

MD-715 and Diversity

Strategies and Action Plan for
Effective Implementation

- Three Areas of Consideration**
- Equal Opportunity
 - Affirmative Employment (MD-715)
 - Diversity and Inclusion

Equal Employment Opportunity (EEO)

- EEO became law by the passing of the Civil Rights Act of 1964, which prohibits employers from making employment decisions based on an individual's race, color, religion, sex or national origin.

Affirmative Employment

- Government-initiated to comply with the law, and is derived as a means to redress past discriminatory practices

Diversity

- A collection of individual attributes that jointly help agencies pursue organizational objectives efficiently and effectively

Inclusion

- A culture that connects each employee to the organization

EEO/Affirmative Employment and Diversity/Inclusion (Perceptions)

EEO/Affirmative Employment

Diversity/Inclusion

Government initiated

Voluntary

Legally driven

Productivity driven

Quantitative

Qualitative

Problem-focused

Opportunity-focused

Targeted

Inclusive

Reactive

Proactive

Agency EEO Office and CHC Office

• EEO Office

– Primary Functions

- Monitor and manage EEO Complaint Process

- Develop and implement Affirmative Employment

• CHC Office

– Primary Functions

- Design personnel management practices consistent with our merit system principles

- Implement Federal personnel management practices consistent with our merit system principles

MD-715 and Exec. Order 13583

MD-715

Exec. Order 13583

Develop EEO Program Plan

Diversity and Inclusion Strategic Plan

Conduct Barrier Analysis

Sustainable structure and strategies

Requirements

MD-715 requires:

- Integration of EEO into Agency Strategic Mission
- Ensuring EEO is involved with and consulted on the management and deployment of human resources
- The EEO Director be at senior leadership meetings and regularly consulted on human resource issues

EO 13583 requires agencies:

- Establish an initiative to promote diversity and inclusion in workforce
- Develop a strategic plan and guidance for specific plans
- Identify appropriate practices to improve the effectiveness of agency efforts
- Establish a system for reporting regularly on agency implementing their plans.

MD-715 and Diversity Partnership

- Diversity is not a replacement for MD-715
- The message of inclusiveness is for ALL employees

Organizational Structure

- EEO Office: Affirmative Employment (AE)
- HR Office: Diversity
- EEO Office: AE and Diversity
- HR Office: AE and Diversity
- D & I Office: AE and Diversity

29 C.F.R. 1614.102

- Report to the Agency Head
- Advising the head of the agency with respect to the preparation of national and regional equal employment opportunity plans, procedures, regulations, reports and other matters pertaining to the policy in § 1614.101 and the agency program
- Evaluating the sufficiency of the total agency program for equal employment opportunity

Executive Order 13583

- The agency will ensure that the EEO Director reports to the Head of the Agency, or his or her designee, and is not a direct report to the CHCO
- The role of Chief Diversity Officer may be a separate role, or it may be held by the EEO Director, or the CHCO

Integration of MD-715 and Diversity/Inclusion

- EEO to lead barrier analysis
- Human Resources to lead workforce planning
- OGC responsible for legal sufficiency and compliance

EEO to lead Barrier Analysis

- Controls in place to ensure data collection and accuracy
- Trigger identification
- Root Cause investigation
- Proper formulation of objective
- Creative Action Plans

EEO Technical Assistance

- EEO analysis based on a review of qualitative and quantitative data received from HR and other agency sources as appropriate
- EEO assessment of factors to review based on data analysis
- The identification of the specific policy, procedure, practice, or condition that must be enhanced or implemented to diversify the agency's human capital, thereby strengthening the agency mission

Workforce Planning

- Identify human resources required to meet an agency's mission
- Ongoing recruitment strategies
- Hiring process
- Suitability and Security
- Orientation

CHCO Guidance

- Recruitment and Retention of workforce that represents all segments of American Society
- Cultivating a culture that encourages fairness and EEO for all employees
- Ongoing diverse and inclusive workforce

OGC Legal Sufficiency and Compliance

- Review Diversity and Inclusion Strategic Plan
- Review MD-715 Report
- Review Merit System Policies and Procedures
- Review EEO related Policies and Procedures

EEO and HR Strategy

- Broad Based Solutions
- Agency Proposition
- Employee Participation
- Employee Decision

Broad Based Solutions

- Demonstrate knowledge regarding agency diversity workforce plan
- Learn the Diversity and Inclusion language
- Partner with HR to identify the “diversity groups” within your agency in addition to the EEO groups

Broad Based Solutions

- Clearly IDENTIFY and ARTICULATE the Human Capital areas of opportunity
- Is Diversity and/or Inclusion represented when reviewing: Race, National Origin, Gender and Disability Groups

Agency Proposition

- Assure that all employees and their abilities are accessible
- Processes do not exclude anyone from fully participating
- Individual employees take greater risk in expressing new and different concepts

Employee Participation

- Full employee participation in the development of decisions
- Large pool of ideas from which to draw
- Greater ownership by those who participated in formulation of ideas

Employee Decision

- Result in creative decisions, new programs, new processes and broader options
- Outcome: Employees are usually more engaged and motivated to achieve goals they assisted in creating

Action Plan

- Senior Leadership Engagement
 - Communicate value of EEO/Diversity
 - Communicate the established EEO/Diversity agency-wide goals
 - Demonstrate senior leadership accountability

Action Plan

- Agency Involvement at all levels
 - Diversity Council
 - Barrier Analysis Workgroup
 - Well Communicated EEO/Diversity Message

Action Plan

- Education and Training
 - Select and Educate EEO/Diversity Change Agents
 - Develop and Implement Diversity EEO Training Process that Targets
 - Definition of EEO/Diversity/Inclusion
 - Diversity of thought and unconscious bias

The Goal

- Active Participation from Senior Leadership
- Effective Integration of EEO and Diversity that is directly tied to the agency's mission
- EEO and HR collaboration and their defined roles and responsibilities
- Communication of accountability at all levels
