Through Casino-Style Odds

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Federal Contractor Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Pay Data Reporting: California's Rule-Riddled Rollercoaster of Numbers

March 7, 2024

The Pay Data Reporting Extravaganza: California’s Rule-Riddled Rollercoaster of Numbers

February 22, 2024

2023 Littler AI Summit

Washington, DC

September 21, 2023

Federal Level Efforts to Regulate AI in HR Decision-Making

July 27, 2023

Federal Contractor Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Inclusion, Equity & Diversity 2.0 – A Panoramic View and Update of IE&D's Hot Issues

Littler Executive Employer Conference, Phoenix, AZ

May 10, 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

Littler 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