



**COUNCIL OF THE INSPECTORS GENERAL
ON INTEGRITY AND EFFICIENCY**

**DIVERSITY, EQUITY,
INCLUSION, AND
ACCESSIBILITY
COMMITTEE**



***Happy
Anniversary!***



Celebrating Our 3rd Year of Success!

***Steps
Taken on
Our
Journey***



**Became the
DEIA
Committee!**

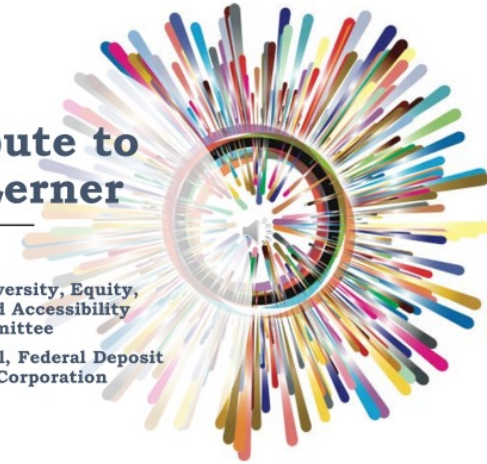
**It's Official,
We are a
Committee!!!**



Recognized Former and Current Vice Chairs

A Tribute to Jay Lerner

Vice Chair, Diversity, Equity,
Inclusion, and Accessibility
Committee
Inspector General, Federal Deposit
Insurance Corporation



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Vice Chair

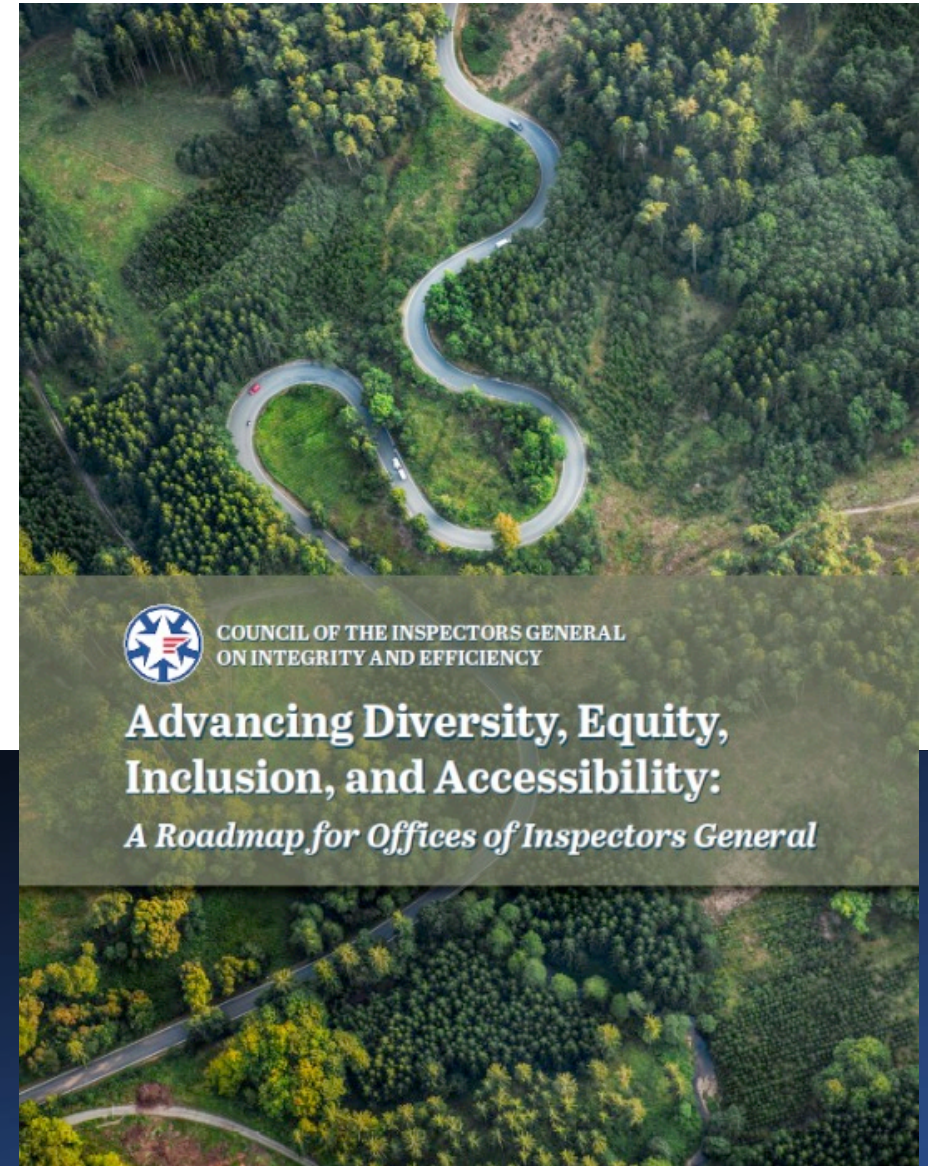
Stefania Pozzi-Porter
Inspector General,
U.S. AbilityOne Commission
and

Vice Chair, Diversity, Equity, Inclusion, and
Accessibility Committee

ANNOUNCEMENT 

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Finalized Updates to the DEIA Roadmap



COUNCIL OF THE INSPECTORS GENERAL
ON INTEGRITY AND EFFICIENCY

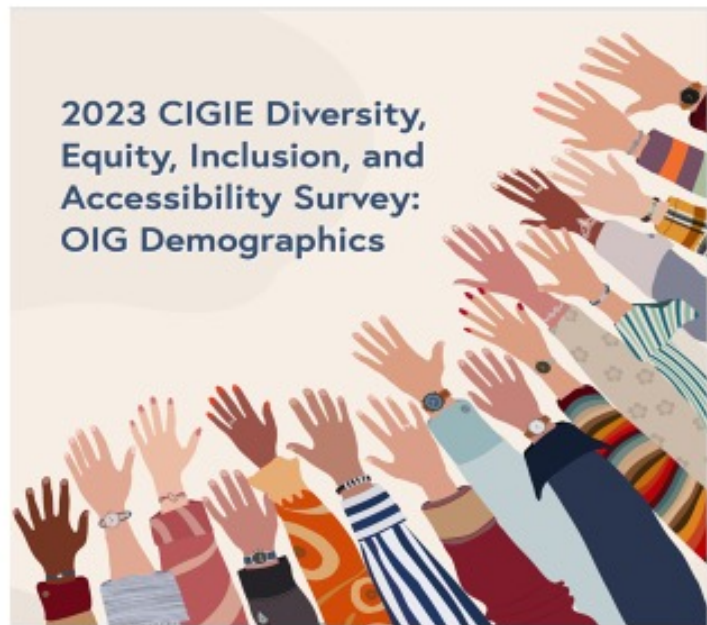
Advancing Diversity, Equity, Inclusion, and Accessibility:

A Roadmap for Offices of Inspectors General

In Case You Missed It!



COUNCIL OF THE INSPECTOR
ON INTEGRITY AND EFFICIENCY



Surveyed the OIG Community

Federal News Network

<https://federalnewsnetwork.com/workforce/2022/08/theres-a-connection-between-remote-work-and-deia-opms-harris-says/>

FEDERAL NEWS NETWORK

EXCLUSIVE

There's a connection between remote work and DEIA, OPM's Harris says

Ernest Friedman | @ErnestFriedman | August 23, 2022 2:54 pm | 5 min read

OPM's Harris: There's a connection between remote work and...

UNLOCKING THE VIRTUAL FRONT DOOR

Examination of Federal Technology's Accessibility for People with Disabilities, Older Adults and Veterans

A Report by the Majority Staff of The U.S. Senate Special Committee on Aging

Accessibility through Legislation

In Case You Missed It!

https://www.senate.gov/imo/media/doc/links/links_to_the_virtual_front_door_-_full_report.pdf

U.S. Government Accountability Office

Federal Workforce: Strengthening Diversity, Equity, Inclusion, and Accessibility

GAO-23-106254
January 2023

GAO-23-106254

GAO U.S. GOVERNMENT ACCOUNTABILITY OFFICE

Snapshot

Federal Workforce: Strengthening Diversity, Equity, Inclusion, and Accessibility

GAO-23-106254, January 2023

The Big Picture

As the nation's largest employer, the federal government should be a model for diversity, equity, inclusion, and accessibility (DEIA) in the workplace. However, GAO's review of federal agencies' DEIA practices and progress shows that many agencies have not fully met their goals. In this report, we highlight key findings and recommendations we have made between 2017 and 2022 to enhance DEIA in the federal workforce.

What GAO's Work Shows

Our work has identified key practices for creating and sustaining a positive work environment, where the engagement and development of employees are valued and rewarded. Key practices include goal setting and metrics, the implementation of goals and objectives. These practices are essential for federal agencies to advance DEIA in the workplace.

Leading Workforce Management Practices

GAO's review of federal agencies' DEIA practices identified several key practices that are essential for creating and sustaining a positive work environment. These practices include goal setting and metrics, the implementation of goals and objectives, and the use of data to track progress. These practices are essential for federal agencies to advance DEIA in the workplace.

DEIA

The review of federal agencies' DEIA practices identified several key findings. First, many agencies have not fully met their goals for DEIA. Second, many agencies have not fully implemented their DEIA strategies. Third, many agencies have not fully engaged their employees in DEIA efforts. Fourth, many agencies have not fully tracked their DEIA progress. Finally, many agencies have not fully reported their DEIA progress to Congress.

GAO's Recommendations

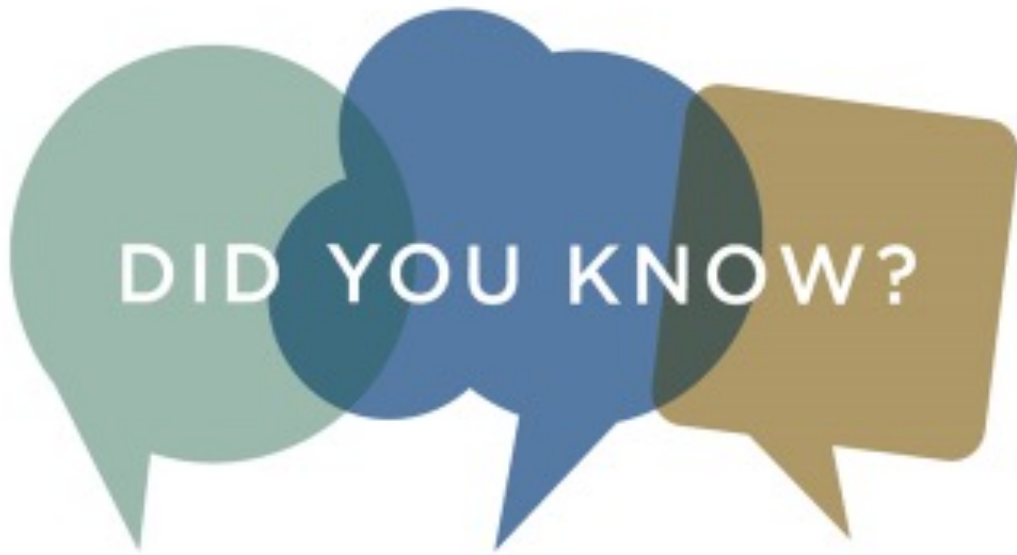
GAO recommends that federal agencies take the following actions to enhance their DEIA practices and progress:

- Set and track specific DEIA goals and metrics.
- Implement DEIA strategies and objectives.
- Engage employees in DEIA efforts.
- Track DEIA progress and report it to Congress.

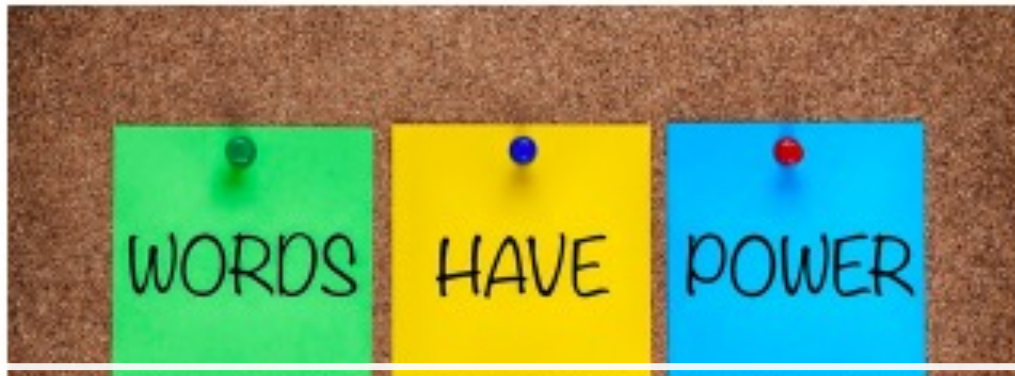
GAO's Scope and Limitations

GAO's review was limited to the DEIA practices and progress of federal agencies. GAO did not review the DEIA practices and progress of state and local governments, or the private sector. GAO's review was also limited to the DEIA practices and progress of federal agencies that are subject to the DEIA Executive Order.

Shared DEIA-Related Resources



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Enhanced Our DEIA Etiquette

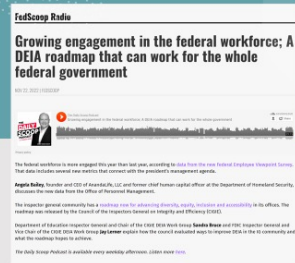
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When words or idioms have histories rooted in inequities, we can choose to be more mindful and remove them from our everyday dialogue. [Here's a list](#) of some words with offensive origins you may want to avoid.

DEIA Roadmap Interview

The podcast is now live here:

<https://www.fedscoop.com/radio/growing-engagement-in-the-federal-workforce-a-deia-roadmap-that-can-work-for-the-whole-federal-government/>



In Case You Missed It!

Check out the Interview with ED IG Bruce and FDIC IG Lerner about the CIGIE DEIA Work Group!

<https://www.pedcastone.com/episode/ig-community-looking-at-its-own-deia-efforts>



Made the News!



The Ally

Council of the Inspectors General on Integrity and Efficiency

and Accessibility Committee

DEIA+

Issued Several Editions of the DEIA Newsletter

Issue 9

28. 2023

Heard from Impactful External Speakers

Recent 50th anniversary of Title IX

Suzanne B. Goldberg

Deputy Assistant Secretary
for Strategic Operations and
Outreach

Office for Civil Rights



Dr. Janice B. Underwood

*Executive Director
Director, Office of Diversity, Equity,
Inclusion, and Accessibility (ODEIA)*

**OPM's Leadership and
Initiatives on DEIA Matters**



OPM.GOV



Marnie Shiels
Attorney Advisor
Office on Violence Against
Women

**Domestic Violence, Sexual
Assault, and Stalking in the
Federal Workplace**



Andrea M. O'Neal

Senior Advisor to the
Administrator on Equity





Overview of the

Report of the Co-Chairs of the EEOC's Select Task Force on the Study of Harassment in the Workplace

Lisa M. Schnall

Senior Attorney Advisor
Office of Legal Counsel
U.S. Equal Employment
Opportunity Commission

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Video - U.S. Air and Space Forces Women's Roundtable

- In honor of the 75th anniversary of the 1948 Women's Armed Services Integration Act (P.L. 80-625)
- The Act is referenced in Executive Order 14100, issued June 9, 2023, *Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors*

<https://youtu.be/Kl1GbrHyKCU>

Heard from Impactful External Speakers (cont'd)

Heard from Impactful Internal Speakers

Plain Language and Accessibility

Elise Auvil
Editor



National Security Agency/Central Security Service

Allison Whaley
Ombudsman, DOD-OIG




Let's Talk Microaggressions



immigrants like she was invisible uncomfortableMake fun of your pronounci...
affirmative action stereotypical jokes you just look young
microaggressions staff male colleague woman in leadership criticize
retaining to pronounce names because of the color of n
patients who are not white Interests hard hats attendings
racist comments racial issues incorrectly well spoken difficult babies
during referring to listen as the outside African American colleague
person of color/represent race white doctors MAJ sexual minority
NNPs Hispanic frustration peers perspective names of t
requested a white doctor/veal nurses comments Hispanic pa
medical student humiliated Called the nurse difficulties gender
distinction govt/patrons pronounce my name correctly female
accent welfare part of their culture what did she say not even from here
not taken ser
mer SES families patients jokes black residents
amending Woman of color/positive aggressive Latina stereotype Colin Kapert
judgments providers asked if I was the translator LGTBQ
parents where I'm from LGTBQ
being given the hand mistaken for nurse or EVS/appropriate
make fun of your manumans policing of communities of color

NASA
Office of Inspector General

NASA's Efforts to Increase Diversity in Its Workforce



April 20, 2023 IG-23-011

Overview of NASA's Diversity

- Presenters
- Kim Benoit
 - Tekla Colon
 - Julia Eggert
 - Todd Rose
 - Tiffany Xu
 - Norm Conley
 - Shari Bergstein



Psychological Safety

Derrick Blue
Chief Learning Officer
Chief Diversity, Equity, Inclusion, and Accessibility Officer
Director, Training and Development
Director, DEIA and Education Support



Department of Veterans Affairs
Office of Inspector General
Office of Management and Administration



In Case You Missed It!

Shop Talk Featured:

- Allison Lerner, CIGIE Chair
- Sandra Bruce, DEIA WG Chair
- Lisa H. Miller, Deputy Assistant Attorney General, Department of Justice
- 14 Esteemed Women Investigators from 10 OIGs

Many thanks to over 380 attendees who helped to make the event a success!

Thank You!

**DEIA Shop Talk Event:
Prominent Women in Technology**

Hosted DEIA Shop Talk Events



Held First- Ever CIGIE Job Fair

Reminder



SAVE THE DATE

**JOB &
CAREER FAIR**
PRESENTED BY THE COUNCIL OF THE INSPECTORS
GENERAL ON INTEGRITY AND EFFICIENCY (CIGIE)

**WEDNESDAY,
MARCH 29**
10 A.M. - 3 P.M.

**U.S. DEPARTMENT OF TRANSPORTATION
ATRIUM - MAIN HALL**
1200 New Jersey Ave SE, Washington, DC 20590

REGISTER TO PARTICIPATE
Email Stephanie Moore at Stephanie.Moore@oig.dot.gov,
Jennifer Bryan at Jennifer.L.Bryan@nasa.gov, or Nina Murphy,
at Nina.Murphy@eeoc.gov with **your agency name** and the
number of attendees from your office.

Register by: Friday, February 3, 2023. No registration fee.
More information to follow!



Observed Heritages and Cultures

National Italian American Heritage Month

- Proclaimed by President and Congress of the U.S. in 1989.
- Was first celebrated in 1989.
- Recognizes contributions and achievements of Italian Americans.
- Over 26 million Americans of Italian descent currently reside in the U.S. – making up America's 7th largest ethnic group.



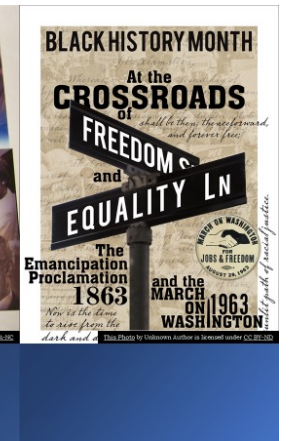
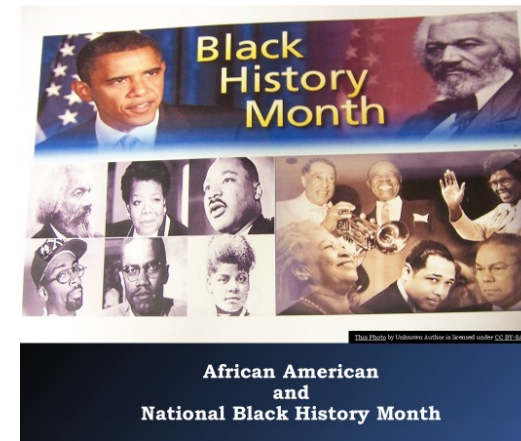
Martin Luther King Celebration of Human Rights Week

National Day of Racial Healing



National Native American Heritage Month

- President George H. W. Bush approved a joint resolution designating November 1990 as "National American Indian Heritage Month."
- Proclamations have been issued each year since 1994.
- Previously referred to as "American Indian and Alaska Native Heritage Month"
- In recognition of the significant contributions the first Americans made to the establishment and growth of the U.S.



Scottish American Heritage Month

- Almost 30 million U.S. citizens claim Scottish or Scottish-Irish heritage.
- Tartan Day is a day carved out for an annual celebration of Scottish culture and values and celebrated with parades including signature pipe bands and Highland dancing.
- On April 4, 2008, April 6th was proclaimed as National Tartan Day by President George W. Bush.



Women's History Month

- First celebrated in 1981 when Congress passed Pub. L. 97-248 designating the last week of March as Women's History week.
- In 1987, Congress passed Pub. L. 100-9 designating the last week of March as "Women's History Month."
- Celebrates the contributions women have made to the United States and recognizes the specific achievements women have made over the course of American history in a variety of fields.

National Arab American Heritage Month



- Arab America began a national initiative to coordinate all state National Arab American Heritage Month in 2001.
- Celebrates the heritage, culture, and contributions of Arab Americans.
- Honors the contributions of Arab Americans and Arabic-speaking Americans to the American community.
- About 15,000 Middle Eastern immigrants from Egypt, Jordan, Palestine, and Iraq migrated to the U.S. yearly in the 1950s.



National Developmental Disabilities Awareness Month

- Designated in 1987 to increase public knowledge of the needs and the potential of Americans with developmental disabilities.
- Raises awareness about including people with developmental disabilities in all aspects of community life and helps shed light on the obstacles that people with disabilities still face.

Observed Heritages and Cultures (cont'd)



LGBTQ Pride Month

Jewish American Heritage Month

- In 2006, President George W. Bush proclaimed May as Jewish American Heritage Month to recognize Jewish contributions to American culture, history, military, science, government, and more.
- Did You Know? In 1993, Ruth Bader Ginsburg became the first Jewish American woman appointed to the U.S. Supreme Court.



Asian American Native Hawaiian Pacific Islander Heritage Month

- Began in 1977 as a ten-day celebration in May and grew into a month-long observance in 1990.
- Honors the resilience and legacy, traditions, and culture of Asians, Asian Americans, Native Hawaiians, and Pacific Islanders across the United States.



National Caribbean American Heritage Month

Observed Heritages and Cultures (cont'd)



French-American Heritage Month

A graphic featuring four white icons on a colorful background. From left to right: a person in a wheelchair, a hand with a hearing aid, a hand, and a person with a cane. To the right of these is a white silhouette of a head with a brain inside. Below the icons, the text "Disability Pride Month" is written in a bold, red, sans-serif font. To the right of the text is a list of three bullet points. A small copyright notice "This Photo by Unknown Author is licensed under CC BY" is visible at the bottom right of the graphic.

**Disability
Pride Month**

- For 33 years, July has been an important month for the disability community
- A time for all disabled people to unapologetically celebrate their bodies as they are
- *Want to enhance your DEIA competence?* Learn about ableism and disability first language. Also, read books by disabled authors

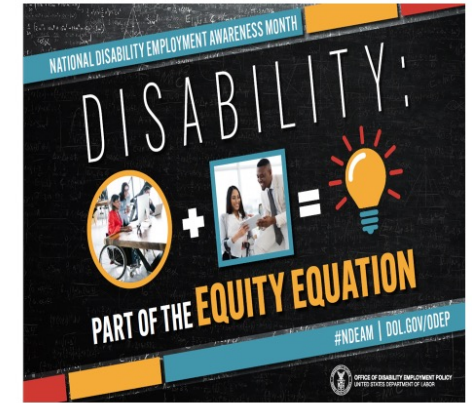
Observed Heritages and Cultures (cont'd)

Promoted Awareness Months



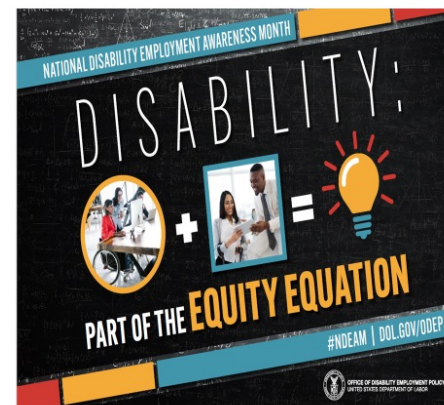
National Disability Employment Awareness Month

- Aim of helping disabled veterans, designated the first week of October as National Employ the Physically Handicapped Week in 1945.
- Seventeen years later, the word "physically" was removed from the phrase to recognize the needs and contributions of individuals with all types of disabilities.



National Disability Employment Awareness Month

- In the 1970s, it was viewed as discriminatory to exclude or segregate people because of a disability, and activists were fighting strongly for legal revisions.
- Passage of the Americans with Disabilities Act in 1990.
- 30 million people in the U.S. of working-age are disabled.



Mental Health Awareness Month

- Established in 1949 to increase awareness of the importance of mental health and wellness in Americans' lives, and to celebrate recovery from mental illness.
- Mental health is essential for a person's overall health.

Promoted Awareness Months (cont'd)

Juneteenth

- Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.
- Marks the day when federal troops arrived in Galveston, Texas in 1865 to take control of the state and ensure that all enslaved people were freed.
- The troops' arrival came a full two and a half years after the signing of the Emancipation Proclamation.

Americans with Disabilities Act

Did You Know?

The ADA

- was passed by Congress in 1990, and later amended in 2008
- Protects people with disabilities from discrimination

Disability rights are civil rights

For more information:
<https://www.ada.gov>

National Minority Mental Health Awareness Month

National Minority Health Awareness Month

Shared Reflections from the OIG Community



What Have We Learned?



DEIA is Being



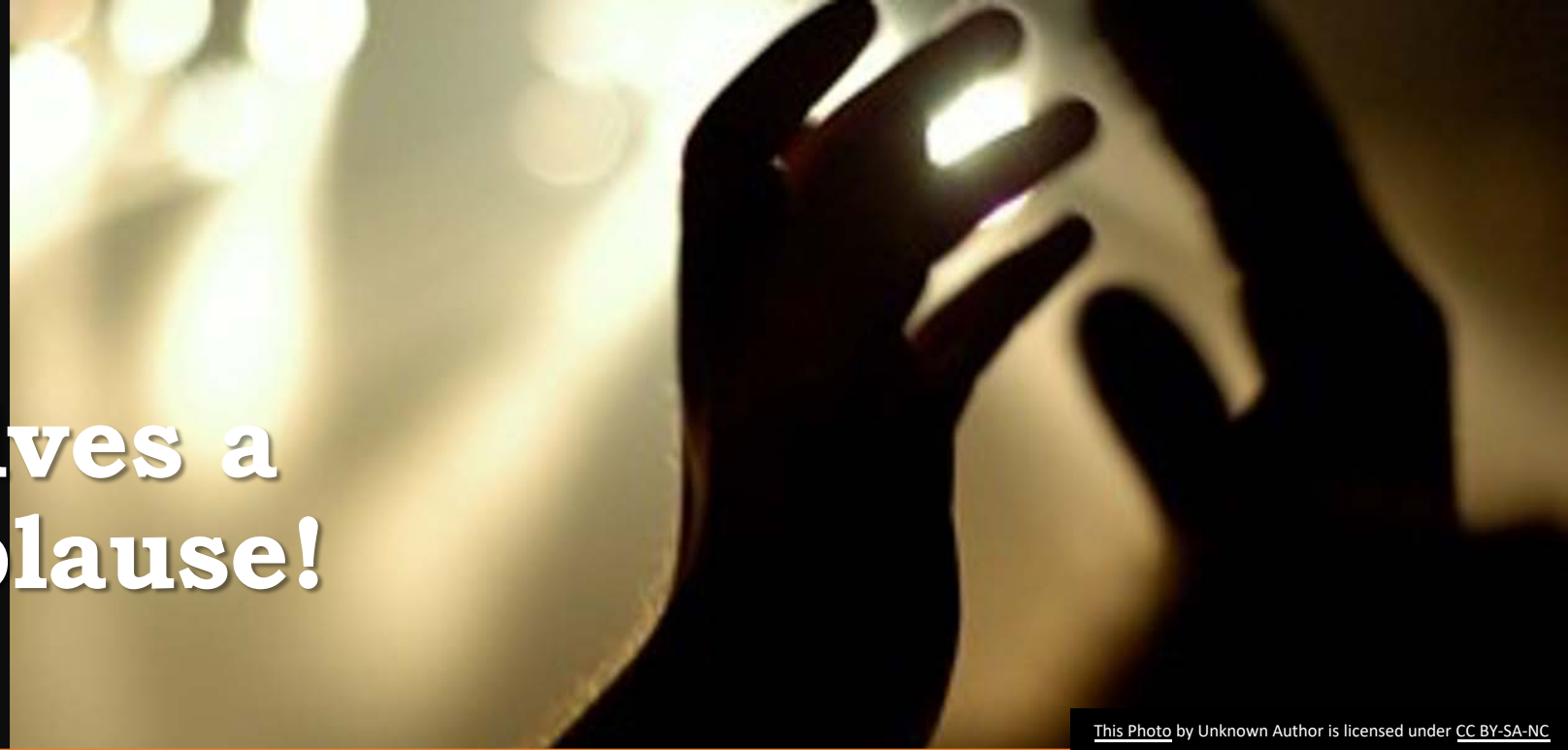
*DEIA is a Journey,
Not a Destination!*

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**For Your
Continued
Support!**

**Give Yourself a
Round of Applause!**



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APPLAUSE

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