Special Emphasis Programs

What are Special Emphasis Programs?

Special Emphasis Programs are management programs established to ensure equal employment opportunity for minorities, women and individuals with disabilities in various categories and occupations and in all organizational components throughout the DoDEA. The EEO Special Emphasis Programs include the following:

- **Federal Women's Program (FWP)**
  This program was established to implement a recommendation of the President's Committee on the Status of Women and was later integrated into the Federal EEO Program after the issuance of E.O. 11478 (August 1969). The activities of the FWP focus on employment needs and issues of women as they relate to Federal personnel policies, practices, and equal program delivery.

- **Hispanic Emphasis Program (HEP)**
  This program was established initially by a Presidential Directive in 1970 as a Sixteen-Point Program for Spanish-Speaking Americans. It was designed to assure consideration of the needs and concerns of persons of Hispanic origin in all aspects of Federal personnel management and program delivery. Hispanics are persons of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

- **Disability Emphasis Program (DEP)**
  Organized action plans and procedures, which promote equal program delivery and the hiring, placement and advancement of employees with disabilities. The Selective Placement Program has its modern origins in P.L. 89-554, codified as 5 USC 7153 and Presidential policy statements and regulations issued pursuant thereto. The Equal Employment Opportunity Commission (EEOC) issued instructions (501) on affirmative action plans for the handicapped.
• **African-American or Black Emphasis Program (BEP)**
  The purpose of this program is to provide focus on issues such as equal program delivery and employment, promotion, training and career enhancement affecting Black employees and applicants in our agency.

• **American Indian Emphasis Program (AIP)**
  The purpose of this program is to provide focus on issues such as equal program delivery and the employment, promotion, training and career enhancement affecting American Indian employees and applicants in our agency.

• **Asian Pacific Islander Emphasis Program (APIP)**
  The purpose of this program is to provide focus on issues such as equal program delivery and employment, promotion, training and career enhancement affecting Asian American employees and applicants in agency.

**Diversity & Inclusion**

The Equal Employment Opportunity Programs (EEOP) office is responsible for enforcing EEO laws and policies, performing diversity management functions, advising management and employees on the facilitation of reasonable accommodations for persons with disabilities, and providing EEO alternative disputes resolution services for DoDEA. The EEOP office is divided into two branches, the Resolution and Compliance Branch and the Diversity & Inclusion Branch.

In an effort to promote a workforce that is motivated, diverse, and committed, the Diversity & Inclusion office provides a variety of services to approximately 16,000 permanent and temporary employees across the globe. The D&I Chief advises and coordinates the work of the DoDEA Research Psychologist and the Diversity and Disabilities Program Manager, collaborates with other offices in DoDEA on a number of initiatives including recruitment outreach activities and commemorative programs, and develops training modules in the area of diversity. These programs and initiatives defines DoDEA's vision of a diverse workforce by focusing on creating an organizational culture throughout DoDEA that embraces a broader mixture of diversity; leverages and values the skills, abilities, experience and contributions of all of DoDEA's talent; and ensures opportunities for all to reach their full potential. In addition, these programs successfully raise awareness and sensitivity throughout DoDEA concerning the ideological and cultural differences employees bring to the workplace. These cooperative efforts have also served to strengthen and support DoDEA's inclusive mission to continuous professional growth and development that results in exemplary performance and optimum student achievement.

**Training & Conferences**

A fair and respectful environment is a hallmark of the modern and productive organization. Successful businesses welcome diverse personnel and maintain a fair environment not just to fulfill Equal Employment Opportunity requirements, but to reap the benefits of fresh perspectives and increased vitality.
Tensions in working relationships can come from many places - stereotypes, prejudices, sexual attraction, cultural differences, and ignorance - to name a few. But wherever they may come from they can lead to distracted employees, confused managers, unproductive rumors, costly litigation, and EEO violations.

The solution? Clear, consistent, direct messages sent through training.

**D&I Training**

The EEOP Diversity and Inclusion Branch (D&I) is presently reviewing and assessing current and forward-thinking diversity training for our workforce, utilizing various platforms.

As we develop new and updated training offerings, we welcome your recommendations on specific diversity and inclusion topics that are relevant to our organization.

If you have any questions or would like to discuss diversity and inclusion training with the D&I team, please feel free to contact Divya Hazel at (571) 372-0970.

**Other Agency Training**

- Equal Employment Opportunity Commission (EEOC)
- Society for Human Resources Management (SHRM)

**Cultural Observances**

**Cultural Awareness and Educational Observances**

The Department of Defense (DOD) celebrates [ten ethnic observances annually](#) in support of Joint Congressional Resolution, Presidential Proclamation, and achievements of all groups that comprise the society of the United States. Since 1968, the DOD has supported ethnic observances through the development of local programs of recognition and many diverse activities. Activities are designed to enhance cross-cultural awareness and promote harmony among all military members, their families, and the civilian workforce. These activities are extensions of our equal opportunity, diversity and inclusion education and training objectives. They are set aside to recognize the contributions and achievements made by the diverse members of our society. The focus of these observance is to encourage interaction and not just recognition.

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