

DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Administrative Support Offices

Office of Departmental Equal Employment Opportunity

SALARIES AND EXPENSES

(Dollars in Thousands)

	2020*	2021			2022		
	Actuals	Carryover	Enacted	Total	Carryover	President's Budget	Total
Personnel Services	\$3,045	\$546	\$2,568	\$3,114	\$1,004	\$3,096	\$4,100
Non-Personnel Services							
Travel	4	-	15	15	-	15	15
Printing	-	-	2	2	-	2	2
Other Services/Contracts	492	-	480	480	-	470	470
Training	33	-	39	39	-	50	50
Supplies	-	-	5	5	-	5	5
Claims and Indemnities	-	-	25	25	-	28	28
Total, Non-Personnel Services	\$529	-	\$566	\$566	-	\$570	\$570
Working Capital Fund	172	-	101	101	-	178	178
Carryover	546	-	1,004	1,004	-	756	756
Grand Total	\$4,292	\$546	\$4,239	\$4,785	\$1,004	\$4,600	\$5,604
FTEs	17	3	14	17	5	17	22

*Includes 2019 Carryover.

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 Equal Employment Opportunity (EEO) activity, sexual orientation, and gender identity. ODEEO must also 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.

HUD's mission is critical to achieving the President's vision to ensure that we build back better from the public health and economic challenges and address longstanding systemic challenges,

including racial injustice, rising inequality, and the climate crisis. HUD's work is essential to improving the quality of life of the American people, and this investment in ODEEO's salaries and expenses will assist in ensuring that work is able to be done.

BUDGET OVERVIEW

The 2022 President's Budget requests \$4.6 million for ODEEO, \$361 thousand more than the 2021 enacted level. The Budget reflects total funding (carryover and new authority) of \$5.6 million, \$819 thousand above 2021 total funding.

Personnel Services (PS)

The Budget assumes total funding of \$4.1 million for ODEEO PS, \$986 thousand above 2021 total funding. This funding level will support 22 full-time equivalents (FTEs) and allows ODEEO to maintain its 2021 end-of-year staffing level and backfill critical positions that may attrite in 2022. Staffing increases made in late 2021 will provide much needed support in 2022 to acquire needed skillsets to increase efficiency in processing EEO complaints and put ODEEO back on track to becoming a model EEO agency.

Non-Personnel Services (NPS)

The Budget assumes total funding of \$570 thousand for ODEEO NPS, \$4 thousand above 2021 total funding. This funding will allow ODEEO to process EEO complaint cases, provide mandatory training for EEO staff, and support EEO staff travel to train HUD workforce on senior management initiatives.

Working Capital Fund (WCF)

The Budget assumes total funding of \$178 thousand for ODEEO's contribution to the WCF, \$77 thousand above 2021 total funding. The primary increase in 2022 WCF fees is the addition of end-user IT devices and wireless support to the WCF in 2022.

KEY OPERATIONAL INITIATIVES

ODEEO's budget proposal is driven by the Secretary's priorities for the Department, including strengthening HUD's internal institutional capacity to deliver on mission.

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.

ODEEO continues to utilize technology to enhance services to our customers in processing EEO complaints and the EEO complaints tracking database.