

Diversity, Equity, Inclusion, and Accessibility

Strategic Plan

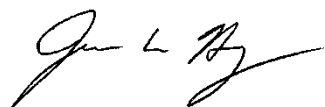
October 1, 2023

National Credit Union Administration

Office of Inspector General

Message from the Inspector General

Our Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan memorializes the OIG's commitment to integrating DEIA principles and practices into our hiring and the ongoing employment of our employees. The plan demonstrates our continuing progress in fostering an inclusive workplace culture founded upon fairness and respect.

A handwritten signature in black ink, appearing to read "James W. Hagen". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

James W. Hagen
Inspector General

DEIA Vision, Mission, and Values

DEIA Vision

We strive for excellence by leveraging diversity, equity, inclusion, and accessibility and are committed to fostering a safe, fair, and inclusive workplace.

DEIA Mission

We accomplish our vision by:

- Fostering an organizational culture that embraces the value and dignity of all individuals.
- Exemplifying trust, teamwork, and innovation in a collaborative, inclusive environment.

DEIA Values

- We take a broad view of diversity, which includes both visible and non-visible qualities.
- We acknowledge life experiences that make individuals unique.
- We encourage and support all employees to help advance our mission through their unique perspectives.
- We require fair treatment, accessibility, and opportunity for all employees.
- We expect our workplace to be an inclusive environment built on mutual trust, respect, and dignity.
- We commit to building a workplace where all employees feel comfortable in bringing their authentic selves to work.
- We pledge to ensure equal opportunity in the workplace and eliminate barriers.

DEIA Goal: Inclusive and Engaged Work Force

We create a space of belonging in which each employee feels secure and supported. We pursue a strategy to recruit, hire, and develop a high-performing inclusive workforce. We value the participation of each employee and recognize that inclusive workplaces are high-performing organizations.

HIRING INITIATIVES

1. Contact the NCUA's Office of Human Resources for recommendations for untapped outlets for distribution of OIG vacancy announcements.
2. Ensure that interview panels are comprised of diverse members.

ONGOING INITIATIVES

1. Email OIG employees this DEIA plan and post it in on the OIG's website.
2. Increase participation of employees in meetings to enable their ideas and perspectives to be heard.
3. Provide opportunities for developmental projects and encourage career development programs.
4. Encourage employees to attend announced OMWI and external DEIA events.
5. Hold annual meetings with OMWI to discuss best DEIA practices and areas for improvement.
6. Track completion of these hiring and ongoing initiatives.