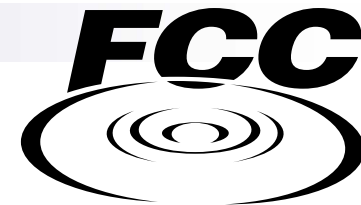


Office of Workplace
Diversity

January 2005
Open Meeting



The Office of Workplace Diversity seeks to ensure that all FCC employees and applicants have a full and fair opportunity to reach their full potential in the Federal service. OWD's programs and activities support all six of the agency's strategic goals.

Specifically, OWD:

- Manages the Commission's equal employment opportunity program and counsels employees and applicants on EEO and diversity matters;
- Provides counseling and guidance in the development and management of a diverse workforce; and
- Administers the agency's program of accommodation for persons with disabilities.



OWD Staff

- Barbara Douglas, Director
- Linda Miller, EEO Program Manager
- Lawrence Schaffner, Senior Legal Adviser
- Kenneth Heredia, Office Automation Clerk
- Rosalind Bailey, Staff Assistant



Collateral-Duty EEO Counselors

- Paula Ann Cech, Wireline Competition Bureau
- Penelope Dade, Media Bureau
- Frances Downey, Office of the Managing Director
- Kamala Hart, Office of General Counsel
- Gloria Miles, Office of the Secretary
- Sumita Mukhoty, Consumer & Governmental Affairs Bureau
- Gloria Thomas, Office of the Secretary



EEO Process

- Informal counseling
- Formal EEO complaint
- Alternative Dispute Resolution --
Mediation



Formal EEO Complaint Activity

	Complaints on hand at the start of the reporting period	Complaints Filed	Total Complaints Resolved
FY 2002	14	7	11
FY 2003	10	4	10
FY 2004	4	6	7



Recent Activities

- Pilot training on EEO rights and remedies for non-supervisory employees
- Agency EEO statistics posted quarterly on the FCC Web site
- Revised and reissued the agency's anti-harassment policy
- Reduced processing time for EEO complaint investigations from 540 days to 180 days

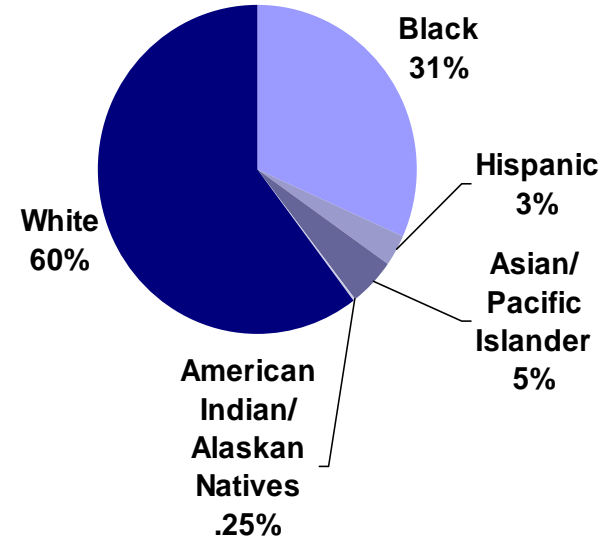
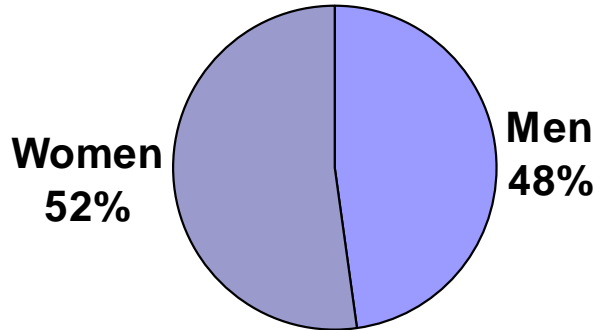


Diversity Management Objective

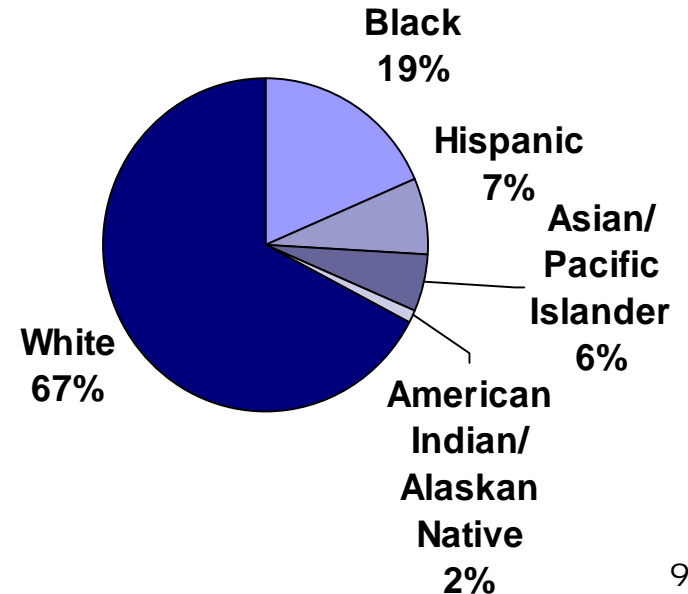
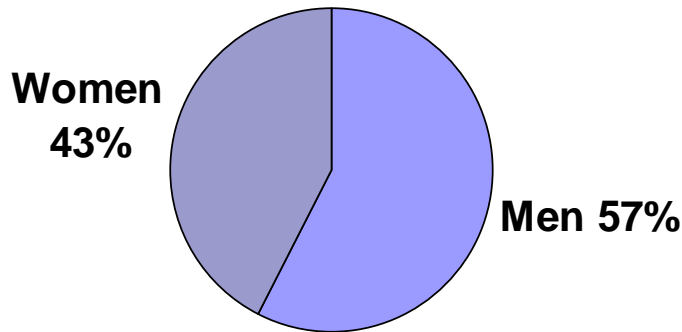
- OWD collects and analyzes data on the Commission's employment activities to identify and eliminate barriers to equality of employment opportunity.



FCC Permanent Workforce Participation



Federal Government

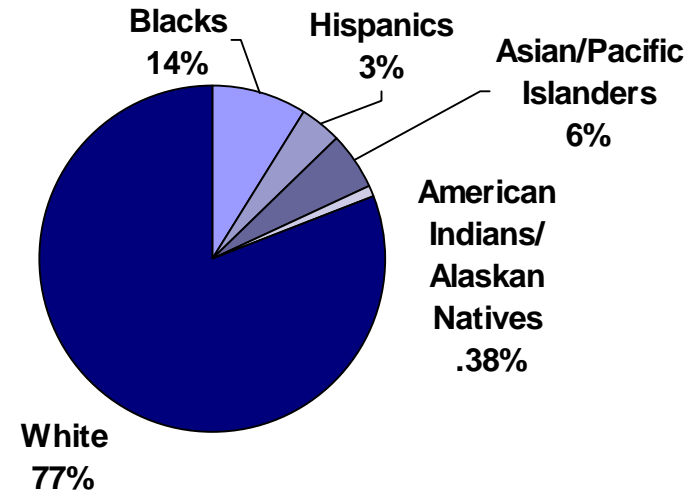
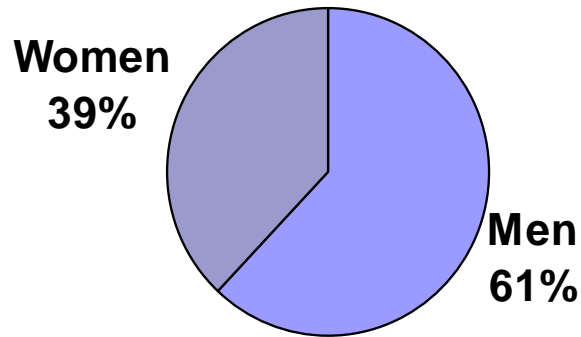


Source: EEOC FY 2003

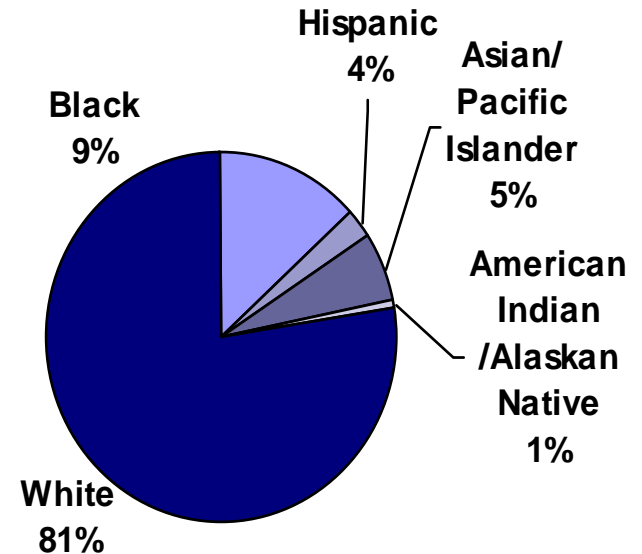
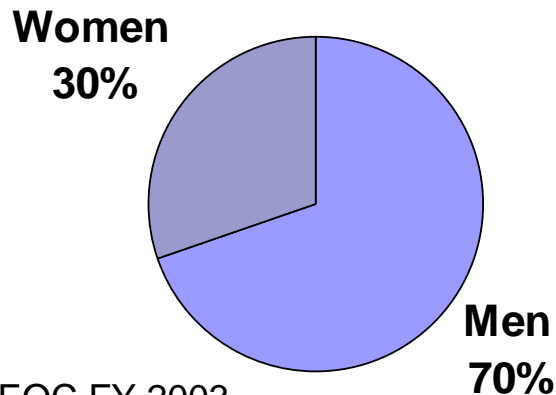
*Figures may not add to 100 percent because of rounding



FCC GS-14 & GS-15 Grade Level Participation



Federal Government



Source: EEOC FY 2003

*Figures may not add to 100 percent because of rounding

FCC Diversity Series Calendar Year 2004

January

Martin Luther King Jr. Birthday Observance

February

Black History Month

March

Women's History Month

April 19

Holocaust Remembrance Day

May

Asian Pacific American Heritage Month

September 15 – October 15

Hispanic Heritage Month

November

American Indian Heritage Month





Reasonable Accommodations Objective

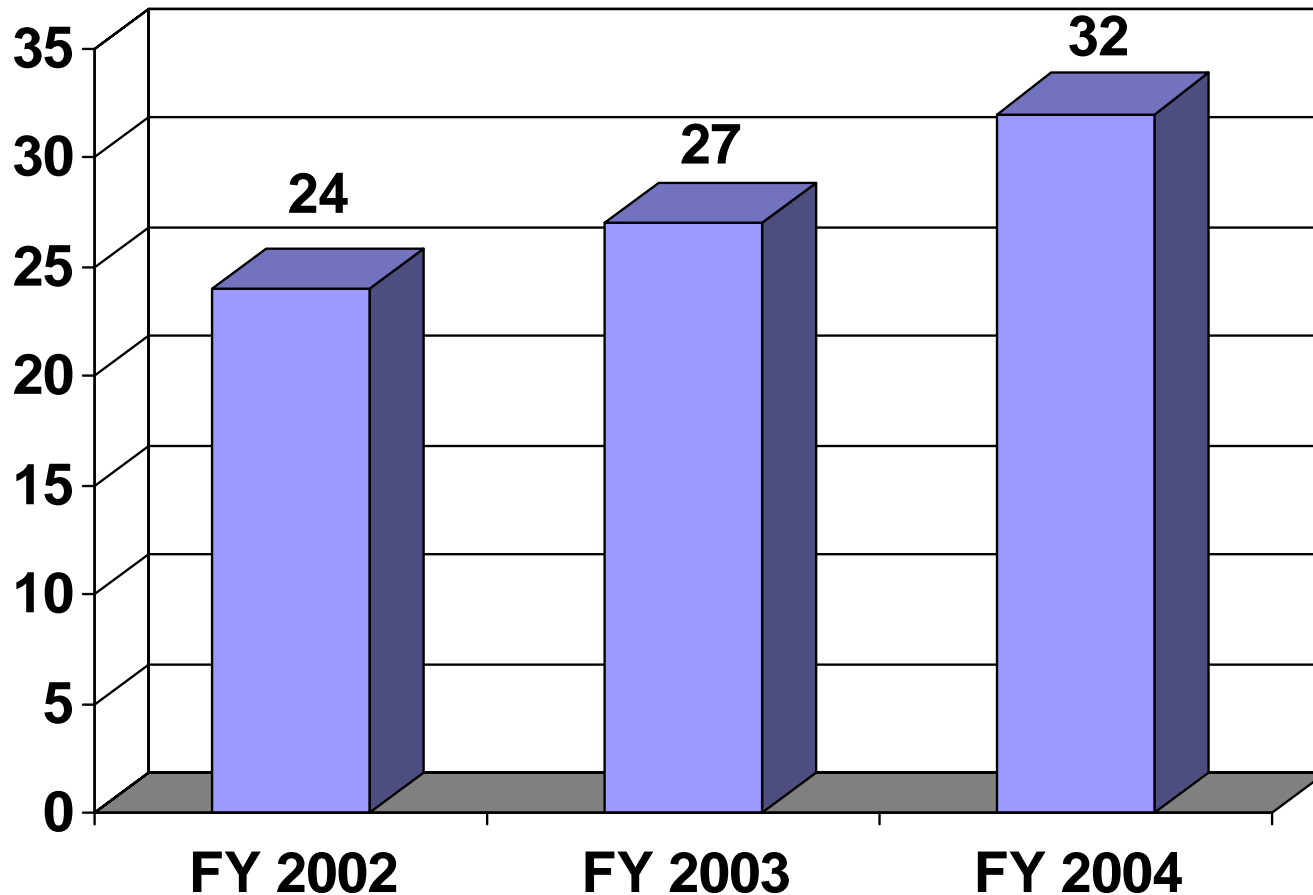
- To enable FCC employees and applicants with qualified disabilities to perform the essential functions of their positions by modifying the work environment or work schedule

Types of Accommodation Available

- Making physical facilities accessible, part-time or modified work schedules, and reassignment



Reasonable accommodation requests processed:





2005 Objectives

- Timely and effective processing of EEO matters and reasonable accommodation requests
- Diversity within all grade levels
- Increased recruitment of employees with disabilities