

DEPARTMENT OF COMMERCE FY2020 FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM PLAN

Goal	Agency Objective	Strategic Activity	Benchmarks
Diversity	<ul style="list-style-type: none"> Strengthen recruitment and outreach strategies to establish partnerships with diverse Affinity Groups, professional organizations and institutions. 	<ul style="list-style-type: none"> Increase outreach with minority-serving institutions (MSIs), including non-MSIs that have diverse student populations. Educate our workforce, including senior leaders, on internship programs. 	<ul style="list-style-type: none"> One Ted Talk is conducted with at 10 MSIs, including one non-MSI with a successful rate of diverse graduates, with degrees relevant to critical positions identified Department wide. AG/ERG's are utilized in the Department's diverse recruitment efforts.
Inclusion	<ul style="list-style-type: none"> Strategically operationalize Diversity and Inclusion through an updated D&I strategic plan. 	<ul style="list-style-type: none"> Establish a HCHB D&I and Engagement Council comprised of senior leaders/managers/supervisors from the bureaus to verify D&I skill gaps and needs. Encourage senior leaders to become champions of Affinity Groups (AG's) 	<ul style="list-style-type: none"> Multiple D&I training sessions are conducted on an on-going basis. Potential barriers that inhibit Hispanic outreach and recruitment efforts are identified and eliminated. AG/ERG's are actively encouraged and established with the support of Senior leaders. Employee participation in AG/ERG's also strongly supported by Senior Leaders. The Department's D&I Strategic Plan has been reviewed, updated and published.
Sustainability	<ul style="list-style-type: none"> Maximize senior leader's (SES) ability to perform highly on the critical element #2 'Leading People' Enhance strategies to strengthen policy, process and programs to cultivate a diverse, high-performing workforce. 	<ul style="list-style-type: none"> Utilize the D&I Council from all bureaus to review FEVS, FEORP and MD 715 data/reports to make recommendations to policies and procedures. Hold leaders accountable for fostering effective diversity goals; introduce D&I elements to the performance plans 	<ul style="list-style-type: none"> Metrics to measure the Department's progress have been established and socialized to stakeholders. The Department has hosted at least one D&I seminar to address Leadership opportunities.