

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, NAEFCU, 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 OMWIMail@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)
-
-
-
-

- (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.

Office of Minority and Women Inclusion | National Credit Union Administration
1775 Duke Street, Alexandria, VA 22314 | 703-518-1650 | www.ncua.gov

Connect with NCUA: [Follow](#) | [Like](#) | [Subscribe](#) | [Connect](#) | [Learn](#)