



Strategies for Mediating Complex Employment Disputes

October 22, 2025 | 3:50-4:50 pm (Eastern)

2025 Advanced Mediation & Advocacy Skills Institute

Speakers



Phyllis W. Cheng, Esq.
ADR Services, Inc.
Los Angeles



Brenda D. Pryor, Esq.
Federal Mediation & Conciliation Services
Chicago



Kevin White, Esq.
Hunton Andrews Kurth LLP
Houston & Washington, DC



Felicia Harris Hoss, Esq.
Harris Hoss PLLC
Houston

Learning Objectives

- Understand the impact of recent legislation on employment mediation processes and state-level enforcement.
- Develop skills to navigate generational differences and enhance communication among decision-makers.
- Learn effective strategies for shifting the focus from winning to collaborative problem-solving in mediation.

Legislative Developments



LEGISLATION

Executive Orders & Mediation

- **EO 14173** – (Jan. 21, 2025) entitled: *Ending Illegal Discrimination and Restoring Merit-Based Opportunity* (currently the subject of litigation & partially enjoined)
 - Revokes EO 11246, entitled "*Equal Employment Opportunity*" which was a long-standing executive order establishing antidiscrimination requirements for federal contractors and subcontractors and in the administration of federally assisted construction contracts.
 - The rescission of EO 11246 alters the legal protections for employees of federal contractors and the mechanisms available to the federal government to enforce antidiscrimination law.
- **EO 14281** – (Apr. 23, 2025) entitled *Restoring Equality of Opportunity and Meritocracy*
 - Addresses disparate impact discrimination (a form of unlawful conduct that occurs when a seemingly neutral policy or practice unduly disadvantages individuals based on their protected class).
 - Stated purpose is to treat all citizens equally under the law and to combat disparate impact liability by to eliminating the use of disparate-impact liability in all contexts.
 - Revokes certain Department of Justice approvals of Title VI (the law that prohibits discrimination based on race, color or national origin in any program or activity that receives federal financial assistance) regulations and directs all agencies to deprioritize enforcement of statutes and regulations to the extent they include disparate-impact liability.

Trends Impacting Employment Mediation



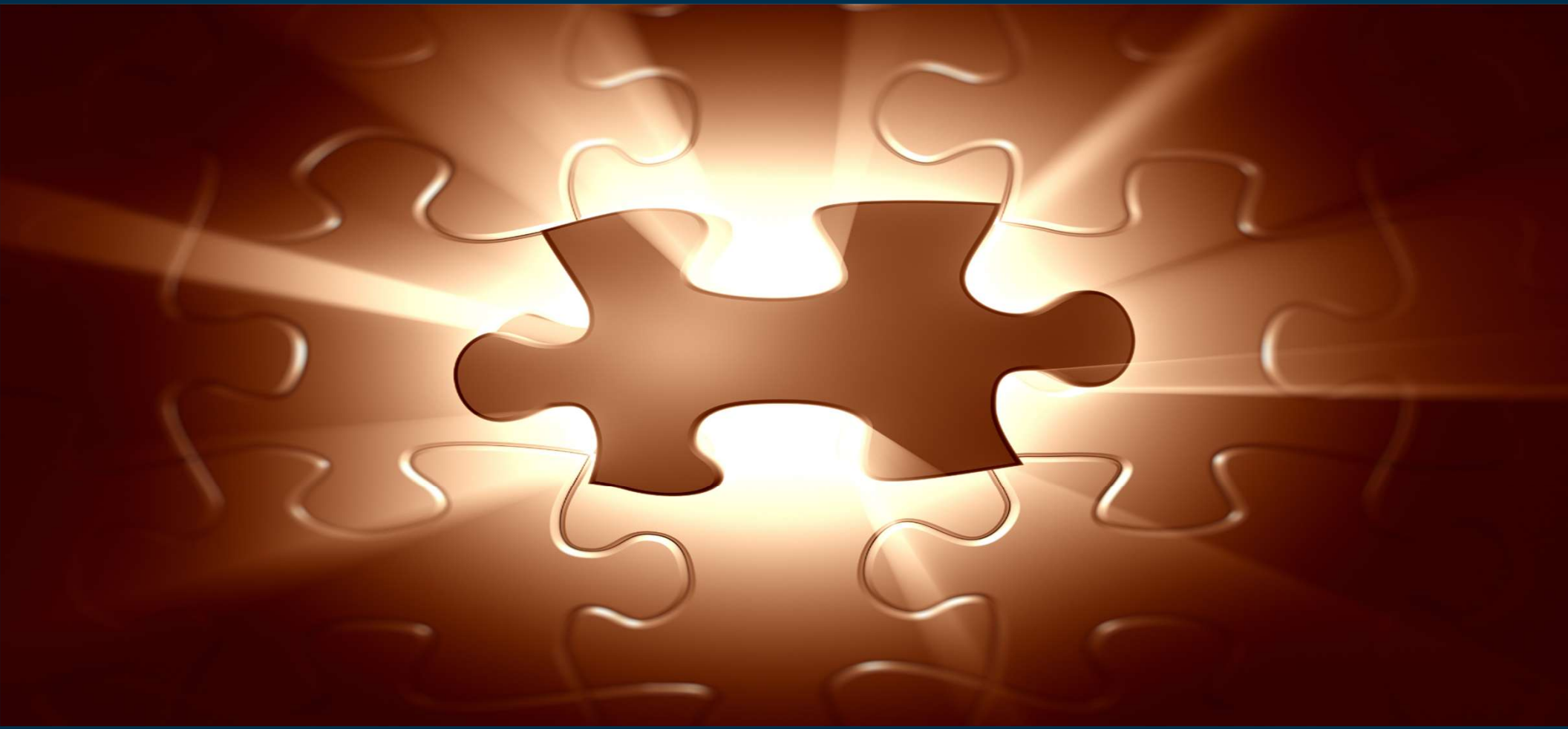
Pre-Mediation Best Practices



Emotional Intelligence



Final Thoughts



For More Information

pcheng@adrservices.com



Phyllis W. Cheng, Esq.
ADR Services, Inc.
Los Angeles



Brenda D. Pryor, Esq.
Federal Mediation & Conciliation Services
Chicago

brenda.d.pryor@gmail.com

kwhite@hunton.com



Kevin White, Esq.
Hunton Andrews Kurth LLP
Houston & Washington, DC



Felicia Harris Hoss, Esq.
Harris Hoss PLLC
Houston

felicia@harrishosspllc.com

Questions?

*All attendees can submit questions
using the Q&A function on the screen*



Strategies for Mediating Complex Employment Disputes

Thank You!