Strategies for Implementing EO 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce

Meeting of the Federal Exchange on Employment and Disability (FEED)

September 13, 2021
AGENDA

Introduction
Akinyemi Banjo, Policy Advisor, Employer and Workplace Policy, Office of Disability Employment Policy (ODEP), Department of Labor

Welcoming Remarks
Taryn Williams, Assistant Secretary, ODEP, Department of Labor

Discussion: Strategies for Implementing EO 14035
Bobby Silverstein, Principal, Powers Pyles Sutter and Verville, PC, EARN Consultant

Expanding the Workforce Recruitment Program (WRP)
Lauren Karas, Business Development Specialist/Co-Director of the WRP, ODEP, Department of Labor

Closing Remarks
Lou Orsline, Director, Employer and Workplace Policy, ODEP, Department of Labor
STRATEGIC PLANS—ACTIONS TO ADVANCE DEIA
POTENTIAL AREAS OF GREATEST IMPACT AND ADVANCEMENT

• Leadership (Government-wide and agency)
• Resources (funding and knowledgeable personnel)
• Consolidation of planning and implementation efforts
• Accountability (what gets measured gets done)
• DEIA Team membership (seat at the table)
STRATEGIC PLANS—ACTIONS TO ADVANCE DEIA
POTENTIAL AREAS OF GREATEST IMPACT AND ADVANCEMENT

• Communities of practice (sharing and leveraging ideas)
• Policy guidance (update regulations and guidance)
• Evidence-based and data-driven best/promising/emerging practices (tools, templates, forms, training curriculum)
• Other
Strategies to Advance DEIA, In General

Best, Promising and Emerging Practices

• Recruitment
• Hiring
• Background information
• Advancement
• Retention
• Performance evaluation and awards
• Employee resource groups and affinity groups
Best, Promising and Emerging Practices

• Onboarding
• Workplace harassment
• Internships, fellowships and apprenticeships
• Partnerships and recruitment
• Professional development and advancement
• Training and learning
Disability-Specific Strategies to Advance DEIA

- Schedule A Excepted Service Hiring Authority
- Self-identification, workforce analysis and goals
- Reasonable accommodation
- Personal assistance services
- Accessible information and communication technology and facilities
- Workforce Recruitment program
Lauren Karas
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