



“The NASWA EO Committee’s mission is vital to the success of the nation’s expanding investments in equity across the workforce system. Participating in the NASWA EO Committee, which has grown to include peers from nearly every state across the country, provides an invaluable forum to build community and expertise that equip our states to deliver on the promise of equal opportunity.”



**Maurice Emsellem**  
*Senior Advisor*  
California Labor and Workforce Development Agency  
Past Chair

## COMMITTEE LEADERSHIP

**David J. Rodriguez**, *Vice Chair*  
State Equal Opportunity Officer,  
Hawaii Department of Labor and Industrial Relations

**Danielle Smith**, *Vice Chair*  
State Equal Opportunity Officer,  
Missouri Department of Higher Education and Workforce Development

## NASWA STAFF

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## EQUAL OPPORTUNITY COMMITTEE

The NASWA Equal Opportunity (EO) Committee serves as a forum for State-level Equal Opportunity Officers, State Workforce Agency Equal Opportunity Officers, State Equal Opportunity Directors, and other workforce agency employees to discuss equal opportunity issues faced on a regular basis, from compliance challenges to groundbreaking policy initiatives.

## COMMITTEE OBJECTIVES

**Respond to Policy Proposals.** Provide comments and recommendations on policy proposals. For example, the Committee submitted comments to proposed equal opportunity regulations under the Workforce Innovation and Opportunity Act (WIOA).

**Advise and Communicate with NASWA Board of Directors.** Alert the NASWA Board of Directors of changes in policy or operations that impact the states.

**Share Promising Practices.** Through meetings, calls and a SharePoint site, participate in informed discussions around equal opportunity and learn about the promising practice solutions implemented by other state workforce agencies and partners.

**Maintain Strong Relationship with Civil Rights Center.** Maintain a critical line of communication between state workforce agencies and the U.S. Department of Labor’s Civil Rights Center.

**Collaborate with NASWA Committees.** Promote awareness of equal opportunity requirements with other NASWA groups and Committees.

## ENGAGEMENT OPPORTUNITIES

The NASWA Equal Opportunity Committee holds two in-person meetings, four virtual calls, and monthly “Fireside Chats” each Association Year. In addition, state representatives appointed to the Committee serve and contribute to the projects of one of the selected subcommittees: William J Harris Award, Promising/Best Practices, Communications & Training, and Resources, Technology & Tools. The Committee educates the workforce system on important equal opportunity initiatives and current issues through the work of the subcommittees and presentations at NASWA’s annual conferences and meetings.

## MEMBER RESOURCES

**Roles and Responsibility of EO Officer Guide**

**Compliance Monitoring Template**

**State Shared Resources** Presentations, templates and training materials

**SharePoint Site** Member-only discussion board and resource library

You can access these resources with a member account login on the [E&O Committee pages](#) of the [NASWA website](#).

## JOIN THE COMMITTEE

NASWA Administrators are required to submit an email request to appoint staff to NASWA Committees. Appointments to the NASWA EO Committee can be emailed to [naswa@naswa.org](mailto:naswa@naswa.org). Please include the appointed staff contact information and specify the NASWA EO Committee.