THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

April 02, 2007

MEMORANDUM TO: Departmental Officers
Assistant Secretaries
Heads of Operating Administrations

FROM: Mary E. Peters

SUBJECT: Fiscal Year 2007 Hiring Goals for Persons with Targeted Disabilities

Enhancing access to employment by people with disabilities is an objective of President Bush through his New Freedom Initiative for People with Disabilities (NFI). The NFI builds on the progress of the Americans with Disabilities Act of 1990, and seeks to remove remaining barriers and fully integrate people with disabilities into all aspects of society. I reaffirm this pledge as we commit to making the U.S. Department of Transportation (DOT) a model employer with a diverse workforce that includes people with disabilities, especially those with targeted disabilities (deafness, blindness, partial paralysis, total paralysis, missing limbs, distortion of limbs or spine, mental illness, mental retardation, and convulsive disorders).

The DOT, like other Federal agencies, is required to set goals for the employment and advancement of people with targeted disabilities. On June 17, 2006, former Secretary Mineta issued a memorandum setting a 3 percent goal for hiring persons with targeted disabilities. I am requesting that you continue this goal in 2007. Thus, for every 33 people hired, one should be a person with a targeted disability. Implementation of this important goal will continue each year until DOT meets the Federal high, which is slightly over 2 percent.

People with disabilities include every race, ethnicity, gender, age, color, religion, and sexual orientation. I ask each manager and supervisor to join in our efforts to achieve this goal. The Departmental Offices of Human Resource Management (DOHRM) and Civil Rights (DOCR) have presented training to support this goal. The training included information on recruitment options, use of special appointing authorities, and reasonable accommodation resources. I have asked DOHRM and DOCR to closely monitor and keep me advised on a quarterly basis of DOT's progress in the hiring, advancement, and retention of persons with targeted disabilities. If you have any questions, or are interested in receiving additional training, please contact Nancy Mowry, Director, DOHRM, or J. Michael Trujillo, Director, DOCR, for assistance.

President Bush has stated, "By reducing physical barriers and false perceptions, our country meets its commitment to millions of Americans with disabilities, and benefits from their talents, creativity, and hard work." I ask for your pledge and assistance to incorporate this talented segment of our society into all aspects of DOT's mission and workforce.

cc: Operating Administrations' Civil Rights Directors
Selective Placement Coordinators
Disability Program Managers
Human Resources Council
Disability Advisory Council
Diversity Advisory Council