

January 25, 2024

Diversity, Equity, Inclusion, and Accessibility Strategic Plan, Fiscal Years 2024–2027



Office of Inspector General
Board of Governors of the Federal Reserve System
Consumer Financial Protection Bureau



Contents

Message From the Inspector General	3
DEIA and the OIG’s Vision and Values	4
Word Cloud	5
Goals and Actions	6
Sustain Leadership Commitment	7
Goal	7
Actions	7
Cultivate a Diverse Workforce	8
Goal	8
Actions	8
Maximize Employee Inclusion and Engagement	9
Goal	9
Actions	9
Ensure Equitable Treatment	10
Goal	10
Actions	10
Support Supplier Diversity	11
Goal	11
Actions	11



Message From the Inspector General

Diversity, equity, inclusion, and accessibility (DEIA) are part of our core values and are at the center of our culture.

I am proud of how our DEIA efforts have grown over the years, from the early establishment of a diversity and inclusion committee—our first official step toward bringing these values into the workplace—to today, when we can formalize our DEIA vision and strategic plan. In the past few years, we have grown our DEIA program from a fledgling, volunteer-led committee to one under the leadership of a senior officer; performed a cultural assessment and took actions to address the assessment’s findings; created a new DEIA competency for our 3Cs performance standards; enhanced recruitment and hiring; held numerous officewide trainings; and hosted listening events and other productive discussions about diversity and allyship. I want to thank OIG staff of all levels for working together. We have made remarkable progress, and I look forward to working with you as we continue this shared journey.

Now, I am excited to share with you our *Diversity, Equity, Inclusion, and Accessibility Strategic Plan, Fiscal Years 2024–2027*. Developed in partnership with an experienced DEIA contracting firm, this plan supports our ongoing initiatives and provides a comprehensive, strategic focus to ensure that our DEIA program has the greatest possible impact on our culture and our mission.

I am committed to attracting, retaining, and developing a diverse workforce; fostering an inclusive and equitable workplace culture for all our employees; and ensuring that our products and services are accessible to all internal and external stakeholders. Embracing DEIA as a shared responsibility will help the Office of Inspector General reach its highest potential.

Sincerely,

Mark Bialek

Inspector General

January 25, 2024



DEIA and the OIG's Vision and Values

The OIG is committed to fostering a culture of DEIA. We envision an organization where every individual, regardless of their background or identity, feels valued, empowered, and included. We are dedicated to actively listening, learning, and continuously improving our DEIA efforts to build a brighter and more inclusive future for all. This is what DEIA means to us:

Diversity is what make us unique—our race, color, ethnicity, religion, sex, gender identity, national origin, age, disability, sexual orientation, values, beliefs, experiences, backgrounds, preferences, and behaviors.

Equity means we are treated fairly and respectfully, with equal opportunities for all.

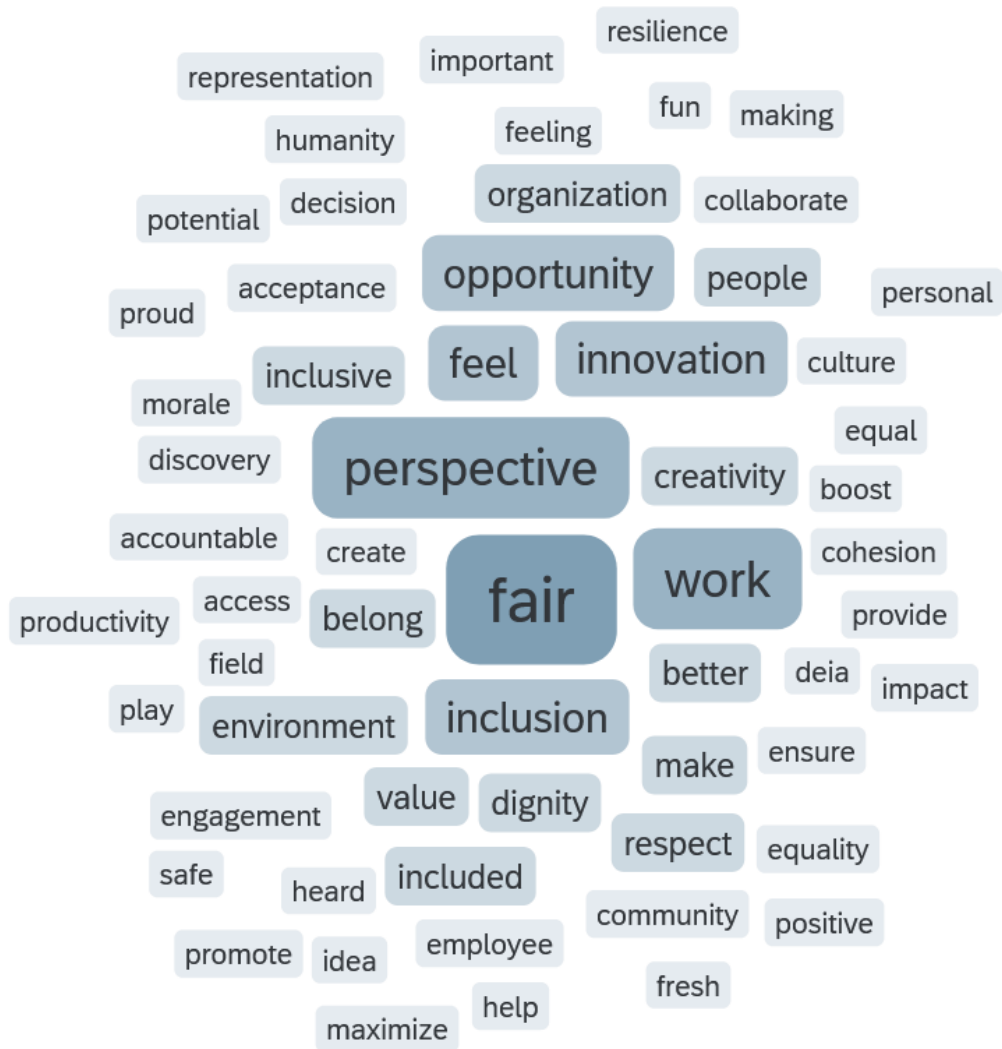
Inclusion celebrates our diversity and creates an environment where we feel safe, respected, heard, and valued for who we are.

Accessibility ensures access to information, environments, and activities that is meaningful and supports independence for all.

As a whole, this set of principles helps us realize our potential as employees and as an organization. It is how we build an engaged, empowered, and effective workforce. The *DEIA Strategic Plan* supports and enhances our office's vision, outlined in our operational strategic plan, to be *the* trusted oversight organization of the Board of Governors of the Federal Reserve System and the Consumer Financial Protection Bureau.

Word Cloud

The OIG “Why DEIA” word cloud visually represents the principles, common themes, and values we identified as important. It is also a reminder of our collective perspectives and serves as a symbol that will guide us as we implement our *DEIA Strategic Plan*.





Goals and Actions

Our *DEIA Strategic Plan* comprises goals and specific actions that we believe are necessary for our organization to work at the highest level. The goals within our *DEIA Strategic Plan* are reflected in our OIG values of integrity; respect; collaboration and teamwork; and commitment to diversity and inclusion in our workforce, products, and practices. The goals align with the Board’s diversity, equity, and inclusion standards: organizational commitment, workforce diversity, workplace inclusion, equitable treatment, and supplier diversity.

As a core part of our identity and overall strategic plan, DEIA maximizes each employee’s skills, talents, and perspectives. The figure below highlights our goals, which are further described on the following pages.



Source: Image adapted from Freepik.

Sustain Leadership Commitment

Goal

OIG leaders, from managers to senior officials, show sustained commitment to DEIA by actively championing DEIA efforts and supporting others' contributions.

Actions

1. Encourage senior leaders to routinely discuss the importance of DEIA as a core organizational strategy and provide consistent, visible leadership.
2. Assess current DEIA education and training offerings to identify gaps and opportunities for integration with broader leadership development initiatives.
3. Demonstrate a sustained leadership focus on DEIA behaviors as defined in the DEIA 3Cs performance competency.
4. Include DEIA as an integral and standing agenda item for officer strategy meetings.
5. Develop an annual DEIA scorecard to monitor progress against our annual action objectives.
6. Develop a robust plan to communicate progress and promote DEIA activities.
7. Incorporate the *DEIA Strategic Plan* into the OIG's operational strategic plan.

The Board's Organizational Commitment Standard

The Board sustains a commitment to diversity, equity, and inclusion through collaborative governance, proactive leadership, effective policies and practices, and transparent communications.

Cultivate a Diverse Workforce

Goal

Ensure diverse representation throughout the OIG by enhancing efforts to attract, recruit, develop, and retain diverse talent.

Actions

1. Develop diverse talent from within.
2. Enhance outreach and relationships with diverse recruitment channels.
3. Provide growth opportunities that remove barriers to advancement and retention for underrepresented groups.
4. Consistently apply inclusive and equitable hiring practices.

The Board's Workforce Diversity Standard

The Board embraces diversity of thought, experience, and background—to enhance organizational decision making and the Board's ability to achieve its mission. The organization attracts, retains, and develops a diverse, agile, and highly qualified workforce to execute the Board's mission.

Maximize Employee Inclusion and Engagement

Goal

Strengthen employee inclusion and engagement by seeking and valuing employee input, maintaining a safe-to-speak culture, and welcoming divergent views.

Actions

1. Consistently implement practices that create a safe-to-speak culture.
2. Recognize and reward individuals who model a commitment to DEIA.
3. Promote the use of inclusive behaviors and lessons learned from DEIA trainings, events, and programs in daily work interactions.
4. Leverage the efforts and energy of the OIG DEIA Committee and executive sponsors in providing open dialog initiatives and heritage events that affect psychological safety, respect, and a sense of belonging and inclusion in the workplace.
5. Educate and train management on effective practices for inclusivity.
6. Implement the Inclusive Communication Toolkit.

The Board's Workplace Inclusion Standard

The Board cultivates an inclusive workplace to ensure that employees are engaged and recognized for their contributions by providing consistent work processes, growth opportunities, education, training, and strong teamwork and bringing together independent viewpoints to result in effective policies and practices.

Ensure Equitable Treatment

Goal

Integrate equity principles into OIG policies, procedures, and practices.

Actions

1. Analyze and update OIG policies, procedures, and practices to ensure that people feel heard and valued, are provided equitable opportunities, and are supported in reaching their full potential.
2. Leverage flexible work policies and programs, such as telework and alternative work arrangements, to support employees' individual career satisfaction and engagement.
3. Model behavior that respects, values, and encourages alternative viewpoints.
4. Work with the Board to maximize accessibility in the workplace.
5. Ensure accessibility of work products.

The Board's Equitable Treatment Standard

The Board regularly reviews and updates policies, procedures, and practices to ensure people feel heard and valued, and are provided resources, equitable opportunities, and support to reach their full potential.

Support Supplier Diversity

Goal

Identify strategies to enhance OIG supplier diversity efforts.

Actions

1. Continually assess the OIG’s progress to enhance supplier diversity, in consultation with the Board’s Supplier Diversity program manager.
2. Identify prospective qualified small, minority, and women-owned vendors for micropurchases and goods and services procurements, in consultation with Board Procurement staff.

The Board’s *Supplier Diversity Standard*

The Board’s procurement policy, practices, and outreach provide minority- and women-owned businesses (M/WOB) with a fair opportunity to successfully participate and compete to supply goods and services.