Please Note...

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.
Welcome and Overview

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Diversity, Equity, Inclusion, & Accessibility and the Federal Cybersecurity Workforce

Rita Sampson, Director, ODEIA
Executive Order (14035) on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce Overview

- Issued on **June 25, 2021**
- “As the Nation’s largest employer, the Federal Government must be a model for diversity, equity, inclusion, and accessibility, where all employees are treated with dignity and respect.”
- The DEIA Initiative is led by OPM and the Office of Management and Budget (OMB) in close partnership with the White House and the Equal Employment Opportunity Commission (EEOC)
- Required to advanced DEIA in all parts of the Federal Workforce including: Partnerships and Recruitment, Data Collection, Professional Development and Advancement, Expanding Employment Opportunities for Formerly Incarcerated Individuals, Promoting Paid Internships, Chief Diversity Officers, Pay Equity, DEIA Training and Learning, Advancing Equity for Employees with Disabilities and LGBTQ+ Employees, and Safe Workplaces
Governmentwide Strategic Plan to Advance Diversity, Equity, Inclusion, & Accessibility in the Federal Workforce

• Issued in **November 2021**

• The Plan:
  • Includes the governmentwide DEIA vision and mission statements
  • Establishes five operating principles to advance and sustain DEIA within agencies
  • Further outlines the DEIA priorities expressed in the EO
  • Details strategies for advancing agency DEIA actions across four roadmaps
  • Provides an example maturity model to support growth across three levels (foundational capacity, advancing outcomes, and leading and sustaining)
  • Outlines steps to create a comprehensive framework to address workplace harassment
  • Explains next steps for agencies to advance DEIA

• Agency specific DEIA Strategic Plans are due by March 23, 2022
Recruiting Diverse Talent

**Strategies:**

- Leverage special hiring authorities and recruitment/retention incentives
- Partner with sources of diverse talent
- Review existing hiring policies processes for inequities and barriers
- Search for talent within

**Agencies In Action:**

- Department of Homeland Security
  - Cybersecurity Hiring Initiative
- National Geospatial-Intelligence Agency
  - Neurodiversity in the Federal Workforce (NFW) Pilot Program
Retaining Diverse Talent

• **Challenge:** Workplace Readiness
• **Solution:** Foster a culture of inclusion and belonging
• **Strategies:**
  • Foster trust and belonging
  • Leverage career ladder positions
  • Provide collaborative opportunities for professional development
  • Assess representation across ALL leadership levels
  • Execute robust onboarding programs that promote inclusion and comradery
  • Ensure employees have access to necessary information, tools, and environments to do their best work
Contact Us

ODEIA@opm.gov
Moving Beyond Compliance

Presenter: Dexter Brooks
Gov’t Efforts

- MD 715 sets forth guidance for agencies regarding their affirmative employment programs under both Title VII of the Civil Rights Act and the Rehabilitation Act.

- Executive Order 14035 provides a comprehensive framework to improve opportunity in federal government.
Our Approach

- Our collective efforts focus on barrier removal and elimination (root cause analysis).
- Agencies need to utilize data to make evidence-based decisions. This means the data drives us to the area of concern.

- We do not simply “fix the numbers.” We fix the underlying problem.
What does Data in Cyber Tell Us

- The Cyber community is not as diverse as the rest of government.
- Women occupy a smaller percentage of federal IT jobs than they do in the total federal workforce.
- There are proportionately fewer entry level federal IT employees than there are entry level employees in the total federal workforce.
- Women and persons of color participate in IT leadership positions at a lower rate than they participate in leadership positions in the total government.
In many federal agencies, data has consistently revealed areas of needed improvement.

To address these identified areas, agencies have:

- Provided training (mandatory or voluntary);
- Created advisory groups;
- Issued edicts that discrimination and exclusion are impermissible.
While the previous activities have their benefits, agencies with EEO and diversity vested in their day-to-day operations have taken matters to the next level.

- Revamped training programs with cultural competency and legal requirements built into all relevant leadership and employee training.

- Advisory groups with organizational cross-pollination (program managers, EEO personnel, HR staff, employee affinity groups, and other necessary organizational partners) working to study the problems and formulate strategic organizational responses.

- Senior leaders demonstrating their personal commitment to organizational change that improves both opportunity and organization efficiency/performance.
Outcomes

- Richer pool of diverse talent to tackle the agency’s pressing service related issues.
- Greater employee engagement and satisfaction (as seen through the Employee Viewpoint Survey).
- Constant improvement built into organization culture/operation.
- Federal government standing as a model for all employers in this nation.
IMPACTFUL DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY INITIATIVES FOR THE FEDERAL CYBERSECURITY WORKFORCE

JANUARY 25, 2022 | 1:15 P.M. – 3:45 P.M.
The FBI is committed to maintaining a high-performing, diverse, and inclusive workforce that integrates equity across the entire enterprise.
CULTURAL SHIFT STRATEGY — DNA

- Director’s Priority Initiative (DPI)
- SES Performance Plan
- FY2022 Senior and Front Line Leaders’ Performance Objective*
- ODI Special Emphasis and Commemorative Events Programs
- Field Office Special Emphasis Health Measures
- GS-15 Senior Leader Diversity and Inclusion Interview Questions

- SES Candidate “Strongly Suggested” Interview Questions
- The ONE Class — New IQ (all new employees)
- Diversity Advisory Committees (DACs)/Diversity Executive Champions (DECs)
- ODI Senior Liaison — HRD, SecD, TD
- Inclusion Campaign

UNCLASSIFIED//FOUO
BE READY TO EMPOWER

Diversity and Inclusion Coordinators

HQ Divisions and Field Offices must have Diversity and Inclusion (D&I) Coordinator(s).

• Working relationship with leadership.
• A voice at the table.
• Host and track Special Emphasis and Commemorative Event programs.
BE READY TO ENGAGE
The Beacon Project

The Beacon Project is an initiative to increase diversity and inclusion for underrepresented communities within the FBI, as well as improve community outreach and recruiting strategies for minorities through collegiate institution partnerships.
BE READY TO ENGAGE
The Beacon Project

Pilot
• Historically Black Colleges and Universities (HBCUs)
• Beacon Conference

Our Ask
• Engage with leaders at minority-serving institutions.

Beacon 2.0
• American Indian and Alaska Native
• Asian American
• Hispanic/Latino/Latinx
• Women
Why focus on the mid-level?
- Access and support.
- Stronger network.

How can senior executives support?
- Direct communication.
- Accommodate team participation.
- Incentivize and recognize achievements.
Options to Engage

- Cross Cultural Mentoring and Sponsorship (CMS) Program
  - GS 14-15: Aspiring Executive Mentee and Aspiring Leader Mentor
  - GS 12-13: Aspiring Leader Mentee

- Inclusion Campaign
  - Attend an event.
  - Visit the SharePoint Site (Green).
  - Inclusion challenges.

- Training Opportunities
BE READY TO GUIDE

The FBI Workforce

POP QUIZ!

How can leaders achieve a cultural shift in Diversity and Inclusion?

• Promote Diversity and Inclusion efforts by supporting projects, programs, and initiatives.

• Promote a workplace that supports inclusion where everyone is important and valued.

• Ensure equitable practices, procedures, and “policies.”
BE READY TO GUIDE
The FBI Workforce

POP QUIZ!

Examples:

• Invite Agents, Intelligence Analysts, and professional staff to share their unique stories.

• Join Special Emphasis Program/Inclusion Campaign presentations.

• Host a round table event to discuss current/historical events or presentation content.
Questions?
2022 Federal Cybersecurity Workforce Summit

REGISTER TODAY!
Tuesday, April 26, 2022

https://go.usa.gov/xt5JF
Complete Evaluation Form

https://www.surveymonkey.com/r/DQ2XPYF