



National Credit Union Administration

BOARD ACTION MEMORANDUM

TO: NCUA Board **DATE:** March 15, 2012
Tawana Y. James
FROM: Tawana Y. James, Director
Office of Minority and Women Inclusion (OMWI)

SUBJ: NCUA Diversity and Inclusion Strategic Plan

ACTION REQUESTED: The NCUA Board's approval of the proposed NCUA Diversity and Inclusion Strategic Plan.

DATE ACTION REQUESTED: March 15, 2012.

OTHER OFFICES CONSULTED: The Office of Human Resources (OHR), the Office of Equal Opportunity Programs (EOP), the five Regions, the Asset management & Assistance Center (AMAC), the Office of General Council (OGC), the Office of the Executive Director (OED), and the Division of Strategic and Continuity Planning

VIEWS OF OTHER OFFICES CONSULTED: Concur

BUDGET IMPACT, IF ANY: None in 2012. 2012 is the base year for determining potential budget impact for 2013 and 2014.

SUBMITTED TO INSPECTOR GENERAL FOR REVIEW: No

RESPONSIBLE STAFF MEMBERS: Tawana Y. James, Director, Office of Minority and Women Inclusion

SUMMARY: In accordance with Executive Order 13583, all Executive Departments and Agencies are required to develop and submit for review to the Office of Personnel Management an agency-specific Diversity and Inclusion Strategic Plan. The executive order was created to promote the Federal workplace as a model of equal opportunity, diversity, and inclusion. Additionally, under Section 342 of the Dodd Frank Wall Street Reform (Dodd Frank Act) and Consumer Protection Act of 2010, OMWI is required to develop standards for equal employment opportunity and racial, ethnic and gender diversity of the workforce and senior management of the agency. This plan fulfills the requirements of both the Executive Order and Section 342(b)(2)(A) of the Dodd Frank Act.

OMWI developed this plan in collaboration with OHR and EOP to streamline current diversity efforts and highlight best practices. OMWI used a combination of existing plans to develop the NCUA Diversity and Inclusion Strategic Plan, including its Strategic Plan for 2011-2014, Annual Performance Budget for 2012, Federal Equal Employment Opportunity Recruitment Plan, and the Management Directive 715 report.

NCUA's Diversity and Inclusion Plan goals are consistent with the Government-wide Diversity and Inclusion Strategic Plan 2011, and in compliance with the goals set forth in OPM's guidance for all Federal agencies, which includes:

- Workforce Diversity: Recruit from a diverse, qualified group of potential applicants to secure a high performing workforce drawn from all segments of American society.
- Workplace Inclusion: Cultivate an environment that encourages collaboration, flexibility, and fairness to enable individuals to contribute to their full potential and further retention.
- Sustainability: Develop structures and strategies to equip leaders with the ability to manage diversity, be accountable, measure results, refine approaches on the basis of such data, and institutionalize a culture of inclusion.

NCUA's Diversity and Inclusion Strategic Plan 2012-2016 requires approval by the NCUA Board to be released to OPM by the March 16, 2012 deadline.

RECOMMENDED ACTION: The NCUA Board approves the attached Diversity and Inclusion Strategic Plan 2012-2016.

ATTACHMENT: NCUA's Diversity and Inclusion Strategic Plan 2012-2016.