

## **Special Emphasis Programs**

### **African American Program**

This program was strengthened through Executive Order 11478, Equal Employment Opportunity in the Federal Government, which established the Equal Employment Opportunity Program. It is the policy of the Federal government to provide equal opportunity in employment to all individuals regardless of race, color, religion, gender, national origin, disability, or age. The Special Emphasis Program has been established to increase the awareness and representation of African Americans throughout the National Guard.

African American Program Pictures/Information

### **Asian American and Pacific Islander Program**

On May 13, 2004, President George W. Bush signed Executive Order 13339 to increase economic opportunities for and improve the quality of life of approximately fourteen million Asian Americans and Pacific Islanders (AAPIs) living in the United States and the U.S. and Pacific Island jurisdictions. This action renews a previous Executive Order, which established the President's Advisory Commission and a federal Interagency Working Group on AAPIs.

Asian American Program Observance Pictures/Information

### **Hispanic Program**

Executive Order 13230, Educational Excellence for Hispanic Americans Commission strengthens the Nation's capacity to provide high-quality education and increase opportunities for Hispanic Americans to participate in and benefit from Federal education programs. Executive Order 13171 was issued on October 12, 2000 to help improve the representation of Hispanics in Federal employment.

In September 1997, the U.S. Office of Personnel Management developed and called upon agencies to adopt a Hispanic Employment Initiative (9-Point Plan) to improve the representation of Hispanics in the Federal workforce.

Hispanic Program Pictures/Information

### **Native American Program**

President George W. Bush reaffirmed the previous administration's Native American Program of Support for Tribal Colleges and Universities in Executive Order 13270 of July 3, 2002. He reiterated the unique relationship between the United States and the Indian tribes and also acknowledged the special relationship between the United States and Alaskan Native entities. President Bush declared that it is the policy of the Federal Government that this Nation's commitment to educational success and opportunity extends as well to the tribal colleges and

## **Special Emphasis Programs (Cont)**

universities that serve Indian tribes and Alaska Native entities. President Bush hopes that this order will fulfill vital roles in maintaining and preserving irreplaceable languages and cultural traditions; offering a high-quality college education to younger students; and providing job training and other career-building programs to adults and senior citizens.

Also, the President, understanding that postsecondary education plays a major role in promoting excellence in early childhood, elementary, and secondary education, will implement the innovations and reforms of the No Child Left Behind Act of 2001, in partnership with tribal colleges and their American Indian and Alaska Native communities. If education is truly the key to success, then the President's order is a boon to Native American achievement. Its effects may one day reach the halls of the National Guard, through the active recruitment of educated and qualified Native American college graduates.

Native American Program Pictures/Information

### **People with Disabilities Program**

Executive Order 13078, issued on March 13, 1998, established the National Task Force on Employment of Adults with Disabilities to reduce employment barriers for persons with disabilities. Executive Order 13164 of July 26, 2000, promotes a model Federal workplace that provides reasonable accommodation for people with disabilities and those who are applying for Federal employment. Executive Order 13187 of January 10, 2001, established the President's Disability Employment Partnership Board.

People with disabilities can be hired through the traditional competitive hiring process or, if they qualify, noncompetitively through the use of excepted service appointing authorities. Excepted service appointing authorities for hiring people with disabilities were developed to provide an opportunity for people with disabilities to show that they can do the job and to circumvent the attitudinal barriers of managers and supervisors.

People with Disabilities Program Pictures/Information

### **Veterans Program**

The Veterans Employment Opportunities Act of 1998 (as amended) requires that Federal agencies allow eligible veterans to compete for certain types of vacancies. Veterans can be appointed to jobs in the competitive civil service through competing with others on a list of eligible candidates, through noncompetitive appointment under special authorities, or through competing with current Federal employees under merit promotion procedures.

## **Special Emphasis Programs (Cont)**

### **Women's Program**

In 1967, Executive Order 11375 added sex to other prohibited forms of discrimination such as race, color, religion, and national origin. In response to this, the Office of Personnel Management (OPM) established the Federal Women's Program (FWP). In 1969, Executive Order 11478 integrated the FWP into the Equal Employment Opportunity (EEO) Program and placed the FWP under the direction of EEO for each agency. OPM regulations implementing Public Law 92-261 require that Federal agencies designate a FWP Manager to advise the Director of EEO on matters affecting the employment and advancement of women. This law also requires that Federal agencies allocate sufficient resources for their Federal Women's Programs.

Women's Program Pictures/Information