Affirmity AAPlanner®
for Law Firms and Consultancies

Efficiently create 100% compliant Affirmative Action Plans for your clients with our self-guided, web-based interface
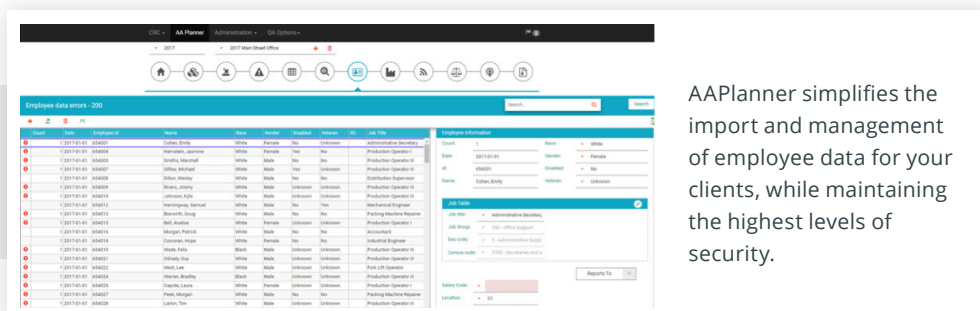
Are you seeking an intuitive and scalable production platform for preparing Affirmative Action Plans (AAPs) for your clients? Affirmity has your answer.

For consulting organizations and law firms, our web-based AAPlanner software automates AAP development—minimizing the risks with a system that produces 100% technically compliant plans.

As a fully hosted software-as-a-service application, AAPlanner guarantees compliance with the latest regulatory requirements, is easily provisioned, and includes free support—with no upgrade fees or assistance required from your IT team. Your clients have secured access to their data at all times, whereas Affirmity only has access when authorized, guaranteeing data protection for your clients.

Our easy-to-follow workflows walk you through the planning steps to define weighting scenarios and availability sources, and to utilize statistical tests to measure incumbency versus availability and establish placement goals.

AAPlanner streamlines AAP preparation, simplifies data import, and manages the provisioning of client databases, allowing your team to spend more time on analysis and client service.

AAPlanner simplifies the import and management of employee data for your clients, while maintaining the highest levels of security.

Key Benefits

- Simplifies AAP creation with an intuitive interface
- Enables self-provisioning of databases for each client
- Improves reporting with easy-to-use formats and graphs
- Allows multiple users to work simultaneously
- Includes current Census and industry data

Key Security Features

- Annual external audit (SOC 2 Type 2) to ensure the highest security and confidentiality
- "Encryption in Flight" and "Encryption at Rest" features to secure all data during transmission and storage
- User security defined by client and/or plan
- Single sign-on
- 24/7 monitoring with full redundancy and disaster recovery
- Intrusion detection

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Our AAPlanner software enables you to...

- Increase the agility of your AAP team by enabling access by multiple users across locations.

- Reduce the burden on your HRIS team by delivering a fully hosted application.

- Ensure client data are protected and managed securely with the most advanced security of any AAP tool available.

- Extend benefits through access to other Affirmity applications, such as EEO-1 and VETS 4212 reporting and the Complete Resource Center for secure report distribution, audit management, accommodation tracking, and good faith efforts.

About Affirmity

Affirmity, a former division of PeopleFluent, provides expert analysis, consulting, training, and software to optimize affirmative action and diversity and inclusion programs.

Our team of experts delivers diversity metrics and data-driven insights to manage and mitigate risk. Drawing on more than 40 years of experience, we guide HR and compliance teams through diversity goal setting. Affirmity empowers leaders with tools and dashboards to measure progress, and we help clients capture and communicate the positive business impacts of diversity initiatives.

A part of Learning Technologies Group plc (LTG), Affirmity serves more than 1,100 organizations—including global corporations, mid-sized organizations, and small businesses.

Key Features

- Live support team for software and AAP preparation questions

- Online help with step-by-step instructions

- Software upgrades, backups, and restores managed by Affirmity

- Ability to define job groups

- Census area and Census code aggregations (weighted or simple)

- Ability to define internal availability by job group and/or job title

- Automated narrative creation

- Preconfigured statistical reports, including these required for AAPs: Workforce Analysis, Job Group Analysis, Availability Analysis, Incumbency vs. Availability Analysis, and Placement Goals

Contact Us

Find out how Affirmity's AAPlanner software can streamline AAP preparation while generating 100% compliant plans for your clients.
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