

NOAA Diversity and Inclusion Implementation Plan - Workforce Diversity

Goal 1: Workforce Diversity-Recruit a Diverse, Highly, Capable Workforce								Implemented?	
Workplace Diversity	Objective	Tactics	Target Date	Responsible Officials/ Offices	Performance Outcomes	Measurement Tools	Yes	No	
	1.1 Proactively Recruit qualified individuals at all levels whose diverse backgrounds, experience, education, and skills will advance the mission	1.1.1: Implement targeted recruitment strategies and outreach activities to reach diverse and underrepresented populations to include women, minorities, and persons with disabilities.	4th Quarter FY18	WFMO, OED, CRO, L/S Offices	Recruitment and outreach activities are identified that, specifically target NOAA's underrepresented populations.	The number of targeted recruitment and outreach activities are increased as are the number of recruits, applicants, and hires in underrepresented groups.	X		
		1.1.2 Analyze applicant flow and promotion data to identify and eliminate barriers in recruitment and selection practices.	Ongoing thru 4th Quarter FY19	CRO, L/S Offices	Triggers may reflect possible barriers to hiring and promotions.	Strategies to overcome barriers are identified and help to increase the hiring and promotion of underrepresented groups within NOAA.	X		
	1.2 Enhance selection and assessment practices to support the hiring of diverse, highly qualified candidates	1.2.1 Modify selection and assessment practices and processes to minimize barriers and augment NOAA's focus on diversity and inclusion.	1st Quarter FY18	CRO, L/S Offices	Policy is put in place requiring diverse hiring panels; managers complete training on implicit interview bias.	Diversity of new hires at NOAA compares favorably to the relevant (OCLF) and civilian labor force (CLF), Non-selection EEO cases are reduced by 50%, Managers and Supervisors must update CLC to reflect completion of unconscious bias training for hiring, NOAA Civil Rights conducts oversight of all interview panels to ensure all available diversity implementations are utilized across L/Os.	X		
		1.2.2 Educate Hiring Managers/Selection Officials/LO Administrative staff about special hiring authorities and programs that support the selection and hiring of a more diverse workforce of women and minorities.	4th Quarter FY17	CRO, L/S Offices, OED, WFMO	Hiring managers/Selection Official and LO Administrative staff are more aware of the available options to hire diverse candidates into NOAA's workforce.	An increase in the hiring of candidates from underrepresented groups within NOAA.	X		

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	1.3 Strengthen infrastructure and processes to support the employment and retention of individuals with disabilities	1.3.1 Use internal resources and external outreach networks to find and recruit qualified individuals with disabilities and targeted disabilities for internships and employment.	4th Quarter FY18	WFMO, OED, CRO, L/S Offices	Systematic processes will be put in place that will help to retain and increase the number of individuals with disabilities and targeted disabilities working for NOAA.	A measurable increase in the number of persons with disabilities and targeted disabilities.	X		
		1.3.2 Build an accessible and adaptable workplace that fully accommodates employees with disabilities.	4th Quarter FY18	WFMO, OED, CRO, L/S Offices, Leaders and Managers	NOAA will be in full compliance with the standards of Section 501, 504, and 508 of the Rehabilitation Act of 1973 and the Architectural Barriers Act of 1968, Managers and employees should be aware of their responsibility to maintain an accessible and adaptable workplace that's inclusive of employees with disabilities.	NOAA advances towards reaching the 2% goal for Federal Agencies in the hiring of individuals with targeted disabilities.	X		