



National Credit Union Administration
Office of General Counsel

March 23, 2022

SENT BY E-MAIL

William (Bill) Marshall
Senior Investigator
Judicial Watch, Inc.
425 Third Street SW. Suite 800.
Washington, D.C. 20024

Dear Mr. Marshall:

RE: Response to #22-FOI-00035.

This responds to your recent NCUA FOIA request, clarified February 8, 2022, and assigned #22-FOI-00035, for agency records since January 20, 2021, of the following:

(1) policy documents and training materials produced by, sent to, and/or used by the NCUA Office of the Executive Director (ED) and Deputy Executive Director (DED) containing any of the following key words: a) "whiteness"; b) "unconscious bias"; c) "intersectionality"; d) "white privilege"; e) "Kendi"; f) "Robin DiAngelo"; g) "systemic racism"; h) "structural racism"; i) "close hold"; j) "climate justice"; or k) "critical race theory;" (2) emails and text messages sent to and from officials in the Office of the ED and DED instructing or suggesting that any individuals or groups of people are fundamentally privileged, oppressive, oppressed, racist, or evil on account of their race; and (3) emails and text messages sent to and from officials in the Office of the ED and DED instructing or suggesting that America is a fundamentally racist or evil country.

Your request is granted in part. Attached are the responsive records, with some redactions. We considered the foreseeable harm standard when reviewing records and applying FOIA exemptions. Redacted and withheld information is exempt under one or both of the exemptions at 5 U.S.C. § 552(b)(5) and (6). Exemption 5 protects interagency or intra-agency memoranda or letters not available by law to a party other than an agency in litigation with the agency. Exemption 6 protects information about individuals when its disclosure would constitute a clearly unwarranted invasion of personal privacy.

For further assistance or to discuss your FOIA request, you may contact me, as well as our FOIA Public Liaison, by e-mail to FOIA@ncua.gov or telephone, 703.518.6540. You also have the option to contact the Office of Government Information Services at the National Archives and Records Administration to inquire about FOIA mediation services. Contact information for OGIS: NARA is by e-mail to ogis@nara.gov or telephone, 202.741.5770 or 1.877.684.6448.

If you are not satisfied with the response, you may file an administrative appeal. It must be in writing and submitted within 90 days from now. If you file an appeal, please send it by e-mail to FOIA@ncua.gov with “NCUA Office of General Counsel-FOIA APPEAL” in the subject line.

Sincerely,

REGINA
METZ

Digitally signed by
REGINA METZ
Date: 2022.03.23
20:07:56 -04'00'

Regina Metz
Senior Attorney Advisor

GC/RM:CS
22-FOI-00035

From: OMWI Mail
Cc: All NCUA Staff
Subject: OMWI Talk: Race The House We Live In

Join ONES Director Scott Hunt and OMWI for a virtual OMWI Talk. In this session, we will watch a video and discuss the role our institutions and public policies play in shaping life opportunities and one's ability to accumulate wealth. "'Race: The House We Live In' is the first film about race to focus not on individual attitudes and behavior but on the ways our institutions and policies advantage some groups at the expense of others. Its subject is the 'unmarked' race. We see how benefits quietly and often invisibly accrue to [the majority], not necessarily because of merit or hard work, but because of the racialized nature of our laws, courts, customs, and perhaps most pertinently, housing."

Use code 42 for this meeting. Contact RAMail@NCUA.GOV <mailto:RAMail@NCUA.GOV> if you need accommodations to participate in this virtual meeting.

Microsoft Teams meeting

Join on your computer or mobile app

(b)(5)

About OMWI Talks

OMWI Talks creates a safe place to have difficult conversations about race, identity, privilege, unconscious bias, cultural appropriation and a host of other thought-provoking topics. Having these conversations helps cultivate a workplace where individuals are valued for their talents and empowered to reach their full potential. They also provide opportunities to learn how to better manage our differences in situations and relationships within our workplace. Our mission is to promote diversity and inclusion, and to be both a resource and an advocate for these values in the agency.

From: OMWI Mail
To: All NCUA Staff
Subject: OMWI Talk today at 2 p.m.
Date: Wednesday, February 10, 2021 10:03:07 AM

This is a friendly reminder about the OMWI Talk today at 2:00 p.m. Eastern. Everyone is welcome.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Join ONES Director Scott Hunt and OMWI for a virtual OMWI Talk. In this session, we will watch a video and discuss the role our institutions and public policies play in shaping life opportunities and one's ability to accumulate wealth. “‘Race: The House We Live In’ is the first film about race to focus not on individual attitudes and behavior but on the ways our institutions and policies advantage some groups at the expense of others. Its subject is the "unmarked" race. We see how benefits quietly and often invisibly accrue to [the majority], not necessarily because of merit or hard work, but because of the racialized nature of our laws, courts, customs, and perhaps most pertinently, housing.”

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Thanks and be well -

(b)(6)

(b)(6)

Diversity and Inclusion Communications Specialist

(b)(6)

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1775 Duke Street, Alexandria, VA 22314 | (b)(6) | www.ncua.gov

Differences make a difference.

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From: OMWI Mail
To: All NCUA Staff
Subject: Inclusion and unconscious bias training now available
Date: Thursday, February 25, 2021 12:24:14 PM
Attachments: 2021 Agency Annual D+I Training Announcement.pdf

Please see the attached memo for information about a new, required training course, [Inclusion at Work: Managing Unconscious Bias at the Office](#). This course is now available in your LAMP learning plan.

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National Credit Union Administration
Office of Minority and Women Inclusion

OMWI/MD: (b)(6)
SSIC 1370

SENT BY E-MAIL

TO: All NCUA Staff and Contractors
FROM: Director Monica Davy (b)(6)
SUBJ: Annual Diversity and Inclusion Training
DATE: February 25, 2021

Action Required: February 25 – May 21, 2021

All employees and contractors are responsible for completing the required annual diversity and inclusion training by May 21, 2021. This year's training, "Inclusion at Work: Managing Unconscious Bias at the Office," has been placed in your learning plan and is available on the NCUA LAMP system from February 25, 2021 through May 21, 2021. It takes approximately 45 minutes to complete. The training incorporates knowledge check questions to ensure content understanding.

Field staff may charge up to 45 minutes to WCC 39 to complete the training. The training will be available to new employees past May 21, 2021.

The NCUA is committed to building the diversity and inclusion competencies of employees to advance NCUA's Strategic Objective 3.1 - to attract, engage and retain a highly skilled, diverse workforce, and cultivate an inclusive environment.

For questions regarding this training requirement, please contact (b)(6). If you experience technical difficulties while completing the training, please contact DTD at trainingsupport@ncua.gov.

cc: All Directors
All Office Mailboxes

From: [OMWI Mail](#)
To: [All NCUA Staff](#)
Subject: SAVE THE DATE for the next OMWI TALK
Date: Monday, July 12, 2021 11:45:20 AM

OMWI Talk: *Deconstructing White Privilege*, hosted by Kelly Gibbs, Director, OCSM
July 21 | 2:00 p.m. – 3:00 p.m. ET | [Click here to join the meeting](#) | Use work code 42

This OMWI Talk will feature a [video](#) from Dr. Robin DiAngelo, author of *What Does it Mean to Be White? Developing White Racial Literacy*.” Dr. DiAngelo has been an anti-racist educator and has heard justifications of racism by white men and women in her workshops for over two decades. This justification, which she calls “white fragility,” is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. Join us to discuss your perspective on this [video](#).

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From: OMWI Mail
To: All NCUA Staff
Subject: VIBE Newsletter for March
Date: Monday, March 1, 2021 1:53:29 PM
Attachments: image003.png
image005.png
image007.png
image009.png
image010.png
image011.png
image012.png



Message from Chairman Harper

Last month, I received the greatest honor of my career in becoming the NCUA Chairman, and today, I am reaffirming my deep commitment and steadfast dedication to advancing diversity, equity, inclusion and belonging. I truly look forward to working with OMWI to VIBE and advance diversity and inclusion not just within the agency, but also in the entities and communities we serve.

One goal of the [NCUA's Strategic Plan](#) is to attract, engage, and retain a highly-skilled, diverse workforce and cultivate an inclusive environment. Additionally, the NCUA's [Diversity and Inclusion Strategic Plan](#) outlines five additional goals for this work, including one specific to diversity and inclusion in credit unions and another for diversity in our business activities. These are not just OMWI's goals. They are agency-wide goals. We each must do our part to ensure these goals are met.

Each month, OMWI provides this newsletter full of resources and information to help us all learn more about how we can further support achieving the agency's diversity and inclusion initiatives. I encourage everyone to stay informed of the work OMWI is doing and to take advantage of the numerous learning opportunities OMWI provides.

Workforce dashboard now available

The NCUA Workforce Dashboard for the final quarter of 2020 is now available on SharePoint. Find it and the other quarterly dashboards for 2020 [here](#).

Diversity and inclusion training now available

The annual diversity and inclusion training course, "[Inclusion at Work: Managing Unconscious Bias at the Office](#)," has been placed in your learning plan and is available on the NCUA LAMP system. It takes approximately 45 minutes to complete. The training incorporates knowledge check questions to ensure content understanding. This course is required for all NCUA staff and contractors. Please schedule your time to complete the mandatory, 45-minute training by May 21, 2021.

OMWI says hello and goodbye

February was a month of change for the OMWI staff. First, we welcomed new team member [\(b\)\(6\)](#) on February 16. [\(b\)\(6\)](#) serves in the newly created position of Diversity and Inclusion Specialist. In this role, [\(b\)\(6\)](#) will provide support across OMWI's workforce diversity, inclusion and EEO programs. [\(b\)\(6\)](#) comes to the NCUA with a wealth of experience in the private and public sectors. Most recently [\(b\)\(6\)](#) served as the Division Chief of Diversity Management Operations for the Office of Equal Opportunity and Inclusion, US Citizenship & Immigration Services, Department of Homeland Security.

On February 26, OMWI Director **Monica Davy** departed the NCUA to serve in a new role in the private sector. Monica has been a tremendous asset to the agency and leaves behind a legacy of strong diversity and inclusion programming, including VIBE, OMWI Talks, the NCUA Mentor Program, the Credit Union Diversity Self-Assessment, the Credit Union Diversity, Equity and Inclusion Summit, and much more. Monica will be truly missed but has left the office fully prepared to carry on the great work she began.

Millie Avalos, Associate Regional Director of Programs in the Southern Region, will serve as the acting OMWI director until a permanent director is selected. Millie is also the Executive Sponsor of CULTURA and an executive member of the Culture, Diversity, and Inclusion Council. She has demonstrated a strong commitment to diversity, equity, and inclusion and is very excited about this opportunity. We are thrilled to welcome Millie to the OMWI team and look forward to her leadership and passion for this work.

Upcoming OMWI events

- 2021 National Women's History Month Event

Women's Suffrage Movement: How Women Won the Vote

Tuesday, March 2 | 1:00 PM – 2:00 PM EST | QN24 | Use work code 42

Please join us in welcoming award-winning author, historian, and former journalist Johanna Neuman for a conversation about how American women won the right to vote. The session will expand your understanding of how the movement integrated African American women and other women of color into the suffrage narrative.

In her talk, Dr. Neuman will discuss how abolitionism gave rise to the women's movement, the role of the states in securing this hard-fought victory, and the impact of wars and other crucial pieces of history on the suffrage movement.

- OMWI Talk: *Belonging in the Room*

March 11 | 2:00 p.m. – 3:00 p.m. EST | [Click here to join the meeting](#) | Use work code 42

Please join OMWI and guest host, **Wendy Angus**, Associate Regional Director of Programs in the Eastern Region, for our next OMWI Talk. This month, we will explore belonging through the video, [Belonging in the Room](#), featuring Heather Bulk, Chief Executive Officer of the SAS Family of Companies.

As Heather describes it, "As a woman, and the CEO of an aerospace company, I often walk into a room of 50 men and wonder, 'Do I actually belong in this room?' And I've had lots of people ask, 'Are you sure you're in the right room?'" This happens to thousands, if not millions of people every day – women, people of color, anyone who is underrepresented. It's a HUGE problem. In this talk I want to reimagine the possibilities for those of us who feel like we don't belong, and on the flip side, how those of us who HAVE some influence can open doors for others."

- VIBE Leadership Panel: *Valuing Different Perspectives*

April 1 | 2:30 p.m. – 3:30 p.m. EST | QN24 | Use work code 42

Join us as we re-launch the popular VIBE Leadership Panel series. This year's first panel will feature NCUA's key Board level senior leaders for a discussion about how different perspectives lead to better outcomes. NCUA Board Chairman **Todd Harper** will open the session and the panel will be moderated by Deputy Executive Director **Rendell Jones**. Panelists include:

- **Catherine Galicia**, Chief of Staff;
- **Sarah Bang**, Senior Advisor for Vice Chairman Kyle S. Hauptman; and
- **Lenwood Brooks**, Senior Advisor to Board Member Rodney E. Hood

Diversity and Inclusion Learning

It is everyone's responsibility to ensure our workplaces are inclusive and that fellow employees feel a sense of belonging here at the NCUA. This month, our learning is focused on how we can create a more welcoming atmosphere for all employees.

- Take a few minutes to read through these [Seven Ways to Be More Inclusive in Your Everyday Life](#).
- Learn how to [Be Inclusive Every Day](#).
- Got your eye on a promotion or a new position? Use the [Inclusion Guide for Interviewees](#) to prepare yourself for diversity and inclusion related questions that may come up in the interview.

All of these resources are available in the [VIBE Inclusion Toolkit](#) on NCUA Central.

Tell us how you VIBE at the NCUA!

We would love to hear how you make our workplace more inclusive. Share your story of Valuing differences, Intentionally including, Breaking biases and Embracing change by emailing us at OMWImail@ncua.gov.

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From: OMWI Mail
To: All NCUA Staff
Subject: May VIBE newsletter
Date: Monday, May 3, 2021 4:15:11 PM
Attachments: [image001.png](#)
[image004.png](#)
[image005.png](#)



OMWI Annual Report to Congress available

The NCUA's annual OMWI Report to Congress was published in mid-April. The report features detailed data and analysis along with highlights of our accomplishments and next steps in workforce diversity and inclusion, supplier diversity, and credit union diversity. You can read the full report [here](#).

2021 Mentor Program launching soon

A new and more robust version of the NCUA's popular Mentor Program will be launching soon. If you are interested in developing your professional skills with the guidance of an NCUA mentor, or if you would like to invest in the NCUA's talent pool by serving as a mentor, please plan to apply. The application process will be announced very soon.

OMWI celebrates ten years

The Office of Minority and Women Inclusion was formed as a result of the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. It was established on January 18, 2011. Over the past ten years, OMWI has worked hard to serve the NCUA's employees and to be a vital part of achieving the NCUA's mission. We are thrilled to celebrate this milestone this year and look forward to many more decades of growth, achievement, and service to each employee and the agency.

Diversity and inclusion training due by May 21

The annual diversity and inclusion training course, "Inclusion at Work: Managing Unconscious Bias at the Office," has been placed in your learning plan and is available on the NCUA LAMP system. It takes approximately 45 minutes to complete. The training incorporates knowledge check questions to ensure content understanding. This course is required for all NCUA staff and contractors. Please schedule your time to complete the mandatory, 45-minute training by May 21, 2021.

Update disability status in HR Links

Please ensure your race/ethnicity and disability status are accurately recorded in HR Links. These data are not shared nor individually identified – but data are reported in aggregate to inform reports, policy, and programs that benefit you and your work-life experience. If you have not reviewed/updated your disability status – it only takes a few minutes following the directions below:

Verify/Update Disability Status

- Go to [HR Links](#) – View/Update My Personal Info – Self Identification Disability
- Review your current code
- If code is correct you can skip to the race and ethnicity steps below
- If the code is not correct, select the question mark icon following "Disability Information" – then select the link for the SF256. This will provide a list of all codes available with descriptions
- You may then enter the correct code in the box for "Disability Code" (Only one code is allowed)
- If you have more than one disability, select the one that is in the Targeted category OR the one that affects you the most (if you are not sure, you can contact [\(b\)\(6\)](#) [@ncua.gov](#), for assistance)

Verify/Update Race and Ethnicity:

- Go to HR Links – NavBar Icon in top right (looks like a compass) – Navigator – Personal Information – Ethnic Groups
- First, select if you are Hispanic or Latino
- Second, select your Race from the choices (Select as many as apply)
- Save your selections and close the window

Upcoming OMWI events

- Asian American and Pacific Islander Heritage Month Event: *The Girl in the Picture*
May 4 | 1:00 p.m. – 2:00p.m. EST | QN24 | Use work code 42
Join us for a conversation with Phan Thi Kim Phuc known as the Vietnam War's "Napalm Girl." She will share the story behind the iconic image that has come to define the horror and violence of the Vietnam War. Kim Phuc's story of both unrelenting horror and unexpected hope, is a harrowing tale of life changed in an instant, and of finding her way back to a life of service and healing. Throughout her adult life, Mrs. Kim Phuc has received numerous recognitions, including being named a UNESCO Goodwill Ambassador and having the honor of serving as a member of the Order of Ontario. She was also awarded multiple academic recognitions due to her continued work to provide support to child victims of war.
- OMWI Talk: *Removing the Model Minority Myth*, Hosted by Myra Toeppe, Director, E&I
May 12 | 3:00 p.m. – 4:30 p.m. EST | Click here to join the meeting | Use work code 42
[Watch the video now](#). Eddy Zheng's mission is to use his experiences to inspire and motivate young people to invest in their education, raise awareness about the detrimental impact that the Prison Industrial Complex has on the Asian and Pacific Islander population, and promote racial harmony among people of color.

Diversity and Inclusion Learning

This month, we are providing a few articles on different topics. We hope everyone can find something of interest in these selections:

- [How CUs can counter the 'monolithic' model minority stereotypes during AAPIHM and beyond](#), by Hazelmae Overturf, AACUC
- [Why Diversity Is About Much More Than Numbers](#), by Geoffrey Garrett, The Wharton School
- [Fannie Mae is taking steps to address this industry's stark diversity problem](#), by David Kitai, Mortgage Professional America
- [Employers need to act today to ensure we have female leaders tomorrow](#), by Gina Nebesar, BenefitsPRO

Tell us how you VIBE at the NCUA!

We would love to hear how you make our workplace more inclusive. Share your story of Valuing differences, Intentionally including, Breaking biases and Embracing change by emailing us at OMWEmail@ncua.gov.

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From: OMWI Mail
To: All NCUA Staff
Subject: VIBE Newsletter for July
Date: Friday, July 2, 2021 10:30:49 AM
Attachments: image001.png
image003.png
image005.png
image006.png

No FEAR Training Now Available

No FEAR training is available in the Office for Human Resources' Learning and Managing Performance (LAMP) system from July 1, 2021, through August 31, 2021, and is required for all NCUA employees and contractors. The training takes approximately 60 minutes to complete, and it incorporates knowledge-check questions to ensure content understanding.

This training complies with the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Public Law 107-174, Title II "Federal Employee Discrimination and Retaliation," Section 202 "Notification Requirement," item c "Employee Training." No FEAR training also supports the agency's strategic goal of cultivating an environment that fosters a diverse, well-trained, and motivated staff.

LAMP will send training reminders to agency personnel during the open period. Field staff may charge up to 60 minutes to WCC 39 to complete the training.

Diversity, Equity, and Inclusion Summit Coming Soon

Have you heard about the DEI Summit? OMWI will host credit union leaders, credit union trade and support organizations, and diversity and inclusion professionals during the second Diversity, Equity, and Inclusion Summit. This three-day event will take place virtually Nov. 2-4, 2021.

The 2021 DEI Summit will provide credit union industry professionals who are committed to advancing diversity, equity, and inclusion a forum to share best practices, address challenges to advancing diversity, and learn how the NCUA can support the industry in its efforts. To address today's most pressing diversity, equity, and inclusion issues, the theme of this year's event is "From Intention to Action."

There is no charge for this event, and formal registration will begin soon. If you work with credit unions or industry professionals who might be interested in participating, please invite them to sign up online to receive notifications about the Summit, or direct them to the [NCUA's web site](#) for more information.

Upcoming OMWI events

OMWI Talk: Deconstructing White Privilege, hosted by Kelly Gibbs, Director, OCSM

July 21 | 2:00 p.m. – 3:00 p.m. ET | [Click here to join the meeting](#) | Use work code 42

This OMWI Talk will feature a video from Dr. Robin DiAngelo, author of *What Does it Mean to Be White? Developing White Racial Literacy*. Dr. DiAngelo has been an anti-racist educator and has heard justifications of racism by white men and women in her workshops for over two decades. This justification, which she calls "white fragility," is a state in which even a minimum amount of racial stress becomes intolerable, triggering a range of defensive moves. Join us to discuss your perspective on this video.

Diversity and Inclusion Learning

According to research, cravings for interactions with others occur in the same region of our brains where we crave food, and we experience social exclusion in the same region of our brain where we experience physical pain. This means it is critical to create a sense of belonging for ourselves and our fellow employees. This article provides insight on why and how to create belonging, especially in our current environment.

- [Missing Your People: Why Belonging Is So Important and How to Create It](#), by Tracy Brower for Forbes

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From: OMWI Mail
To: All NCUA Staff
Subject: POSTPONED: OMWI Talk Deconstructing White Privilege
Date: Friday, July 16, 2021 2:49:36 PM

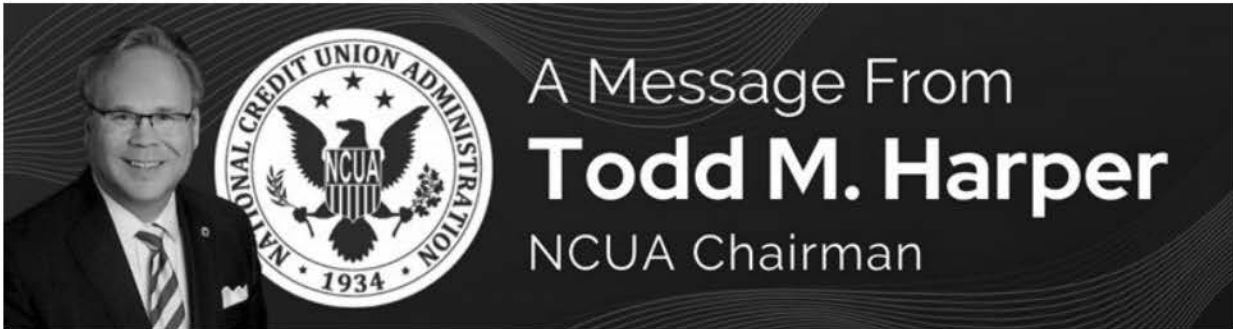
Due to a scheduling conflict, OMWI is postponing the OMWI Talk scheduled for July 21, 2021 (Deconstructing White Privilege) to a later date.

Thanks for supporting our OMWI Talks program.

About OMWI Talks

OMWI Talks are voluntary opportunities for NCUA staff to engage. OMWI Talks creates a safe place to have difficult conversations about race, identity, privilege, unconscious bias, cultural appropriation and a host of other thought-provoking topics. Having these conversations helps cultivate a workplace where individuals are valued for their talents and empowered to reach their full potential. They also provide opportunities to learn how to better manage our differences in situations and relationships within our workplace. Our mission is to promote diversity and inclusion, and to be both a resource and an advocate for these values within the agency.

From: Chairman Harper
To: All NCUA Staff
Subject: Annual Diversity, Equity, Inclusion and Belonging Statement
Date: Friday, July 30, 2021 4:15:14 PM
Attachments: image001.png
image002.png



Annual Diversity, Equity, Inclusion and Belonging Statement July 2021

As the Chairman of the National Credit Union Administration, I am honored to lead an agency with a deep commitment to diversity and inclusion. Today, our commitment is even more important as systemic racism and injustice have been brought to the forefront of our society. To that end, diversity and inclusion are among the highest priorities for the NCUA. More than core values, they are embedded in our business practices and are instrumental to how we achieve success. This year, I add belonging to that list of priorities. Diversity exists in the world around us. Inclusion is what we *do* within the NCUA. And, belonging is how our employees *feel* as a result.

The NCUA firmly recognizes that differences make a difference and values inclusion in our workplace. That is why we view diversity in its broadest definition to include each person's visible and invisible qualities, which make people who they are. We value the diverse perspectives, skills, and talents each member of our workforce contributes to achieving our mission. We strive to maintain an inclusive environment where employees are respected for who they are and what they bring to the agency. In an inclusive environment, employees should feel a strong sense of purpose and belonging. We offer a workplace in which all employees can fully engage and achieve their potential. We encourage employees to bring their authentic selves to work, and we do not tolerate illegal discrimination of any kind.

In the NCUA's role as a citizen and consumer, we value diverse suppliers and vendors who play a vital role in the economic success of small businesses and diverse communities. We support inclusion in our business activities by having policies and practices that ensure we provide opportunities and outreach to external stakeholders.

Finally, we encourage diversity throughout the credit union system, not only in the interest of the public good, but for the success and well-being of the entire system. A strategic focus on diversity and inclusion results in an increased talent pool, business innovation, and growth for credit unions. It also leads to increased financial inclusion nationwide. The NCUA is committed to advancing diversity and economic inclusion within the credit union system and ensuring all Americans have equitable access to financial services.

On behalf of the NCUA Board, I, as Chairman, reaffirm the NCUA's commitment to ensuring diversity in our workforce, advancing inclusion in our workplace and business activities, and creating an inclusive culture where differences are valued and where our staff feels a sense of belonging.

A handwritten signature in dark ink, appearing to read "T. Harper", with a stylized, cursive-like flourish.

Todd M. Harper

Chairman

National Credit Union Administration

1775 Duke Street | Alexandria, VA 22314

From: OMWI Mail
 To: All NCUA Staff
 Subject: VIBE Newsletter for December
 Date: Wednesday, December 1, 2021 4:18:58 PM
 Attachments: image001.png



Celebrate the holidays!

An important aspect of being inclusive in the workplace is knowing what dates, traditions, and celebrations are important to the people we work with. When we value differences, intentionally include, break biases, and embrace change (VIBE), we recognize that people around us observe far more than the holidays recognized by the federal government. Consider reaching out to your colleagues to learn about the holidays they celebrate and the traditions that go with them. And remember, if you don't proactively, deliberately, and intentionally include, you will unintentionally exclude.

Diversity, Equity and Inclusion Summit

Recordings of sessions presented at the NCUA's 2021 DEI Summit are now available—you can review the [agenda](#) and watch [videos](#) of sessions on-demand. The virtual conference took place November 2-4, 2021, and more than 800 attendees participated for content that promotes diversity, equity, and inclusion in the credit union industry. The three-day event featured town halls, concurrent sessions and calls to action. More than 60 speakers and panelists spoke at the event, representing credit unions of all sizes, professional organizations, academia, and more.

Highlights from the summit include town hall sessions hosted by [Chairman Harper](#), [Vice Chairman Hauptman](#) and [Board Member Hood](#) and a [fireside chat with the leaders of CUNA, NAFCU, and NASCUS](#).

OMWI will be showcasing the recorded sessions throughout 2022 to promote various topics for credit unions and others interested in advancing diversity, equity, and inclusion in our industry. We appreciate your support of our efforts. You can refer credit unions with questions about diversity, equity, and inclusion to our team at OMWTMail@NCUA.gov.

Diversity, Inclusion and Belonging Learning

A microaggression is defined as an indirect, subtle, or unintentional form of discrimination against members of a marginalized group. But for those who experience them, microaggressions are more than just insults or insensitive jokes—they are painful, powerful, and can inflict lasting harm.

To create an environment where all employees feel a strong sense of belonging, it is critical to understand what microaggressions are, how to respond to them, and how to avoid them. To learn more, check out:

- [What is a microaggression? 14 things people think are fine to say at work — but are actually racist, sexist, or offensive](#), by Marguerite Ward and Rachel Premack, Business Insider
- [How to Address Microaggressions in the Workplace](#), by Diversity and Inclusion Research Team, Gartner
- [Microaggressions at work: Recognizing & overcoming our biases](#), by Kelly Luc, CultureAmp

OMWI Events Archives

In case you missed it... Click the links below to watch the recording of a previous event. If you registered previously, the playback will begin immediately. If you did not register for the event, the link will take you to the registration page. Once you provide your name and email address, you will receive an email with the link to launch the replay.

National Hispanic Heritage Month Special Emphasis Event: [Afro-Latinos: Glory and Greatness, Radiance and Resilience](#)

Recorded Tuesday, September 15, 2021

Executive producer and host of the groundbreaking PBS travel show, *Afro-Latino Travels with Kim Haas*, shared an engaging presentation about Afro-Latino history and culture, talent, courage and resilience. Ms. Haas will share stories of Latin America's black population and the instrumental role Latin America's Afro-descendants have played in the founding, development, evolution, and heart and soul of the region.

National Disabilities Employment Awareness Month Special Emphasis Event: [I'm More Than My Dwarfism](#)

Recorded Thursday, October 14, 2021

Motivational speaker and inclusion advocate Becky Curran Kekula presented an enlightening story about her career journey and how she overcame barriers placed in her way due to her dwarfism. Mrs. Curran Kekula also discussed the importance of actively practicing self-awareness and acceptance at the workplace and provide tools hiring managers can use to practice rigorous self-awareness of unconscious biases and related risks.

Congratulations to 2021 ERG Network Awardees

The Office of Minority and Women Inclusion congratulates the 2021 Employee Resource Group Network awardees for their contributions and positive impact on their ERGs, the ERG Network Program, and the NCUA mission and vision.

Career Award: (b)(6) E&I, SWAN

For extraordinary service and dedication to career advancement efforts through educational presentations and distribution of resources, mentoring, and dedicated support that positively impacts NCUA employees' personal growth and professional development.

Commerce Award: (b)(6) Southern Region, APIC

For extraordinary service and dedication to advancing initiatives and efforts that support a high-performing organization and improve bottom-line outcomes for the agency, and positively impacting NCUA processes, policies, and programs.

Community Award: (b)(6) OHR, VANS

For extraordinary service and exceptional contributions toward the development and execution of initiatives that create a sense of belonging and community among NCUA employees.

Culture Award: (b)(6) Southern Region, APIC

For extraordinary service and dedication in promoting an inclusive environment where employees of all backgrounds feel valued, respected, and appreciated.

ERG Officer Service Awardees

This award recognizes ERG officers for their commitment to supporting NCUA employees, serving as a connection across the agency, advancing the agency's goal of building an inclusive workplace, and being an educational resource for ERG members and the ERG Network Program.

APIC (Asian Pacific Islander Connection)

- (b)(6)

CULTURA (Creating Unity, Learning To Understand, Recognizing All)

- (b)(6)

MPower (Mobility, power, and empowerment)

- (b)(6)

NCUA PRIDE (People Recognizing Individual Differences Equally)

- (b)(6)

SWAN (Supporting Women At NCUA)

- (b)(6)

Umoja (Unity)

- (b)(6)

VANS (Veterans At NCUA Serving)

- (b)(6)

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(b)(6)

Clarification for November 2021 VIBE Newsletter

OMWI's November newsletter included a section regarding OMWI's support in identifying minority- and women-owned law firms. For clarification, please remember that the NCUA's Office of General Counsel is the sole program office authorized to source and contract with legal services providers.

Differences make a difference.

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