

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Administrative Support Offices

Office of Departmental Equal Employment Opportunity

SALARIES AND EXPENSES

(Dollars in Thousands)

	2019	2020			2021		
	Actuals	Carry Over	Enacted	Total	Carry Over	President's Budget	Total
Personnel Services:	\$3,213	-	\$3,528	\$3,528	-	\$3,589	\$3,589
Non-Personnel Services:							
Travel	12	-	15	15	-	15	15
Printing	-	-	2	2	-	2	2
Other Services/Contracts	468	60	498	558	-	498	498
Training	8	-	15	15	-	15	15
Supplies	17	-	6	6	-	6	6
Furniture and Equipment	-	-	-	-	-	-	-
Claims and Indemnities	-		30	30	-	30	30
Total, Non-Personnel Services	\$505	\$60	\$566	\$626	-	\$566	\$566
Working Capital Fund	122	-	148	148	-	280	280
Carryover	60	-	-	-	-	-	-
Grand Total	\$3,900	\$60	\$4,242	\$4,302	-	\$4,435	\$4,435
FTEs	19	-	20	20	-	20	20

PROGRAM PURPOSE

The Office of Departmental Equal Employment Opportunity (ODEEO) is responsible for ensuring compliance consistent with federal regulations and statutes, including Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act, the Equal Pay Act, the Genetic Information Nondiscrimination Act, and the Notification and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act of 2002, Executive Orders and HUD (Department) policies.

It is the responsibility of ODEEO to enforce the laws preventing discrimination and harassment of employees and applicants for employment based on race, color, sex, religion, national origin, age (40 and over), disability, protected genetic information, protected EEO activity, sexual orientation, gender identity, and, to ensure that the Department functions to recruit, hire, train, develop, promote, reward, and discipline employees are conducted in a fair and consistent manner, solely based on merit. ODEEO has nationwide responsibility for EEO Programs and neutrally administers the process by which current and former employees and applicants for employment may file an EEO complaint. ODEEO is responsible for planning, executing, and implementing the Department's EEO/Affirmative Employment (EEO/AE) Activities pursuant to the Federal Regulation at 29 C.F.R. §1614 and other management directives. ODEEO works to proactively prevent discrimination and promote diversity and inclusion within the Department's workforce.

BUDGET OVERVIEW

The 2021 President's Budget requests \$4.4 million for Office of Departmental Equal Employment Opportunity, \$193 thousand more than the 2020 enacted level. The Budget reflects total funding (carryover and new authority) of \$4.4 million, \$133 thousand above 2020 total funding. ODEEO continues to utilize technology to enhance services to our customers in processing EEO complaints and the EEO complaints tracking database.

Personnel Services (PS)

The Budget reflects PS funding in 2021 of \$3.6 million, an increase of \$61 thousand from 2020. This funding level allows ODEEO to maintain their 2020 full-time equivalent (FTE) level and backfill critical positions, as they become vacant, to acquire needed skillsets increasing ODEEO's efficiency in processing EEO complaints. PS funding will also support an increase in awards spending above 2020 levels of no less than 1 percentage point of non-SES/SL/ST salary spending in 2021.

Non-Personnel Services (NPS)

The Budget reflects NPS funding of \$566 thousand is a decrease of \$60 thousand from 2020. This funding allows ODEEO to utilize limited contract services support to process EEO complaint cases; provide mandatory training for EEO staff; and support EEO staff to travel in order to train HUD workforce on senior management initiatives.

Working Capital Fund (WCF)

The Budget reflects \$280 thousand for the WCF requirements in 2021. This is an increase of \$132 thousand, primarily to support the new WCF business lines of IT Devices and Records Management services. WCF funding will support fees for shared services and other investments determined by the Secretary.

KEY OPERATIONAL INITIATIVES

ODEEO's proposal is driven by the Secretary's priorities for the Department, especially reimagining the way HUD works and building a culture of respect and harmony.

ODEEO's focus will continue to be on ensuring the enforcement of federal laws relating to the elimination of discrimination in all the Department's employment practices proactively, preventing discrimination, and resolving disputes early and at the lowest possible level.