

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Administrative Support Offices

Office of Equal Employment and Equity Advancement

SALARIES AND EXPENSES

(Dollars in Thousands)

	2021*	2022			2023		
	Actuals	Carry Over	Annualized CR	Total	Carry Over	President's Budget	Total
Personnel Services:	\$2,900	\$1,215	\$2,300	\$3,515	\$1,439	\$4,200	\$5,639
Non-Personnel Services:							
Travel	-	-	-	-	-	75	75
Transportation of Things	-	-	-	-	-	-	-
Rent and Utilities	-	-	-	-	-	-	-
Printing	-	-	-	-	-	2	2
Other Services/Contracts	292	-	300	300	-	427	427
Training	-	-	20	20	-	50	50
Supplies	-	-	20	20	-	5	5
Furniture and Equipment	-	-	60	60	-	-	-
Claims and Indemnities	-	50	100	150	-	28	28
Total, Non-Personnel Services	\$292	\$50	\$500	\$550	-	\$587	\$587
Working Capital Fund	251	-	-	-	-	213	213
Carryover	1,265	-	1,439	1,439	-	-	-
Grand Total	\$4,708	\$1,265	\$4,239	\$5,504	\$1,439	\$5,000	\$6,439
FTEs	16	7	12	19	7	22	29

*Includes 2020 Carryover

PROGRAM PURPOSE

The Office of Departmental Equal Employment Opportunity (ODEEO) is proposing to rename its office to the Office of Equal Employment and Equity Advancement (OEEEE). OEEEE 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 policies.

It is the responsibility of OEEEE 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 for employees are conducted in a fair and consistent manner, solely based on merit. OEEEE 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. OEEEE 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. OEEEE works to proactively prevent discrimination and promote diversity and inclusion within the Department's workforce.

OEEEE is responsible for Diversity, Equity, Inclusion, and Accessibility (DEIA) programs that previously operated within the Office of the Chief Human Capital Officer (OCHCO).

BUDGET OVERVIEW

The 2023 President's Budget requests \$5 million for the OEEEE, \$761 thousand more than the 2022 Annualized CR level. The Budget reflects total funding of \$6.4 million, which is \$935 thousand above 2022 total funding. OEEEE 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 assumes Personnel Services funding is \$5.6 million an increase of \$2.1 million. This funding level allows OEEEE to maintain and backfill critical positions and to acquire needed skillsets to increase OEEEE's efficiency in processing EEO complaints. This level supports 29 FTEs, which is 10 FTEs above the 2022 total level. The additional FTEs are due to the annualized cost of backfilling several vacant positions with ODEEO in 2022 and the transfer of four FTE from the Office of the Chief Human Capital Officer due to the realignment of the Diversity, Equity and Inclusion function to OEEEE. The Budget also supports a 4.6 percent Federal pay raise.

Non-Personnel Services (NPS)

The Budget assumes Non-Personnel Services funding is \$587 thousand, an increase of \$37 thousand. This funding allows OEEEE to process EEO complaint cases, provide mandatory training for EEO staff, and support EEO staff travel to train the HUD workforce on senior management initiatives.

Working Capital Fund (WCF)

The Budget assumes total funding of \$213 thousand for OEEEE's WCF requirements, which is \$63 thousand above 2022 Annualized CR WCF requirements that were forward funded at the end of 2021. The WCF funding level reflects payments for baseline WCF services (including inflationary adjustments and changes in service utilization) and the additions of the end-user devices business line, the Printing Services business line, HR platform licensing, and the full cost recovery of Financial Services Acquisition and Development Division (FSADD) Financial Management expenses.

KEY OPERATIONAL INITIATIVES

OEEEE's Budget is driven by the Secretary's priorities for the Department, especially strengthening HUD's internal capacity and efficiency to better ensure delivery of HUD's mission on the ground and building a culture of respect and harmony.

OEEEE'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.

Reorganization

Realignment of the Diversity, Equity and Inclusion function from the Office of the Chief Human Capital Officer: As part of the administration's priority of ensuring diversity, equity and inclusion is imbedded in the Department's mission, culture, and human capital lifecycle, and consistent with the direction of Executive Order 14035, the function of the Diversity and Inclusion Office is performed within OEEEEA, which reports to the Deputy Secretary. This elevates the functions of DEIA and ensure that they are in alignment with the Department's strategic priorities and embedded in activities of all offices. This realignment includes the position of Chief Diversity Officer and creation of two divisions to better reflect these expanded responsibilities. These divisions are:

- The Equal Opportunity Support Services Division to perform Alternative Dispute Resolution functions and provide administrative support services.
- The Diversity, Equity, Inclusion, and Accessibility Division executes the functions previously performed in the Office of Diversity and Inclusion, within the OCHCO.