

FEORP FAQs

1. What does FEORP stand for and what exactly is it?

FEORP stands for the Federal Equal Opportunity Recruitment Program (FEORP). This report provides data on employment in the Federal workforce and highlights some Human Capital practices Federal agencies are using to recruit, develop, and retain talent. Each year, agencies are asked to certify that they have a FEORP Plan.

2. What is the purpose of the FEORP?

The purpose of the FEORP is to continue agency recruitment of applicants from diverse populations for Federal Government positions, and to obtain information concerning these efforts to make comparisons with the civilian labor force. Each Federal agency prepares FEORP Plans to recruit and retain from diverse applicant pools and address underrepresentation, as applicable. The FEORP is prepared in accordance with the requirements of Title 5, United States Code, section 7201.

3. Who reviews the FEORP?

In addition to Congress, OPM monitors and evaluates agency programs to determine their effectiveness in addressing any underrepresentation. OPM works with agencies to develop effective mechanisms for providing information on Federal job opportunities targeted to reach candidates from underrepresented groups, as part of their overall recruiting programs, and conducts a continuing program of guidance and instruction to supplement these regulations. In addition, under the Executive Order 13583, *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*, and Executive Order 14035, *Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce*, OPM may review the agency reports to provide consultation and support to agencies to advance diversity, equity, inclusion, and accessibility.

4. Why is this information required when some of the information is already reported in the EEOC Management Directive 715 (MD-715) report and/or has been provided in response to Executive Order 14035 requirements?

The reporting requirements are distinct and interrelated. The FEORP report, which predated MD-715, is prepared in accordance with the requirements of Title 5, United States Code, Section 7201. Information under MD-715 is collected under Section 717 of Title VII and section 501 of the Rehabilitation Act and it is utilized for the EEOC reports to which OPM does not have access. EO 14035 requires OPM to, “pursue opportunities to consolidate implementation efforts and reporting requirements related to advancing diversity, equity, inclusion, and accessibility

established through related or overlapping statutory mandates, Presidential directives, and regulatory requirements.” Please do not incorporate EO 14035 submissions by reference in response to this reporting call. Rather, please tailor agency responses in alignment with the FEORP Checklist (Appendix 1) and identify relevant policies, successful/promising practices, or procedures within the page limits of each section.

5. How is a successful practice defined?

A successful practice is a repeated activity, initiative or program that has consistently, over several years, shown results superior to those achieved with other means and that could be adapted for other situations. The evidence provided by subjective and objective data sources must demonstrate a connection between the activity, initiative or program, and the outcomes.

6. How is a promising practice defined?

An activity, initiative or program that has worked within one agency or subcomponent and during its early stages shows indications of becoming a successful practice with long-term sustainable impact. A promising practice must have some objective basis for claiming effectiveness and must have the potential for replication among other parts of the agency.

7. Is my agency required to submit a FEORP report?

The table that follows shows the agencies that are required to submit a FEORP Report. Again, agencies with subcomponents should gather and consolidate all information into **one** agency report.

<ol style="list-style-type: none">1. Agency for International Development2. Broadcasting Board of Governors3. Commission on Civil Rights4. Commodity Futures Trading Commission5. Consumer Financial Protection Bureau6. Consumer Product Safety Commission7. Corporation for National Service8. Court Services and Offender Supervision Agency9. Defense Contract Audit Agency10. Defense Education Activity11. Defense Finance and Accounting Service12. Defense Information Systems Agency13. Defense Inspector General14. Defense Intelligence Agency15. Defense Logistics Agency16. Defense Threat Reduction Agency17. Defense, Office of the Secretary of Defense18. Defense, Uniformed Services University of the Health Sciences19. Department of Agriculture20. Department of Commerce21. Department of Defense22. Department of Education23. Department of Energy24. Department of Health and Human Services25. Department of Homeland Security26. Department of Housing and Urban Development27. Department of Interior28. Department of Justice29. Department of Labor30. Department of State31. Department of the Air Force32. Department of the Army33. Department of the Navy	<ol style="list-style-type: none">34. Department of Transportation35. Department of the Treasury36. Department of Veterans Affairs37. Environmental Protection Agency38. Equal Employment Opportunity Commission39. Export-Import Bank of the U.S.40. Farm Credit Administration41. Federal Communications Commission42. Federal Emergency Management Agency43. Federal Housing Finance Agency44. Federal Labor Relations Authority45. Federal Maritime Commission46. Federal Retirement Thrift Investment Board47. Federal Trade Commission48. General Services Administration49. International Trade Commission50. National Aeronautics and Space Administration51. National Archives and Records Administration52. National Credit Union Administration53. National Endowment for the Arts54. National Endowment for the Humanities55. National Labor Relations Board56. National Science Foundation57. National Transportation Safety Board58. Nuclear Regulatory Commission59. Nuclear Waste Technical Review Board60. Office of Government Ethics61. Office of the Director of National Intelligence62. Office of Personnel Management63. Pension Benefit Guaranty Corporation64. Railroad Retirement Board65. Securities and Exchange Commission66. Small Business Administration67. Social Security Administration
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