



September—October 2004

FY2004

Interagency Diversity
Committee Goals

Goal 1: Develop an FEB sponsored career information program for women, minorities or persons with disabilities.

Goal 2: Develop an awards program, recognizing employees for promoting diversity in the workplace

Goal 3: Create a speakers bureau for promoting diversity in the workplace, and for recruitment of women, minorities and persons with disabilities.

Goal 4: Disseminate best practice models on diversity in the workplace.

The Dallas-Fort Worth Federal Executive Board's Interagency Diversity Committee is a group of approximately 60 individuals with various job titles (manager, specialist and administrative) that represent Federal agencies in the Dallas-Fort Worth area appointed to address diversity issues. These individuals serve on a co-lateral basis in conjunction with their paid positions at their employing agency. Issues range from recruitment, retention, awards & recognition; to seminars, conferences and sharing of information to help make our work environment a place where everyone can be successful.

The Committee is lead by the following officers:

FEB Liaisons:

Fred Azua, Regional Director of the Employment and Standards Administration, Office of Federal Contract Compliance Programs, DOL, and

Joseph Juarez, Regional Administrator for Employment and Training Administration, DOL

2004 Chair: Genni Brown (GSA)

Vice Chair: Keith Moore (FAA)

Workforce Diversity Award Winners

The Workforce Diversity Award was proposed by the Diversity Committee's Awards and Recognitions Action Team in 2003 and approved by the Dallas Fort Worth Federal Executive Board for presentation at the Annual Public Service Excellence Awards Ceremony. The award is given to an agency whose policies and practices are inclusive of all employees in the workforce regardless of diverse backgrounds or cultural differences. It acknowledges the accomplishments of an agency that took steps to create a work environment and organizational culture reflective of society and the community with emphasis on valuing and respecting differences.

The first recipient of the award in 2003 was the Social Security Administration's Regional Office in Dallas. In 2004, the Defense Contract Audit Agency's Regional Office in Irving received the award. The Office of Personnel Management is using DCAA as an example of how to incorporate diversity into government operations. Our congratulations to both of these agencies for demonstrating what good management is truly all about.



Best Practices

Defense Contract Audit Agency – Winner of the 2004 FEB Diversity Award

Significant Practice: Addressing diversity in the workplace by making it a Regional Management Team goal. This Goal will be accomplished by Developing systems for the evaluation of program effectiveness, barrier Identification and elimination. The Region has committed itself to an on-going Obligation to eliminate barriers that impede free and open competition in the Workplace an prevent individuals of any group from realizing their full potential.



<http://www.dcaa.mil>

General Services Administration (GSA)

Significant Practice: GSA recognizes the importance of diversity in achieving its performance goals. The GSA Administrator recently sent out an Agency-wide Memorandum to all associates in support of Equal Employment Opportunity and Diversity in the workplace and for hiring and promoting underrepresented groups – such as Hispanics. The best practice: One of the clear ways that commitment is manifested is to have the CEO or the COO demonstrate to the staff and to the rest of the organization that diversity is important.



<http://www.gsa.gov>

Recommended Reading

Beyond Race and Gender by R. Roosevelt Thomas, Jr.

How to manage—and benefit from—the ever-increasing diversity of the American workforce.

Diversity Inc., the magazine, and DiversityInc.com a complimentary diversity e-newsletter. This newsletter is a complimentary service of DiversityInc.com. The subscribers also get Diversity Inc, the magazine, as part of their subscription to the e-newsletter.

Calendar of Events

March 2005

MAC3 (Metropolitan Area Consortium of Career Centers)

For more information, call Barbara Pete at 817-272-3243

Or Kenneth Goffney at 214-860-8553

Diversity Speakers Bureau Reference Guide

Please call to confirm that the speaker/presenter is available for your event and verify what topic and how long the presentation needs to be. Identify the audience and number expected. Also verify what, if any, fee they require. Verify whether or not they will have handout material or if they provide a master copy and you provide. Also check to see if they need any electronic equipment provided or other equipment; i.e. white screen, electrical outlet, extension cord, etc. Be sure to advise them of appropriate parking and fees for your event.

Speaker Name	Company	Address	Phone, E-Mail, Website
Vicki Garza	Garza Communication Inc.	2601 Hibernia Street, Ste 200 Dallas, TX 75204	214-720-3888 ext. 101 mailto:vicki@garzacomunicaitons.com http://www.garzacomunicaitons.com/
Anita Vanetti	Better Character, Better Business – motivational	PO Box 201346 Arlington, TX 76006-1346	(817) 640-0926 mailto:anita@anitavanetti.com http://anitavanetti.com/
Lillie R. Wilson	EEOC -investigator	207 S Houston Street, 3rd Fl. Dallas, TX 75202-4726	214-253-2810
Judy Womack	International Coaching Federation		972-699-9402 mailto:judy@judywomack.com
Carmelita Pope Freeman	Department of Justice		mailto:Carmelita.P.Freeman@usdoj.gov
Anne Marie Weiss- Armush	DFW International	9064 Stone Creek Place Dallas, TX 75243	214-340-9707 aweiss@airmail.net http://www.dfwinternational.org/
Fred Azua, Jr.	DOL FEB Liaison for Diversity	525 Griffin St, Suite 840, Dallas, TX 75202	972-850-2550 mailto:azuajr.fred@dol.gov
Hank Clemons, PhD	The HLC Group	2202 N. West Shore Blvd, Ste 200, Tampa, FL 33607	(813) 920-9806 hlc@hlcgroupinc.com www.hlcgroupinc.com