

2. Career

Recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee’s career.

2.1 Talent Acquisition. Ensure talent acquisition practices consistently provide equal opportunity and strive to close representation gaps at all levels.

- a. Ensure Division/Office Directors develop and implement a plan in 2021, in partnership with the Office of Minority and Women Inclusion (OMWI), to promote increased diversity and improve their 2020 Federal Employee Viewpoint Survey (FEVS) inclusion quotient no later than 2023.
- b. Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- c. Assign an OMWI representative to serve as an equal employment opportunity advisor to the Executive Review Panels for Financial Management Scholars (FMS) Program and Entry-Level Examiner Hiring.
- d. Reduce the average number of days for examiner travel from the average reported in 2019, using technology, to improve retention.
- e. Implement a First Generation Professionals Initiative as a Special Emphasis Program to include events, workshops, and programming that serve as resources to promote equitable access and opportunities.
- f. Identify opportunities to strengthen engagement with diverse groups, such as partnering with the White House Initiative on Historically Black Colleges and Universities (HBCUs), Hispanic Association of Colleges and Universities (HACUs), Council on Legal Education Opportunity (CLEO), Leadership Education and Development (LEAD) for Life, community-based organizations, and civil rights organizations to improve the effectiveness of our recruitment strategies.

2.2 Career Development. Maintain a diverse leadership pipeline including a framework for holding managers accountable for actively promoting career development and advancement opportunities for their employees.

- a. Develop and implement a new leadership development framework that includes a corporate-wide succession management program focused on the development of a broad, diverse, and talented cadre of future FDIC leaders.
- b. Improve access to developmental opportunities by reforming the Expression of Interest (EOI) Program to eliminate the need for supervisor approval.
- c. Implement a new, rotational Special Assistant Program to provide developmental opportunities for aspiring leaders.

2.3 Employee Engagement. Increase opportunities for employees to be engaged in achieving DEI goals.

- a. Update the Chairman’s Diversity Advisory Council (CDAC) and Employee Resource Group (ERG) directives to reflect organizational priorities and support the groups’ contributions to the FDIC’s DEI mission.
- b. Host a training conference for CDACs and ERGs on how to get the most out of programming that results in changed behavior and/or measurable outcomes.
- c. Pilot a Diversity Ambassador Program where representatives from CDACs and ERGs will provide support to new employees regarding DEI at the FDIC.
- d. Pilot an event designed to educate immediate family members of FDIC employees on benefits and services available to support work-life balance and career management to help the family feel more connected and engaged with the FDIC and ultimately improve retention.