

From: OMWI Mail
To: All NCUA Staff
Subject: VIBE Newsletter for March
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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 OMWI@mail@ncua.gov.

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