

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2022 Accomplishment

Report Fiscal Year 2023 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2022
3. POC Name	Jessica P. Hill	4. Phone	(703) 562-2256

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

In FY 2022, the FDIC attended seven diversity events as part of efforts to recruit more veterans and veterans with disabilities. The FDIC also attended events hosted by Recruit Military, MBA Veterans Network, American Public University Corporate Gray, and Equal Opportunity Publications. FDIC recruiters specifically focused on veterans with disabilities who had the education and experience required to qualify for employment as grade CG-07 Financial Institution Specialists (FIS), a career track which includes three and a one-half year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions up to grade CG-12. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, including management roles. The FDIC's recruitment strategy for veterans with disabilities ensures they have opportunities to apply for entry-level FIS positions.

The FDIC conducted outreach to multiple National Affinity Groups, Veteran Organizations, Federal Executive Boards, state Departments of Vocational Rehabilitation, 600 plus Colleges/Universities, and the FDIC's internal Employee Resource Groups in order to attract a diverse applicant pool by sending its vacancy announcements to these groups on a weekly basis. Throughout the calendar year, the FDIC posted all job advertisements in USAJobs as well as Corporate Gray's job board. Corporate Gray is an organization that helps transitioning military personnel connect with civilian employers. In addition, the FDIC advertised several positions through an existing partnership with Recruit Military, including targeted email campaigns for FIS positions. As in the past, all of the FDIC's Job Opportunity Announcements include information on veterans' preference and provide information for applicants eligible under the Veterans Employment Opportunity Act of 1998, as amended, Veterans Recruitment Appointments, and Veterans with Disabilities of 30 percent or more.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes Somewhat No

7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

The FDIC used a variety of methods to provide or improve internal advancement opportunities for disabled veterans. Provided below are notable accomplishments.

More veterans with disabilities are completing career development plans (CDP). Employees are encouraged to work with their supervisors and FDIC's Career Management Program to create a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 1,828 employees who had completed a CDP by the end of FY 2022, 6.1 percent (112 employees) were veterans with disabilities, and 3.9 percent (71 employees) were veterans with disabilities of 30 percent or more. This represents an increase over the FY 2021 CDP participation rates of 4.7 percent of veterans with disabilities and 2.7 percent for veterans with disabilities of 30 percent or more. Further, it exceeds both groups' representation in the FDIC employee workforce of 4.9 and 3.5 percent, respectively.

More veterans with disabilities are using training funds provided through the FDIC's Professional Learning Account (PLA). The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 1,401 employees who used their PLA funds during FY 2022, 5.8 percent (81 employees) were veterans with disabilities and 3.7 percent (52 employees) were veterans with disabilities of 30 percent or more. These percentages also exceed both groups' representation in the FDIC workforce.

The percentage of veterans with disabilities participating in the FDIC's Mentoring Program has increased. During the 2022 Mentoring Program cycle, the FDIC paired 84 mentees with mentors, for a total employee participation amount of 168. Among the participants, 7.1 percent (12 employees) were veterans and 4.2 percent (7 employees) were veterans with disabilities. Although the percentages were below their representation in the FDIC's workforce, the participation of veterans and veterans with disabilities increased from 4.1 percent and 1.8 percent, respectively in FY 2021. The Leadership Mentoring Program (LMP) supports emerging leaders through individual guidance in pursuit of their career goals and professional aspirations. Out of the 26 mentors and mentees in the FY 2022 LMP, 7.7 percent (2 participants) were veterans and none were veterans with disabilities. The FDIC will explore ways to encourage EM and CM employees who are veterans to apply for this program.

Veterans and veterans with disabilities participated in external leadership development programs at a rate that exceeded their representation in the FDIC workforce. During FY 2022, the FDIC selected 17 employees to participate in the following leadership development programs: Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; Senior Executive Fellows for CM 1 and CM 2; and Senior Managers in Government for EM levels. Within this group of 17 selectees, 17.6 percent (3 employees) were veterans and 11.8 percent (2 employees) were veterans with disabilities.

The representation of veterans and veterans with disabilities of 30% or more in the Special Assistant Rotational Program exceeded their onboard representation rate when participants were selected. This leadership development program provided cross-functional experiences to rising FDIC leaders from August 2021 through October 2022. Out of 23 participants, 13.0 percent (3 employees) were veterans and 8.7 percent (2 employees) were veterans with disabilities of 30% or more, outpacing their onboard percentages when participants were selected, which were 9.1 percent and 3.3 percent, respectively. By contrast, veterans and veterans with disabilities do not have reported representation in the Leadership Excellence Acceleration Program (LEAP), which is designed to give interested employees the tools to

become the FDIC's leaders of the future. Of the 15 FDIC employees selected in the first LEAP cohort that ran through FY 2022, none were veterans or veterans with disabilities. Similarly, out of the 15 selectees for the cohort that began October 12, 2022, none reported being a veteran or veterans with a disability. The FDIC will consider strategies to encourage veterans to apply for these programs and practical ways for their managers to support their applications.

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes

Somewhat

No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2021 DVAAP available to all managers, supervisors, and employees via the FDIC intranet and provided technical assistance to supervisors and managers regarding veterans with disabilities. OMWI also generated workforce analytics through the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. To improve the accuracy of employee demographic data, the FDIC periodically sends employees a notice reminding them that they can update information on file, including information about disability status and veteran status. Employee self-reported demographic data helps the FDIC to analyze its hiring and talent management processes and track its progress in advancing diversity, equity, inclusion, and accessibility (DEIA).

The FDIC continued to implement its 2021 – 2023 Diversity, Equity and Inclusion Strategic Plan (DEI Strategic Plan) to build DEIA into all aspects of our workforce and communities we serve. Goal 2, Career, of the DEI Strategic Plan, outlines the FDIC's efforts to "recruit, hire, and develop a high-performing workforce that reflects the communities we serve by optimizing experiences throughout an employee's career." Strategy 2.1.a of this goal required each FDIC Division and Office Director to develop and implement a Diversity, Equity, and Inclusion Strategic Plan tailored to the specific needs and focus areas of their Division or Office. In FY 2022, Divisions and Offices finalized and began to implement those plans, with guidance from OMWI's Disability Program Manager and Special Emphasis Program Managers. Through these initiatives, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices bolster and supplement the DVAAP and the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and veterans with disabilities.

The FDIC hired internal review personnel to enhance OMWI's ability to monitor, review, and evaluate the effectiveness of its DEIA programs, including the DVAAP. These personnel are developing a plan to regularly review existing policies and programs in agency Headquarters, Regional Offices, and Field Offices for potential barriers to equal opportunity. This project is a key element of Goal 4.1 of the DEI Strategic Plan, which outlines steps the FDIC is taking to "[f]oster a work environment without barriers to equal opportunity, where all employees feel welcomed, valued, respected, and engaged, and can effectively participate in and bring their unique talents, skills, and perspectives."

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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**11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress
(Attach supporting addendums if needed)**

FDIC employment of disabled veterans, including those veterans who are 30 percent or more disabled, continues to demonstrate steady progress primarily due to veterans continuing to be well-represented among new hires and improved veteran retention. As illustrated in Appendix A, Chart 1a, the representation of veterans, including those with disabilities and those who are 30 percent or more disabled, has increased from FY 2019 to FY 2022. Veteran representation remained at 9.1 percent of the workforce in FY 2022, but represents a slight increase from FY 2019. Veterans with disabilities and those who are 30 percent or more disabled experienced an upward trend during the same time period. Veterans with disabilities increased to 4.9 percent, compared to 4.8 percent in FY 2021 and 4.2 percent in FY 2019. Veterans with disabilities of 30 percent or more increased to 3.5 percent, compared to 3.3 percent in FY 2021 and 2.7 percent in FY 2019.

The FDIC is hiring veterans with disabilities, including veterans who are 30 percent or more disabled, at rates that exceed their onboard representation. Veterans with disabilities were 5.3 percent of new hires (30 new hires), which is higher than the group's current FDIC workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more made up 4.3 percent of new hires (24 new hires), which is higher than their FDIC workforce representation of 3.5 percent. Overall, veterans continue to be well-represented among agency hires although slightly below their onboard representation. Of the 563 new hires during FY 2022, 8.9 percent (50 employees) were veterans, which is slightly below their representation rate of 9.1 percent.

Veteran retention has improved with FY 2022 veteran separation rates below FY 2021 numbers. During FY 2022, 9.2 percent of employees who separated from the FDIC were veterans (65 of 706 employees). The percentage is well below the 12.5 percent who separated in FY 2021. Similarly, 5.1 percent of veterans with disabilities (36 employees) separated from the FDIC during FY 2022, which is lower than the 5.8 percent that separated in FY 2021. Veterans with disabilities of 30 percent or more separated at a rate of 3.5 percent in FY 2022 (25 employees), which is a decrease from the 4.5 percent who separated in FY 2021.

While the participation of veterans in career-enhancing opportunities is promising, there is an opportunity to increase the selection rate of veterans for promotional opportunities. Of the 1,176 promotions among all employees at FDIC during FY 2022, 7.4 percent (87 employees) were veterans. The FDIC's promotion rate among veterans in FY 2022 is below the 10.7 percent held during FY 2021, and lower than the group's current representation in the workforce of 9.1 percent. Similarly, veterans with disabilities represented 4.1 percent (60 employees) of FDIC employees who received promotions in FY 2022. This promotion rate is lower than FY 2021 promotion rate of 6.2 percent and the group's current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 2.3 percent of FDIC employees promoted in FY 2022 (27 employees), which is lower than the 5.0 percent achieved in FY 2021, and also below their current workforce representation of 3.5 percent.

The FDIC DVAAP plan includes initiatives to address covered categories in FY 2023.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes Somewhat No

**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Jessica P. Hill

Title: Disability Program Manager, Diversity and Affirmative Employment Branch, OMWI

Email: jehill@fdic.gov

Phone: (703) 562-2256

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2023
3. POC Name	Jessica P. Hill	4. Phone	(703) 562-2256

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

The FDIC is committed to recruiting, hiring, retaining, advancing, and supporting disabled veterans. The agency's commitment to equal employment opportunities is outlined in FDIC Corporate Directive 2710.1 and the FDIC's 2021 – 2023 Diversity, Equity, and Inclusion Strategic Plan (DEI Strategic Plan). These policies are executed as a part of the FDIC's Affirmative Employment Program (AEP) strategies. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). Within OMWI, the Chief of the Affirmative Employment, Diversity and Inclusion Branch, and the Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Deputies to the Chairman, Division and Office Directors, Regional Directors, and other FDIC managers and supervisors are responsible for working with OMWI to develop, implement, oversee, and promote the success of the DVAAP. They are also responsible for ensuring that qualified veterans with disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.

FDIC Corporate Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, states that it is the policy of the FDIC to promote diversity and inclusion in its workforce and in all of its programs and activities and provide employees with a work environment that embodies excellence and acknowledges and honors the diversity of its employees. All aspects of personnel operations, including recruitment, hiring, promotions, training, awards, reorganizations, and retention of employees, shall be conducted consistent with equal employment opportunity principles, FDIC policies, and applicable Federal laws and regulations.

The DEI Strategic Plan states that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with veterans' organizations and other institutions that serve diverse populations. The DEI Strategic Plan discusses goals and strategies designed to increase the applicant pool of qualified individuals with disabilities and promote retention of these diverse employees by enhancing inclusion and accessibility.

In FY 2023, the FDIC will continue its AEP strategies, which helps ensure equal access to employment for all qualified individuals. The AEP includes: an expressed commitment to equal employment opportunity; collection of data relevant to the participation of individuals identified by race, ethnicity, sex, disability, and disabled veteran status; self-assessment; identification and elimination of barriers; and reporting.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes Somewhat No

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	5,891	9. # Of Veterans	536	10. # Of Disabled Veterans	291	11. # Of 30% Or More Disabled Veterans	207
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FDIC employment of disabled veterans, including those veterans who are 30 percent or more disabled, continues to make steady progress primarily due to veterans continuing to be well-represented among new hires and improved veteran retention. As illustrated in Appendix A, Chart 1a, the representation of veterans, including those with disabilities and those who are 30 percent or more disabled, has increased from FY 2019 to FY 2022. Veteran representation remained at 9.1 percent of the workforce in FY 2022, but represents a slight increase from FY 2019. Veterans with disabilities and those who are 30 percent or more disabled experienced an upward trend during the same time period. Veterans with disabilities increased to 4.9 percent, compared to 4.8 percent in FY 2021 and 4.2 percent in FY 2019. Veterans with disabilities of 30 percent or more increased to 3.5 percent, compared to 3.3 percent in FY 2021 and 2.7 percent in FY 2019.

The FDIC is hiring veterans with disabilities, including veterans who are 30 percent or more disabled, at rates that exceed their onboard representation. Veterans with disabilities were 5.3 percent of new hires (30 new hires), which is higher than the group’s current FDIC workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more made up 4.3 percent of new hires (24 new hires), which is higher than their FDIC workforce representation of 3.5 percent. Overall, veterans continue to be well-represented among agency hires although slightly below their onboard representation. Of the 563 new hires during FY 2022, 8.9 percent (50 employees) were veterans, which is slightly below their representation rate of 9.1 percent.

Veteran retention has improved with FY 2022 veteran separation rates below FY 2021 numbers. During FY 2022, 9.2 percent of employees who separated from the FDIC were veterans (65 of 706 employees). The percentage is well below the 12.5 percent who separated in FY 2021. Similarly, 5.1 percent of veterans with disabilities (36 employees) separated from the FDIC during FY 2022, which is lower than the 5.8 percent that separated in FY 2021. Veterans with disabilities of 30 percent or more separated at a rate of 3.5 percent in FY 2022 (25 employees), which is a decrease from the 4.5 percent who separated in FY 2021.

FDIC leadership continues to engage with employees who are veterans. Internally, OMWI provides opportunities for the Veterans Employee Resource Group (VERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) employee resource group (ERG) to engage with senior agency leadership about their work to give employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. Representatives from these groups have met with the Acting Chairman, the Diversity and Inclusion Executive Advisory Council, regional leaders and others. OMWI and the FDIC’s Division of Administration (DOA) also coordinate with both ERGs to highlight various disability-related observance days and months throughout the year and highlight disabilities prevalent among the veteran community. Externally, the FDIC’s Office of Communications highlights VERG and CAN DO members on the agency’s social media channels. In addition, the FDIC’s Division of Depositor and Consumer Protection provides consumer resources focused on veterans to employees and the public.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

The FDIC will seek out disabled veteran applicants by continuing to participate in recruiting events with agencies, organizations, and groups that work with, and provide services for, veterans and veterans with disabilities. These efforts may include events with the Department of Veterans Affairs, U.S. Chamber of Commerce, local chapters of Veteran Service Organizations; American Veterans; Disabled American Veterans; Iraq and Afghanistan Veterans of America Military Officers Association of America, and other organizations whose primary mission is to support veterans and veterans with disabilities by working to help them obtain employment. The FDIC Corporate Recruitment personnel plan to continue their participation in career fairs, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning service members at D.C. area military installations. The Human Resources Branch will continue to provide vacancy announcements to American GI Forum, Operation Warfighter, and VetJobs.

The FDIC will continue to recruit qualified veterans with disabilities using both competitive and noncompetitive hiring authorities. The FDIC includes in its vacancy announcements detailed information on special hiring authorities for recruitment and selection of veterans with disabilities and how to request a reasonable accommodation. Additionally, the FDIC leverages the Department of Labor (DOL) Workforce Recruitment Program (WRP) to identify disabled veterans for non-competitive appointments. The DOL WRP program managers and the FDIC Disability Program Manager will share information on the benefits of the WRP with Human Resources (HR) Specialists, Administrative Officers, supervisors and managers using the updated WRP database. The Disability Program Manager and DOA's Selective Placement Coordinator (SPC) will assist managers and offices in searching for disabled veterans through the WRP database. Further, the FDIC will continue to participate in Pathways Programs to provide internship opportunities for college students with disabilities, including veterans with disabilities, and will also exhibit at career fairs and similar events that are targeted to veterans and veterans with disabilities. The FDIC's OMWI will continue to work closely with the SPC and other DOA staff in these efforts.

The FDIC's DEI Strategic Plan also includes the following initiatives that will help better recruit disabled Veterans.

- Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- Develop and implement a comprehensive reasonable accommodation information system to improve the efficiency and effectiveness of processing requests and compiling data.
- Train selecting officials, interviewers, and Subject Matter Experts on ensuring consistency in the hiring process, including requirements of the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.
- Provide toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- Conduct mock interviews for both hiring officials and employees with disabilities to increase comfort with, and the effectiveness of, the hiring process.

A combination of all these efforts should position the Agency to improve its ability to recruit, hire, and retain disabled Veterans.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes

Somewhat

No

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes

Somewhat

No

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16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

The FDIC provides several resources to prepare employees, including disabled veterans, for internal advancement. Through the FDIC's Career Management Program, the agency offers:

- **Career Planning.** Help guide individuals, as needed, through a process of self-assessment, exploration of options, and decision-making.
- **Educational Exploration.** Help explore developmental opportunities or post-secondary options.
- **Job Search.** Provide networking strategies to get and stay connected, targeting resumes to specific job announcements, and preparing for and practicing for structured interviewing.
- **Professional Development.** Help navigate preparing a career development plan that is required to request Professional Learning Account funds to support learning and development goals.
- **Coaching.** Provide private, action-driven, and confidential sessions using a strength-based, solution-focused model that support individuals as they develop the interpersonal and communication skills, professional presence, or leadership skills needed to advance and succeed in their career.
- **Mentoring.** Support less experienced employees (mentees) by drawing upon the experience and knowledge of more experienced employees (mentors) to improve mentees' skills, organizational knowledge and self-confidence.
- **Webinars and Workshops.** Provide 30-60 minute recorded video presentations on various career-enhancing topics.

The FDIC also provides a number of other career-enhancing programs such as:

- **External Leadership Development Programs.** Help participants to increase the capacity of their current leadership skills and abilities.
- **First Gen Program.** Provide tools and resources to help employees achieve professional and personal goals.
- **Special Assistant Rotation Program.** Provide cross functional experience to rising FDIC leaders, promoting a culture of excellence that supports and sustains high performance, and improving career development and succession management at the FDIC.
- **Leadership Excellence Acceleration Program.** Provide ambitious, high-performing non-supervisory employees the knowledge and experience to take on managerial roles.

While there are a number of resources available, data suggests there is opportunity to increase the selection rate of veterans for promotional opportunities. Of the 1,176 promotions among all employees at FDIC during FY 2022, 7.4 percent (87 employees) were veterans. The FDIC's promotion rate among veterans in FY 2022 is below the 10.7 percent held during FY 2021, and lower than the group's current representation in the workforce of 9.1 percent. Similarly, veterans with disabilities represented 4.1 percent (60 employees) of FDIC employees who received promotions in FY 2022. This promotion rate is lower than FY 2021 promotion rate of 6.2 percent and the group's current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 2.3 percent of FDIC employees promoted in FY 2022 (27 employees), which is lower than the 5.0 percent achieved in FY 2021, and also below their current workforce representation of 3.5 percent.

As mentioned above under item 13, the FDIC's DEI Strategic Plan outline a number of initiatives that should improve internal advancement opportunities for veterans. The FDIC will continue to offer various career development opportunities and highlight promotion opportunities so that both veterans and veterans with disabilities are well positioned for these opportunities during FY 2023.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes

Somewhat

No

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes

Somewhat

No

Not Needed

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

The FDIC uses a variety of methods to inform operating components and field installations of their responsibilities for employing and advancing diversity, equity, inclusion, and accessibility (DEIA) initiatives, including employing and advancing disabled veterans. They include, but are not limited to:

- **Division and Office Meetings.** Periodically, OMWI meets with division and office leadership as they implement operational plans to support corporate DEIA goals and their unique business needs.
- **Regional Office Presentations.** Periodically, OMWI meets with regional and field office management to share pertinent DEIA data and strategies to support their progress.
- **Diversity and Inclusion Executive Advisory Council.** Monthly, OMWI meets with senior executive leadership to discuss DEIA strategies, including presentations by VERG related to workplace topics impacting veterans.
- **Chairman’s Diversity Advisory Councils (CDACs).** Through OMWI, CDACs engage with CAN DO and VERG ERGs to host programs that encourage understanding and awareness of individuals with disabilities, including veterans with disabilities, dispel any stereotypes about individuals with disabilities, and provide information on the FDIC’s reasonable accommodation process.
- **Global Messaging.** At least annually, the Chairman issues a statement expressing the FDIC’s commitment to equal employment opportunities and related responsibilities. In addition, OMWI shares annual reports with all FDIC employees and the public regarding the employment of disabled veterans.

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	Not Applicable <input type="checkbox"/>	
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

During FY 2023, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. The FDIC will monitor, review, and evaluate its planned efforts through various mechanisms.

- **Data Collection.** OMWI will regularly ask FDIC employees to update/confirm their diversity data and use that data with existing personnel data on veteran status to improve the accuracy of FDIC data on veterans with disabilities. Also, the Disability Program Manager will continue to promote self-identification process by employees in regional and field offices through email notifications and discussions with Assistant Regional Directors and Field Supervisors. Promoting regular review and updates to data will help the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including veterans with disabilities.
- **Data Analysis.** To identify opportunities to enhance its appeal, the FDIC will analyze and monitor its workforce profiles quarterly and review and evaluate DVAAP initiatives to ensure they are being carried out as planned.
- **Part J of the MD-715.** OMWI will continue to meet regularly with key agency stakeholders to identify and implement areas of the Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities that promote the employment and advancement of veterans with disabilities.
- **Division and Office DEI Strategic Plans.** The Disability Program Manager and Special Emphasis Program Managers in OMWI will monitor the progress of each Division’s and Office’s DEI Strategic Plans in regular meetings with representatives in Headquarters, Regional, Area, and Field Offices.
- **Internal Review Program.** The FDIC recently hired internal review personnel in OMWI to enhance its ability to monitor, review, and evaluate the effectiveness of its DEIA programs, including the DVAAP. These personnel are developing a plan to regularly review existing policies and programs in agency Headquarters, Regional Offices, and Field Offices for potential barriers to equal opportunity.

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

23. POC's Name, Email, and Phone Number of Operating Components and Field Installations (If Applicable)

Designated DVAAP POC:

Name: Jessica P. Hill

Title: Disability Program Manager, Affirmative Employment, Diversity and Inclusion Branch,

OMWI Email: jehill@fdic.gov

Phone: (703) 562-2256

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered | From 10/01/2022 | To 11/30/2023

25. Agency Name | Federal Deposit Insurance Corporation

26. DVAAP POC's Name | Jessica P. Hill

27. Title | Disability Program Manager

28. Telephone Number | (703) 562-2256 | 29. Email jehill@fdic.gov

30. Date Plan Last Amended 12/01/2021 | 31. Date Effective 12/01/2022

32. DVAAP Certifying Official's Name | Nikita Pearson

33. Title | Deputy to the Chairman for External Affairs and Director, OMWI

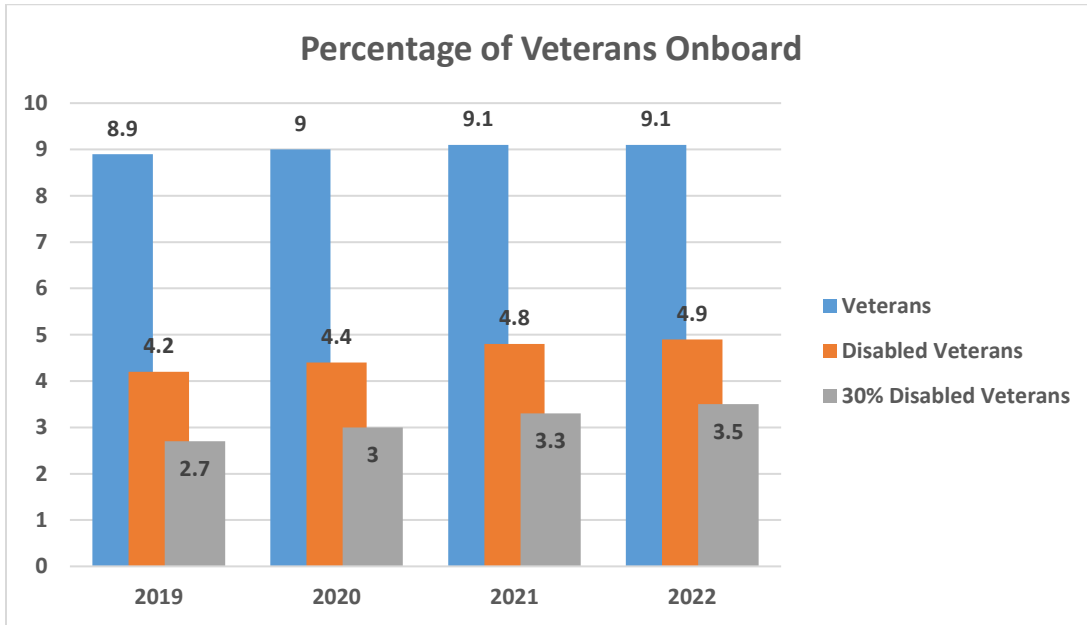
34. Telephone Number (202) 898-6977 | 35. Email npearson@fdic.gov

36. DVAAP Certifying Official Signature:

2022 DVAAP Report

Appendix A, Charts 1a and 1b.

1a.



1b.

