

Laura A. Mitchell



Principal
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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 poring 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.