



# FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM (FEORP) FOR FISCAL YEAR (FY) 2021

**FY 2021 Accomplishments and FY 2022 Plan**

PREPARED BY

COURT SERVICES AND OFFENDER SUPERVISION AGENCY  
Office of Equal Employment Opportunity, Diversity, and Special Programs

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**FISCAL YEAR 2021 FEORP  
PLAN ACCOMPLISHMENTS AND SUCCESSFUL/PROMISING  
PRACTICES**

The Court Services and Offender Supervision Agency (CSOSA) for the District of Columbia is an independent Executive Branch Agency. CSOSA is composed of the Community Supervision Program (CSP) and the Pretrial Services Agency for the District of Columbia (PSA), an independent and separately funded entity within CSOSA. The Agency is proud to present its Fiscal Year (FY) 2021 Federal Equal Opportunity Recruitment Program (FEORP) accomplishments, as evidence of its ongoing efforts to recruit and maintain a high-quality and diverse workforce. Throughout this report, CSP and PSA will be referred to collectively as the Agency, but will also be referred to individually as appropriate. In FY 2021, the Agency had to continue to adjust its operations in response to the national pandemic caused by COVID-19. Notwithstanding this significant challenge, the Agency made noteworthy progress on the strategies identified in its plan to recruit and maintain a high-quality and diverse workforce, as detailed below.

**Recruitment, Retention and Outreach**

In FY 2021, the Agency engaged in a number of efforts designed to increase employee engagement and retention. Those efforts included the following:

- The Agency continued to maximize its use of telework wherever possible. Many employees were able to perform their modified duties virtually. For those employees responsible for certain critical functions that could not be performed virtually, the Agency limited the amount of time those employees were required to be physically present at the worksite.
- In response to employee feedback about feeling disconnected and isolated at the beginning of the pandemic, the CSP Director created a weekly newsletter to engage staff. In FY 2021, the Director continued to use the weekly newsletters to keep employees abreast of the changes in the operation status of the various CSP program offices, provided updates about the work of the program offices, shared information about current and future events and priorities, encouraged employees to avail themselves of the Employee Assistance Program (EAP), and other activities and resources to assist employees with navigating the emotional, mental, familial, physical and other challenges presented by the pandemic, and offered employees the opportunity to share their stories and ideas.
- The CSP Director also conducted various onsite visits during which he engaged employees directly.
- The Agency afforded several employees the opportunity to take detail assignments within CSP and PSA. These detail assignments allowed the employees to expand their

knowledge and skill sets. The assignments significantly assisted in the Agency's efforts to retain and train members of its diverse workforce.

### **Employee Development and Training Opportunities**

In FY 2021, the Agency continued to provide employment development opportunities to its employees. For example, CSP executives were tasked with ensuring that employees in their program area were afforded the opportunity to have Individual Development Plans ("IDPs) created for them. CSP also continued to use a skills assessment survey it conducted of its administrative support staff to develop and identify training and employee development opportunities for the administrative support staff.

Both CSP and PSA's TCDCs provided mandatory training courses in the areas of equal employment opportunity (EEO), sexual harassment prevention, and the No Fear Act. CSP's TCDC also included training on CSP's new Anti-Harassment policy and procedures in its New Employee Orientation and began rolling out training on its new Reasonable Accommodation policy and procedures to supervisors.

In FY 2021, CSP provided diversity and inclusion training as part of its academy for new Community Supervision Officers. PSA updated its training materials to incorporate diversity, equity, inclusion, and accessibility principles into its New Employee Orientation. As part of its updated training, PSA reviewed Executive Order 14035, *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*, and the definitions included therein with new employees, discussed how DEIA principles are embedded into PSA's culture and operations, and provided examples of how DEIA principles are applied in different scenarios. In FY 2022, CSP will update its New Employee Orientation in a similar manner.



## DIVERSITY AND INCLUSION STRATEGIC PLAN

### *DEIA Statement*

Pursuant to Executive Order 14035, *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*, CSP and PSA developed and submitted a Joint Agency Diversity, Equity, Inclusion, and Accessibility Strategic Plan as described by Section 3(b) of Executive Order 13583 and modified by EO 14035. CSP and PSA submitted their joint plan within 120 days from the issuance of the Government-wide DEIA Strategic Plan to the Assistant to the President for Domestic Policy (APDP), the Director of the Office of Personnel Management (OPM), and the Deputy Director for Management of the Office of Management and Budget (OMB). CSP and PSA's Joint Plan identified actions to advance DEIA in the workforce and remove any potential barriers identified in the Agency's self-assessments.

CSP and PSA's Joint Plan included quarterly goals and actions to advance DEIA in the agency workforce and in the agency's workplace culture. The Plan was developed in a manner consistent with the law and preserves merit principles and was developed in consultation with cross-agency DEIA Teams and relevant stakeholders.

### *Priority 1.1 - Empowering management staff to embrace their roles as leaders and champions of diversity.*

In FY 2021, the Agency continued to focus on incorporating diversity, equity, inclusion, and accessibility elements into the Agency's ongoing leadership development, supervision, and training activities as set forth in Agency's Objective 1.1.3. To this end, CSP and PSA's TCDCs continued to look for ways to incorporate these elements in the development and training programs provided to supervisors, managers, and executives. In addition, executive leaders included a component focused on equal employment opportunity into the leadership development plans for mid and upper-level managers.

In FY 2022, CSP and PSA will continue to support leadership development throughout all levels of the Agency by providing opportunities for employees to attend Executive and Leadership Development Programs as well as other training programs. All of these efforts will continue to focus on providing supervisors, managers, and employees with the leadership skills necessary to support a diverse and engaged workforce in a positive and productive environment.

*Priority 2.1 - Create an actionable plan to build a diverse and high-performing workforce.*

In FY 2021, the Agency invited staff from across the Agency to engage in diversity, equity, inclusion, and accessibility discussions that contributed to effective decision making pursuant to Agency Objective 2.1.4. Both CSP and PSA have realized tremendous benefit from their respective discussions with employees from all levels of the Agency, including members of the Special Emphasis Programs, about diversity, equity, inclusion, and accessibility related issues. In FY 2022, CSP and PSA will continue to leverage those discussions to explore other ways of reducing barriers to employee engagement as well as to diversity, inclusion, equity, and accessibility in the workplace.

In FY 2021, CSP began using social media to publicize some of its vacant positions. For example, CSP used social media to publicize the vacancy announcement for its Peer Support Clerk Fellowship program which CSP refers to as the “Credible Messenger Program.” Under this program, CSP hires individuals who have been convicted of crimes and have completed their sentences for a six-month period to serve as mentors/Credible Messengers to offenders currently supervised by CSP.

The Agency also reviewed and expanded the email distribution list it uses to disseminate its vacancy announcements in real time. The Agency conducted research and outreach to identify community organizations and student groups that serve groups that were underrepresented in the Agency’s workforce and were not previously included on the email distribution list. The Agency added these organizations and groups to the email distribution list. The Agency further ensured that the program managers for the Special Emphasis Program groups were included on the email distributions list so that the Special Emphasis Program managers could disseminate the announcements to their networks.

*Priority 3 - Identify, track, and report specific measurable milestones that reflect diversity and inclusion efforts.*

In FY 2022, the Agency will continue its review of its recruitment, retention, and promotion efforts aimed at increasing diversity, equity, inclusion, and accessibility in the Agency’s workforce as set forth in Objective 3.1. 1. Specifically, the Agency will continue to discuss its efforts with members of the Asian Pacific American Program Committee, the Hispanic Employment Program Committee, and the Disability Employment Program Committee, and external organizations with significant numbers of members from underrepresented groups.

**STRATEGIC ACTIVITIES RELATED  
TO  
HISPANIC EMPLOYMENT**

Hispanic employees comprised 5.59% (58 of the 1038 employees) of the Agency's permanent workforce as of September 30, 2021, compared to 9.96% of the civilian labor force (CLF) based on the 2010 Census data, and 7.95% compared to the government-wide participation rate in 2011. Twenty-three (23) Hispanic men represented 2.22% of the Agency's workforce in comparison to 5.17% of the CLF. Thirty-five (35) Hispanic women represented 3.37% of the Agency's workforce in comparison to 4.79% of the CLF.

**Recruitment, Retention, Training and Outreach**

In FY 2021, PSA continued its efforts to provide career development opportunities to develop and retain Hispanic employees. For example, two Hispanic employees attended training entitled "Resilience in Times of Stress and Uncertainty" offered by the National Image, Inc., an organization that has the mission of promoting Hispanic employment in federal, state, and local government through training, leadership, and education.

CSP's Office of Financial Management and PSA's Office of Financial Administration allocated funds for the Foreign Language Award to recognize law enforcement employees who used their bilingual language skills in the performance of their duties. The majority of the award recipients were Hispanic employees who used their Spanish language skills to assist with the supervision of offenders. The issuance of this year's awards continued to positively impact morale among Spanish-speaking employees within the workforce.

In FY 2021, the Hispanic Employment Program Committee (HEPC) spearheaded the Agency's efforts to celebrate National Hispanic Heritage Month. The HEPC disseminated educational materials to employees about the musical and literary contributions of notable Hispanic and Latino Americans. The HEPC also promoted virtual educational resources and events commemorating the month.

During FY 2021, the Agency continued its ongoing partnership with the Columbia Heights Educational Campus (CHEC), a bilingual-themed school with a majority Hispanic student population. The Agency's partnership with CHEC was memorialized with a Memorandum of Understanding (MOU) in FY 2012. However, as a result of the COVID 19 pandemic, CHEC suspended its in-person activities with the Agency until further notice. The Agency looks forward to resuming its in-person support of CHEC when conditions permit.

**Planned Activities for FY 2022**

In FY 2022, the HEPC will continue to work with the Agency's executive leadership on barriers that affect Hispanic employment, particularly at the GS-12 through SES grade levels. The HEPC will continue to discuss strategies aimed at increasing participation rates of Hispanic employees in

the Agency's workforce in compliance with the U.S. Equal Employment Opportunity Commission (EEOC) Management Directive 715, Title VII of the Civil Rights Act of 1964, and other statutes and regulations that govern the Federal Government's equal employment opportunity activities. In FY 2022, the HEPC will continue, through its partnership with CHEC, to encourage students and alumni to consider the employment opportunities available at the Agency. The Agency will continue to research and build relationships with organizations having significant Hispanic constituencies in an effort to develop and attract a larger pool of Hispanic applicants.

In FY 2022, the HEPC and the Agency will continue to monitor and assess the impact of providing a monetary award versus other types of award to recognize law enforcement employees who use their bilingual language skills in the performance of their duties.



**STRATEGIC ACTIVITIES RELATED TO THE EMPLOYMENT  
OF  
PEOPLE WITH DISABILITIES**

The Agency is committed to being a model employer for People of Disabilities including People with Targeted Disabilities. In FY 2021, the Agency continued to implement and identify a number of strategies to meet the goals set forth in Executive Order 13548, *Increasing Federal Employment of Individuals with Disabilities*. Listed below is a statistical analysis of the number of self-identified employees with disabilities in the Agency's workforce, as well as some of the Agency's strategies and accomplishments related to the employment of people with disabilities.

### **Statistical Analysis**

During FY 2021, the number of Persons with Disabilities (PWD) as well as Persons with Targeted Disabilities (PWTD) employed by the Agency increased. Specifically, the number of PWD increased from 73 of 1065 employees, or 6.85%, in FY 2020 to 87, or 8.38% in FY 2021. The number of PWTD remained at 14, which was 1.31 % of the workforce in FY 2020 and 1.35% in FY 2021. The increase is largely attributable to the initiative the Agency launched to encourage employees to update their disability status, if warranted.

### **Hiring**

The Agency utilizes the EEOC's 12% and 2% benchmarks for PWD and PWTD, respectively, as targets for the percentage of employees with disabilities and targeted disabilities in the workplace. The Agency communicates these goals to hiring officials. The Agency also encourages hiring officials to utilize Schedule A hiring authority whenever possible to increase the number of PWD and PWTD in the workplace.

### **Outreach and Recruitment**

In FY 2021, the Agency launched an initiative to encourage employees to update their disability status. As part of this initiative, the Agency shared with employees the reasons the Agency needed that information and the benefits of providing it. The Agency also provided employees with the Form 256, which sets forth the list of conditions that are considered disabilities, and on which employees could update their disability status.

Over the last fiscal year, even with limited resources, the Agency continued to utilize a variety of recruitment strategies designed to increase the number of qualified applicants with disabilities and with targeted disabilities. These multi-pronged recruitment strategies, which the Agency will continue to use in the upcoming fiscal years, include the following:

- Partnering with Virginia's and the District of Columbia's Vocational Rehabilitation Services and disability resource centers at local colleges and universities;

- Partnering with the Workforce Recruitment Program, a recruitment and referral program that connects employers with post-secondary students and recent graduates with disabilities;
- Partnering with the Operation Warfighter Program and the Wounded Warrior Regiment, M4Life Program;
- Expanding outreach with other community, academic, and governmental groups that can reach individuals with targeted disabilities to increase the pool of potential candidates at the GS-11 level and above, including managerial and supervisory positions at grades GS-13 to SES; and
- Sending job announcements in real-time to federal, state, and local agencies and organizations serving persons with disabilities.

### **Training and Education**

During FY 2021, members of the Office of Equal Employment Opportunity, Diversity, and Special Programs continued to receive training with respect to their disability program duties. Collectively, they received the following training:

- Equal Employment Opportunity Commission (EEOC)'s Management Directive 715 and barrier analysis;
- EEOC's 2021 Excel Training Conference, including courses on Reasonable Accommodation;
- Mandatory online EEO training on Reasonable Accommodation and the No FEAR Act; and
- EEOC's Disability Program Management Training course.

### **Reasonable Accommodation**

During FY 2021, the Agency issued its new Reasonable Accommodation policy and procedures including the procedures for processing requests for Personal Assistance Services. The Agency began rolling out its training on its Reasonable Accommodation policy and procedures to its supervisors. The Agency will continue its efforts to train both supervisors and employees on the policy and procedures in FY 2022.

# FY 2021 FEORP Single Agency Progress Tracker

**Agency Name:**

Mentoring		
Mentoring	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a Formal Mentoring Program	Response	Example: The agency is in the process of launching a new mentoring program in the first quarter of FY 2021.
Mentoring Training provided	Response	
Program is evaluated	Response	
Frequency of Program Evaluation (e.g. annual, semiannual, quarterly, other)	Response	
Feedback is provided	Response	
Program is announced to all qualified individuals	Response	
Agency collects demographic data of mentoring participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	
Mentoring	Quantitative Questions (# or %)	
Percent of employees involved with mentoring in FY 2021	Response	/
Percent of SES involved with mentoring in FY 2021	Response	/
Percent of managers involved with mentoring in FY 2021	Response	/
Percent of supervisors involved with mentoring in FY 2021	Response	/
Count of employees involved with mentoring in FY 2021	Response	/
Count of SES involved with mentoring in FY 2021	Response	/
Count of managers involved with mentoring in FY 2021	Response	/
Count of supervisors involved with mentoring in FY 2021	Response	/
Total number of employees eligible to participate in FY 2021	Response	/

Diversity and Inclusion Training		
Diversity and Inclusion Training	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Formal Diversity and Inclusion Training provided	Response	
Frequency of Diversity and Inclusion Training per year (e.g. annual, semiannual, quarterly, other)	Response	
All employees briefed on agency's Diversity and Inclusion Policies	Response	
Diversity and Inclusion Training	Quantitative Questions (# or %)	
Percent of employees who have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Percent of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Count of employees who have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Count of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated) in FY 2021	Response	

Diversity and Inclusion Council		
Diversity and Inclusion Council	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a Diversity and Inclusion Council	Response	
Diversity and Inclusion Council has a charter	Response	
Council members have received training	Response	
Council's mission aligns to agency mission	Response	
Frequency of council meetings (e.g. annual, semiannual, quarterly, other)	Response	
Diversity and Inclusion Council	Quantitative Questions (# or %)	
Percent of employees on council	Response	
Percent of Senior Leadership on council	Response	
Count of employees on council	Response	
Count of Senior Leadership on council	Response	
Total number of people on council	Response	

Development Programs		
Development Programs	Qualitative Questions (Yes or No)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a SES Candidate Development Program that is announced to all qualified individuals	Response	
The SES Candidate Development Program is evaluated regularly	Response	
Agency has a Career Development Program that is announced to all qualified individuals (this is a CDP that is different from the SES CDP program and geared towards the lower grade levels)	Response	
The Career Development Program is evaluated regularly	Response	
Agency collects demographic data of development program participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	
Development Program	Quantitative Questions (# or %)	
Percent of employees who participated in the SES Candidate Development Program in FY 2021	Response	
Percent of employees who participated in a Career Development Program in FY 2021	Response	
Count of employees who participated in the SES Candidate Development Program in FY 2021	Response	
Count of employees who participated in a Career Development Program in FY 2021	Response	

Performance Plans			
<b>Does your agency have a Diversity and Inclusion (D&amp;I) element in the following groups' performance plans (this may also be incorporated in the leading people element)?</b>			
<b>D&amp;I Element in SES performance plans</b>			<b>Use this section to provide additional response or explanation as it relates to a D&amp;I element in performance plans (required for "No" responses)</b>
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	Ex. The agency is currently reviewing proposed D&I elements for SES performance plans based on recommendations from the D&I Council.
<b>D&amp;I Element in Management/Supervisor performance plans</b>			<b>Use this section to provide additional response or explanation as it relates to a D&amp;I element in performance plans (required for "No" responses)</b>
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	
<b>D&amp;I Element in employee performance plans</b>			<b>Use this section to provide additional response or explanation as it relates to a D&amp;I element in performance plans (required for "No" responses)</b>
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	













# FY 2021 FEORP Single Agency Progress Tracker

**Agency Name: PRETRIAL SERVICES AGENCY FOR D.C.**

Mentoring		
Mentoring	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a Formal Mentoring Program	Response	
Mentoring Training provided	Response	
Program is evaluated	Response	
Frequency of Program Evaluation (e.g. annual, semiannual, quarterly, other)	Response	
Feedback is provided	Response	
Program is announced to all qualified individuals	Response	
Agency collects demographic data of mentoring participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	
Mentoring	Quantitative Questions (# or %)	
Percent of employees involved with mentoring in FY 2021	Response	/
Percent of SES involved with mentoring in FY 2021	Response	/
Percent of managers involved with mentoring in FY 2021	Response	/
Percent of supervisors involved with mentoring in FY 2021	Response	/
Count of employees involved with mentoring in FY 2021	Response	/
Count of SES involved with mentoring in FY 2021	Response	/
Count of managers involved with mentoring in FY 2021	Response	/
Count of supervisors involved with mentoring in FY 2021	Response	/
Total number of employees eligible to participate in FY 2021	Response	/

Diversity and Inclusion Training		
Diversity and Inclusion Training	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Formal Diversity and Inclusion Training provided	Response	
Frequency of Diversity and Inclusion Training per year (e.g. annual, semiannual, quarterly, other)	Response	
All employees briefed on agency's Diversity and Inclusion Policies	Response	
Diversity and Inclusion Training	Quantitative Questions (# or %)	
Percent of employees who have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Percent of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Count of employees who have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Count of Senior Leadership that have participated in formal Diversity and Inclusion Training in FY 2021	Response	
Total number of employees eligible to participate (this should not be equal to the total count that has participated unless 100% of workforce has participated) in FY 2021	Response	

Diversity and Inclusion Council		
Diversity and Inclusion Council	Qualitative Questions (Text)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a Diversity and Inclusion Council	Response	
Diversity and Inclusion Council has a charter	Response	
Council members have received training	Response	
Council's mission aligns to agency mission	Response	
Frequency of council meetings (e.g. annual, semiannual, quarterly, other)	Response	
Diversity and Inclusion Council	Quantitative Questions (# or %)	
Percent of employees on council	Response	
Percent of Senior Leadership on council	Response	
Count of employees on council	Response	
Count of Senior Leadership on council	Response	
Total number of people on council	Response	

Development Programs		
Development Programs	Qualitative Questions (Yes or No)	If "No" or "Other", please use this section to provide a detailed explanation.
Agency has a SES Candidate Development Program that is announced to all qualified individuals	Response	
The SES Candidate Development Program is evaluated regularly	Response	
Agency has a Career Development Program that is announced to all qualified individuals (this is a CDP that is different from the SES CDP program and geared towards the lower grade levels)	Response	
The Career Development Program is evaluated regularly	Response	
Agency collects demographic data of development program participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	
Development Program	Quantitative Questions (# or %)	
Percent of employees who participated in the SES Candidate Development Program in FY 2021	Response	
Percent of employees who participated in a Career Development Program in FY 2021	Response	
Count of employees who participated in the SES Candidate Development Program in FY 2021	Response	
Count of employees who participated in a Career Development Program in FY 2021	Response	

Performance Plans			
<b>Does your agency have a Diversity and Inclusion (D&amp;I) element in the following groups' performance plans (this may also be incorporated in the leading people element)?</b>			
<b>D&amp;I Element in SES performance plans</b>			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	
	100.00%		
<b>D&amp;I Element in Management/Supervisor performance plans</b>			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	
	100.00%		
<b>D&amp;I Element in employee performance plans</b>			Use this section to provide additional response or explanation as it relates to a D&I element in performance plans (required for "No" responses)
<b>Yes or No</b>	<b>Percentage</b>	<b>Count</b>	

## FY 2021 FEORP Multicomponent Progress Tracker

Agency Name	Component Names (Will automatically repeat throughout the tracker)										
Mentoring											
Mentoring	Qualitative Questions (Text)										If "No" or "Other", please use this section to provide a detailed explanation for each component that answered "No/Other"
Agency has a Formal Mentoring Program	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Mentoring Training provided	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Program is evaluated	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Frequency of Program Evaluation (e.g. annual, semiannual, quarterly, other)	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Feedback is provided	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Program is announced to all qualified individuals	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Agency collects demographic data of mentoring participants (Race, National Origin, Veteran, People with Disabilities, etc.)	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	
Mentoring	Quantitative Questions (# or %)										
Percent of employees involved with mentoring in FY 2021	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	/
Percent of SES involved with mentoring in FY 2021	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	/
Percent of managers involved with mentoring in FY 2021	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	/
Percent of supervisors involved with mentoring in FY 2021	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	/
Count of employees involved with mentoring in FY 2021	Response	Response	Response	Response	Response	Response	Response	Response	Response	Response	/











**Annual FEORP Plane Certification  
for the Fiscal Year 2021**

A. Name and Address of Agency:

B. Name and Title of Designated FEORP Official (*Include e-mail address, telephone and fax numbers. In addition, please include address*):

C. Name and Title of Contact Person (*Include e-mail address, telephone and fax number. In addition, please include address*):

**Certification**

I certify the above agency: 1) Has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; 2) All field offices or installations with fewer than 500 employees are covered by a FEORP plan; 3) All field offices or installations with 500 or more employees are covered either by this plan or by a local plan; and 4) Such plans are available on request from field offices or installations.

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Title: \_\_\_\_\_

(Chief Human Capital Officer or Head of Human Resources)

Email Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Title: \_\_\_\_\_

(Director, Equal Employment Opportunity)

Email Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Title: \_\_\_\_\_

(Director, Diversity and Inclusion)

Email Address: \_\_\_\_\_

Telephone: \_\_\_\_\_

COURT SERVICES AND OFFENDER SUPERVISION AGENCY  
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