

(2) Inspection Focus

The primary emphasis in each inspection will be on management's effectiveness in analyzing the factors and problems bearing on equal employment opportunity and planning and implementing an action program designed to achieve full equality of opportunity. Progress and results will be measured against management's actions, plans and goals, both short and long range, to meet and overcome obstacles to full equality of opportunity.

In factfinding, evaluating, and reporting, the inspector should focus his efforts on the following:

- (a) Involvement and activities of management at all levels which reflect aggressive, positive planning and action designed to further equal employment opportunity.
- (b) Results of management's activities as a measure of progress, with emphasis on actual program achievements -- improvements and breakthroughs in the employment and utilization of persons drawn from all segments of the community population and agency workforce, including minority members and other disadvantaged persons.
- (c) Significant problem areas identified by management or the inspector which impede full equality of opportunity and management action to overcome them.
- (d) Problem areas identified by minority and community leaders which should be brought to management's attention.
- (e) Reasons for success or failure in various aspects of program effectiveness as concluded by management officials and the inspector. In this regard, special attention should be given to the implementation of recommendations made as a result of previous agency and Commission inspections.
- (f) Compliance with the spirit and intent, as well as the regulatory and procedural requirements, of the program.

(3) Specific Objectives of Inspection Activity

- (a) To evaluate the effectiveness of management's efforts in:
 - 1 Analyzing the equal employment opportunity situation within the agency, installation and community.
 - 2 Identifying significant problem areas.
 - 3 Developing a plan of positive action to solve identified problems and promote program progress.
 - 4 Reviewing and properly assessing the total program to determine progress and to implement necessary changes.