Access to Experts

Debra Carr , Director, Division of Policy, Planning and Program Development , Office of Federal Contract Compliance Programs at the U.S. Department of Labor

Debra A. Carr serves as the Director of the Division of Policy, Planning and Program Development for the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. She leads the Division and its branches of policy development, regulations development and program development.

Presidential Executive Order 11246 established OFCCP in 1965 and, during its 45-year history, OFCCP's authority was been expanded by the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Assistance Act of 1974. These three laws, as amended, hold Federal contractors and subcontractors to the fair and reasonable standard that they must not discriminate in their employment practices based on race, color, sex, religion, national origin, disability or status as a protected veteran.

Ms. Carr joined OFCCP after serving as Associate Deputy Staff Director for the U.S. Commission on Civil Rights (USCCR) and, before that, as its General Counsel. While at USCCR, Ms. Carr wrote several important reports with important policy ramifications including: an evaluation of the Native American healthcare system and the need to reauthorize the Indian Healthcare Improvement Act; an assessment of the effectiveness of the No Child Left Behind Act; and a review of the usefulness of Executive Order 12898 and Title VI as tools for achieving environmental justice. Ms. Carr is responsible for accomplishing several of USCCR's most significant management and accountability initiatives, including adopting a new agency strategic plan and a strategic human capital plan aligning management of the agency's human resources with its programmatic goals and priorities.

Before joining USCCR, Ms. Carr distinguished herself as a civil rights lawyer at the Department of Justice (DOJ) by handling some of this country's most difficult and heinous violations of federal criminal civil rights statutes. Counted among her successes are numerous convictions for excessive use of force by individuals acting under color of law, racially motivated hate crimes, and religiously motivated acts of violence such as church bombing and arsons. Ms. Carr was also instrumental in establishing the groundwork for the DOJ Civil Rights Division's Worker Exportation Task Force, targeting human trafficking and involuntary servitude.

Ms. Carr also headed a White House office and represented the U.S. at the United Nations on issues related to racism and xenophobia. She also participated in the preparation of the government's report to the U.N Committee on the Elimination of Racial Discrimination (CERD).

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