

DEIO Updates

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- Enhance the organizational culture to reflect the central tenants of DEIA.
- Implement enterprise-wide DEIA principles to define organizational and individual behaviors required to successfully lead and sustain DEIA.
- Ensure consistent communication about DEIO actions across the enterprise.

What Have We Accomplished?

- Increased completed actions in the FY22 – FY24 DEIA Strategic Plan.
 - As of FY23 Q4: 32% of action items in the Plan were “Complete.”
 - As of FY24 Q2: 53% of action items in the Plan are “Complete.”
- Restructured the DEIO infrastructure and other partnering groups.
 - Reduced Implementation Teams from four teams to one team.
 - Renamed the DEIA Council to the DEIA Community of Practice.
 - Prepared to launch DEIA Executive Council FY24 Q3.
- Visited labs, participated in OU office hour discussions, conducted listening sessions with all VEOs/ERGs, and conducted site visits at the Boulder and Charleston campuses to assess DEIA organizational maturity.

What Have We Accomplished? (cont.)



- Demonstrated how to integrate DEIA into workplace practices and policies.
- Increased visibility of VEO/ERGs to NIST Leadership. (e.g., Cabinet Meetings)
- Hosted an event to foster further DEIA reflections. (e.g., MLK Fireside Chat)

- Conduct enterprise-wide facilitated discussions with a spotlight on DEIA topics such as:
 - Multi-Generational Diversity
 - Microaggressions/Unconscious Bias and the Impact on Organizations
 - Psychological Safety vs. Trust
- Host cultural observance events in partnership with VEOs/ERGs.
- Implement the Federal-wide DEIA Principles and DEIA Competency Model by FY24 Q4.
- Complete the FY22 – FY24 DEIA Strategic Plan implementation by FY24 Q4.

The world's greatest workplace cultures do not happen by accident. They happen because leaders, managers, and employees at every level of the organization intentionally cultivate and support the organizational culture to be high performing and inclusive. We can have the greatest workplace culture if we partner together. We can achieve this because we are One NIST, all-inclusive, where DEIA contributes to the NIST vision!

DISCUSSION

