

# GUIDE: CIVIL RIGHTS, AFFIRMATIVE EMPLOYMENT, AND DEIA

DIRECTOR, OFFICE OF CIVIL RIGHTS  
JERRY BEAT

## Organizational Focus – DEIA, EEO, Affirmative Employment and Civil Rights

- OCR Team Consultations
- Civil Rights Responsibilities
- DEIA Council Support
- DOC Internal Workstream Management
- Relationships with Underserved Communities
- Framework to Promote a Safe and Inclusive Workplace
- OCR Organizational Budget
- Department requirements and OCR compliance
- OCR Structure, Services, and Policies
- Executive EEO and DEIA Education
- EEOC Primary Contact

CHIEF DIVERSITY, EQUITY, INCLUSION  
AND ACCESSIBILITY OFFICER  
JUNISH ARORA

## DEIA: Beyond Race, Gender and Compliance

- Emphasis on broader diversity dimensions (*beyond legally protected features*)
- General DEIA Infrastructure Management
- DEIA Council/Committee Support
- DEIA Community of Practice Establishment and Support
- DEIA Stakeholder Communication
- DEIA Strategic Plan Implementation
- Measurement of Employee Perceptions to measure progress
- ERG Management
- Reporting (FEORP, Annual DEIA Performance, FEVs, ERI Data Reports)
- OPM Primary DEIA Contact

DIRECTOR, POLICY & EVALUATION  
STACY CARTER

## Foundational Matters

- Training (Civil Treatment, ASL, True Colors, MD 715, Barrier Analysis)
- EEO Compliance Data Assessment Administration (please explain)
- Affirmative Employment Program (AEP) Management (MD 715)
- AEP Program Compliance/Evaluation
- Special Emphasis Program Management
- Disability Program/Reasonable Accommodation Policy and Management
- Demographic Workforce/Data Analysis
- Outreach/and Promotion of Signature Programs (FGP)

## SYNERGIES

Executive Order Compliance, Outreach, Recruitment, Employment Engagement, Mentoring, Career Development, ERGs (*support of special emphasis programs, events*), DEIA Marketing and Promotion, Shared Accountability, Commitment to Community Partnerships, Shared Accountability, Dissemination of Best Practices