FEED Meeting:
The Federal Government and Inclusive Hiring Mechanisms
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Featured Panelists

**Marqui Willoughby**
Attorney Advisor
Federal Sector Programs
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U.S. Equal Employment Opportunity Commission

Marqui Willoughby is an attorney advisor at the Equal Employment Opportunity Commission (EEOC) in the Office of Federal Operations (OFO), Federal Sector Program’s Agency Oversight Division (AOD). In this position, Willoughby assists federal agencies with attaining model equal employment opportunity (EEO) programs, complying with EEOC guidance and regulations, and resolving complex legal matters. Additionally, he extensively participates in agency program evaluations, federal sector reports, technical assistance activities, and training and outreach.

Previously, Willoughby served as a federal sector appellate attorney with the EEOC’s OFO, determining complainant and agency appeals of administrative judge and final agency decisions on federal employee discrimination complaints and drafting more than 1,500 appellate decisions. Further, he has led OFO work groups on federal sector equal employment opportunities for women, African Americans, and members of the LGBTQ+ community.

Willoughby has a Juris Doctor from the University of North Carolina School of Law and two Bachelors of Arts in journalism and political science from the University of North Carolina at Chapel Hill.
Eric Popiel
Strategic Foresight Analyst
Strategic Workforce Foresight Team Manager
U.S. Office of Personnel Management

Eric Popiel is the manager for the Future of Work Group at the U.S. Office of Personnel Management (OPM) in the Office of Workforce Policy and Innovation (WPI). He manages a team of four subject matter experts, is responsible for the long-term futures program that informs federal workforce policy for OPM, and assists 24 Chief Financial Officers (CFO) Act agencies in Strategic Human Capital Management. In addition, Popiel is a project manager for the President’s Management Agenda (PMA) Strategy Three focused on ensuring the success of the future federal workforce and the WPI liaison to OPM’s Office of Diversity, Equity, Inclusion, and Accessibility (ODEIA). Popiel also co-chairs the Federal Foresight Community of Interest (FFCOI), a collaborative group dedicated to promoting foresight and futures thinking within the Federal Government.

Prior to working at OPM, Popiel was assigned to the Emerging Policy Staff (DCO-X) under the Deputy Commandant for Operations at Coast Guard Headquarters in Washington, D.C., where he managed the Evergreen Program, the Coast Guard’s Strategic Foresight Initiative, for five years. In this capacity, he utilized various foresight techniques and methods to help the Coast Guard leverage future opportunities, identify emerging threats, and recognize potential blind spots across all 11 statutory missions.

Popiel’s previous assignments in the Coast Guard included tours as an instructor pilot and flight examiner in Mobile, Alabama, and as an aircraft commander in Miami, Florida, and Cape Cod, Massachusetts.

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