

AGENCY RECOGNIZED WITH ‘BEST SMALL AGENCY’ DISABILITY AWARD

By Mark Woodbury, DCMA Public Affairs

The Defense Contract Management Agency was honored by the Department of Defense with the Best Small Agency Award at the 29th Annual Disability Awards for 2009 in Bethesda, Md., Dec. 8, 2009. The award recognizes DCMA for its hiring practices and sustaining efforts for persons with disabilities.

According to Linda Galimore, DCMA Equal Employment Opportunity director, DoD’s recognition of DCMA was a validation of many people’s agency-wide efforts.

“This award reflects the agency’s desire, at all levels, to recruit, retain and work with highly qualified people regardless of status,” said Galimore.

Some of the agency’s accomplishments, as cited in DoD’s awards package, include:

- Providing service for 33 reasonable accommodations for persons with disabilities within the agency.
- Funding a full-time individuals with disability program manager — a position often designated as a co-responsibility under other positions.



Charlie Williams, Jr. (right), Defense Contract Management Agency director, accepts the Best Small Agency Award from Clarence Johnson, Office of Diversity and Equal Opportunity principal director, at the 29th Annual Disability Awards for 2009 in Bethesda, Md., Dec. 8, 2009. (U.S. Army Photo)

- Ensuring the agency’s Keystone Internship Program recruits individuals with disabilities through Schedule A appointment authority.
- Recognizing the efforts and value of DCMA’s disabled employees by nominating an employee for the Outstanding DoD Employee with a Disability Award.
- Recruiting 18 students with disabilities using the Workforce Recruitment Program. (Three students were permanently hired — one student position is currently being converted into a Student Career Experience Program position, and two students were accepted into the DCMA Keystone Internship Program.)

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- Ensuring each Keystone intern is provided an EEO brief and a reasonable accommodations orientation briefing.
 - Procuring an agency global sign language interpreter contract to provide interpreter services for workplace training and special events inside and outside of DCMA.
- Galimore believes this award and DCMA Director Charlie Williams, Jr.’s passion for equality and diversity within the agency workforce are stepping stones to furthering agency disability initiatives.

“I can only see this agency continuing to move forward in its efforts with persons with disabilities,” she commented. “Director Williams has a real passion to ensure the agency is doing everything it can to hire and support persons with disabilities. This mind-set positions the agency for continuing progress.”

Not resting on laurels, Galimore says the next goal is to increase DCMA’s disabled employee workforce. “1.2 percent of the agency’s workforce has been identified as individuals with targeted disabilities,” Galimore confirmed. “However, this is still below the 2 percent federal government goal the agency is striving to achieve.”

According to Galimore, once an agency reaches this 2 percent benchmark, organizations are asked to share with Annual Disability

Awards ceremony attendees the steps taken to reach and/or maintain this significant mark.

“This is ultimately where we want the agency to be,” Galimore continued. “We want to be on that stage year after year leading the department when it comes to employing individuals with targeted disabilities.”

Naomi Allen, EEO disability program manager and key contributor to the agency award, noted one way the agency is going to reach this milestone: training hiring managers properly.

“We need to train our hiring managers to always look at people’s abilities and not at their disabilities,” said Allen. “As we continue to share this message, and it becomes the agency’s culture, we will reach this hiring goal.”

Tony Parish, DCMA quality assurance lead for Patriot ground, was also formally presented his DCMA 2009 Outstanding Employee with a Disability Award during the 29th Annual Disability Awards for 2009. You may read about his achievement in the Winter 2009 issue of *Communicator*. 



Tony Parish (middle), Defense Contract Management Agency quality assurance lead for Patriot ground, is presented the DCMA 2009 Outstanding Employee with a Disability Award from Clarence Johnson, Office of Diversity and Equal Opportunity principal director, at the 29th Annual Disability Awards for 2009 in Bethesda, Md., Dec. 8, 2009.