

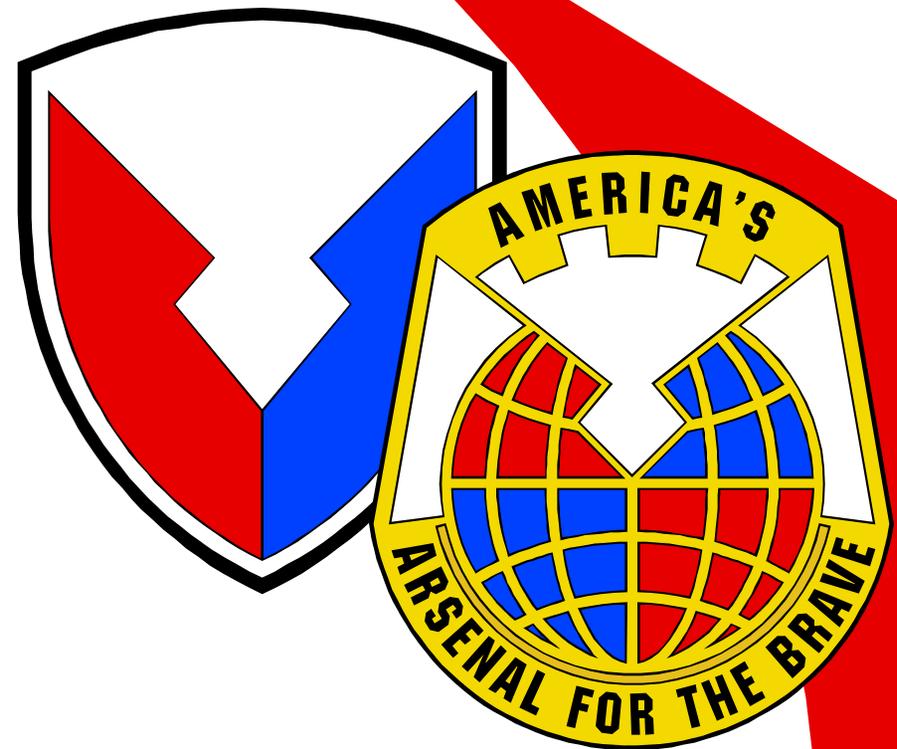
Presented by:
Jean Cozart
Director
Office of Equal Opportunity

Army Materiel Command

*Equal Employment
Opportunity*

~

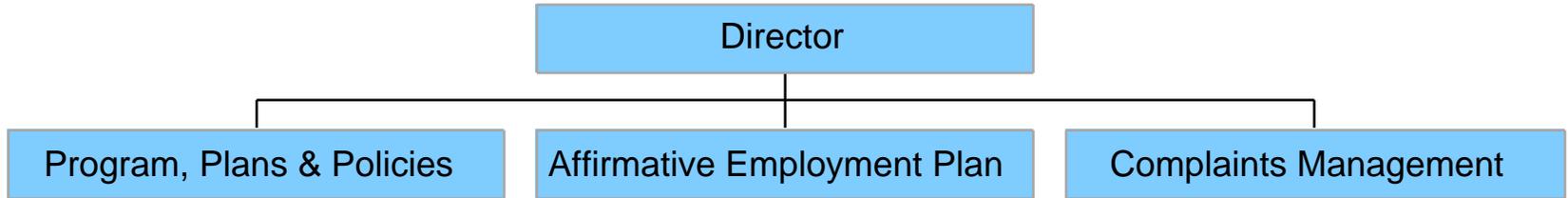
ORIENTATION



AMC – Relevant, Responsive & Ready!



Office of Equal Opportunity



85,000
Serviced
Population

55,000
AMC Civilians



Office of Equal Opportunity

The AMC Vision

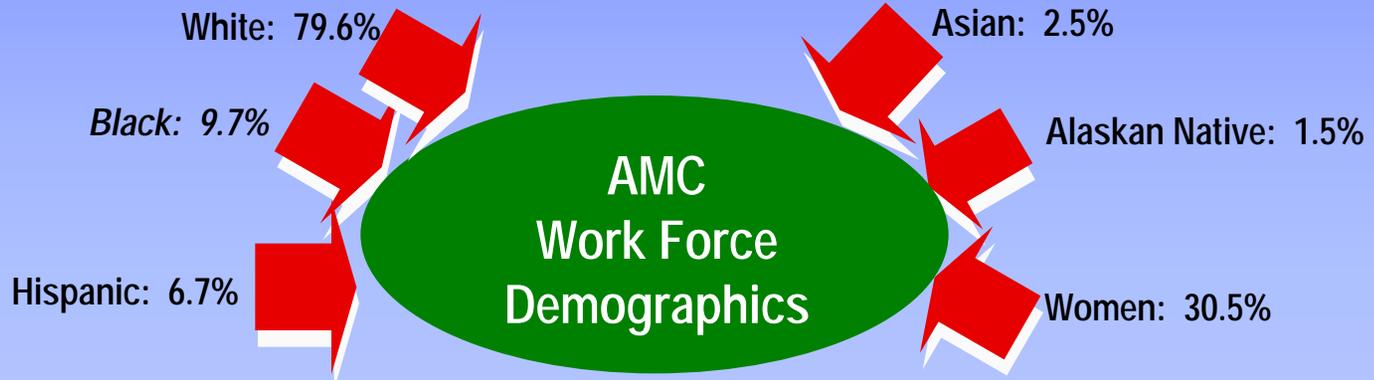
"The Leader In Equipping and Sustaining America's Army Through Superior Technology and Responsive Support Assuring Worldwide Power Projection and Decisive Victory."

America's Arsenal for the Brave

The EEO Vision

"Model Employer with a Diverse and Effective Work Force Founded upon Equality of Opportunity"

Leader in Promoting Diversity



Inform → Educate → Diversify → Equal Opportunity



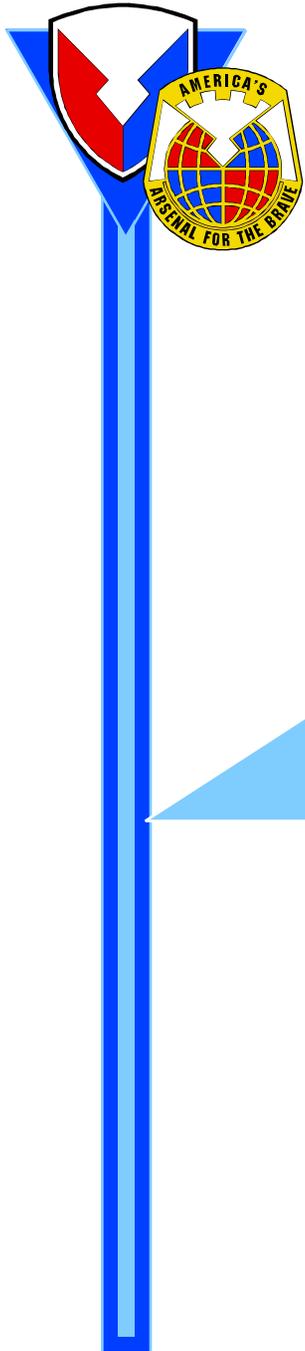
“EEO is part of the TEAM”



“Teaming” is important with **CPO**, **IG**, **Legal**, **PAO**, **SADBU**, and Others.

- **REDS** PROGRAM(ADR)
- HBCU/MI INITIATIVES
- POSH TRAINING
- CLIMATE SURVEYS
- AEP

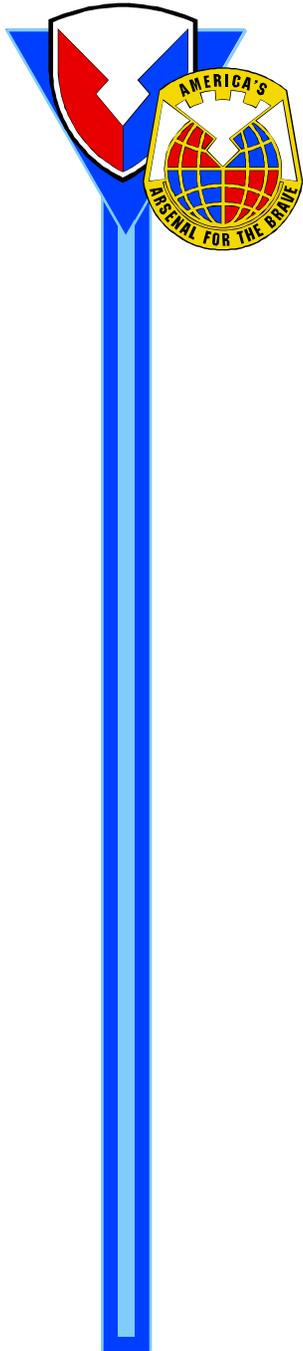
Developing consensus for the AMC Family



Leadership

- * Shared Stakeholders
- * Proactive vs. Reactive
- * Keeping Informed/
Feedback
- * Establish Command
Position
- * Good Business

- * Increase Morale
- * Increase Productivity
- * Increase Savings



“FY 98 Resources”



EEO Counselors = 202

Full-time = 3

Part-time = 6

Collateral Duty = 174

Contract = 19

	\$	
Back pay		94,382.00
Compensatory Damages		7,289.53
Attorney Fees		130,906.00
Awards		18,000.00
Lump Sum Payments		48,607.00
Necessary Overtime		1,200.00
Investigators		120,968.66
TOTAL		\$421,353.19



AMC Support Net

Managers

EEO

- Participate in EEO Program Events
 - Attend Training Sessions
 - Attempt Early Resolution
 - Visit EEO Office
 - Seek EEO Advice
 - Provide Proactive Leadership
 - Make EEO an Integral Part of Corporate Decisions
 - Implement Affirmative Action Requirement
 - Measure Subordinates in EEO Performance
- Review Personnel Actions
 - Provide Guidance on EEO Issues
 - Make Staff Assistance Visits
 - Provide EEO Training
 - Develop EEO Policy Statements
 - Implement Mediation Program
 - Have a viable & visible Special Emphasis Program
 - Manage an accessible & Responsive Complaint Process

AMC - Relevant, Responsive & Ready



A Look Into The Future

Draft
AR 690-600

EEO - A-76

Mandatory
ADR





“We are Winners”



FY 98 Recipients

Best Disability Program
WISE Award
Women of Color Award
Image Award

DA EEO Award
Black Engineers Award
Roy Wilkins Award
LULAC Award

Complaints

FY 96 = 1211

FY 98 = 670

FY 99 = 271

“ We did it together”

“Well done is better than well said.”

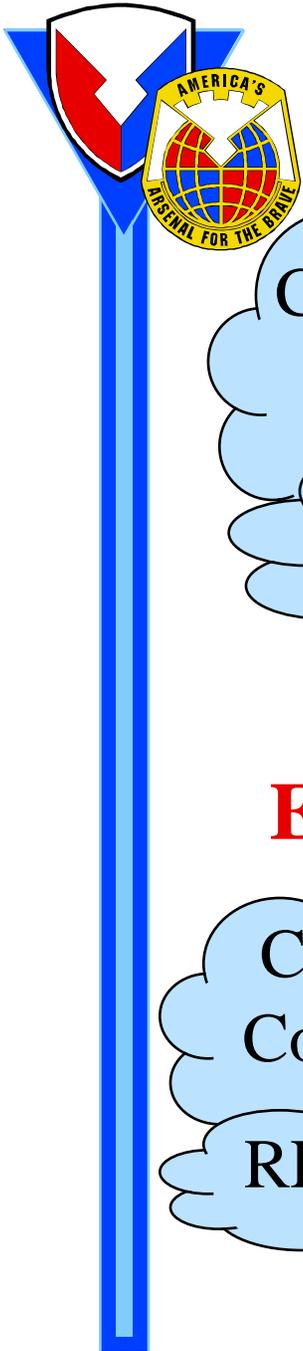
Benjamin Franklin



A Closer Watch



- **Ensure Adequate Resources**
- **Ensure Corrective Action Taken**
- **Attempt Resolution**
- **Provide Recognition**
- **"Stay Tuned" to the Climate of the Work Force**



Compensatory Damages

Culpability Determinations

Regionalization

Program Evaluations

Affirmative Employment Policies

Modernization

Equal Employment Opportunity Challenges

Contract Counselors

QDR

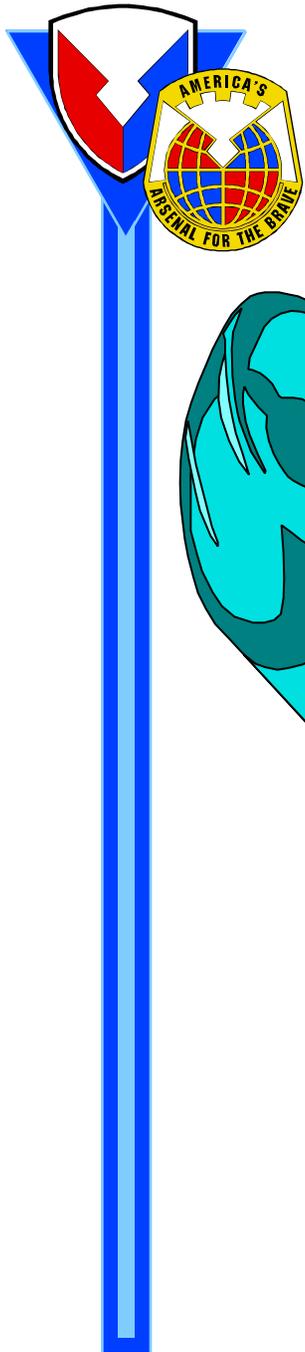
Contractors in the Work Place

RESHAPE

A-76 Process & Outsourcing

ADR

POSH Issues



Keep In Touch

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