

# DEPARTMENT OF COMMERCE FY2020 FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM PLAN

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