

3. Communication

Develop compelling messages, including opportunities for dialogue, that encourage all employees to see the importance of DEI to their personal success and the success of the FDIC.

3.1 Trust through Transparency. Provide clear, consistent, and regular messaging of the DEI vision and actions being taken to achieve desired outcomes.

- a. Host annual OMWI Town Halls with all FDIC employees to review the *DEI Strategic Plan*, acknowledge past accomplishments, identify key challenges, and highlight areas of focus for the coming year.
- b. Ensure Division/Office Directors discuss their divisional DEI plans at least annually at an all-hands meeting.
- c. Ensure Regional Directors discuss their regional plans to support DEI at least annually at an all-hands meeting.
- d. Conduct semiannual meetings between OMWI and Division/Office leadership to discuss DEI best practices and identified gaps in their DEI performance.
- e. Share key points of DEI public filings (e.g., MD-715) with all employees via global messaging.
- f. After all appeals have been exhausted, provide notice on the public website (www.fdic.gov) of any final finding of discrimination and/or retaliation made against the agency as required by the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2019.
- g. Post data regarding each class-action complaint filed against the agency alleging discrimination and/or retaliation.

3.2 Branding. Partner with the Office of Communications (OCOM) to use meaningful context to turn DEI data into compelling narratives that make messaging more impactful and demonstrate the necessity for continued efforts in DEI.

- a. Update internal and external webpages with compelling messages that illustrate our commitment to DEI in our workforce, our business activities, and our supervised banks.
- b. Create an annual impact report that accurately measures and communicates the effectiveness of our DEI efforts and any actions that must be taken to achieve better outcomes.
- c. Develop and implement a social media and marketing campaign to engage a broad and diverse talent pool and communicate key initiatives and programs.

3.3 Reinforcement. Integrate DEI into communications.

- a. Coordinate with stakeholders to include DEI when crafting and issuing internal and external agency communications and building or acquiring information technology solutions (e.g., Section 508 compliance, inclusive visuals and language, reasonable accommodation language, etc.).