Analyzing the Effect of Federal Agency Budget Cuts on EEOC Charge Filings

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Overview

• The Equal Employment Opportunity Commission enforces laws against discrimination in the workplace
• Federal agencies are required to make public the number of EEOC charges filed in a given year in that agency
• Congressional committees oversee federal agencies and petition for their budgetary needs
• The most senior members of a congressional committee hold the most influence and would presumably be more able to direct funds towards agencies with a significant presence in their jurisdiction

Results

Data and Method

• EEOC charge filings 2003 – 2014
• Federal agency budgets
• House and Senate committees that oversee each federal agency
• Seniority and party affiliation of the chairs, ranking members, and ordinary members of a committee
• Results of the EEOC Federal Employee Viewpoint Survey 2010 – 2012
• R to model panel data with k regressors:

\[ Y_{it} = (X_{1it}, X_{2it}, X_{kit}), \text{ where } i = 1, ..., n \text{ and } t = 1, ..., T \]

\[ n = \text{number of agencies} \]
\[ T = \text{number of years} \]

Impact

• Discrimination charge filings not determined by budget cuts or committee chair party
• Further analysis required:
  - Incorporate FEVS data
  - Identify complaints due to layoffs by using percent change in workforce as a predictor of complaints

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References

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