



Agency Priority Goal | Action Plan | FY 2023 – Q3

# An Economy for All Workers

Goal Leader:

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Chief Diversity and Equity Officer

Office of the Secretary

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# Goal Team

**Alaysia Black Hackett**  
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# Goal Overview

## Goal Statement

By September 30, 2023, DOL programs will prioritize the advancement of diversity, equity, inclusion, and accessibility, to better support underserved communities through a series of measures and milestones across agencies that demonstrate concrete and sustained progress.

## Problem to Be Solved

Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. However, for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces converging economic and health crises that have exposed and exacerbated inequalities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism.

## What Success Looks Like

Former Secretary Martin J. Walsh established a vision for the U.S. Department of Labor (Department or DOL) which strives to empower all workers "morning, noon and night." The Department must embed equity in a sustainable manner that recognizes the multiple and overlapping identities held by workers and with input by the communities DOL serves. Success for DOL will be achieved when equity has become a fundamental part of all agency functions, including hiring, outreach, training, mission execution, and policymaking, and each of the following DOL agencies has a critical role to play in the success of this goal.

## Employee Benefits Security Administration (EBSA)

EBSA ensures the security of the retirement, health, and other workplace-related benefits of America's workers and their families through effective regulations; assisting and educating workers, plan sponsors, fiduciaries, and service providers; and enforcing the law. Success for EBSA is achieved through increasing the strength of its enforcement efforts. Particularly important in this regard are EBSA's efforts to protect the interests of individuals with mental health and substance use issues and ensure that vulnerable workers, including undocumented workers, receive promised benefits.

## Employment and Training Administration (ETA)

ETA contributes to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems. To accomplish this goal and foster equity the Department must center historically marginalized and underserved workers and job seekers. Success for ETA requires leveraging and expanding public workforce system data and engaging with stakeholders to identify and address barriers to underserved populations, and identifying new program designs, promising strategies, and policies to support the equitable and effective distribution of grant funds.

## Bureau of International Labor Affairs (ILAB)

ILAB safeguards dignity at work, both at home and abroad – by strengthening global standards, enforcing labor commitments among trading partners, promoting racial and gender equity, and combating international child labor, forced labor, and human trafficking. Success for ILAB is advancing equity on all fronts, particularly in countries and regions where vulnerable and

marginalized populations are most susceptible to exploitative labor conditions. By addressing exploitative labor conditions and advancing equity in key countries, ILAB will combat poverty and structural racism in underserved and marginalized communities.

#### **Mine Safety and Health Administration (MSHA)**

MSHA works to prevent deaths, illness, and injury from mining and promote safe and healthful workplaces for U.S. miners. Success for MSHA means conducting a comprehensive analysis of enforcement data to develop a plan for targeting vulnerabilities in underserved communities. MSHA will also increase the share of competitive grants awarded to Minority Serving Institutions.

#### **Office of the Assistant Secretary for Administration and Management (OASAM)**

OASAM provides the infrastructure and support that enables the U.S. Department of Labor to perform its mission. OASAM provides leadership and support for information technology, human resources management, procurement, business operations, safety and health, space management, civil rights, emergency management, security, budget, and performance. Success for OASAM means increasing outreach to underserved communities to advance equity in DOL's contracting opportunities; hire a diverse workforce that mirrors the people we serve, and promote equal opportunity in DOL.

#### **Office of Disability Employment Policy (ODEP)**

ODEP develops and influences policies and practices that increase the number and quality of employment opportunities for people with disabilities. Success for ODEP means increasing the employment and advancement of job seekers and workers with disabilities, and particularly mental health disabilities from various underserved rural, racial, and ethnic groups.

#### **Office of Federal Contract Compliance Programs (OFCCP)**

OFCCP protects workers, promotes diversity through equal employment opportunity, and enforces the legal and contractual promise of nondiscrimination and affirmative action applicable to federal contractors and subcontractors. The agency holds those who do business with the federal government responsible for complying with the legal requirement to take proactive action and not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. Success for OFCCP is strategically utilizing its resources to eliminate barriers to equal employment opportunity for all workers by strengthening its enforcement, promoting greater contractor compliance with equal employment opportunity obligations, and empowering workers to engage with OFCCP and report equal opportunity concerns.

#### **Occupational Safety and Health Administration (OSHA)**

OSHA assures, so far as possible, safe and healthful working conditions for the nation's workers by setting and enforcing standards and by providing training, outreach, education and assistance. Success for OSHA means leveraging targeted enforcement strategies to increase safety in high-risk industries, and raising awareness of workers' rights and protections, especially those historically staffed with vulnerable or migrant workers. OSHA also enforces many of the nation's whistleblower protections.

#### **Office of Workers' Compensation Programs (OWCP)**

OWCP protects the interests of federal employees, coal mine workers, nuclear weapons workers, and longshore and harbor workers who are injured or become ill on the job, their families and their employers by making timely, appropriate, and accurate decisions on claims, providing prompt payment of benefits and helping injured workers return to gainful work as early

as is feasible. Success for OWCP is the collection of demographic data and the completion of customer surveys that the Agency can use to drive changes that will remove barriers to filing claims and improve customer experience for underserved communities.

#### **Veterans' Employment and Training Service (VETS)**

VETS prepares America's veterans, service members, and military spouses for meaningful careers, provides them with employment resources and expertise, protects their employment rights, and promotes their employment opportunities. Success for VETS is collecting and using demographic data to target its grant programs and investigations to help vulnerable workers.

#### **Wage and Hour Division (WHD)**

WHD promotes and achieves compliance with labor standards to protect and enhance the welfare of the nation's workforce. Success for WHD is building strategic partnerships and developing a program for targeted enforcement and outreach to affect communities most vulnerable to violations of worker protection laws.

#### **Women's Bureau (WB)**

WB develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. Success for WB is the expansion of outreach and recruitment to historically underrepresented communities including but not limited to women of color and women with disabilities, as well as to increase the number of women from underrepresented communities in pre-apprenticeship, youth apprenticeship, Registered Apprenticeship, and/or nontraditional occupations.

# Strategies to Achieve Success

## **Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers**

1.1 Implement evidence-driven enforcement, outreach, training, and compliance assistance to target the country's most vulnerable workers. Enforcement agencies will target regions and industries with the lowest-wage workers by leveraging data analytics to identify and target compliance assistance and enforce where violations are taking place but not reported and have the largest impact among underserved communities.

1.2 Leverage strategic partnerships, cooperative programs and other existing relationships with entities like state and local governments and community-based worker organizations focusing on vulnerable workers, so vulnerable workers are aware of their workplace rights and how to exercise those rights.

## **Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs**

2.1 Review grant program designs to identify barriers to underserved groups in obtaining funding and implement promising strategies and program designs to improve equitable access.

2.2 Invest in initiatives to collect and leverage high-quality demographic data and stakeholder feedback to identify promising strategies and inform equity initiatives.

## **Strategy 3: Advancing Equity in DOL's Contracting Opportunities**

3.1 In partnership with federal agencies, DOL will increase outreach to underserved communities to advance equity in DOL's contracting opportunities.

## **Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities**

4.1 DOL will increase its outreach, workforce development, economic security, and enforcement programs to better serve our underserved populations. Over the next two years, DOL will focus efforts on making critical changes that empower all people to attain good jobs and workers' compensation benefits regardless of race or ethnic background. The outcomes of these efforts will be pervasive across all strategies and reflected in successful outcomes across the board.

## **Strategy 5: Transforming DOL into a Model Workplace**

5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society.

DOL's workforce should reflect American society. Employing and retaining people from a variety of different backgrounds brings together the unique and intricate strengths and perspectives that come from lived experiences. By advancing DEIA practices, DOL will help to strengthen the Federal workforce. DEIA is not a separate or add-on activity, but rather a priority that DOL must integrate into and across all functions to build a more welcoming, fair, healthy, and supportive work environment and culture.



# Goal Targets/Key Indicators

## Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

| Sub-Strategy <sup>1</sup>  | DOL Agency | By September 30, 2023, DOL will...  | Name of Indicator    | FY 2022 Result   | FY 2023 Target   | FY 2023 YTD Target | FY 2023 YTD Result | Update Cycle |
|--|------------|---|----------------------|------------------|------------------|--------------------|--------------------|--------------|
| 1.1 Evidence-based strategic enforcement and compliance assistance | EBSA       | Conduct at least 50 compliance assistance events to assist the regulated community in complying with the laws and regulations under its purview, including compliance assistance outreach towards underserved employers and groups. | Measure EBSA-OEA-08b | 180 <sup>2</sup> | 75               | 60                 | 131                | Quarterly    |
| 1.1 Evidence-based strategic enforcement and compliance assistance | EBSA       | Conduct at least 50 retirement savings and health events to participants paying particular focus on reaching underserved populations  | Measure EBSA-OEA-9b  | 160 <sup>1</sup> | 70               | 55                 | 182                | Quarterly    |
| 1.1 Evidence-based strategic                                       | OSHA       | Increase the percentage of Harwood Grant Applicants proposing to deliver or develop   | OSHA-Grants-02op     | 87.2%            | 75% <sup>3</sup> | N/A                | N/A                | Annual       |

<sup>1</sup> Sub-strategy rows shaded in blue indicate a new Fiscal Year (FY) 2023 measure and/or milestone.

<sup>2</sup> While EBSA set targets below FY 2022 results for these measures, EBSA increased its targets from the previous year. For OEA-8b, the FY 2022 target was 50 and the target was increased to 75. For OEA-9b, the target was also 50 and increased to 70. Importantly, as part of the AMP development process, the FY 2023 targets were set before the FY 2022 actuals were recorded. As such, EBSA will continue to revisit its results to use in formulating / adjusting the targets for FY 2024.

<sup>3</sup> The OSHA-Grants-02 performance measure was initially added in FY 2022. OSHA set its target at 75 percent after reviewing applications over the previous 2-3 years. In FY 2022, results were unusually high compared to previous years. Additionally, the Agency is proposing significant changes to their Capacity Building funding opportunity this year. Those changes are intended to solicit more applications from smaller non-profit organizations that do not have a current capacity to deliver occupational safety and health training. These organizations are less likely to be able to provide training in other languages than our typical applicant pool.

|  |     |   |           |     |     |     |     |           |
|--|-----|---|-----------|-----|-----|-----|-----|-----------|
| enforcement and compliance assistance                              |     | materials for training in languages other than English  |           |     |     |     |     |           |
| 1.1 Evidence-based strategic enforcement and compliance assistance | WHD | Increase the percent <sup>age</sup> of compliance actions in industries with a large number of workers from underserved communities | WHD-EQ-02 | N/A | 78% | 78% | 78% | Quarterly |

## Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs

| Sub-Strategy              | DOL Agency | By September 30, 2023, DOL will...  | Name of Indicator | FY 2022 Result  | FY 2023 Target | FY2023 YTD Target | FY 2023 YTD Result | Update Cycle |
|---------------------------|------------|---|-------------------|-----------------|----------------|-------------------|--------------------|--------------|
| 2.1 Equitable Grantmaking | ETA        | Increase the number of states at or above 75% of participants who come from vulnerable populations (WIOA Adult program priority populations). | ETA-OWI-17        | 41 <sup>4</sup> | 42             | 42                | 36 <sup>5</sup>    | Quarterly    |
| 2.1 Equitable Grantmaking | MSHA       | Increase the share of competitive grants awarded to institutions that serve underserved populations   | MSHA-EPD-08       | 20%             | 20%            | 20%               | N/A <sup>6</sup>   | Quarterly    |

<sup>4</sup> Targets and results for this measure are on a Program Year timeframe (12 months ending June 30).

<sup>5</sup> Results for this metric lag by one quarter.

<sup>6</sup> MSHA plans to award its competitive grants in Q4.

### Strategy 3: Advancing Equity in DOL's contracting opportunities

| Sub-Strategy                        | DOL Agency | By September 30, 2023, DOL will...   | Name of Indicator  | FY 2022 Result | FY 2023 Target | FY 2023 YTD Target | FY 2023 YTD Result | Update Cycle |
|-------------------------------------|------------|--|--------------------|----------------|----------------|--------------------|--------------------|--------------|
| 3.1 Advancing equity in contracting | ILAB       | Increase the percent of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lens | ILAB-Equity-01     | 62%            | 68%            | 68%                | 67%                | Quarterly    |
| 3.1 Advancing equity in contracting | OASAM      | Meet or exceed the SBA Goal for the percent of contracts awarded to small, disadvantaged businesses (SDB)  | OASAM-WCF-OSPE-05b | 28.65%         | 28.90%         | 28.90%             | 32.56%             | Quarterly    |
| 3.1 Advancing equity in contracting | OASAM      | Meet or exceed the SBA Goal of 5% for the percent of contracts awarded to women-owned small businesses (WOSB)                                    | OASAM-WCF-OSPE-05c | 8.72%          | 5%             | 5%                 | 6.15%              | Quarterly    |

#### Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities

| Sub-Strategy           | DOL Agency | By September 30, 2023, DOL will...   | Name of Indicator        | FY 2022 Result | FY 2023 Target            | FY 2023 YTD Target | FY 2023 YTD Result | Update Cycle |
|------------------------|------------|--|--------------------------|----------------|---------------------------|--------------------|--------------------|--------------|
| 4.1 Combatting Poverty | EBSA       | Increase the enforcement time for non-quantitative treatment limitations to ensure patients seeking help for mental health and substance use issues do not face more stringent restrictions and barriers than those that apply to medical and surgical benefits. | EBSA-OE-02c <sup>7</sup> | 22,861         | 17,100 (Total Staff Days) | N/A                | 30,138             | Annual       |
| 4.1 Combatting Poverty | OFCCP      | Conduct education and outreach events focused on workers' rights and helping connect underrepresented workers to contractors seeking to hire.  | OFCCP-13                 | 49%            | 50%                       | 50%                | 66%                | Quarterly    |
| 4.1 Combatting Poverty | OSHA       | Increase the number of hazards abated related to powered industrial trucks, an industry traditionally dominated by individuals in vulnerable communities and minority populations in the warehousing industry.   | OSHA-Hazard s-12op       | 147 (Baseline) | 154                       | 115                | 161                | Quarterly    |
| 4.1 Combatting Poverty | WB         | Increase the number of strategic partnerships with organizations primarily serving underserved communities.  | 7-WB-SPUCI O-01          | 221            | 225 (Revised 3/15/2023)   | 165                | 290                | Quarterly    |

<sup>7</sup> The target for this measure in FY 2022 was 7,220 staff days. The target in FY 2023 was more than doubled to 17,100 and was created before the FY 2022 results were known. EBSA will continue to refine the target for this measure for future outyears now that they have an adequate baseline to measure it against.

### Strategy 5: Transforming DOL into a Model Workplace

| Sub-Strategy   | DOL Agency | By September 30, 2023, DOL will...   | Name of Indicator   | FY 2022 Result   | FY 2023 Target   | FY 2023 YTD Target | FY 2023 YTD Result | Update Cycle |
|--|------------|--|---|------------------|------------------|--------------------|--------------------|--------------|
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM      | Increase diversity of applicant and candidate pool   | Increase the number of virtual and on-site job fairs with emphasis on underserved communities   | 121              | 152 <sup>8</sup> | 76                 | 216                | Quarterly    |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM      | Increase the number of recruiting partnerships established with institutions/organizations that serve underserved communities including HBCUs and other MSIs | Number of recruiting partnerships established with institutions/organizations that underserved communities including HBCUs and other MSIs | 415 <sup>9</sup> | 51               | 26                 | 54                 | Annual       |

<sup>1</sup> The FY 2023 target was increased in Quarter 2 to account for planned FY 2023 job fairs.

<sup>8</sup> In FY 2022, DOL focused on New Partnership Development to create an established network of institutions and organizations that work with underserved communities. For FY 2023, the target has been lowered DOL will shift its focus primarily to maintaining and strengthening the relationships it developed the previous year, lowering the number of new partnerships it will be able to establish.

<sup>9</sup> In FY 2022, DOL focused on New Partnership Development to create an established network of institutions and organizations that work with underserved communities. For FY 2023, the target has been lowered DOL will shift its focus primarily to maintaining and strengthening the relationships it developed the previous year, lowering the number of new partnerships it will be able to establish.

## Key Milestones

### Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date                | Milestone Status | Comments         |
|--|-------|--|-----------------------------------|------------------|------------------|
| 1.1 Evidence-based strategic enforcement and compliance assistance | EBSA  | Continue cross-regional outreach project with EBSA benefit advisor offices to develop additional practices for reaching the underserved populations through outreach efforts | 09/30/2023                        | On Schedule      | EBSA-OEA-16      |
| 1.1 Evidence-based strategic enforcement and compliance assistance | EBSA  | Update MHPAEA Self-Compliance Tool in early FY 2023. EBSA will continue to work to implement MHPAEA, including the requirements of the Cures Act, SUPPORT Act, and the CAA   | 06/30/2023<br>Revised: 12/31/2023 | Behind Schedule  | EBSA-OHPSCA/OE-8 |
| 1.1 Evidence-based strategic enforcement and compliance assistance | OFCCP | Issue a scheduling list including contractors that have greater risk factors for non-compliance  | 09/30/2023                        | Completed        | OFCCP-02-ENF     |
| 1.1 Evidence-based strategic enforcement and compliance assistance | MSHA  | MSHA will analyze whether miners in underserved communities face any particular vulnerabilities.   | 03/31/2022<br>Revised: 03/31/2023 | Completed        | MSHA-MS-26       |

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date                   | Milestone Status | Comments            |
|--|-------|---|--------------------------------------|------------------|---------------------|
| 1.1 Evidence-based strategic enforcement and compliance assistance | MSHA  | Develop a tool that uses internal and external data to aid miners in locating drug and mental health treatment facilities, by mine location   | 09/30/2023                           | On Schedule      | MSHA-MS-23          |
| 1.1 Evidence-based strategic enforcement and compliance assistance | OSHA  | Develop and establish a method to capture and measure compliance assistance and other outreach efforts to ensure equity by focusing on underserved, disenfranchised, migrant, and other vulnerable populations.   | 09/30/2023                           | On Schedule      | OSHA Milestone 1-14 |
| 1.1 Evidence-based strategic enforcement and compliance assistance | OSHA  | Implement enforcement initiative focusing on targeting inspections and abatement of the hazards in the package and parcel delivery industries.  | 09/30/2023                           | On Schedule      | OSHA Milestone 3-14 |
| 1.1 Evidence-based strategic enforcement and compliance assistance | WHD   | Present data and methods on pilot of equity index to other DOL agencies   | 03/31/2023<br>Revised:<br>09/30/2023 | Completed        | WHD-M-01            |
| 1.2 Strategic Partnerships   | OSHA  | Will establish 3 OSHA Alliances and/or Strategic Partnerships in the warehousing sector with employers, trade associations, unions, worker centers and other community organizations representing workers in this sector to improve safety and health in this industry. | 09/30/2022<br>Revised:<br>09/30/2023 | On Schedule      | OSHA Milestone 2-2  |

## Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date | Milestone Status | Comments       |
|--|-------|---|--------------------|------------------|----------------|
| 2.1 Equitable Grant Making                             | ETA   | Deliver targeted technical assistance (TA) to National Farmworker Jobs Program (NFJP), Reentry Employment Opportunities (REO) Adult, YouthBuild, and Senior Community Service Employment Program (SCSEP) grantees to improve collection of approved job quality-related data elements (e.g., average hourly pay, hours worked per week, occupation codes) | 09/30/2023         | On Schedule      | ETA-OWI-01     |
| 2.1 Equitable Grant Making                             | ETA   | Solicit applicant feedback about grant process improvements through at least two channels (e.g., stakeholder feedback session, survey)  | 03/31/2023         | Completed        | ETA-OWI-11     |
| 2.1 Equitable Grant Making                             | ETA   | ETA will continue its effort to understand equity in the context of its programs through administrative data by developing state-level equity reports for use by ETA staff in the National and Regional offices   | 09/30/2023         | Completed        | ETA-OPDR-12    |
| 2.1 Equitable Grant Making                             | ETA   | Initiate one pilot project in each region to enhance equity among Black Workers and other underrepresented groups   | 09/30/2023         | On Schedule      | ETA-RO(All)-01 |
| 2.2 Investment in data support and analytic capability | ETA   | Draft the Round 9 Workforce Data Quality Initiative (WDQI) Funding Opportunity Announcement (FOA) with a focus on leveraging data to advance equity   | 06/30/2023         | Completed        | ETA-OPDR-03    |
| 2.2 Investment in data support and analytic capability | ETA   | Expand and improve Workforce Integrated Performance System (WIPS) standard reports for competitive grant outcomes   | 06/30/2023         | Completed        | ETA-OPDR-05    |



| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date                   | Milestone Status | Comments            |
|--|-------|--|--------------------------------------|------------------|---------------------|
| 2.2 Investment in data support and analytic capability | ETA   | Deliver recommendation memo to ETA leadership identifying current challenges to collecting and reporting data elements related to job quality, potential solutions, and assessing the feasibility and level of effort required                           | 09/30/2023                           | On Schedule      | ETA-OPDR-OWI(OA)-06 |
| 2.2 Investment in data support and analytic capability | WB    | Develop an outreach and engagement strategy that outlines the various means by which the agency interacts with and serves LEP workers and how it will outreach to and engage with individuals and organizations that offer free language access services | 06/30/2023                           | Completed        | 3.1-WB-GD-7         |
| 2.2 Investment in data support and analytic capability | WHD   | Deliver interactive Community Outreach and Planning Resource Specialists (CORPS) map to support stakeholder and public engagement  | 11/08/2022<br>(Completed 01/04/2023) | Completed        | WHD-M-04            |

### Strategy 3: Expand Opportunities for Procurement within DOL

| Sub-Strategy                        | Owner | Key Milestone   | Milestone Due Date | Milestone Status | Comments            |
|-------------------------------------|-------|---|--------------------|------------------|---------------------|
| 3.1 Advancing equity in contracting | OASAM | Hold quarterly minority-owned small business outreach sessions  | 09/30/2023         | On Schedule      | OASAM-WCF-OSPE-05-M |
| 3.1 Advancing equity in contracting | OASAM | Hold Industry Days to facilitate large businesses, HBCUs, and small minority-owned businesses into potential partnerships | 09/30/2023         | On Schedule      | OASAM-WCF-OSPE-06-M |

#### Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date                   | Milestone Status | Comments   |
|--|-------|---|--------------------------------------|------------------|--|
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | OWCP  | Conduct three separate customer experience surveys to gather feedback from stakeholder that will be utilized to inform customer engagement strategies and continue to build upon efforts for advancing equity | 09/30/2023                           | On Schedule      | OWCP 1.1-4 Energy Equity and Customer Experience           |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | OWCP  | Conduct analysis of voluntary demographic information, claimant surveys on barriers, and any other stakeholder demographic information  | 10/31/2022                           | Completed        | OWCP-1.1-7 FECA & Longshore Equity and Customer Experience |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | VETS  | Establish potential employment-based performance metrics for Transition Assistance Program using ongoing National Directory of New Hires data   | 09/30/2022<br>Revised:<br>09/30/2023 | Completed        | VETS-TAP-FY22D   |

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date  | Milestone Status | Comments      |
|--|-------|---|---|------------------|---------------|
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | VETS  | Develop a multi-year trend report that compares participant outcomes by relevant demographic categories   | 09/30/2023  | Completed        | JVSG-FY23B    |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | VETS  | Issue a revised quarterly performance report to states to improve awareness of outliers in JVSG record counts for participant services and/or demographic data  | 06/30/2023  | Completed        | JVSG-FY23A    |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | ODEP  | ODEP will use quarterly administrative RETAIN program data, which includes extensive demographics and other data (such as zip code), to help identify and measure service penetration into underserved communities and opportunity zones. | 05/30/2023  | Completed        | ODEP-RETAIN-2 |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | ODEP  | SEED will complete a comprehensive report on state and local policy options targeting the employment and advancement of job seekers and workers with mental health disabilities from various racial, gender, and equity groups            | 03/31/2023<br>Revised:<br>04/30/23<br>(Completed<br>04/30/2023) | Completed        | ODEP-SEED-2   |

| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date                   | Milestone Status | Comments    |
|--|-------|--|--------------------------------------|------------------|-------------|
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | ODEP  | EARN will produce a report of its findings from the FY 2022 Q4 Listening Session with representatives from organizations from underserved communities  | 12/30/2022                           | Completed        | ODEP-EARN-1 |
| 4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty | ETA   | Reentry Employment Opportunities (REO) Growth Opportunity (GO) youth grants focus on community violence intervention (CVI) strategies and best practices, and the agency will disseminate promising practices emerging from the grants | 06/20/2023<br>Revised:<br>09/30/2023 | On Schedule      | ETA-OWI-26  |

### Strategy 5: Transforming DOL into a Model Workplace

| Sub-Strategy   | Owner                | Key Milestone  | Milestone Due Date | Milestone Status | Comments       |
|--|----------------------|--|--------------------|------------------|----------------|
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | Equity@DOL and OASAM | Conduct an equity gap analysis to identify potential barriers at each point in the lifecycle of an employee's career | 09/30/2023         | On Schedule      | Diversity 5-M  |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM and CEO        | Conduct a pilot to remove identifying characteristics from candidates' resumes                                       | 09/30/2023         | On Hold          | Diversity 13-M |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM                | Implement new DEIA training curriculum for managers and supervisors  | 09/30/2023         | On Schedule      | Diversity 12-M |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM                | Train managers, supervisors, and employees on Harassing Conduct policies   | 09/30/2023         | On Schedule      | Inclusion 6-M  |

|  |                |  |            |           |                   |
|--|----------------|--|------------|-----------|-------------------|
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society | OASAM and DSEC | Develop situation-based training offerings on the reasonable accommodation process | 09/30/2023 | Completed | Accessibility 7-M |
|--|----------------|--|------------|-----------|-------------------|

# Narrative – Fiscal Year 2023, Q3

## Progress Update:

In Q3 of FY 2023, the Department of Labor made great progress embedding equity into its various activities including data analysis, targeted enforcement, program outreach, and establishing strategic partnerships. The following provides an overview of the progress made toward achieving the objectives set out for this APG.

### **EBSA**

For the 3rd quarter, EBSA exceeded the National and Regional Compliance Activities metric by completing 58 compliance activities focusing on underserved communities, exceeding the 20 activities that had been established as the target for 3rd quarter. The agency also conducted 57 retirement savings and health events for participants paying particular focus on reaching underserved populations, exceeding our 3rd quarter target of 20 events by 37. The Agency continues its efforts towards increasing the enforcement time for non-quantitative treatment by the end of this year.

As of June 30, 2023, Benefits Advisors have conducted 656 outreach events that targeted underserved communities, and the agency continues to update the self-compliance tool and has begun initial drafting. In addition to incorporating recent guidance issued under the new CAA requirements, EBSA continues to engage with stakeholders to inform the update.

EBSA continues working to update the self-compliance tool and targeting release by fall 2023.

### **ETA**

In Q3, ETA held a Performance Reporting and Data Collection webinar for the National Farmworker Jobs Program (NFJP) grantees which included a discussion on job quality-related data elements, and ETA's six Regional Offices continued to make progress on their demonstration pilots to enhance equity among black workers and other underrepresented groups. Also, ETA continued efforts to improve data collection and reporting and conducted the following activities: 1) On April 10, Round 9 Workforce Data Quality Initiative (WDQI) Funding Opportunity Announcement (FOA) was published, which provides for leveraging data to advance equity; 2) Completed all nine of the quarterly program reports in the Workforce Integrated Performance System, which will improve the reporting of outcomes for competitive grants; 3) Completed the development of all 52 State Equity Reports. The reports explore participant-level information (services received, outcomes, etc.) across key demographic variables and by state. ETA is currently transitioning to a rollout plan for National and Regional Offices; and 4) Identified relevant resources and datasets pertaining to job quality for the recommendation memo to ETA leadership.

### **ILAB**

During Q3, ILAB made 15 new awards, 67% of which had an equity lens. ILAB's cumulative result as of the end of Q3 is also 67%, slightly below the FY23 annual target of 68%. ILAB awards the majority of its cooperative agreements in Q1 and Q4 and anticipates meeting the annual target by the end of the fiscal year.



ILAB awarded several cost increases for projects during Q3 that included a specific focus on gender equity. For example, the recent modification for ILAB's Palma Futuro project in Colombia and Ecuador aims to strengthen gender equity and non-discrimination policies in the private sector and prioritize participation for underserved communities in worker community groups and social performance teams. Additionally, the project aims to collaborate with the Ministry of Equity and Inclusion on mechanisms to address gender-based discrimination, wage gaps, and violence in the workplace.

In the area of evaluation and data collection, ILAB awarded several evaluation contracts that included language requiring evaluators to assess equity in ILAB technical assistance projects. Finally, a modification to the Evidence to Action project (which is piloting new statistical guidelines on measuring forced labor) provided additional resources for a forced labor prevalence survey in Madagascar's garment sector that will increase the survey sampling size to allow for an innovative approach of producing disaggregated estimates of forced labor by gender.

### **MSHA**

In Q3, MSHA continued to make progress toward its equity goal through outreach efforts around hiring, language access improvements to safety and health training, and data analysis of mines in medically underserved communities. MSHA plans to award its FY 2023 grants in Q4.

MSHA is developing an electronic tool on its website that utilizes coordinate/address data for Substance Abuse and Mental Health Services Administration (SAMSHA) substance use facilities, HRSA health centers, and Black Lung Clinics to aid miners in locating drug and mental health treatment facilities, health centers, and black lung clinics. The application will provide resources for locating drug and alcohol treatment facilities by mine name, identification number, address, city, zip code, and miner residence. Additionally, the tool will allow a miner to search for treatment resources by facility type, service setting, treatment approaches, language services, other spoken languages, recovery support services, and payment options. MSHA will foster communication with the mining community to improve knowledge of accessing primary care, dental, and mental health providers within close proximity to a mine location. The agency will actively engage with the mining community through alliance group partnerships to collaborate on the development of the tool, increase awareness of the tool, and conduct technical sessions demonstrating tool features in select HPSA. In Q3, MSHA processed a contract modification adding specific task and deliverables for the new MSHA capability.

### **OASAM**

DOL's Office of the Senior Procurement Executive (OSPE) continues to work with program and contracting activities to maximize spending towards the socio-economic categories, to include Women-Owned Small Business. OSPE held two industry days in FY 2023. OSPE will continue to hold additional outreach sessions and industry days to attract various demographic and socio-economic groups. Industry days serve as a critical communication tool, between vendors and various industries to help vendors become more familiarized with specific requirements, as well as federal contracting and procurement requirements and procedures. These outreach sessions and industry days, help build networks and relationships that support new or small vendor's ability to successfully navigate and compete for federal contracts through the contracting processes.

With the Department's ongoing efforts to diversify spending among the socioeconomic groups and various demographics represented within EO 13985, OSPE has seen a slight shift in dollars

spent towards WOSB. However, OSPE anticipates there could continue to be progress towards its goals for the percentage of spend to WOSB during fourth quarter.

OASAM is making progress toward its goal of DEIA training for managers and supervisors. To date, 98% have completed registration and 46% have completed all the required courses.

### **ODEP**

ODEP's RETAIN program coordinates among individuals and organizations about staying in or returning to work after a work disability. In Q3, ODEP worked closely with the RETAIN Technical Assistance contractor to assist grantees in reaching underserved communities and opportunity zones. Overall, 22.1% of RETAIN service recipients were a person of color and 14.3% were Black workers, representing a higher proportion than the average in both categories for the RETAIN states.

Under the State Exchange on Employment and Disability (SEED) initiative, all intermediary partners continued to support equity in workforce issues in Q3, including intermediaries representing policymakers with diverse identities, such as the National Caucus of Black Legislators (NCBL), the Board of Latino Legislative Leaders (BLLL), the National Organization of Black Elected Legislative Women (NOBEL Women), and the National Caucus of Native American State Legislators (NCNASL).

Assistant Secretary Williams has engaged with each of these groups at least once within the past year, being invited to a host of meetings, listening sessions, and conferences. This networking and partnership development has resulted in the creation and dissemination of a continually growing collection of education and outreach materials that includes policy briefs, articles, and blog posts as well as a greater number of direct technical assistance engagements and events. Each of these efforts has not only highlighted state and local government best practices for promoting equity inclusion in both general and disability-focused programs and policy, but also provided their respective members with strategies and policy options for increasing diversity, equity, inclusion and accessibility in states and localities.

### **OFCCP**

In Q3 of FY 2023, OFCCP continued making significant progress in its Equity performance measure by increasing the number of education and outreach events focused on workers' rights and community-based organizations and engaging women, workers of color, veterans, and workers with disabilities. Cumulatively, OFCCP conducted 229 Education and Outreach events focused on workers' rights reaching over 13,300 participants, or 132% of our target. Finally, OFCCP released our construction Corporate Scheduling Announcement List (CSAL) in June 2023, which included 250 compliance evaluations for federal contractors and subcontractors covering establishment reviews. OFCCP will continue to maximize its resources while conducting compliance evaluations and outreach events.

### **OSHA**

In FY 2023 Q3, OSHA continues conducting inspections and compliance assistance in the warehousing industry with existing programs, evaluating exposure to industrial truck hazards, and seeking abatement to remove employees from the hazards. The measure (OSHA-Hazards-12op) is 38% above the annual target at the end of the 3rd quarter. In Q1, OSHA focused considerable resources into a strategic and novel Amazon investigation, which resulted in

issuance of six General Duty Clause (GDC) violations to Amazon for failing to provide safe and healthful workplaces and exposing workers to ergonomic hazards. The six inspections have the potential to have a significant positive impact on the target population. In FY 2023 Q3, OSHA approved and finalized an update to the OSHA Information System (OIS) based on a reevaluation of an (OIS) Compliance Assistance module designed to capture and measure more detailed information regarding the audiences reached via outreach and other compliance assistance activities. The module was approved however, additional modifications are needed. In early Q4, OSHA will refine and share an updated draft with its Compliance Assistance OIS Working Group before presenting a final draft to Office of the Assistant Secretary. OSHA is on track to have updates go live in the OIS system on October 1, 2023. (Milestone 1-14). At the end of FY 2023 Q2, OSHA had established two area office alliances specifically focused on warehousing industry hazards (one signed by the Allentown, PA area office, and one signed by the three Georgia Area Offices.) Since then, OSHA Region 1 has solidified a collaborative effort with the Environmental Protection Agency and Department of Homeland Security focused on outreach regarding chemical warehousing safety; while this relationship will not take the form of a traditional Alliance or Partnership, it will be formalized in an appropriate manner and conduct activities that are similar in nature. The national office is also continuing discussions with the Materials Handling Institute regarding a national warehousing alliance. (Milestone 2-2). On July 13, 2023, OSHA issued the National Emphasis Program (NEP) for Warehousing and Distribution industries, including package and parcel delivery industries. The NEP focuses on warehouse and parcel delivery establishments that experience elevated injury and illness rates. The industry sectors targeted under the new NEP are known to employ higher-than-average percentages of vulnerable workers. (Milestone 3-14).

#### **OWCP**

OWCP's FECA, Longshore, and Energy programs completed one of the two milestones supporting DOL's equity efforts as of FY23 Q3. The Energy program mailed its third and final survey for FY23, focusing on stakeholders experience requesting approval for oxygen equipment or accessories in June 2023. Additionally, the Customer Experience staff worked to develop and implement a survey on the Spanish language section of the Division of Energy Employees Occupational Illness Compensation website and translated the Resource Center survey into Spanish. The Resource Centers deployed the new Spanish language survey in Q3.

#### **VETS**

In FY 2023 Q3, VETS established employment-based performance metrics for the Transitioning Assistance Program (TAP). This represents the culmination of a multi-year effort to match Transitioning Service Member information with National Directory of New Hire data and will allow VETS to track outcome data for the TAP program for the first time.

#### **WB**

In FY 2023 Q3, WB continued to advance equity in the workforce by working with ETA, OFCCP, unions, and other trades organizations to increase the recruitment and retention of women and people of color on worksites, including new megaprojects; ensuring that the rules/policies/regulations governing Registered Apprenticeship Programs (RAPs) are gender inclusive; and elevating the role of equitable child care strategies in workforce development. WB is collaborating with U.S. Department of Housing and Urban Development (HUD) to increase access to and awareness of worker protections and policies to help survivors or those at risk of gender-based violence keep their job and maintain their economic security. In recognition of Older Americans Month in May, WB released reports highlighting key

employment and economic indicators for older women workers and outlining strategies to support this workforce demographic, including equity-centered policy and practice for workers experiencing menopause. WB's communications team regularly publicizes gender and racial pay disparities, and in Q3 WB recognized the 60th anniversary of the Equal Pay Act through targeted outreach and events.

## **WHD**

WHD continues to build and strengthen strategic partnerships with organizations that work closely with underserved communities and completed its milestone of delivering an interactive Community Outreach and Planning Resource Specialists (CORPS) map to support stakeholder and public engagement on 01/04/2023. WHD has also developed a prototype equity index to identify specific geographic areas where the workforce is particularly vulnerable. In Q2, WHD developed protocols and began piloting use of the equity index for outreach and media. In Q3, WHD also began piloting use of the equity index for enforcement. WHD completed another milestone in Q3 when it presented data and methods from the pilot of the equity index to other DOL agencies during the DOL Equity Board meeting on 06/15/2023. That presentation also led to some follow-up conversations with other agencies.

## **APG Measures Below or Significantly Below Target**

**ETA Measure (ETA-OWI-17):** Increase the number of states at or above 75% of participants who come from vulnerable populations (WIOA Adult program priority populations).

**Update:** A total of 36 states reported above 75% enrollment of those populations, with one state (New York) reporting below the 50% floor. Three of the states that did not reach the 75% enrollment goal missed the mark by 3 or fewer participants, reporting an average of 73.9%. Further, two states saw large drops in service to individuals receiving SNAP benefits, which may be attributable to pandemic-related SNAP emergency allotments ending during this time, and therefore disruptions to participant referrals from SNAP to WIOA programs.

ETA continues to provide technical assistance to states about promising practices for prioritizing enrollment of vulnerable populations in WIOA, as well as identifying potential barriers to success during monitoring reviews and other engagements. ETA intends to release a technical assistance tool in August 2023 and has also engaged with states directly who need more guidance about implementing Adult Priority of Service requirements. Adults without dependents may now be subject to losing their SNAP benefits if they are not participating in work activities, which can include WIOA. ETA and Dept of Agriculture's Food and Nutrition Service sent a joint letter to states explaining how the programs interact and urging states to ensure outreach to SNAP recipients about WIOA services. ETA is hopeful that this technical assistance package will help those states that are close to achieving the 75% metric over the next several quarters.

**ILAB Measure (ILAB-Equity-01):** Increase the percent of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lense.

**Update:** During Q3, ILAB made 15 new awards, 67% of which had an equity lens. ILAB's cumulative result as of the end of Q3 is also 67%, slightly below the FY23 annual target of 68%. ILAB awards the majority of its cooperative agreements in Q1 and Q4 and anticipates meeting the annual target by the end of the fiscal year.

## **APG Milestones Behind Schedule**

**EBSA Milestone (OHPSCA/OE-8):** Update MHPAEA Self-Compliance Tool in early FY 2023. EBSA will continue to work to implement MHPAEA, including the requirements of the Cures Act, SUPPORT Act, and the CAA. **Update:** The delay to the MHPAEA self-compliance tool milestone was due to a temporary shift of resources. These were needed to create additional guidance to address mental health regulations that were DOL and White House priorities. Work on this milestone will resume with an anticipated completion date sometime during the first quarter of FY 2024.

**OASAM Milestone (Diversity-13-M):** Conduct a pilot to remove identifying characteristics from candidates' resumes. **Update:** This milestone is currently on hold as DOL evaluates the best path forward.

### Next Steps

DOL is currently developing the FY2024-25 APGs.

# Data Accuracy and Reliability

Agencies use a variety of systems and mechanisms to verify and validate data accuracy and reliability:

**Data Sources:** DOL collects data from a variety of internal and external stakeholders, using internal systems and databases. In addition, agencies populate systems that aggregate these data for reporting to DOL leadership, OMB, and external stakeholders. The Departmental E-Business Suite (DEBS) is the system that DOL uses to collect performance and budget information including measures and milestones included in the DOL Strategic Plan for reporting in various deliverables including the Annual Performance Report, the Agency Financial Report, and the Agency Priority Goals, among others.

**Data Validation and Verification:** DOL uses both human and automated data validation to verify data accuracy. Agency staff, both in the field and the National Office review both internal and externally provided data (such as those received from grantees and/or contractors). Where agencies have developed case management systems or databases, agency staff will review the data from these systems prior to generating the reports required for various deliverables. Many agencies have specific teams or offices dedicated to data, and agencies work closely with the Performance Management Center to review, correct, and update data, where required. For APGs specifically, agencies meet with the Deputy Secretary of Labor prior to submission, providing an extra layer of data validation and clearance.

**Level of Accuracy:** Different data sets require different levels of accuracy, depending on the measure. However, agencies input their data methodology and calculation methods when inputting data in their systems, including DEBS. Agencies specify numerator and denominator for their measures, whether the measure should increase or decrease, and the frequency of data collection.

**Data Limitations:** Agencies experience a number of limitations regarding data collection and validation. These include user error (i.e. inputting inaccurate information), data collection timelines (especially for grantees and external stakeholders, who may report data on an “off-cycle”, i.e. not aligned to quarters or even fiscal years (for multi-year funding programs, and programs on Program or Calendar Year schedules).

**Strategies to Address Data Limitations:** Agencies use a number of strategies to mitigate limitations to data. These include internal clearance and validation, training (virtual, and through guides and SOPs), and verification processes for data received from external stakeholders. Agencies update lagging indicator data as it becomes available, and note which measures fall into this category.



# Additional Information

## **Contributing Programs**

DOL Agencies Contributing to this APG can be found on page 4 of this document.

## **Organizations**

1. State Workforce Agencies
2. Non-profit and minority-serving organizations
3. Businesses owned by women, racial minorities, and other historically marginalized populations

## **President's Management Agenda**

1. Priority 2: Delivering excellent, equitable, and secure Federal services and customer experience

## **Legislation and Regulations**

1. [The American Rescue Plan of 2021 \(ARPA\)](#)
2. [The Coronavirus Aid, Relief, and Economic Security Act of 2020 \(CARES\)](#)
3. [No Surprises Act, part of the Consolidated Appropriations Act of 2021](#)
4. [Families First Coronavirus Response Act \(FFCRA\)](#)

## **Policies**

1. [Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government \(2021\)](#)
2. [Executive Order 13995: Ensuring an Equitable Pandemic Response and Recovery \(2021\)](#)
3. [Executive Order 13999: Protecting Worker Health and Safety \(2021\)](#)
4. [Executive Order 14002: Economic Relief Related to the COVID-19 Pandemic](#)

## **Stakeholder / Congressional Consultations**

Agencies regularly consult stakeholders including DOL Leadership, Congress, and federal partners on implementing and coordinating outreach and engagement related to the activities mentioned in this APG.

DOL will strengthen outreach efforts to stakeholders that serve historically underserved and marginalized communities. These stakeholders can serve as an important validator for communities who are mistrustful of government services or who face barriers to filing a complaint with WHD. They can also be instrumental in developing cases, returning wages to workers, and ensuring sustainable compliance.

## APPENDIX: Milestones Completed in FY 2022

### Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date | Milestone Status     | Comments                      |
|--|-------|--|--------------------|----------------------|-------------------------------|
| 1.1 Evidence-based strategic enforcement and compliance assistance 1 | EBSA  | EBSA will develop additional culturally competent translations of written compliance assistance and outreach materials, including both improved written publications and updates to EBSA's website.                              | 09/30/2022         | Completed 09/30/2022 | EBSA-OEA-13                   |
| 1.1 Evidence-based strategic enforcement and compliance assistance 2 | EBSA  | EBSA will translate its toll-free line phone announcement messages to Chinese (Traditional and Simplified), Vietnamese, Korean, Haitian Creole, Polish, Tagalog, French, Arabic, Russian, and Portuguese                         | 09/30/2022         | Completed 06/06/2022 | EBSA-OEA/OEA-20               |
| 1.1 Evidence-based strategic enforcement and compliance assistance 3 | EBSA  | EBSA will analyze demographic data to identify industries with higher shares of underserved communities. EBSA will consider this data when identifying new enforcement initiatives.  | 09/30/2022         | Completed 09/30/2022 | EBSA Learning Agenda          |
| 1.1 Evidence-based strategic enforcement and compliance assistance 4 | ILAB  | ILAB will baseline a new measure for the percent of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lens.  | 09/30/2022         | Completed 09/30/2022 | ILAB-Equity Milestone 2022-01 |
| 1.1 Evidence-based strategic enforcement and compliance assistance 5 | OFCCP | Develop a proposal for the modernization of supply & service regulations to strengthen our enforcement, improve contractor compliance with affirmative action program requirements, and strengthen data collection and analysis. | 09/30/2022         | Completed 09/30/2022 | OFCCP-03-ENF                  |



| Sub-Strategy  | Owner | Key Milestone   | Milestone Due Date | Milestone Status      | Comments             |
|---|-------|---|--------------------|-----------------------|----------------------|
| 1.1 Evidence-based strategic enforcement and compliance assistance 6  | OFCCP | Develop a new scheduling list methodology to better identify contractors with greater risk factors for non-compliance.  | 05/03/2022         | Completed 05/22/2022  | OFCCP-02-ENF         |
| 1.1 Evidence-based strategic enforcement and compliance assistance 9  | OSHA  | Develop an enforcement initiative focusing on targeting inspections and abatement of the hazards in the package and parcel delivery industries.   | 09/30/2022         | Completed, 09/30/2022 | OSHA Milestone 2-3   |
| 1.1 Evidence-based strategic enforcement and compliance assistance 10 | WHD   | Advance goals of equity and combat poverty in communities most affected through targeted enforcement and outreach. WHD will explore the development of a new equity index to help target enforcement, outreach, and resource allocation efforts.  | 09/30/2022         | Completed 03/31/2022  | WHD-M-1 and WHD-M-20 |
| 1.2 Strategic Partnerships 11   | ODEP  | ODEP will require each of the five Phase 2 Retaining Employment and Talent After Injury/Illness Network (RETAIN) states to conduct employer outreach to an underserved community or an opportunity zone within their state.   | 03/31/2022         | Completed 03/31/2022  | ODEP-RETAIN-1        |
| 1.2 Strategic Partnerships 12   | OFCCP | OFCCP plans to launch with the Equal Opportunity Commission (EEOC), a comprehensive initiative to promote equity in hiring as our nation rebuilds. OFCCP will develop resources to promote the adoption of promising practices, evidence-based research, and innovative initiatives to embed equity in the design of recruiting and hiring practices. OFCCP will also provide guidance to employers on how to undertake innovative efforts in compliance with our equal opportunity laws. | 09/30/2022         | Completed 01/17/2022  | OFCCP-05-RAM         |

| Sub-Strategy                  | Owner | Key Milestone  | Milestone Due Date | Milestone Status     | Comments    |
|-------------------------------|-------|--|--------------------|----------------------|-------------|
| 1.2 Strategic Partnerships 13 | WHD   | WHD will build strategic partnerships with community-based organizations, worker centers, unions, industry associations, consulates, faith-based organizations and worker advocacy groups.   | 05/31/2022         | Completed 09/30/2022 |             |
| 1.2 Strategic Partnerships 14 | WB    | WB will invest in the Fostering Access, Rights and Equity (FARE) Grant Initiative and award grants that support partnerships between state or territory government agencies and community-based and non-profit organizations to engage in targeted education and outreach efforts to help marginalized women workers – disproportionately women of color – in women-dominated, low-paid sectors of the workforce to understand and access their workplace rights and benefits. | 09/30/2022         | Completed 09/29/2022 | 3.1-WB-GD-3 |
| 1.2 Strategic Partnerships 15 | ODEP  | ODEP will complete a report on policy options targeting the employment and advancement of job seekers and workers with mental health disabilities from underserved rural, racial, and ethnic groups.   | 09/30/2022         | Complete 09/23/2022  | ODEP-SEED-2 |

**Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs**

| Sub-Strategy  | Owner | Key Milestone   | Milestone Due Date | Milestone Status     | Comments                                     |
|---|-------|---|--------------------|----------------------|--|
| 2.1 Equitable Grant Making 17                             | ETA   | Complete activities in support of equitable grant making and improved program design to mitigate barriers faced by smaller, local organizations (e.g., sharing advance notice of intent to publish FOAs, testing extended application periods for select FOAs, and seeking public input on the design of select new grant programs prior to publishing grant competitions). | 09/30/2022         | Completed 09/19/2022 | ETA-EQUITY APG 2.1(ETA-OWI-05 to ETA-OWI-12) |
| 2.1 Equitable Grant Making 18                             | WB    | WB will invest in the Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical Assistance Grant Program and award grants to support outreach, recruitment, and retention of women, especially women from communities historically underrepresented in grant related activities, in apprenticeships and nontraditional occupations                           | 09/30/2022         | Completed 08/24/2022 | 1.2-WB-WG-3                                  |
| 2.2 Investment in data support and analytic capability 19 | ETA   | Develop performance measures/milestones for FY 2023 Agency Management Plan to incentivize agency behaviors that will advance equity goals.  | 06/30/2022         | Completed 06/27/2022 | ETA-OPDR-06                                  |
| 2.2 Investment in data support and analytic capability 20 | ETA   | Provide technical assistance (TA) to the state performance and reporting grantee communities to improve demographic data collection, reporting, analysis, and application.  | 09/30/2022         | Completed 09/26/2022 | ETA-OPDR-07                                  |

| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date | Milestone Status        | Comments          |
|--|-------|--|--------------------|-------------------------|-------------------|
| 2.2<br>Investment in data support and analytic capability 21 | VETS  | VETS will request a change to the VETS-1010 form to allow the collection of additional equity measures including gender, date of birth, race, and ethnicity. These measures will allow VETS the ability to ensure equitable treatment during the conduct of investigations and identify any trends involving claimants who are part of a protected class in addition to military status. | 09/30/2022         | Completed<br>09/16/2022 | VETS-USERRA-FY22K |
| 2.2<br>Investment in data support and analytic capability 22 | VETS  | Improve the integrity of Jobs for Veterans State Grants (JVSG) data submitted by grantees to support equity analysis and analyze median earnings in the 2 <sup>nd</sup> quarter after exit between all JVSG exiters and JVSG exiters who are members of marginalized populations.  | 09/30/2022         | Completed<br>05/16/2022 | VETS-JVSG-FY22B   |
| 2.2<br>Investment in data support and analytic capability 23 | WB    | Refine WB website and develop infographics to better share information that will help women access information to jobs, benefits and career programs such as apprenticeship.   | 09/30/2022         | Completed<br>08/22/2022 | 1.1-WB-WG-6       |

### Strategy 3: Expand Opportunities for Procurement within DOL

| Sub-Strategy                           | Owner | Key Milestone  | Milestone Due Date | Milestone Status | Comments            |
|--|-------|--|--------------------|------------------|---------------------|
| 3.1 Advancing equity in contracting 24 | OASAM | Hold quarterly minority-owned small business outreach sessions | 09/30/2023         | On Schedule      | OASAM-WCF-OSPE-05-M |

|  |       |   |            |             |                     |
|--|-------|---|------------|-------------|---------------------|
| 3.1 Advancing equity in contracting 25 | OASAM | Hold Industry Days to facilitate large businesses, HBCUs, and small minority-owned businesses into potential partnerships | 09/30/2023 | On Schedule | OASAM-WCF-OSPE-06-M |
|--|-------|---|------------|-------------|---------------------|

**Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities**

| Sub-Strategy   | Owner | Key Milestone  | Milestone Due Date | Milestone Status     | Comments  |
|--|-------|--|--------------------|----------------------|---|
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 26 | ETA   | ETA will publish Reentry Employment Opportunities (REO) Youth/Community Violence Intervention (CVI) funding opportunity announcements (FOAs) and award grants that focus on CVI strategies and best practices associated with serving populations that have higher incidence of poverty and homelessness.  | 6/30/2022          | Completed 06/23/2022 | ETA-EQUITY APG 4.1 (ETA-OWI-05 and ETA-OWI-10) Due date taken from ETA-OWI-10 |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 27 | ETA   | In FY 2022, ETA will Identify 1-2 grants and conduct a pilot to assess the feasibility of an extended application period to support a broader grant application pool that is inclusive of smaller local and community based organizations.   | 03/1/2022          | Completed 03/31/2022 | ETA-EQUITY APG 4.1 (Adapted from ETA-EQUITY-08)                               |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 28 | OWCP  | The Federal Employees' Compensation Act (FECA) program will enhance the Employees' Compensation Operations and Management Portal to offer non-binary gender options for forms filing and to collect additional voluntary demographic information to help engagement of underserved communities including those in poverty and in particular among Black and African American and other communities of color. | 09/30/2022         | Completed 04/22/2022 | OWCP 2.1-12 FECA Equity   |

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date | Milestone Status           | Comments                               |
|--|-------|---|--------------------|----------------------------|--|
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 29 | OWCP  | The FECA and Longshore programs will distribute customer experience surveys to gather feedback that can inform strategies for advancing equity and better engaging traditionally disenfranchised communities, including those in poverty and in particular among Black and African American and other communities of color. | 09/30/2022         | Completed 06/30/2022       | OWCP 2.1-11<br>FECA & Longshore Equity |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 30 | OWCP  | Conduct a customer experience survey to gather feedback from Energy stakeholders that the program will utilize to inform customer engagement strategies for advancing equity and better engage traditionally disenfranchised communities.   | 09/30/2022         | Completed 09/30/2022       | OWCP 2.1-8<br>Energy Equity            |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 31 | VETS  | Establish potential employment-based performance metrics for Transition Assistance Program using ongoing National Directory of New Hires data.  | 09/30/2022         | Behind Schedule 09/30/2023 | VETS-TAP-FY22D                         |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 32 | VETS  | Revise FY 2023 Funding Opportunity Announcement and identify areas with the highest rates of veteran homelessness, including communities most affected by poverty, and analyze historical data to target communities that may not know of HVRP services.  | 03/30/2022         | Completed 03/31/2022       | VETS-HVRP-FY22A                        |

| Sub-Strategy   | Owner | Key Milestone   | Milestone Due Date | Milestone Status     | Comments          |
|--|-------|---|--------------------|----------------------|-------------------|
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 33 | ODEP  | ODEP will use quarterly administrative RETAIN program data, which includes extensive demographics and other data (such as zip code), to help identify and measure service penetration into underserved communities and opportunity zones.   | 09/30/2022         | Completed 07/12/2022 | ODEP-RETAIN-3     |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 34 | OASAM | OASAM's Civil Rights Center (CRC) will develop a strategy to analyze the use of algorithms (and other aspects of automated systems) by recipients, and their impact on discriminatory practices prohibited by the nondiscrimination and equal opportunity statutes and regulations. | 09/30/2022         | Completed 09/14/2022 | OASAM-DM-CRC-09-M |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 35 | OASAM | OASAM's CRC will update in partnership with ODEP the <i>Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide</i> in consideration of specific equity and intersectionality principles                                 | 09/30/2022         | Completed 09/30/2022 | OASAM-DM-CRC-12-M |
| 4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 36 | OASAM | CRC will coordinate with ETA to explore the utility of revising and reissuing Training and Employment Guidance Letters on criminal record restrictions, credit history and unemployment status and possible disparate impact based on race, national origin, sex, and disability.   | 09/30/2022         | Completed 09/30/2022 | OASAM-DM-CRC-13-M |

### Strategy 5: Transforming DOL into a Model Workplace

| Sub-Strategy | Owner | Key Milestone | Milestone Due Date | Milestone Status | Comments |
|--------------|-------|---------------|--------------------|------------------|----------|
|--------------|-------|---------------|--------------------|------------------|----------|

|   |                      |  |            |             |                |
|---|----------------------|--|------------|-------------|----------------|
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 37 | Equity@DOL and OASAM | Conduct an equity gap analysis to identify potential barriers at each point in the lifecycle of an employee's career | 09/30/2023 | On Schedule | Diversity 5-M  |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 38 | OASAM and CEO        | Conduct a pilot to remove identifying characteristics from candidates' resumes                                       | 09/30/2023 | On Schedule | Diversity 13-M |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 39 | OASAM                | Implement new DEIA training curriculum for managers and supervisors  | 09/30/2023 | On Schedule | Diversity 12-M |
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 40 | OASAM                | Train managers, supervisors, and employees on Harassing Conduct policies   | 09/30/2023 | On Schedule | Inclusion 5-M  |



|   |                |  |            |             |                   |
|---|----------------|--|------------|-------------|-------------------|
| 5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 41 | OASAM and DSEC | Develop situation-based training offerings on the reasonable accommodation process | 09/30/2023 | On Schedule | Accessibility 7-M |
|---|----------------|--|------------|-------------|-------------------|