

## Intent of EEOC Management Directive 715

- MD 715 sets forth guidance for agencies regarding their affirmative employment programs under both Title VII of the Civil Rights Act and the Rehabilitation Act.
- The primary goal is to improve the policies, practices and procedures that may artificially limit employment opportunities.

## Intent of MD 715

- The directive focuses on barrier removal and elimination (root cause analysis).
- While workforce and complaint statistics assist in identifying areas for improvement, they do not automatically constitute barriers.
- Similarly, a weed is visual manifestation of a problem, but the solution lies beneath the surface.

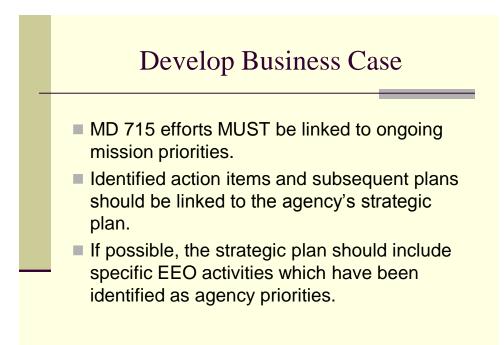


#### Intent of MD 715

End goal of this exercise is to assist the agency in recruiting, selecting, developing and retaining a high-performing workforce that draws upon the greatest pool of talent.

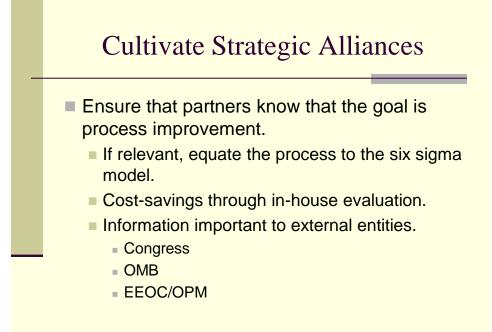
### **Implement Process Review**

- Review identified triggers and determine the policies, practices or procedures affected by the trigger.
- Prioritize the identified policies, practices or procedures (high, medium, low) in light of impact on opportunity.
- Select those which are high impact and achievable in light of organizational climate and situation.



#### Cultivate Strategic Alliances

- Know your organization
  - Who are the decision-makers?
  - Who are the influencers?
  - Who has the information?
- Engage key partners
  - Who will be affected by this effort?
  - How will it benefit them to partner?

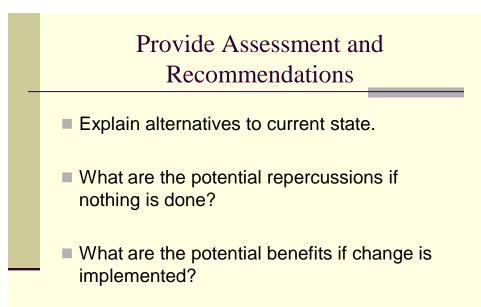


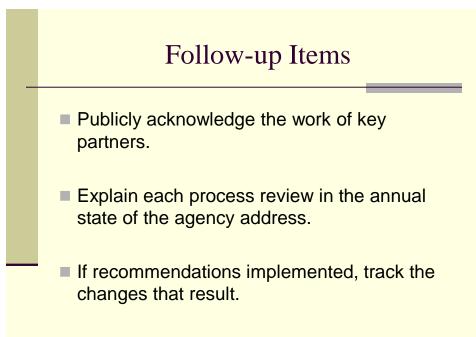
## **Execute Action Plans**

- Provide partners with the steps for implementing process review.
- Make sure partners have key role in reviewing the process.
- Develop realistic timelines with reassessment points.
- Avoid making the process adversarial.

# Provide Assessment and Recommendations

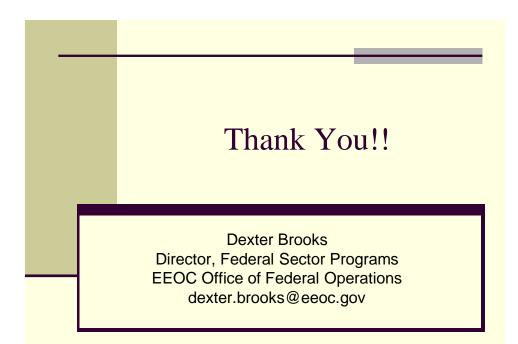
- Present organizational assessment of area studied.
  - Current state with any history explaining the origins and reasons for the policy, practice or procedure.
  - Areas of strength and weakness.
  - How does this area affect the organization?





#### Takeaways

- Activities under the MD 715 are intended to improve organizations.
- The effort centers around process improvement.
- A business case is key to successful implementation.
- Key partners bring necessary collaboration and share responsibilities.



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