

## 1. Culture

Ensure that leaders at all levels promote the vision and business case for DEI by taking actions to increase diversity and equity in the workforce and maintain an inclusive workplace.

### **1.1 Culture of Excellence. Ensure every employee has the opportunity to develop and excel in their career and recognize and reward high performers.**

- a. Fully implement a new performance standard for supervisors and managers that focuses on employee career development and the cultivation of an inclusive, constructive work environment that is committed to Equal Employment Opportunity (EEO) policies and principles and is built upon transparent communication, mutual trust, and respect.
- b. Conduct analysis to identify root causes of any barriers to equal employment opportunities, establish timelines to regularly review programs for systemic barriers, and take action to remedy the policies, procedures, or practices that created the barriers.
- c. Develop and implement a plan to provide all managers access to services to receive employee feedback and coaching for inclusion at work.
- d. After all appeals have been exhausted, include a notation in the personnel record of an employee who was subject to an adverse action, under 5 U.S.C. §7512, as a result of an act of discrimination and/or retaliation.

### **1.2 Data Excellence. Build a results-oriented DEI strategy based on actionable data.**

- a. Modernize the Diversity and Inclusion Analytics Dashboard to provide actionable management data in an easy-to-read format.
- b. Identify key performance indicators that measure success and identify opportunities, and report at least quarterly to the Diversity and Inclusion Executive Advisory Council.
- c. Track and analyze applications and selections for Expressions of Interest (EOIs) and other career development programs to evaluate and improve inclusion.

### **1.3 Best Practices. Select and implement DEI best practices that would be most effective at the FDIC.**

- a. Complete the review of applications submitted under the Pay Adjustment Program to assess potential pay inequities and implement approved pay changes.
- b. Develop diverse interview panel guidance and require hiring managers to certify that it was followed for all selections.
- c. Require hiring managers to include at least one interview question to assess management candidates on their ability to foster DEI.
- d. Benchmark other agencies and the private sector for best practices in preventing and addressing discrimination and retaliation.