



OFFICE OF ACCESS & OPPORTUNITY

GOALS AND STRATEGIC OBJECTIVES

FISCAL YEAR 2014



OAO MISSION

The Office of Access and Opportunity serves as an advocate for policy initiatives that promote nondiscrimination and equal opportunity within executive branch operations; supporting the inclusion of women, minorities, persons with a disability, and other protected class populations in executive branch services, programs and activities; partnering with internal and external stakeholders to advance social and economic equity within the Commonwealth; and, developing policies, programs and structures to most effectively advance the objectives of nondiscrimination and equal opportunity.

OAO ENDURING GOALS

The Office of Access and Opportunity has three enduring goals, each of which ties back to the OAO Mission Statement and each of which connects to the ANF strategic performance goals as defined by better performance objective - *Promote Equity across State Government*

ENDURING GOAL 1: Advance non-discrimination, equal opportunity and diversity in the administration of state agencies - personnel and procurement activity

ENDURING GOAL 2: Embed equity in the development / implementation of public policies and programs

ENDURING GOAL 3: Improve delivery of / access to state services and programs

ENDURING GOAL #1

- Objective 1: Monitor and report on personnel diversity efforts and outcomes across the executive branch with a particular focus on ANF**
- Objective 2: Monitor and report on supplier diversity efforts and outcomes across the executive branch with a particular focus on ANF**
- Objective 3: Continue to administer the Reasonable Accommodations Capital Reserve Account**
- Objective 4: Continue implementation of the Commonwealth Diversity Fellows Program**
- Objective 5: Work with HRD, ODEO and MOD to transition the Model Employer effort from an initiative to standard administrative practice and enhance its focus and objectives**
- Objective 6: Work with HRD to develop and implement a new Performance Recognition Program Award that recognizes Equity in Government**

ENDURING GOAL #2

- Objective 1: Develop and implement Annual Equity Dashboard Report (ANF / OAO Strategic Planning and Implementation Objectives)**
- Objective 2: Continue to work with executive branch agencies to mitigate disparate impacts on protected class members in promulgation of regulations (ANF Administrative Bulletin #15)**
- Objective 3: Work with DHCD to use the federally-required Analysis of Impediments process to refine/amend executive branch policies to mitigate against identified impediments**
- Objective 4: Continue to implement an equity analysis methodology to be applied against ANF executive office initiatives (policy and program)**
- Objective 5: Utilize membership in National Association of State Minority, Women and Disadvantaged Business Enterprise Directors to shape federal MBE/WBE and DBE policy**

ENDURING GOAL #3

Objective 1: Win approval of codification of OAO

Objective 2: Use the Universal Access Committee to continue implementation of the phased approach to Agency strategic self-assessment and transition planning to achieve building and program accessibility

- Win approval of specific line item within General Bond Bill → Fund Strategic Assessments, Transition Planning , ancillary accessibility upgrades
- Identify FY 14 Strategic Activities to advance Accessibility
- Integrate UAC Accessibility Efforts with IFM Efforts

Objective 3: Continue implementation of the IT Accessibility Roadmap

Objective 4: Continue to work with executive branch agencies to ensure meaningful access to services on part of Limited English Proficient Persons (ANF Administrative Bulletin #16)

Objective 5: Oversee implementation of Service-Disabled Veteran-Owned Business Enterprise (SDVOBE) Program

Objective 6: Implement ANF Administrative Bulletin #17A consistent with Chapter 462 of the Acts of 2012 (MBE/WBE/SDVOBE outcomes and Minority and Female worker outcomes on public construction projects)