



## BIOGRAPHY

### UNITED STATES AIR FORCE

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### **JAMES H. CARLOCK, JR.**

James H. Carlock, Jr., serves as the Acting Director of the Air Force Equal Opportunity Policy Office, HQ USAF/A1Q. He also is the Affirmative Employment Program Manager (AEPM) and Special Emphasis Program Manager (SEPM) for the Department of the Air Force. He develops and administers Air Force-wide policy regarding Equal Employment Opportunity (EEO) requirements for over 150,000 civilian Airmen. His AEPM duties include identification of barriers to recruiting, hiring, advancement, and retention of civilian groups with low participation rates. He assesses the effectiveness of activity and installation EEO programs and provides recommendations for corrective action, as appropriate. Mr. Carlock's SEPM duties include oversight of the following: Asian/Pacific Islander Employment Program; Black Employment Program; Federal Women's Program; Hispanic Employment Program; and American Indian/Alaskan Native Employment Program. He is also the liaison to the Equal Employment Opportunity Commission, Office of Personnel Management, and Department of Defense.

Mr. Carlock has an extensive background in human resources/personnel administration, EEO counseling, and Affirmative Employment. His assignments have taken him throughout the USA and Europe. He is active in church and community activities. Mr. Carlock's hobbies include group fitness exercises, reading, and golf.

#### **EDUCATION:**

- Masters of Arts, Human Relations, University of Oklahoma
- Bachelor of Arts, Business Administration, Texas State University

#### **AWARDS AND HONORS:**

- 1996 – Exemplary Civilian Service Award
- 1993 – Exemplary Civilian Service Award
- 1989 – Air Force Systems Command Distinguished EEO Award, Complaint Category

#### **MEMBERSHIPS AND AFFILIATIONS:**

- Blacks in Government (Life Member),
- Rebuilding Together, House Captain and Volunteer
- Kappa Alpha Psi Fraternity (Life Member)