

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Administrative Support Offices

Office of Departmental Equal Employment Opportunity

SALARIES AND EXPENSES

(Dollars in Thousands)

	2023*	2024			2025**		
	Actuals	Carry Over	Annualized CR	Total	Carry Over	President's Budget	Total
Personnel Services	\$3,480	\$450	\$3,873	\$4,323	-	\$4,527	\$4,527
Non-Personnel Services							
Travel	43	25	50	75	-	50	50
Transportation of Things	-	-	-	-	-	-	-
Rent and Utilities	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	-
Other services/Contracts	466	300	100	400	354	96	450
Training	47	25	-	25	25	-	25
Supplies	8	-	-	-	-	-	-
Furniture and Equipment	-	-	-	-	-	-	-
Claims and Indemnities	-	-	-	-	-	-	-
Total, Non-Personnel Services	\$564	\$350	\$150	\$500	\$379	\$146	\$525
Working Capital Fund	286	44	198	242	-	319	319
Carryover	844	-	379	379	-	8	8
Grand Total	\$5,174	\$844	\$4,600	\$5,444	\$379	\$5,000	\$5,379
FTEs	19	2	20	22	-	22	22

*Includes 2022 carryover

** Includes amounts for 2026 WCF forward funding

PROGRAM PURPOSE

The mission of the Office of Departmental Equal Employment Opportunity (ODEEO) is to ensure HUD (Department) is in compliance 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 Notifications and Federal Employee Anti-discrimination and Retaliation (No FEAR) Act of 2002, Executive Orders and Department policies. The office enforces 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 identity, protected Equal Employment Opportunity (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 equitable manner. The office is managed centrally at Headquarters but participates in “HUD Road Shows” to provide training and guidance to field offices in partnership with the Office of the Chief Human Capital Officer (OCHCO), Office of General Counsel (OGC), and Office of Field Policy and Management (FPM). The goal is always to educate the workforce by providing training on regulatory statutes, policies, and Department initiatives on EEO matters.

BUDGET OVERVIEW

The 2025 President's Budget requests \$5 million for ODEEO, which is \$400 thousand more than the 2024 Annualized CR level. The Budget reflects total funding of \$5.4 million, \$65 thousand less than 2024 total funding.

The goal of this funding is to sustain ODEEO's staffing and ability to carry out its mission.

Personnel Services (PS)

The Budget assumes total funding of \$4.5 million for PS to support 22 FTEs, which is equal to the 2024 FTE level and \$200 thousand more than the total 2024 PS funding level. The requested 2025 PS funding level supports a two percent pay raise. Funding at this level will allow ODEEO to continue to backfill critical vacancies and maintain management and staffing capacity to assist in mitigating identified risks, address unmet needs, support Departmental strategic goals and key operational initiatives.

Non-Personnel Services (NPS)

The Budget assumes total funding of \$525 thousand for NPS, which is \$25 thousand above the total 2024 NPS funding level. The changes from 2024 to 2025 are as follows:

- Contracts: ODEEO requests an increase of \$50 thousand in contract services to expand internal capacity and help the Department develop additional reporting capacity.
- Travel: The Budget reflects a \$25 thousand decrease in expected travel in 2025.

Working Capital Fund (WCF)

The Budget assumes \$319 thousand for WCF, which includes \$77 thousand for 2025 WCF expenses (in addition to \$242 thousand forward funded in 2024) and \$242 thousand for forward funding of 2026 WCF expenses. Please see the Working Capital Fund Congressional Justification for details on current and proposed WCF business lines.

KEY OPERATIONAL INITIATIVES

The Budget includes funding to address the operational, strategic, compliance, and reporting risks impacting the Department's work in local communities. Funding at this level is critical to address human capital risks impacting core workload, succession planning, and improve overall customer experience.

Education and Engagement

Funding will be used to ensure 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.

Operational Improvements

ODEEO will work to optimize service delivery and decision making to better meet customer's needs through the following operational improvements:

- Training: Partnering with OCHCO to educate new managers and supervisors.

- Partnerships: Continued collaboration with regional offices to deliver EEO programmatic training.
- Efficiency: Deploying Quick Series EEO App for mobile delivery of real-time EEO-related information regarding organizational resources and compliance.