

DEIA at NIST VCAT Update

Presented by the
Office of Diversity, Equity, and Inclusivity

February 2022

DEIA at NIST | Agenda

- DEIA At-A-Glance
- Office of Diversity, Equity, and Inclusivity
- DEIA Executive Orders
- DEIA Strategic Crosswalk
- NIST DEIA Strategic Plan
- Next Steps

DEIA at NIST | DEIA At-A-Glance

Executive Orders	
EO 13985	Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
EO 13988	Preventing Discrimination on the Basis of Gender Identity and Sexual Orientation
EO 14008	Tackling the Climate Crisis at Home and Abroad
EO 14019	Promoting Access to Voting
EO 14020	Establishment of the White House Gender Policy Council
EO 14031	Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders
EO 14035	Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
EO 14041	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity Through HBCUs
EO 14045	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics
EO 14049	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening TCUs
EO 14050	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans
Memorandums	
OPM	Agency Opportunities to Establish Chief Diversity Officer Pursuant to Executive Order 14035
PM	Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World
NSM-3	Revitalizing America's Foreign Policy and National Security Workforce, Institutions, and Partnerships
NSPM-33	United States Government-Supported Research and Development National Security Policy

Employee Resource Groups

- Adventures in Science
- American Physical Society Inclusion, Diversity, and Equity Alliance [APS-IDEA]
- Association at NIST of Hispanic Americans [ANHA]
- Association of NIST Asian-Pacific Americans [ANAPA]
- Boulder Association of Women in Science [BAWS]
- Book Club
- Caregiver Group
- DISTEM FORUM
- DOC WSTEM
- Employee Resource Group Council
- Engineering Laboratory Diversity, Inclusion, and Belonging [DIB] Council
- Information Technology Laboratory Diversity Committee
- Lactation Support Group
- Material Measurement Laboratory Equity and Inclusivity Working Group
- NIST Association for Black Staff [NABS]
- NIST Chapter of Sigma Xi
- NIST Pride
- NIST Softball Club
- NCCR DEI Working Group
- Physical Measurement Laboratory Diversity and Inclusion Committee
- Postdoctoral and Early-Career Association of Researchers [PEAR]
- Prayer Group
- Project Diversity
- Smart Grid and Cyber-Physical Systems Belonging Initiative and Diversity, Equity, Integrity, and Technology SuperCluster
- Standards Alumni Association [SAA]
- Standards Employees Benefit Association [SEBA] and Fitness Center
- Steering Group for Equity in Career Advancement [SGECA]
- Take Our Daughters and Sons To Work Day [TODSTWD]
- The Parents Network
- Toastmasters Club
- Veterans Affinity Group
- Viet-NIST
- Volunteer Club
- Women in STEM [WiSTEM]

- Over the last six months, key steps have been taken to formalize the agency's DEIA capability – to include reorganizing the Equal Employment Opportunity and Accessibility Office [EEOAO], which was formerly known as the Civil Rights and Diversity Office [CRDO]. Additionally, the Office of Diversity, Equity, and Inclusivity launched with the recruitment of the agency's inaugural Chief Diversity Officer [Dr. Sesha Joi Moon].
- As ODEI works to establish a permanent infrastructure, 120-day rotational assignments have been leveraged to build capacity through temporary staffing solutions, which has included a Senior DEI Strategist [Dr. Jeanita Pritchett] and two [2] DEI Statistical Research Analysts [Dr. Juan Fung and Dr. Carina Hahn].
- Upon completion of the NIST Branding Study, ODEI plans to officially introduce the office to the workforce through the launch of a refreshed website and snake logo – as well as a broadcast message to share the state of DEIA at NIST.
- The establishment of ODEI coupled with the Chief Diversity Officer position with direct line of sight to agency leadership, aligns with the current administration's DEIA agenda, as well as the forthcoming *DOC Strategic Plan FY22-FY26 and NIST Strategic Plan FY20-FY25*.



DR. JEANITA PRITCHETT
Senior DEI Strategist

Academic Program Manager
IAAO



DR. JUAN FUNG
DEI Statistical Research Analyst

Economist
EL Applied Economics Office



DR. CARINA HAHN
DEI Statistical Research Analyst

Social Scientist
ITL Image Group



“The Federal Government should pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.”

Executive Order On Advancing Racial Equity and
Support for Underserved Communities Through the
Federal Government
January, 2021

- On January 20, 2021, Executive Order [EO] 13985 was released on “Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.”
- Whereas EO 14035 on “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce” is internal-facing as it focuses on fostering a welcoming work environment that reflects all segments of society, EO 13985 is external-facing as it endeavors to address inequities in service delivery across historically underserved populations.
- As a first action item in support of EO 13985, DOC submitted the “Department of Commerce 200-Day Assessment Report” in August 2021 – which was met with department-specific and general feedback from OMB in September 2021.

DEIA at NIST | DEIA Executive Orders



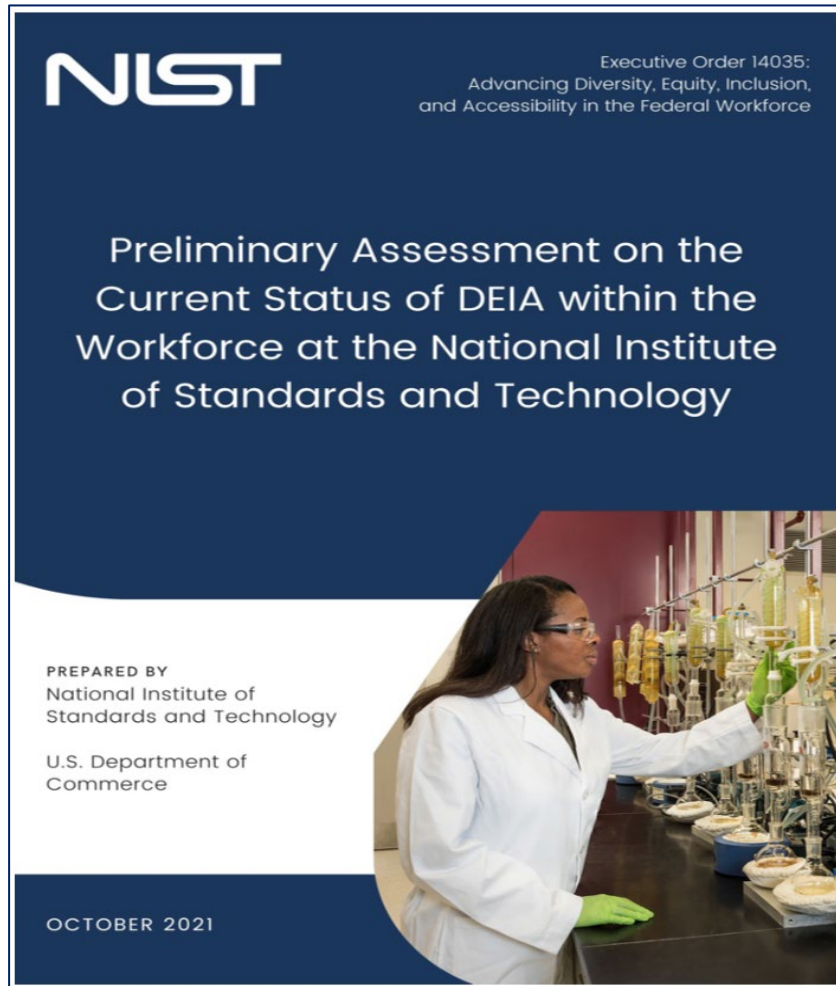
- As a next step, cabinet-level agencies were tasked with developing an Equity Action Plan, which should address the barriers and opportunities that were identified in the 200-Day Equity Assessment Report.
- As part of the DOC DEIA Council, also known as the DOC Equity Council, the Race and Ethnicity Committee will lead the development of the department’s equity action plan – which is being co-chaired by the ODEI staff. The council also includes subcommittees on gender equity and sexual orientation, workplace culture, accessibility, environmental justice, immigrant and international affairs, underserved communities and businesses, and LGBTQ+.
- The Race and Ethnicity Committee, which launched in October 2021, consists of both department and bureau-level representatives – to include the chairs for the Culture Committee and Gender Committee to ensure strategic alignment across the department’s implementation plans for EO 14035, as well as EO 14020 on “Establishment of the White House Gender Policy Council” and EOs 14031, 14041, 14045, and 14050 on initiatives to advance equitable opportunities for HBCUs, Asian Americans, Native Hawaiians and Pacific Islanders, Hispanics, and Black Americans.

DEIA at NIST | DEIA Executive Orders

Department of Commerce Equity Action Plan Ranked Themes	
Priority 1	Outreach and External Engagement
Priority 2	People and Processes*
Priority 3	Procurement and Contracting
Priority 4	Data and Technology
Priority 5	Legislation and Policy [Civil Rights]

- The template for the Equity Action Plan includes the following sections:
 - Executive Summary
 - Summary of Early Accomplishments
 - Priorities for Action
- The provided priorities should not exceed 3-5 actions, which should address the following key areas:
 - Barriers to Equitable Outcomes
 - Action and Intended Impact on Barrier
 - Tracking Progress
 - Accountability
- Per EO 13985, at least one action must advance civil rights and another must address procurement and contracting.
- DOC received feedback on the department-level plan, which was submitted to OMB for draft review in November 2021 – with the final submitted on January 20, 2022. The Race and Ethnicity Committee will track progress against the plan twice per year – alongside department-level bi-annual equity assessments.

DEIA at NIST | DEIA Executive Orders



The image shows the cover of a report. At the top left is the NIST logo. To its right, the text reads 'Executive Order 14035: Advancing Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce'. The main title is 'Preliminary Assessment on the Current Status of DEIA within the Workforce at the National Institute of Standards and Technology'. Below the title is a photograph of a woman in a white lab coat working in a laboratory. At the bottom left, it says 'PREPARED BY National Institute of Standards and Technology U.S. Department of Commerce'. At the bottom right, it says 'OCTOBER 2021'.

NIST

Executive Order 14035:
Advancing Diversity, Equity, Inclusion,
and Accessibility in the Federal Workforce

**Preliminary Assessment on the
Current Status of DEIA within the
Workforce at the National Institute
of Standards and Technology**

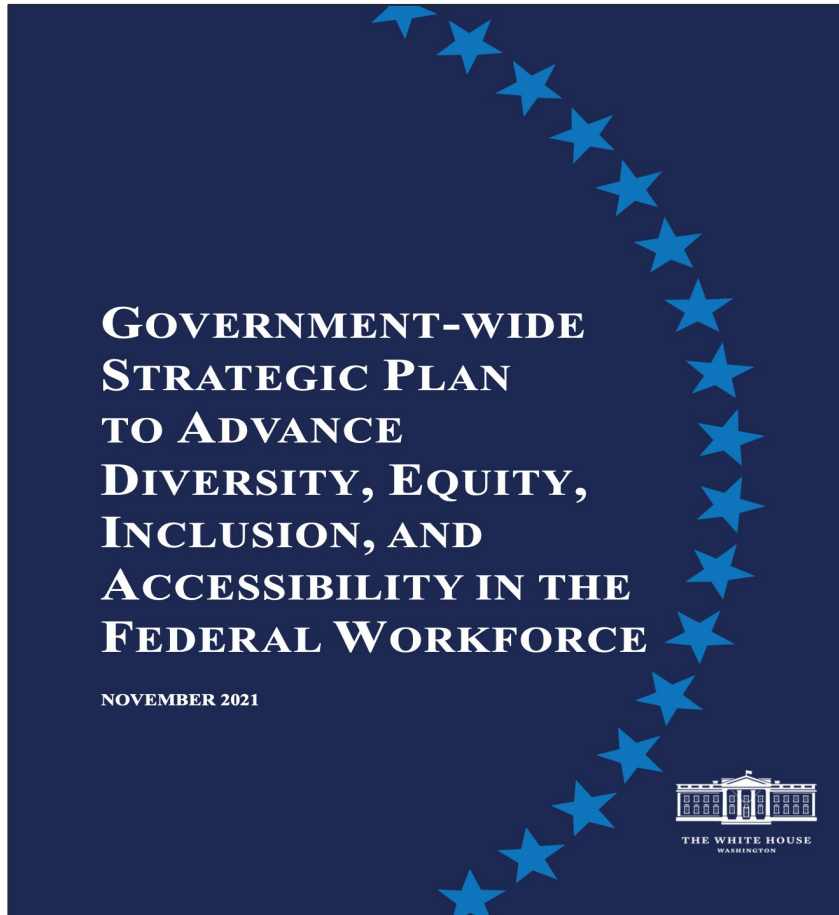
PREPARED BY
National Institute of
Standards and Technology

U.S. Department of
Commerce

OCTOBER 2021

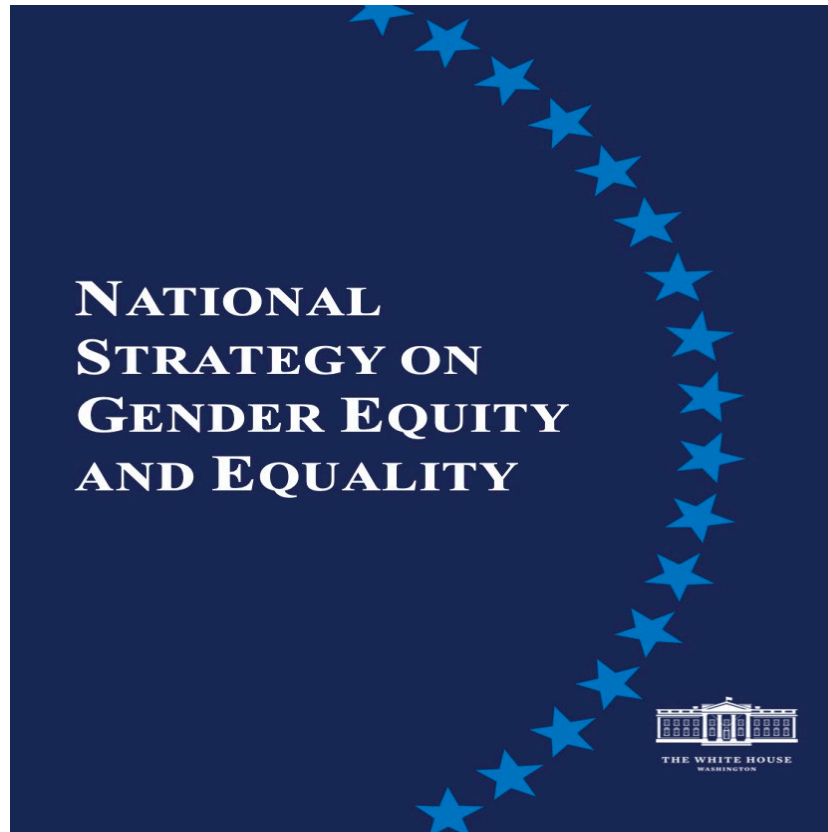
- On June 25, 2021, EO 14035 was released on “Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce”, which directs federal agencies to develop a strategy that will help achieve gender equality by fostering economic growth and employment.
- In August 2021, NIST identified its DEIA Implementation Team – which was followed by the submission of its DEIA Survey in September 2021. NIST received feedback on its DEIA Self-Assessment, which was submitted to OMB in October 2021 – which was captured through a maturity model. The self- assessment identified three key high-impact areas of opportunity – to include recruitment, promotion, and culture.
- In November 2021, a government-wide DEIA Strategic Plan was recently released, which will inform the development of the cabinet and/or subcomponent-level strategy – which is due by March 23, 2022, to include a draft to DOC by March 1.
- In January 2022, NIST is scheduled for an engagement with GAO on the agency’s science and technical human capital management – particularly as it relates to addressing challenges in the recruitment and retention of a diverse and highly qualified workforce.

DEIA at NIST | DEIA Executive Orders



- The Government-Wide DEIA Strategic Plan’s mission statement is to “work collaboratively to drive innovation and organizational outcomes, draw from the full diversity of the nation, and position the Federal Government to serve as a model employer that values and promotes equity for all Americans.” Its vision statement is “to advance and embed diversity, equity, inclusivity, and accessibility throughout its workforce.”
- The plan provides a maturity model with roadmaps to drive progress against the following key priorities – chief diversity officers, safe workplaces, paid internships, partnerships and recruitment, professional development and advancement, pay equity, training and learning, and data collection, as well as addressing the needs of individuals with disabilities, formerly incarcerated individuals, and LGBTQ+.
- As a next step, large bureaus such as NIST are awaiting guidance on our requirement to develop a subcomponent-level plan – or provide inputs as part of the department-level plan. In the interim, ODEI advises to proceed with identifying key stakeholders to serve on the NIST DEIA Strategic Planning Team.
- On January 5, 2022, OPM issued a memorandum on “Agency Opportunities to Establish Chief Diversity Officer Pursuant to Executive Order 14035.”

DEIA at NIST | DEIA Executive Orders



- On March 8, 2021, EO 14020 was released on “Establishment of the White House Gender Policy Council”, which directs federal agencies to cultivate a federal cadre that is reflective of diversity, equity, inclusivity, and accessibility.
- In June 2021, the White House Gender Policy Interagency Working Group on Science and Technology launched, which was tasked to develop strategies on women’s health and rights, gender-based violence, women’s economic security and labor force participation, safety, justice and dignity, women and girls’ education and leadership, and climate.
- In October 2021, the National Strategy on Gender Equity and Equality was released and DOC is exploring cascading themes – to include valuing women’s paid work, valuing women’s unpaid work, and expanding innovation.
- NIST representatives have been appointed to subcommittees to develop sets of principles that align to each theme based on the following key areas – gender and intersectionality [Dr. Sesa Joi Moon and Dr. Jeanita Pritchett], pathways and success [Dr. Marla Dowell], culture change [Mary Theofanos]. These principles will be captured as part of the White House Gender Policy Implementation Plan on Science and Technology in June 2022.

DEIA at NIST | DEIA Strategic Crosswalk

Government-Wide		
Biden-Harris Management Agenda	N/A	<ul style="list-style-type: none">• Strengthening and Empowering the Federal Workforce• Delivering Excellent, Equitable, and Secure Federal Services and Customer Experiences• Managing the Business of Government to Build Back Better
National Security Memorandum 3	<i>Revitalizing America's Foreign policy and National Security Workforce, Institutions, and Partnerships</i>	<ul style="list-style-type: none">• Integrity• Transparency• Diversity, Equity, Inclusion, and Accessibility• Modernization• Service• Accountability

DEIA at NIST | DEIA Strategic Crosswalk

Government-Wide		
<p>FY21 DEIA Strategic Plan</p>	<p><i>EO 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce</i></p>	<ul style="list-style-type: none"> • Safe Workplaces • Chief Diversity Officer • Data Collection • Promoting Paid Partnerships • Partnerships and Recruitment • Professional Development and Advancement • DEIA Training and Learning • Advancing Equity for Employees with Disabilities • Advancing Equity for LGBTQI+ Employees • Pay Equity • Expanding Employment for Formerly Incarcerated Individuals
<p>FY21 Gender Equity Strategy</p>	<p><i>EO 14020: Establishment of the White House Gender Policy Council</i></p>	<ul style="list-style-type: none"> • Improve Economic Security and Accelerate Economic Growth • Eliminate Gender-Based Violence • Expand Access to Health Care • Ensure Equity in Education • Promote Equity in Justice and Immigration Systems • Advance Human Rights • Elevate Equity in Humanitarian Relief • Promote Equity in Climate Change • Close Gender Gaps in STEM • Advance Participation in Democracy

DEIA at NIST | DEIA Strategic Crosswalk

Department of Commerce		
FY22-FY26 DOC Strategic Plan	N/A	<ul style="list-style-type: none"> • Drive US Innovation and Global Competitiveness • Foster Inclusive Capitalism and Equitable Economic Growth • Address the Climate Crisis • Expand Opportunity and Discovery through Data, Technology, and Research • Provide 21st Century Service with 21st Century Capabilities
FY21 DOC Human Capital Operating Plan	N/A	<ul style="list-style-type: none"> • Conduct Workforce Analysis • Empower and Engage Commerce Employees • Improve Internal and External Service Delivery Processes • Maximize Employee
FY21 DOC Equity Action Plan	<i>EO 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government</i>	<ul style="list-style-type: none"> • Outreach and External Engagement • People and Processes • Procurement and Contracting • Data and Technology • Legislation and Policy

DEIA at NIST | DEIA Strategic Crosswalk

Department of Commerce [cont'd]		
DOC DEIA Council	<p><i>EO 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government</i> <i>EO 14031: Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders</i> <i>EO 14045: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics</i> <i>EO 14050: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans</i></p>	<ul style="list-style-type: none"> • Race and Ethnicity
	<p><i>EO 13988: Preventing Discrimination on the Basis of Gender Identity and Sexual Orientation</i> <i>PM: Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World</i></p>	<ul style="list-style-type: none"> • Gender Equity and Sexual Orientation
	<p><i>EO 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce</i> <i>PM: Agency Opportunities to Establish Chief Diversity Officer Pursuant to Executive Order 14035</i></p>	<ul style="list-style-type: none"> • Workplace Culture
	<p><i>EO 14019: Promoting Access to Voting</i></p>	<ul style="list-style-type: none"> • Accessibility
	<p><i>EO 14008: Tackling the Climate Crisis at Home and Abroad</i> <i>EO 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government</i> <i>EO 12898 Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i></p>	<ul style="list-style-type: none"> • Environmental Justice
	<p><i>EO 14031: Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders</i> <i>EO 14045: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics</i></p>	<ul style="list-style-type: none"> • Immigrant and International Affairs
	<p><i>EO 14041: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity Through HBCUs</i> <i>EO 14045: White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics</i></p>	<ul style="list-style-type: none"> • Underserved Communities and Businesses
	<p><i>EO 13988: Preventing Discrimination on the Basis of Gender Identity and Sexual Orientation</i> <i>PM: Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World</i></p>	<ul style="list-style-type: none"> • LGBTQI+

DEIA at NIST | DEIA Strategic Crosswalk

National Institute of Standards and Technology

<p>FY20-FY25 NIST Strategic Plan</p>	<p>N/A</p>	<ul style="list-style-type: none"> • Advance US Measurement Science and Innovation • Maximize Stakeholder Impact • Create Infrastructure for a 21st Century Research Institution • Build a One-NIST Culture
<p>FY21 NIST DEIA Self-Assessment</p>	<p><i>EO 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce</i></p>	<ul style="list-style-type: none"> • Recruitment • Hiring • Promotion • Retention • Professional Development and Training • Pay and Compensation • Reasonable Accommodation • Safe Workplaces and Sexual Harassment • Culture • Religious Accommodation

DEIA at NIST | NIST DEIA Strategic Plan

- In support of EO 14035, the NIST DEIA Strategic Plan is due to OMB by March 23, 2022. In an effort to conduct an inclusive and transparent strategic planning exercise, a planning team was established, which consists of leaders from across the agency and employee representatives from each directorate – to include representatives from the Employee Resource Group Council.
- Based on ODEI’s assessment of the state of DEIA at NIST using both qualitative and quantitative data, to include a series of listening and learning sessions across the agency, as well as the evolving sphere of DEIA at the NIST, DOC, and OMB level – and across the discipline as a whole – a short list of nearly thirty [30] potential goals were identified. The planning team was then charged with reducing the short list to a finalized set of proposed priority areas and goals for action planning. Now, the planning team is currently leveraging working groups to develop a set of manageable, measurable, and feasible externally and internally-facing action items to help drive these priority areas and goals in both the short-term [2-4 years] and long-term [5+ years].
- ODEI will host an office hours on February 14, 2022, to share this briefing with the full workforce and upon completion of the plan, will host another to share the plan’s components – which will be followed by subsequent office hours to share the agency’s progress against its DEIA priority areas and goals.

DEIA at NIST | NIST DEIA Strategic Plan

NIST DEIA STRATEGIC PLANNING WORKING GROUPS

- **Diversity Working Group** – This working group will focus on enhancing HR policies, processes, and |or practices.
- **Equity Working Group** – This working group will focus on recruiting talent from minority-serving institutions and |or programs, as well as enhancing pay and promotion policies, processes, and |or practices.
- **Inclusion Working Group** – This working group will focus on establishing accountability mechanisms for DEIA goals, as well as diversifying FACAs and the NIST Portrait Gallery.
- **Accessibility Working Group** – This working group will focus on enhancing the hybrid work environment, as well as creating a safe and inclusive workplace for employees – to include those who identify as Hybrid Workers, LGBTQ+, Speakers of Other Languages, Caregivers, and Individuals with Disabilities.
- **DEIA Working Group** – This working group will focus on institutionalizing DEIA at NIST – to include Employee Resource Groups.
- **Stretch Working Group** – This working group will focus on enhancing Associateships and the Alternate Personnel Management System.
- **Outreach and External Engagement Working Group** – This working group will focus on driving inclusive economy through external service delivery across underserved communities and disadvantaged businesses.

NISTDEIA@nist.gov