



## **National Council of HUD Locals – Council 222**

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFFILIATED WITH AFL-CIO,  
WE ARE COMPRISED OF HUD LOCALS THROUGHOUT THE U.S.

<http://www.afgecouncil222.com>

**May 17, 2022**

### **We Can Do Better - Eliminate Discrimination at HUD**

AFGE Council 222 has called on Secretary Marcia Fudge and Deputy Secretary Adrienne Todman to take action to demonstrate that all HUD offices and personnel must unequivocally oppose all forms of discrimination, whenever and wherever they find it. Despite HUD's mission to eliminate discrimination in housing and mortgage lending practices, discrimination abounds within HUD.

In April, HUD's Office of Fair Housing and Equal Opportunity (FHEO) displayed hostile sexism toward women in the team leader training that a Deputy Assistant Secretary conducted for its equal opportunity specialists, presenting women as incompetent, excruciatingly difficult, and unpleasant professionals. The worst example, named Suzy Whiner, is "always complaining" and has a "negative attitude," while another, supervisor Allison Payne hurts a subordinate by giving a poor rating; the example insinuates that she does so not because the rating is deserved but because she is incompetent and irrational. These caricatures reinforce beliefs in women's incompetence in the workplace and negative perceptions of ambitious professional women. This overtly hostile sexism serves to justify men's status and demean women.

In a letter to HUD's top leaders, Council 222 urged Secretary Fudge and Deputy Secretary Todman to implement wholesale changes in the management and administration of FHEO as the current leaders are clearly incapable of supporting their mission and upholding the Department's stated values. The Union also expressed concern that not a single professional equal opportunity investigator complained about the presentation. If FHEO's management and equal opportunity specialists cannot recognize discrimination when confronted with it at HUD, we cannot rely on them to do their jobs effectively. This was a test, and FHEO managers and equal opportunity specialists failed.

The Union supports the fair and equal treatment of women at HUD and opposes sexism and all forms of discrimination whenever and wherever it occurs.

Attached is the letter the Union sent to Secretary Fudge and Deputy Secretary Todman and a copy of the training materials.

I thank Jerry Gross, Mid-Term Bargaining Co-Chair, Council 222 for catching this serious issue and preparing the attached memorandum .

Sincerely,

Salvatore T. Viola  
President

American Federation of Government Employees  
National Council of HUD Locals

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