

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT
EEO Plan to Eliminate Identified Barrier

U.S. Department of Justice

FY05

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?</p>	<p>Women are underrepresented in the following areas:</p> <ul style="list-style-type: none"> • Total workforce (40.29%) when compared to the CLF (46.8%) and the permanent workforce (40.06%) when compared to the portion of women in DOJ's total workforce • Upper grade levels • Correctional Officer (13.34%) category when compared to the CLF (25.96%) • Criminal Investigator (15.07%) category when compared to the CLF (21.02%) <p>This condition has been recognized as a potential barrier through the review of workforce statistics, CLF data and the analyses of MD-715 workforce tables.</p>
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data sources:</p> <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Attorney General for Administration(AAGA), Deputy Assistant Attorney General for Human Resources and Administration (DAAG/HRA) EEO Staff Director</p>
<p>DATE OBJECTIVE INITIATED:</p>	<p>12/04</p>
<p>TARGET DATE FOR COMPLETION OF OBJECTIVE:</p>	<p>9/30/08</p>

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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data sources:</p> <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
<p>RESPONSIBLE OFFICIAL:</p>	<p>Assistant Attorney General for Administration(AAGA), Deputy Assistant Attorney General for Human Resources and Administration (DAAG/HRA) EEO Staff Director</p>
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data sources:</p> <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data source:</p> <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data sources:</p> <ul style="list-style-type: none"> • FY workforce profile • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedure, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Findings are consistent with the following data sources:</p> <ul style="list-style-type: none"> • FY workforce profiles • MD-715 workforce tables • CLF statistics
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No policy, procedures, or practice has been formally identified as a potential barrier underlying this condition</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<ul style="list-style-type: none"> • Collect best practices from other agencies which have been successful in hiring and retaining individuals from diverse communities. • Examine the feasibility of establishing a center in which EEO would work closely with HR to review randomly selected packages, on a bi monthly basis, to insure DOJ achieves stated diversity objectives.
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<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Workforce data indicates that there is an absence of disabled applicants being hired through Schedule A appointments. Hiring and recruitment policies have not been revised to increase applications from the disability community. Increased proactive targeted recruitment and outreach efforts in all underrepresented communities is lacking.</p>
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure, or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Management continues recruitment and hiring practices that limit employment opportunities for persons with disabilities</p>
<p>OBJECTIVE:</p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Educate supervisors and managers on Schedule A appointments and stress the importance of utilizing this special hiring authority to successfully recruit Schedule A new hires. Provide training for recruiting and hiring officials and staffing personnel about working with persons with disabilities, reasonable accommodations, deaf culture, accessibility issues, etc. Ensure that senior managers Department-wide are informed of the need to use Schedule A appointments to create greater employment opportunities for persons with disabilities and especially those with targeted disabilities.</p>
<p>RESPONSIBLE OFFICIAL:</p>	<p>EEO Director</p>
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	TARGET DATE (Must be specific)
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE: Develop relationships with all underrepresented communities and organizations, and develop partnerships with high schools, colleges, and universities at the national level	09/30/08
Provide senior managers with training on reasonable accommodation, working with persons with disabilities, special hiring authorities and the importance of target recruitment activities among persons with disabilities	09/30/08

REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVES

DOJ participated in the Workforce Recruitment Program (WRP) Program. Limited Resources and loss of staff resulted in delay of implementation of this initiative.