



## Stuart J. Ishimaru Acting Chairman

Stuart J. Ishimaru was designated by President Obama as Acting Chairman of the U.S. Equal Employment Opportunity Commission on January 20, 2009. Mr. Ishimaru has been a member of the Commission since 2003, nominated by President Bush upon the recommendation of the Senate Democratic Leader. He currently is serving a second term that expires July 1, 2012.

During his tenure as Acting Chairman, Mr. Ishimaru has worked hard to rebuild the EEOC, which had become under-funded and severely under-staffed. Under Mr. Ishimaru's leadership, the agency embarked on an aggressive hiring initiative to significantly increase its front-line enforcement staff. Acting Chairman Ishimaru also dedicated substantial agency resources to a multi-million dollar training effort—the largest the agency has conducted in at least a decade—to equip EEOC employees with essential skills and knowledge they need to investigate and litigate large and complex discrimination cases.

Mr. Ishimaru has emphasized the EEOC's critical role as a law enforcement agency, encouraging the Commission's employees to carry out the agency's mission fairly and vigorously. He has committed the agency's resources to investigating and litigating systemic cases—larger cases with the potential to provide relief for numerous victims of discrimination and to bring about positive change in entire companies and industries. Under Acting Chairman Ishimaru's leadership, during fiscal year 2009, the Commission recovered a total of \$376 million in relief for victims of discrimination (including a record \$294.1 million in monetary relief obtained by the Commission in its administrative enforcement process, and an additional \$82 million secured through Commission litigation).

Mr. Ishimaru has worked to reinvigorate the agency's emphasis on race discrimination issues. He also was instrumental in the Commission's adoption of groundbreaking guidance and "best practices" to help employers avoid engaging in gender and disability discrimination against workers who have caregiving responsibilities. In addition, Mr. Ishimaru spearheaded the first public Commission meeting in years to focus on age discrimination, examining the effect of the recent recession and of adverse Supreme Court decisions on the rights of older workers to secure equal employment opportunity. During Mr. Ishimaru's tenure as Acting Chairman, the Commission published proposed regulations to implement the employment provisions of the Americans with Disabilities Act Amendments Act of 2008 and the Genetic Information Nondiscrimination Act of 2008. Mr. Ishimaru was the first Administration official to testify before Congress in support of the Employment Nondiscrimination Act, which would prohibit employment discrimination based on sexual orientation and gender identity.

Acting Chairman Ishimaru's other priorities have included improving access to the EEOC and its services. He has pressed agency staff across the country to reach out to underserved populations and communities. Further, during his time at the Commission, Mr. Ishimaru has worked with former EEOC acting Vice Chair Christine Griffin to increase diversity and equal employment opportunities in the federal sector. He led a Commission workgroup that developed consensus recommendations to improve the federal sector complaint process, many of which have been implemented or serve as the basis for current proposed regulatory changes.

Mr. Ishimaru previously served as Deputy Assistant Attorney General in the Civil Rights Division of the U.S. Department of Justice between 1999 and 2001, where he served as a principal advisor to the Assistant Attorney General for Civil Rights, advising on management, policy, and political issues involving the Civil Rights Division. He supervised the Division's attorneys in high-profile litigation, including employment discrimination cases, fair housing and fair lending cases, criminal police misconduct, hate crime and slavery prosecutions, and enforcement of the Americans with Disabilities Act. From 1994-1999, Mr. Ishimaru served as Counsel to the Assistant Attorney General for Civil Rights and provided advice on a broad range of issues.

In 1993, Mr. Ishimaru was appointed by President Clinton to be the Acting Staff Director of the U.S. Commission on Civil Rights, and from 1984-1993 served on the professional staffs of the House Judiciary Subcommittee on Civil and Constitutional Rights and two House Armed Services Subcommittees of the U.S. Congress.

Mr. Ishimaru, a native of San Jose, California, received his A.B. in Political Science and in Economics from the University of California, Berkeley, and his law degree from the George Washington University. He is married to Agnieszka Fryszman, an attorney, and they have two sons, Matthew and Benjamin.