

# Special Emphasis Programs

Special Emphasis Programs (SEP) are an integral part of the Civil Rights and Equal Employment Opportunity Program. These programs were established in the federal government to ensure that agencies take affirmative steps to provide equal opportunity to all employees in all areas in the employee life cycle.

The term, "Special Emphasis Programs," refers specifically to employment related programs that focus special attention on groups that have been historically absent or underrepresented in specific occupational job categories or grade levels in the agency's work force. These programs also aim to improve the workplace environment by promoting and fostering diversity in the workplace through cultural awareness, sensitivity and understanding of the special issues affecting employment of diverse groups.

The primary objectives of Special Emphasis Programs are:

- Analyzing agency workforce data and identifying barriers in the areas of recruitment, hiring, promotions, career development, reasonable accommodation and retention affecting the full representation of targeted groups (i.e. minorities, women and individuals with disabilities).
- Compiling, developing, and disseminating information and documents for managers, supervisors, and employees to provide knowledge and sensitivity in all facts or issues of accessibility and reasonable accommodation of individuals with disabilities.
- Developing and conducting programs such as training courses, workshops, job fairs, conferences, and commemorative observances to provide awareness, sensitivity and understanding of the special issues affecting employment of the protected groups.

## **Director of Civil Rights and Equal Employment Opportunity**

Virmania "Vee" Accoo, 503-230-4725, [vaccoo@bpa.gov](mailto:vaccoo@bpa.gov)

### **Special Emphasis Programs**

#### **American Indian & Alaskan Native Employment Program**

Program Manager: VACANT

#### **Asian American, Native Hawaiian and Pacific Islander Employment Program**

Program Manager: Tama Tochihara, 503-230-3972, [tktochihara@bpa.gov](mailto:tktochihara@bpa.gov)

**Black Employment Program**

Program Manager: VACANT

**Federal Women's Program**

Program Manager: Michele Janssen, 503-230-3482, [mljanssen@bpa.gov](mailto:mljanssen@bpa.gov)

**Individuals with Disabilities Employment Program**

Program Manager: Ernesto Jaquez, 503-230-3562, [ejaquez@bpa.gov](mailto:ejaquez@bpa.gov)

**LGBTQ+ Employment Program**

Program Manager: Max Pangborn, 503-230-3054, [mjpangborn@bpa.gov](mailto:mjpangborn@bpa.gov)

**Hispanic Employment Program**

Program Manager: Lidia Somilleda, 503-230-5587, [lrsomilleda@bpa.gov](mailto:lrsomilleda@bpa.gov)

**Veterans Employment Program**

Program Manager: Jeanna Ramos, 503-230-3132, [jaramos@bpa.gov](mailto:jaramos@bpa.gov)