

## THE ATTORNEY GENERAL'S AWARD FOR EQUAL EMPLOYMENT OPPORTUNITY

This is the Department's highest award for performance in support of the Equal Employment Opportunity program. One Equal Employment Opportunity Award is presented this year.

**AWARD:** Exceptional Contributions to Advocate DOJ Leadership for Better Workplace Flexibility Policies

**AWARD CATEGORY:** Equal Employment Opportunity

**RECIPIENTS:**

**Liza Zamd**  
Senior Trial Attorney

**Stacey I. Young**  
Trial Attorney  
Immigration and Employee Rights Section

**Eliza P. B. Dermody**  
Trial Attorney  
Disability Rights Section

**Colleen M. Phillips**  
Trial Attorney  
Educational Opportunities Section

**Patricia L. Stasco**  
Senior Trial Attorney  
Employment Litigation Section  
Civil Rights Division

**Melanie Krebs-Pilotti**  
Trial Attorney  
International Section

**Patricia L. Sindel**  
Trial Attorney  
Technology and Financial Services Section  
Antitrust Division

**Danielle Wolfson Young**  
Trial Attorney  
Federal Programs

**Lindsay C. Dunn**

**Allison Frayer**

**Stefanie Hennes**  
Trial Attorneys  
Office of Immigration Litigation  
Appellate Section  
Civil Division

**Marc R. Salans**  
Assistant Director

Office of Attorney Recruitment and Management  
Justice Management Division  
**Shana Eaton**  
Supervisory Attorney-Advisor  
Office of Intelligence  
National Security Division

**COMPONENTS:** Civil Division, Civil Rights Division, Justice Management Division, National Security Division

**NOMINATOR:** Assistant Attorney General, CRT

**SYNOPSIS:** The recipients of this award are members of the Family Leave and Workplace Flexibility Working Group of the U.S. Department of Justice (DOJ) Gender Equality Network (GEN). The team advocated DOJ leadership and the Components for consistent and better parental leave and workplace flexibility policies, and promoted a campaign to support the inclusion in the *National Defense Authorization Act* of a provision providing Federal employees with 12 weeks of paid parental leave. During its own time and often at all hours of the night, DOJ GEN collected and organized dozens of compelling, often heartbreaking anecdotes from DOJ employees who experienced professional, physical and financial hardships caused by the lack of paid family leave. The recipients then sent the stories and letters of support of paid parental leave to the legislative directors of all 535 members of Congress, and mailed personalized letters to the members of the Senate Armed Services Committee. Additionally, the team designed and regularly updated a DOJ GEN paid family leave web page; served as regional coordinators who shepherded DOJ GEN members, their families, and others throughout the country in their advocacy efforts; created original advocacy materials; engaged in intensive nationwide outreach; and contacted supporters in the White House and on Capitol Hill. Since paid parental leave was signed into law, the recipients have been lobbying the Justice Management Division to close the implementation gap as the law, which was signed on December 20, 2019, does not go into effect until October 1, 2020. Finally, members of the team spoke to a group of DOJ Executive Officers who have decision-making authority on family leave and workplace flexibility issues. The recipients presented the results of DOJ GEN's survey on family leave and work flexibility issues and its recommendations to create a more-centralized clearinghouse of information (particularly on family leave policies). They also encouraged more generous flexible and part-time work arrangements, and asked for greater transparency and clarity at the Component-level.