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Diversity at DOJ

The Department of Justice recognizes that its employees are its most important asset. DOJ employees are the vital link that ensures that the ideals, mission, and values of the Department are fully realized. To this end, the Department strives to ensure that its workforce is drawn from the broadest segments of society so that it is poised to meet the present and future needs of our Nation.

Attorney General Eric H. Holder, Jr., supports and encourages recruiting and retaining the best and the brightest citizens from every background and community in this country. He has made his commitment to embracing and fostering a diverse workforce clear.

As a first step, the Department has developed its first EEO Strategic Plan for EEO and diversity goals. This Plan, *“Working Together to Ensure Success – Meeting the Mission”* along with the DOJ Human Capital Strategic Plan 2007 – 2012, *“Mission First ... Linking Strategy to Success”* is linked to the DOJ Strategic Plan. These are resources that the Department now uses to focus on recruitment and retention strategies to foster the development of a highly qualified and diverse talent pool of applicants and employees.

Achieving a diverse workforce requires the commitment of everyone in the Department. Whether you are a senior executive, mid-level manager, first-line supervisor, or employee – you have a critical role to play in supporting a culture that fosters diversity to achieve results.

White House Initiatives

In accordance with Executive Orders and other executive directives, DOJ is developing a national outreach strategy that will provide a detailed approach to promoting greater access to employment opportunities and improving the delivery of programs and services of importance to this Nation’s diverse communities including the African American, American Indian, Asian American and Pacific Islander, Disabled, Hispanic and Gay, Lesbian, Bisexual and Transgendered communities. *For example:*

People with Disabilities

The Department of Justice is taking steps to ensure fair and equal access to employment to persons living with disabilities. On May 27, 2009, Attorney General Holder shared his strong commitment to hiring persons with disabilities – including those with targeted disabilities (<http://dojnet.doj.gov/ag/hiring-goals-disabilities.pdf>).

Asian American and Pacific Islander Initiative (AAPIs)

DOJ is working to implement the goals of Executive Order 13125, (<http://www.whitehouse.gov/the-press-office/executive-order-asian-american-and-pacific-islander-community>) to increase opportunities and improve the quality of life of Asian Americans and Pacific Islanders.

Lesbian, Gay, Bisexual and Transgender (LGBT), DOJ seeks to recruit, hire, and retain a diverse, highly qualified workforce and focuses on implementing Executive Order 11478, (www.dol.gov/oasam/regs/statutes/EO11478.htm) to provide equal opportunity in Federal employment for all and to promote equal employment opportunity through a continuing affirmative program.

American Indian

DOJ supports Executive Order 13270, (http://www.whitehouse.gov/the_press_office/Executive-Order-Federal-Advisory-Committees) the President's Board of Advisors on Tribal Colleges and Universities, and the White House Initiative on Tribal Colleges and Universities (WHITCU). The Department fully supports this initiative and is committed to enhancing our support to these institutions.

National Hispanic Outreach Strategy

In accordance with Executive Order 13171, (http://www.whitehouse.gov/the_press_office/Executive-Order-Federal-Advisory-Committees) which addresses Hispanic Employment in the Federal sector, DOJ prepared its Annual Report detailing significant outreach efforts to national Hispanic organizations and participation in numerous activities.

Employee Organizations

The following are non-labor employee groups:

Attorney General's Committee on the Employment of Persons with Disabilities assists in developing initiatives to increase the number of persons with disabilities at DOJ. Contact Frederick Parmenter, Frederick.Parmenter@usdoj.gov, 202-307-0620.

DOJ Association of Hispanic Employees for Advancement and Development (DOJ-AHEAD) assists in meeting and pursuing diversity goals by working with the Attorney General and all Offices, Bureaus, and Divisions to recruit and increase Hispanics participation within DOJ. Contact Mario Lopez-Gomez, CRT, Mario.F.Lopez-Gomez@usdoj.gov, 202-616-3971.

The **ATF Hispanic Employees Organization's (ATFHEA)** mission is to encourage fellowship excellence and diversity within ATF, and to promote greater Hispanic representation throughout the Bureau through mentoring, guidance and career development. Contact Robert Champion, ATF HEA, Robert.Champton@usdoj.gov, 206-389-5800.

The **National Association of Hispanic Narcotics Agents (NAHNA)** seeks to assure the equitable recruitment, hiring, training, assignment, career development, promotion and treatment of all employees in order to promote equality and professionalism within the DEA. Contact Ivan Rios, Ivan.Rios@usdoj.gov, 206-389-5800.

DOJ Association of Black Attorneys (DOJABA) identifies, addresses and assists in developing effective policies and practices to increase the number of Black Attorneys in the DOJ workforce

and in leadership positions. Contact Lisa Taylor, CRT/EOS, Lisa.Taylor@usdoj.gov, 202-616-1622.

DOJ Indian Trial Lawyers Association identifies, addresses and assists in developing effective policies and practices to increase the number of American Indian attorneys in the DOJ workforce. Contact Verlin Deerinwater, CRT, Verlin.Deerinwater@usdoj.gov, 202-514-6260.

DOJ Pan Asia Employees Association identifies, addresses and assists in developing effective policies and practices to increase the number of Asian American and Pacific Islander employees in the DOJ workforce and in leadership positions. Contact Veronica Jung, CRT, Veronica.Jung@usdoj.gov, 202-305-0688.

DOJ Pride seeks to make the Department a model employer for lesbian, gay, bisexual and transgender individuals. Contact Chris Hook, JMD, Chris.Hook@usdoj.gov, 202-616-2623.

Find the latest information on the diversity of DOJ's workforce and on Title VII of the Civil Rights Act of 1964 at: <http://www.justice.gov/jmd/eos>.

Hiring Persons with Disabilities

Through the Americans with Disabilities Act, the Department can hire through traditional competitive hiring processes or by means of a noncompetitive, or special appointing authority. In addition, we are committed to providing reasonable accommodation throughout the hiring process and employment.

A list of disability points of contact for attorney vacancies, as well as a current roster of DOJ disability program managers, is located at <http://10.173.2.12/jmd/eos/index.php>.

Eligibility Requirements

To be considered an individual with a disability, you must meet one of the following criteria:

- ✓ have a physical or mental impairment which substantially limits one or more of your major life activities;
- ✓ have a record of such an impairment; or,
- ✓ be regarded as having such an impairment. For additional information, consult the Equal Employment Opportunity Commission website.

Reasonable Accommodation

DOJ provides reasonable accommodation to applicants with disabilities. If you need a reasonable accommodation for any part of the job application and hiring process, and you meet the eligibility requirements listed above, please notify the human resources specialist listed on the vacancy announcement, or contact the Human Resources Office at the location in which you are seeking employment. The decision on granting a reasonable accommodation is handled on a case-by-case basis.

Special Appointing Authorities

The Office of Personnel Management (OPM) has established special appointing authorities for people with disabilities. DOJ has the authority to use a special appointing authority to hire a qualified person with a disability for vacant positions. These special appointing authorities include:

- ✓ 5 CFR 213.3102(ll) for hiring readers, interpreters and personal assistants. This excepted authority is used to appoint readers, interpreters and personal assistants for employees with severe disabilities.
- ✓ 5 CFR 213.3102(u) for hiring people with mental retardation. This excepted authority is used to appoint persons with cognitive disabilities (mental retardation) who have demonstrated satisfactory performance through a temporary appointment, or have been certified as likely to succeed in performing the duties of the job. They may qualify for conversion to permanent status after two years of satisfactory service.
- ✓ 5 CFR 213.3102(u) for hiring people with severe physical disabilities. This excepted authority is used to appoint persons with severe physical disabilities who have demonstrated satisfactory performance through a temporary appointment, or have been certified as likely to succeed in performing the duties of the job. After two years of satisfactory service, they may qualify for conversion to permanent status.