

Missouri DWD's William J. Harris Equal Opportunity Award Application

Midwest Equal Opportunity Summit

May 15-17, 2019

The **State of Missouri Office of Workforce Development** partnered with the **Missouri Division of Employment Security, Kansas Department of Commerce, Oklahoma Office of Workforce Development, and Colorado Department of Labor and Employment** to form a committee to provide training on the obligations and requirements of Section 188 of Workforce Innovation and Opportunity Act (WIOA). This training targeted State/Local Equal Opportunity Officers, State Agency Directors, Local Workforce Development Board (LWDB) Directors, and American Job Center Leadership staff to inspire the workforce system to be responsive to customers, employees, and the general public while improving knowledge and increasing awareness of equal opportunity obligations of WIOA.

The Equal Opportunity Midwest Summit Committee was able to partner with the **U.S. Department of Labor, Civil Rights Center (CRC)** to provide training on “**EO 101-Under Section 188 of WIOA,**” that discussed the obligations of Section 188 of WIOA, 29 CFR Part 38 and the Nondiscrimination Plan requirements. The CRC also provided training on “**Section 188 Disability Reference Guide**”¹ which provided updates, information and technical assistance that assist American Job Centers and their partners in the workforce development system to meet the nondiscrimination and equal opportunity requirements for individuals with disabilities in Section 188 of WIOA. The CRC and the **U.S. Department of Justice** provided training on “**Limited English Proficiency Requirements under Section 188 of WIOA**”.

The Midwest EO Summit Committee was able to collaborate with following organizations:

- **Toria Mroz**, Attorney/Mediator, from the **U.S. Equal Opportunity Commission (EEOC)** provided training on “**Harassment in the Workplace**”,

¹ [Section 188 Disability Reference Guide](#)

- **Maxine Manus**, District Director, from the **U.S. Office of Federal Contract Compliance Programs (OFFCP)** provided training on **“Federal Contractor’s Obligation to Engaged with the Workforce System”**,
- **Julie Brinkhoff**, Associate Director, with the **Great Plains ADA Center** provided training on **“How People with Disabilities Use the Web and Common Barriers”**, and **“Service Animals in Workplace and ADA”**,
- **Steph Perkins**, Executive Director with **PROMO Missouri** provided training on **“Serving Transgender Customers in American Job Centers”**,
- **Rob Carr**, Program Manager with **ICT Accessibility-Able Tech** provided training on **“Accessible Website and Software”**,
- **Andrea Follet**, General Counsel for the **Missouri Division of Employment Security** provided training on **“Hiring practices training under Section 188 of WIOA”**,
- **Scott Bowers**, State Equal Opportunity Officer with the **Colorado Department of Labor and Employment** provided training on **“How to Handle Hostile Customers”** in the American Job Centers,
- **Brent Stevens**, Local Equal Opportunity Officer with the **Northwest Workforce Development Board-MO** provided training on **“So You’re a New Local EO Officer”**,
- **Danielle Smith**, State Equal Opportunity Officer for the Missouri Department of Higher Education and Workforce Development provided training on **“MO-Service/Case Note Training under WIOA”**,
- **Chris Slinkard**, Director the **Missouri Division of Employment Security** provided training on **“Analyzing UI Data under Section 188 of WIOA”**,
- **Mardy Leathers**, **Missouri Office of Workforce Development Director**, provided training on **“Leadership’s Obligations to Provide Support and Resources to State/Local Equal Opportunity Officers”**,
- **Midwest Equal Opportunity Summit Committee** provided training on **“Monitoring Requirements under Section 188 of WIOA”**.

The Midwest Equal Opportunity Summit Committee was able to provide training that impacted State/Local Equal Opportunity Officers, LWDB Directors, and American Job Center Leadership staff which was an exceptional effort on the Committee’s behalf. The Committee was able to

provide resources from Missouri and Oklahoma that made this effort free at no cost for over 115 participants from fifteen states which included:

1. Alabama
2. Colorado
3. Hawaii
4. Idaho
5. Indiana
6. Kansas
7. Louisiana
8. Oklahoma
9. Missouri
10. Minnesota
11. Montana
12. Rhode Island
13. Texas
14. Virginia
15. District of Columbia*

Overall, the Midwest Equal Opportunity Summit Committee was committed to addressing training barriers and needs to support equal access in American Job Centers by collaborating training with the U.S. Department of Labor Civil Rights Center(CRC), U.S. Department of Justice, U.S. Equal Opportunity Commission (EEOC), Office of Federal Contract Compliance Programs (OFFCP), Oklahoma ICT Accessibility-Able Tech, Great Plains ADA Center, PROMO Missouri, Missouri Division of Employment Security, Colorado State Equal Opportunity Officer, Northwest Workforce Development Board-MO, Missouri Office of Workforce Development. This unique event was a success and allowed the committee to continue to actively promote and provide equal access and equal opportunity related training that will benefit job seekers, business customers and employees within the WIOA workforce system.