



## The Coalition For Change, Inc. (C4C)

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*"It is not only what we do, but also what we do not do,  
for which we are accountable."*

Moliere

November 27, 2022

Chair Charlotte A. Burrows  
U.S. Equal Employment Opportunity Commission  
131 M St. N.E.  
Washington D.C. 20507

**Re: Docket EEOC-2022-00004-0001 C4C's Supplemental Submission to the EEOC's  
FY-2022-2026 Draft Strategic Plan for Public Comment**

Dear Chair Burrows,

On behalf of The Coalition For Change, Inc. (C4C), I (Tanya Ward Jordan) submit supplemental comments on the *U.S. Equal Employment Opportunity Commission's (EEOC) Draft Strategic Plan for Fiscal Years 2022-2026*. The attachments further support the C4C's comments submitted on November 23, 2022. They also tell of the EEOC's ineffectiveness and apathy to pursue its mission in the federal sector. The EEOC's current draft strategic plan, like previous plans, makes clear that the EEOC is more committed to enforcing the law in the private sector. The plan's design reveals that the EEOC views the federal sector like an afterthought with less importance.

In February 2022, I prepared detailed comments on the Office of Personnel Management's (OPM) proposed "Cummings Act" regulations. [**See Attachment -Tanya Ward Jordan, Additional Comments on Proposed Rule 5 CFR Part 724, OPM**]. It became clear the comments were warranted after gleaning that the EEOC had no plans to provide *meaningful* guidance after it hosted PowerPoint events to present the Cummings Act. Unfortunately, participants came away from the EEOC sessions with many unanswered questions and without any follow-up by the EEOC.

In closing, the C4C looks forward to the Government Accountability Office's (GAO) report requested by Chairwoman, Carolyn B. Maloney of the Committee on Oversight and Reform. The report calls for a GAO study of the federal government's equal employment opportunity complaint process and anti-discrimination programs. In her letter to GAO's Comptroller General Gene L. Dodaro, dated September 22, 2021, the Chairwoman states "Our offices continue to receive complaints that mirror the issues raised in *the 2009 report*. " As the

C4C's President<sup>1</sup>, I receive similar concerns like those raised in the Chairwoman's letter to GAO. The concerns, just to name a few, covered lengthy investigations, incomplete investigative reports, and "no consequences for agencies or other EEO practitioners for missing deadlines prescribed by the EEOC regulations." In light of the unresolved concerns, I would be willing to meet again with GAO officials to the extent they wish to focus, specifically, on recommendations. [See Attachment: Chairwoman Carolyn Maloney's Letter dated September 22, 2021]

In Pursuit of Equality for All,

Tanya Ward Jordan, President  
The Coalition For Change, Inc. (C4C)

cc:

President Joseph Biden, White House

Senator Chris Van Hollen, Chair, Sub-Committee Financial Services and General Government

Representative Carolyn B. Maloney, Chairwoman, House Committee on Oversight and Reform

Representative Hakeem Jeffries, Chairman of the Democratic Caucus

Alissa H. Czyz, Acting Director- Strategic Issues, Government Accountability Office

Paulette Taylor, Civil Rights Chair-The Coalition For Change, Inc. (C4C)

ATTACHMENTS: (2)

[Chairwoman Carolyn Maloney's Letter dated September 22, 2021]

[Tanya Ward Jordan, Additional Comments on Proposed Rule 5 CFR Part 724, OPM]

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<sup>1</sup> Congress of the United States. Ranking Member Elijah E. Cummings Statement on the Record in Support of Federal Employee Antidiscrimination Act conveys thanks to Tanya Ward Jordan, Paulette Taylor, and C4C members for their work on the measures and perseverance. Statement available at [https://oversight.house.gov/sites/democrats.oversight.house.gov/files/documents/170711CummingsStatementforRecordonHR702\\_0.pdf](https://oversight.house.gov/sites/democrats.oversight.house.gov/files/documents/170711CummingsStatementforRecordonHR702_0.pdf)