



Laura A. Mitchell

Principal
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Practices

Affirmative Action
Compliance and OFCCP
Defense

Services

Pay Equity

Industries

Government Contractors
Healthcare
Technology

Education

University of Denver Sturm
College of Law
J.D., 2005
Order of St. Ives

University of Colorado
B.A., 1999
summa cum laude

Admitted to Practice

- 10th Circuit Court of Appeals, 2008
- Colorado - D. Colo., 2006
- Colorado, 2005

Laura A. Mitchell partners with her clients to build pay equity programs that benefit employees and create a stable, high-functioning workplace. A member of the firm's Pay Equity group, Laura enjoys counseling companies on the development of proactive and equitable pay practices.

In Laura's version of the reimagined workplace, pay equity would be the rule rather than the exception nationwide and she works with companies across all industries—both new and well-established multi-national organizations of all sizes—to realize this vision for her client's ongoing success. She helps clients understand all issues across the spectrum of their pay equity journey, helping to establish regular annual pay equity analyses as well as counseling organizations on implementation and compliance with government contractor obligations. Committed to putting her client's organization goals first and foremost, Laura views herself as an extension of her client's team responsible for providing proactive guidance and engaging in transparent, ongoing communication.

Laura also represents companies in OFCCP matters, preparing for and defending OFCCP audits, and counseling employers on issues stemming from OFCCP regulations. She personally oversees the development of hundreds of Affirmative Action Plans for clients each year and is intimately involved in the defense of OFCCP audits. Her approach to compliance is one of facilitation and conciliation while simultaneously advocating in the best interests of her clients.

Laura loves data and how it can help clients make informed, responsible decisions. For example, she uses her experience with hiring, promotion and termination data analytics to counsel clients on the development and execution of diversity and inclusion programs.

Laura is the editor and a principal contributor of The Affirmative Action Law Advisor blog and presents on pay equity, affirmative action compliance, OFCCP enforcement trends, and government contractor obligations.

When not pouring over spreadsheets and regression analyses, Laura enjoys spending time with her two children, baking for her family and friends and exploring her new-found love of biking.

Honors and Recognitions

- *The Best Lawyers in America*®, "Litigation - Labor and Employment" (2021)
- *JD Supra Readers' Choice Awards*, "Top Author" (2017-2020)

Professional Associations and Activities

- Colorado Bar Association

Speeches

- “Colorado Equal Pay for Equal Work Update,” Hospitality Human Resources Association (HHRA) (Denver, CO, October 2020) (presenter)
- Special Briefing: Executive Order 13950: Combating Race & Sex Stereotyping, The Institute for Workplace Equality (October 2020) (co-presenter)
- 2020 Fundamentals of Affirmative Action Plans: EEO Basics and Compliance Obligations, The Institute for Workplace Equality (October 2020) (presenter)
- “What Other Regulations and Laws Impact Your Compliance Obligations,” National Industry Liaison Group (Virtual Conference, August 2020) (presenter)
- “Major Issues of EEO Law,” American Association for Access, Equity and Diversity (AAAED) (PDTI Training, August 2020) (co-presenter)
- Reopening the Workplace: Evaluating compensation decisions: what roles do pay adjustments and furloughs play? The Institute for Workplace Equality (July 2020) (co-presenter)
- Reopening the Workplace: How to handle employees who refuse to return to work, The Institute for Workplace Equality (June 2020) (co-presenter)
- Diversity and Inclusion Series Session 2: Developing and Implementing Diversity Metrics Program, The Institute for Workplace Equality (June 2020) (co-presenter)
- Diversity and Inclusion Series Session 1: Setting the Stage for Diversity Metrics and Programming Efforts, The Institute for Workplace Equality (June 2020) (co-presenter)
- Paid Leave Requirements During the COVID-19 Pandemic, The Institute for Workplace Equality (June 2020) (co-presenter)
- Affirmative Action Compliance Update, Lorman Education Services (May 2020) (presenter)
- Conference on Higher Education, The Institute for Workplace Equality (Miami, FL February 2020) (co-presenter)
- “A New Era of OFCCP Audits: The Focused Review,” National Industry Liaison Group (Webinar, November 2019) (presenter)
- Defining Terms Related to the Pay Gap, Institute for Workplace Equality (October 2019) (Co-Presenter)
- Promotions: How do we define? How do we analyze?, Institute for Workplace Equality (October 2019) (Co-Presenter)
- Independent Contractor Status, Institute for Workplace Equality (October 2019) (Co-Presenter)
- “A New Era of OFCCP Audits: The Focused Review,” HR Southwest Conference (Ft. Worth, TX, October 2019) (presenter)
- “The Intersection Between Diversity and Affirmative Action: An Eye Opener,” HR Southwest Conference (Ft. Worth, TX, October 2019) (presenter)
- “Understanding Pay Equity,” 2019 Physician and APP Compensation Workshop (Denver, CO, October 2019) (presenter)
- “Colorado’s New Equal Pay Act – Are You Ready?,” Hospitality Human Resources Association (Denver, CO, September 2019) (presenter)
- “Opening Your Eyes Through Your Affirmative Action Data: Another View of Diversity and Inclusion,” American Association for Access, Equity and Diversity (AAAED) (Indianapolis, IN, August 2019) (presenter)
- “Pay Equity and the Pressures Facing Companies to conduct Compensation and Analyses,” Kansas City Missouri Bar Association (KCMBA) (Kansas City, MO, June 2019) (co-presenter)
- “Drinking from a Fire Hose: OFCCP/EEOC Updates,” Kansas City Industry Liaison Group (Overland Park, KS, May 2019) (co-presenter)

- “State Compensation Laws: Conducting Self-Audits and Analysis,” Institute for Workplace Equality (Falls Church, VA May 2019) (co-presenter)
- “Making and Messaging Pay Adjustments,” Institute for Workplace Equality (Falls Church, VA May 2019) (co-presenter)
- “Pay Equity in the Public Eye: Why Pay Equity Remains a Major Concern for Employers,” Association of Corporate Counsel (ACC) (Webinar, April 2019) (co-presenter)