

## 2019 Current Fiscal Year Report: Hispanic Council on Federal Employment

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<b>1. Department or Agency</b>		<b>2. Fiscal Year</b>	
Office of Personnel Management		2019	
<b>3. Committee or Subcommittee</b>		<b>3b. GSA Committee No.</b>	
Hispanic Council on Federal Employment		76818	
<b>4. Is this New During Fiscal Year?</b>	<b>5. Current Charter</b>	<b>6. Expected Renewal Date</b>	<b>7. Expected Term Date</b>
No	02/01/2017	02/01/2019	02/01/2019
<b>8a. Was Terminated During FiscalYear?</b>	<b>8b. Specific Termination Authority</b>	<b>8c. Actual Term Date</b>	
Yes	Agency authority	02/01/2019	
<b>9. Agency Recommendation for Next FiscalYear</b>	<b>10a. Legislation Req to Terminate?</b>	<b>10b. Legislation Pending?</b>	
Continue	No	Not Applicable	
<b>11. Establishment Authority</b>	Agency Authority		
<b>12. Specific Establishment Authority</b>	<b>13. Effective Date</b>	<b>14. Committee Type</b>	<b>14c. Presidential?</b>
5 U.S.C. Secs. 1103(a)(7); 1104(b)(2) & 7201(c)	12/30/2011	Ad hoc	No
<b>15. Description of Committee</b>	Other Committee		
<b>16a. Total Number of Reports</b>	No Reports for this FiscalYear		
<b>17a. Open Meetings and Dates</b>	<b>17b. Closed Meetings and Dates</b>	<b>17c. Partially Closed Meetings and Dates</b>	<b>17d. Total Meetings and Dates</b>
No Meetings			

	Current FY	Next FY
<b>18a(1). Personnel Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel Pmts to Federal Members</b>	\$0.00	\$0.00
<b>18a(3). Personnel Pmts to Federal Staff</b>	\$0.00	\$0.00
<b>18a(4). Personnel Pmts to Non-Member Consultants</b>	\$0.00	\$0.00
<b>18b(1). Travel and Per Diem to Non-Federal Members</b>	\$0.00	\$0.00
<b>18b(2). Travel and Per Diem to Federal Members</b>	\$0.00	\$0.00
<b>18b(3). Travel and Per Diem to Federal Staff</b>	\$0.00	\$0.00
<b>18b(4). Travel and Per Diem to Non-member Consultants</b>	\$0.00	\$0.00
<b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b>	\$0.00	\$0.00

<b>18d. Total</b>	\$0.00	\$0.00
<b>19. Federal Staff Support Years (FTE)</b>	0.00	0.00

**20a. How does the Committee accomplish its purpose?**

The Hispanic Council on Federal Employment accomplishes its purpose of advising OPM's Director on the implementation of leading employment practices in an effort to remove any unnecessary barriers to the recruitment, hiring, retention, or advancement of Hispanics in the Federal workplace. The Council accomplishes this purpose through Council meetings and by: 1) reviewing leading practices in strategic human resources management planning; 2) providing advice on ways to increase outreach to Hispanic communities, with a focus on Veterans, students, and people with disabilities; 3) recommending any further actions, as appropriate, to address the underrepresentation of Hispanics in the Federal workforce where it occurs; 4) recommending any further actions, as appropriate, to promote successful retention and advancement efforts, including training of department and agency personnel, and; 5) implementing recommendations for innovative ways to improve the dissemination of information about Federal employment to the Hispanic communities.

**20b. How does the Committee balance its membership?**

10 Council members represent federal agencies on the Council. 18 Council members represent non-governmental organizations from the community.

**20c. How frequent and relevant are the Committee Meetings?**

The frequency of meetings are determined by the Chair of the Council and with the approval of the DFO, the meetings will occur approximately every quarter. As you will see in the agendas and minutes in the meetings section, the meetings are relevant because they focus on accomplishing the purpose of providing the OPM Director with helpful advice about recruitment, hiring and advancement of Hispanics in the Federal workforce, as well as implementing the recommendations to the Director about increasing federal employment of Hispanic people.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

Overall, a great concern that remains is that the percentage of Hispanics in the permanent Federal workforce was 8.6 percent in FY 2016, while Hispanics made up 15 percent of the Nationwide Civilian Labor Force in 2016. It is important for the Federal government to move the needle on the representation of Hispanics in the Federal government so that the Federal workforce represents the population it serves. The council members represent various perspectives from Hispanic organizations that have experience in working on

Federal employment, Hispanic students, and/or employment issues affecting Hispanic communities, while other Council members provide technical expertise regarding strategic human resources management planning and the merit systems principles.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

No meetings are closed.

**21. Remarks**

The federal members did not receive money directly from the Committee. The amount of money indicated under payments to federal members represents the amount of their salary devoted to FACA business.

**Designated Federal Officer**

Zina B. Sutch Deputy Associate Director, U.S. OPM, Outreach, Diversity and Inclusion Center

<b>Committee Members</b>	<b>Start</b>	<b>End</b>	<b>Occupation</b>	<b>Member Designation</b>
Agramonte, Tinisha	12/08/2015	02/01/2019	Director, Office of Civil Rights, Department of Commerce	Regular Government Employee (RGE) Member
Barrera, Josue	06/24/2015	02/01/2019	Representative	Representative Member
Becerra, Carlos	06/24/2015	02/01/2019	Director of Federal Relations	Representative Member
Benavides, Sindy	02/22/2018	02/01/2019	CEO	Representative Member
Cantor, Carmen	02/01/2017	02/01/2019	Director, Civil Service Human Resource Management	Regular Government Employee (RGE) Member
Diaz, Alicia	02/11/2011	02/01/2019	Executive Director, Legislative Affairs	Representative Member
Dominguez, David	03/03/2015	02/01/2019	National President	Representative Member
Edwards, Roland	09/30/2013	02/01/2019	Deputy Chief Human Capital Officer, Office of the Chief Human Capital Officer, U.S. Department of Homeland Security	Regular Government Employee (RGE) Member
Franco, Antonia	07/24/2014	02/01/2019	Executive Director	Representative Member
Gallegos, Al	02/11/2011	02/01/2019	President	Representative Member
Holleran Rivera, Maria	05/02/2013	02/01/2019	Representative	Representative Member
Johnson, CJ	10/22/2015	02/01/2019	Director, Office of Diversity Management and Equal Opportunity OUSD/Personnel & Readiness, Department of Defense	Regular Government Employee (RGE) Member
Lopez, Frank	03/03/2015	02/01/2019	Senior Vice President of Corporate Development	Representative Member
Maldonado, Luis	06/09/2014	02/01/2019	Chief Advocacy Officer	Representative Member
McDaniel, Charmaine	01/30/2016	02/01/2019	Chairperson	Representative Member
Ortiz, Jimmy	03/03/2015	02/01/2019	Vice President of Government Relations	Representative Member
Pletcher, Mary	03/03/2015	02/01/2019	Chief Human Resources Capital Officer, USDA	Regular Government Employee (RGE) Member
Pon, Jeff	03/07/2018	10/05/2018	Government	Regular Government Employee (RGE) Member
Rios, Elena	02/07/2013	02/01/2019	CEO, President	Representative Member
Rivera, Roger	02/11/2011	02/01/2019	Representative	Representative Member

Sandate, Gilbert	09/30/2011	02/01/2019	Chair, Coalition for Fairness for Hispanics in Government	Representative Member
Solis, Dan	07/19/2012	02/01/2019	CEO, President, National Organization for Mexican American Rights	Representative Member
Sutch, Zina	08/01/2016	02/01/2019	Director, OPM Office of Diveristy & Inclusioni	Regular Government Employee (RGE) Member
Vasquez, Veronica	10/21/2015	02/01/2019	Vice President	Representative Member
Weichert, Margaret	10/05/2018	02/01/2019	Director, U.S. OPM	Regular Government Employee (RGE) Member
Wong, Sharon	09/01/2017	02/01/2019	Diversity and Inclusion	Regular Government Employee (RGE) Member

**Number of Committee Members Listed: 26**

**Narrative Description**

OPM's mission is to Recruit, Retain and Honor a World-Class Workforce to Serve the American People. By advising the Director of the Office of Personnel Management (OPM) on the leading employment practices in the effort to remove any unnecessary barriers to the recruitment, hiring, retention and advancement of Hispanics in the Federal workplace, the HCFE is supporting OPM's mission. The HCFE also supports OPM's mission by implementing recommendations related to communication and outreach, Student Pathways and accountability. In order to best serve the American public, the Federal government should draw a workforce from all segments of society. According to Census statistics, there are over 50 million Hispanic U.S. citizens. The HCFE supports OPM's strategic plan and strategic goal of helping agencies recruit and hire the most talented and diverse Federal workforce possible to serve the American people.

**What are the most significant program outcomes associated with this committee?**

Checked if Applies

- Improvements to health or safety
- Trust in government
- Major policy changes
- Advance in scientific research
- Effective grant making
- Improved service delivery
- Increased customer satisfaction
- Implementation of laws or regulatory requirements
- Other

**Outcome Comments**

In Fiscal Year (FY) 2018, the Hispanic Council on Federal Employment (HCFE) established the HCFE Review and Strategies Workgroup with representatives from

various federal agencies and non-profit organizations, and advised by OPM and EEOC. The workgroup was tasked with reviewing the barrier analyses agencies submitted in their FY 2017 EEOC Management Directive 715 (MD-715) reports to identify cross-cutting triggers or barriers to Hispanic employment. Once the review is completed in FY 2019, the workgroup will provide the Council with recommendations. The workgroup was created as a follow up to the Council's FY 2017 recommendation in which OPM and EEOC issued a joint Memo for Heads of Executive Departments and Agencies encouraging those with 1,000 or more full-time equivalent employees to conduct a barrier analysis on Hispanic/Latino employment at the GS-12 through SES levels. This analysis was conducted as part of agencies' regular EEO planning and reporting requirements under EEOC MD-715. One of the most important program outcomes of the HCFE are the recommendations provided to the Director of OPM on matters involving the improvement of practices in the recruitment, hiring and advancement of Hispanics in the Federal workforce. The Council is also reviewing leading practices in strategic human resources management planning, and continues to identify barriers and best practices to the employment of Hispanics in the Federal Government.

**What are the cost savings associated with this committee?**

	Checked if Applies
None	<input checked="" type="checkbox"/>
Unable to Determine	<input type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>
Over \$10,000,000	<input type="checkbox"/>
Cost Savings Other	<input type="checkbox"/>

**Cost Savings Comments**

Members are not entitled to reimbursement for travel or per diem expenses. Total costs (see "Costs" section) include funds to cover actual staff time (including benefits) devoted to preparation for meetings and technical discussions at meetings; expenses for preparing and printing discussion materials; administrative costs for filing the charter, preparing Federal Register notices, preparing minutes of the meetings, etc.

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

**Number of Recommendations Comments**

At the October 2017 and subsequent February 2018 meetings, HCFE members agreed to form a work group to provide recommendations ranging from revising Executive Order (EO) 13171 – Hispanic Employment in the Federal Government, implementing a new EO, or providing successful practices and strategies to agencies.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

0%

**% of Recommendations Fully Implemented Comments**

Not Applicable

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

0%

**% of Recommendations Partially Implemented Comments**

Not Applicable

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes  No  Not Applicable

**Agency Feedback Comments**

Not Applicable

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

- Reorganized Priorities
- Reallocated resources
- Issued new regulation
- Proposed legislation
- Approved grants or other payments
- Other

**Action Comments**

OPM has taken action as a result of the committee's advice and recommendations by reorganizing priorities and generating a new HCFE charter which now focuses on implementing the Communications, Student Pathways and Accountability plans. OPM is implementing the recommendations.

**Is the Committee engaged in the review of applications for grants?**

No

**Grant Review Comments**

Not Applicable

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

- |                           |                                     |
|---------------------------|-------------------------------------|
| Contact DFO               | <input checked="" type="checkbox"/> |
| Online Agency Web Site    | <input type="checkbox"/>            |
| Online Committee Web Site | <input checked="" type="checkbox"/> |
| Online GSA FACA Web Site  | <input checked="" type="checkbox"/> |
| Publications              | <input type="checkbox"/>            |
| Other                     | <input checked="" type="checkbox"/> |

**Access Comments**

Council members may also request documents via email and these are sent forth to them as requested.