

Willisa M. Donald

Director of Equal Opportunity and Diversity Programs



Ms. Willisa Donald is the Director of Equal Opportunity and Diversity Programs for the Defense Threat Reduction Agency (DTRA). Ms. Donald's primary responsibility is providing agency-wide leadership and guidance on equal opportunity, diversity, civil rights, and the support of an efficient work environment.

Ms. Donald previously served as the Director of Equal Opportunity and Diversity Programs for DTRA, from 2009 to 2016, when accepted a position at the Federal Emergency Management Agency (FEMA), where she was the Director of Office of Equal Rights for FEMA. Her primary responsibility was providing agency-wide leadership and guidance on equal opportunity, diversity, civil rights, and the support of an efficient work environment. She led a team of 30 Equal Employment Specialist and 30 Equal Rights Field employees with a \$4 million budget. She returned to DTRA in 2017.

She began her federal career in 1991 at the Department of Transportation as a Junior Fellow GS-2, Equal Opportunity trainee and worked closely with the Complaints Manager and the Affirmative Employment Manager. After graduating from college, she became an Equal Employment Opportunity (EEO) Specialist and wrote and implemented EEO regulations and policy guidance documents. She provided EEO training for employees, managers, federal officials, as well as state and local government representatives.

Ms. Donald served as a Special Emphasis Program Manager, Affirmative Employment Program Manager and as a Disability Program Manager. She was nominated in 1998 by the Secretary of the Department of Transportation for her efforts in the *Adarand vs. Peña* Supreme Court case. In 1999, she was honored by then President William J. Clinton.

While overseas, she volunteered and established several Diversity awareness programs for the naval base in Gricignano, Italy. Ms. Donald administered the Disability Program at the Internal Revenue Service (IRS), where she finalized the agency's Reasonable Accommodation Procedures. While at the IRS as Acting Director of the Service - wide EEO and Diversity Office, she led and completed the Agency's Management Directive 715 for over 100,000 employees.

Ms. Donald earned a Bachelor of Arts in Psychology and a Master of Arts in Human Relations from the University of Oklahoma in Norman.

Ms. Donald was presented with the 2015 National Association for the Advancement of Color People (NAACP) honorary Roy Wilkins Renown Service Award for her outstanding contributions in Military Equal Opportunity, Diversity and Inclusion policies and promoting Civil Rights for Department of Defense military and civilian personnel.

She serves as a subject matter expert on several Federal Agency Consortium boards and EEO affiliate organizations throughout the Washington metropolitan area.