

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2021 Accomplishment Report

Fiscal Year 2022 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2021
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

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 2021, the FDIC attended 10 diversity events targeted to Veterans and Veterans with Disabilities, including events hosted by Recruit Military, MBA Vets, American Public University, Corporate Gray, Careers & the disABLED, and the Department of Veterans Affairs. FDIC recruiters specifically targeted Veterans with Disabilities with the education and experience required to qualify for employment as Financial Institution Specialists (FIS), a career track which includes a three and one-half year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, to include positions in management. The FDIC's recruitment strategy for Veterans with Disabilities ensures they have opportunities to apply for entry-level FIS positions.

In FY 2021, the FDIC also conducted outreach efforts to multiple National Affinity Groups, Veteran Organizations, Federal Executive Boards, state Departments of Vocational Rehabilitation, 607 Colleges/Universities, and the FDIC's Internal Employee Resource Groups to attract a diverse applicant pool by sending its vacancy announcements on a weekly basis. Throughout the calendar year, all jobs advertised in USAJobs were also posted in Corporate Gray's job board. Corporate Gray is an organization that helps transitioning military personnel connect with employers. In addition, consistent with our existing partnership with Recruit Military, several jobs were advertised throughout the year including targeted email campaigns for FIS positions.

All of the FDIC's Job Opportunity Announcements (JOAs) have 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% or more. These efforts contributed to 18 percent of our total applicant pool being represented by veterans and applicants eligible under Sole Survivorship Preference.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

Demonstrating its commitment to providing and improving internal advancement opportunities for Veterans with Disabilities, in FY 2021, the FDIC used several initiatives, including Career Development Plans (CDP), Professional Learning Accounts (PLA), Mentoring, Leadership Development, detail assignments filled by Expressions of Interest (EOIs), and two new programs, the Leadership Excellence Acceleration Program (LEAP) and the Special Assistant (SA) Rotational Program. These initiatives are discussed in more detail below.

The CDP is a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 1,715 employees who had completed a CDP by the end of FY 2021, 4.7 percent (80) were Veterans with Disabilities, and 2.7 percent (47) were Veterans with Disabilities of 30% or more. While this represents an increase over the FY 2020 CDP participation rates of 4.2 percent of Veterans with Disabilities, the rate for Veterans with Disabilities of 30% or more remained steady. These percentages are very close to the FDIC's employee representation in the workforce of 4.8 and 3.3 percent, respectively.

The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 1,343 employees who used their PLA funds during FY 2021, 4.8 percent (64) were Veterans with Disabilities, and 2.8 percent (37) were Veterans with Disabilities of 30% or more. These percentages are higher than the representation of Veterans with Disabilities in the FDIC's workforce and a higher percentage rate than reported in FY 2020 of 3.7 percent Veterans with Disabilities and 2.1 percent Veterans with Disabilities of 30% or more.

Under the FDIC's Career Management Program (CMP), the 20th cycle of the Mentoring Program began in July 2021, and will conclude July 2022. During this program cycle, the FDIC paired 85 mentees with mentors, for a total employee participation of 170. Of the participants, 4.1 percent (7) were Veterans and 1.8 percent (3) were Veterans with Disabilities. The percentages for participation of Veterans and Veterans with Disabilities are below their representation in the workforce of 9.1 and 4.8 percent, respectively. While the overall percentage of veterans participating in the program was below the FY 2020 percentage rate of 5.8 percent, OMWI has already began coordinating with the CMP to increase participation of people and veterans with disabilities in the Mentoring Program. The Leadership Mentoring Program (LMP) supports emerging leaders through one-on-one guidance in pursuit of their career goals and professional aspirations. There was one participant who was a Veteran, there were no Veterans with Disabilities of the 44 participants, including both mentors and mentees, in the FY 2021 LMP. This is below the percentage of Veterans and Veterans with Disabilities of 30% or more in the FDIC Executive Manager (EM) and Corporate Manager (CM) grade levels based on FY 2021 onboard data. The FDIC will encourage EM and CM employees who are Veterans to apply for this program.

During FY 2021, 21 employees were selected to participate in the FDIC's Leadership Development Programs, which include: Aspiring Leader Program for grades CG 4-6; New Leader Program for grades CG 7-10; Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; and, Master of Business Administration Degree Program for grades CM or EM, Capitol Hill Fellowship Program for grades CG 13-15, Senior Executive Fellows for CM 1 and CM 2, and Senior Managers in Government for EM levels. Out of the 21 selectees, one Veteran (4.8 percent) and one Veteran with Disabilities (4.8 percent) were selected to participate. Cumulative, Veterans represented 9.5 percent of the Leadership Development Program participants which is above the representation of Veterans (9.1 percent). The FDIC will continue to encourage Veterans to apply for these programs, and managers will be encouraged to support their applications.

The new SA Rotational Program was established in August of 2021 and is designed to provide cross-functional experiences to rising FDIC leaders. Out of the 23 participants in the program, 13.0 percent (3) were Veterans and 8.7 percent (2) were Veterans with Disabilities of 30% or more, which are higher than the onboard data in

FY 2021 for both groups at 9.1 percent and 3.3 percent respectively.

LEAP is designed to give interested employees the tools to become the FDIC's leaders of the future. The application period for this program ended in October 2021 and the FDIC will monitor and report the percentage rates of Veterans and Veterans with Disabilities in this program in the FY 2022 Accomplishment report.

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 2020 DVAAP available to all managers, supervisors, and employees via the FDIC intranet, and provided technical assistance to supervisors and managers regarding Veterans with Disabilities and reasonable accommodations. Workforce profiles were also generated throughout the year via the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. Additionally, the FDIC continues to encourage employees to update their diversity data through resurveying the workforce to ensure the accuracy of the data evaluated. This allows for the review, evaluation, and monitoring of progress being made with regard to the hiring of Veterans with Disabilities in Headquarters, Regional, Area, and Field Offices.

The FDIC's 2021 – 2023 Diversity, Equity and Inclusion Strategic Plan (DEI Strategic Plan) is a call to action for the Corporation to build diversity, equity and inclusion 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 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. The Disability Program Manager and Special Emphasis Program Managers worked with executives to initiate the creation of the Division and Office specific plans in FY 2021 and will partner with the Divisions and Offices throughout implementation of the plans once they are finalized in FY 2022. As a result of these initiatives, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices maintained responsibility for complying with the DVAAP, as well as the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and Veterans with Disabilities.

The FDIC also reviews the DVAAP as part of its overall diversity, equity, inclusion and accessibility initiatives, and in many respects, the goals and objectives of the DVAAP and the DEI Strategic Plan are interrelated because the FDIC's achievement of the goals and objectives of one plan are fulfilled when the goals and objectives of the other plan are realized.

10. OPMDVAAP 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 Somewhat No

**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)**

The FDIC has shown progress in implementing the DVAAP which is most measurable by the increase of onboard and new hires of both Veterans with Disabilities and Veterans with Disabilities of 30% or more as depicted in Appendix A. The total percentage of Veterans onboard increased in FY 2021 to 548 (9.1 percent) from 544 (9.0 percent) in FY2020, and Veterans with Disabilities increased from 267 (4.4 percent) in FY 2020 to 291 (4.8 percent) in FY 2021. Of the 610 new hires in FY 2021, 76 (12.5 percent) were Veterans, 53 (8.7 percent) were Veterans with Disabilities, and 43 (7.0 percent) were Veterans with Disabilities of 30% or more. While the new hire data is slightly below in overall Veteran new hires than in FY 2020 at 30 (13.5 percent), it is greater in both new hire categories pertaining to veterans with disabilities. For example, FY 2020 new hires consisted of 46 (7.9 percent) Veterans with Disabilities, and 38 (6.5 percent) were Veterans with Disabilities of 30% or more.

This success can be partially attributed to the concerted effort of the FDIC's Division of Administration (DOA), Human Resources Branch (HRB) continued use of existing procedures to identify employment applications received from Veterans with Disabilities. The FDIC maintained its commitment to support opportunities for individuals with disabilities to be employed by the Federal workforce. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters broadened campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The HRB also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair Expo, American Public University and Military University, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & the disABLED career fair.

12. OPMDVAAP 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 <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	<input type="checkbox"/>
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**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

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

Email: mflint@fdic.gov

Phone: (703) 562-2096

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2022
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096
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)			
<p>Pursuant to FDIC Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, it is the policy of the FDIC to promote diversity in its workforce and inclusion in all of its programs and activities and to provide employees with a work environment that embodies excellence and that 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, applicable Federal laws, regulations.</p> <p>The FDIC 2021 - 2023 Diversity, Equity and Inclusion Strategic Plan (DEI Strategic Plan) identifies 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. Goals and strategies in the DEI Strategic Plan are designed to increase the applicant pool of qualified individuals with disabilities and increase inclusion and accessibility to assist in retention of these diverse employees.</p> <p>In FY 2022, the FDIC will maintain the use of its Affirmative Employment Program (AEP), 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 veterans; self-assessment; identification and elimination of barriers; and reporting. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). The Chief, Affirmative Employment, Diversity and Inclusion Branch, and Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Division and Office Directors, as well as FDIC managers, including Regional Directors, are responsible for working with OMWI on the development, implementation, oversight, and 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.</p>			
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	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>
No	<input type="checkbox"/>		

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	6,036	9. # Of Veterans	548	10. # Of Disabled Veterans	291	11. # Of 30% Or More Disabled Veterans	201
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As illustrated in Appendix A, Chart 1, the representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more has trended upward over the past four fiscal years, and continues to be well above the Civilian Labor Force (CLF) workforce percentage. For FY 2021 the trend continued with Veteran representation increasing to 9.1 percent of the workforce, Veterans with Disabilities increasing to 4.8 percent, and Veterans with Disabilities of 30% or more increasing to 3.3 percent.

Agency hiring continues to have solid Veteran representation. Of the 610 new hires during FY 2021, 76 or 12.5 percent were Veterans, which is above the onboard rate of 9.1 percent. Veterans with Disabilities (53) represented 8.7 percent of all new hires, which is higher than their current FDIC workforce representation of 4.8 percent. Veterans with Disabilities of 30% or more (43) made up 7.0 percent of all new hires, which is higher than their FDIC workforce representation of 3.3 percent.

While the Agency has experienced hiring success, Veteran separation rates are outpacing FY 2020 and onboard representation. Of the 602 employees who separated from the FDIC during FY 2021, 75 or 12.5 percent were Veterans, slightly above the 12.1 percent who separated in FY 2020, and well above their representation in the workforce. Similarly, Veterans with Disabilities (35) separated from the FDIC at a rate of 5.8 percent during FY 2021, which is higher than the separation rate of 5.2 percent in FY 2020, and higher than their workforce representation. Veterans with Disabilities of 30% or more (27) separated at a rate of 4.5 percent, which is a slight increase from FY 2020 and greater than their workforce representation. Despite these variations, negative trends have not been identified over the past four years of reporting in separation rates, and the changes appear to be regular fluctuation between years. If a negative trend is identified, the FDIC will conduct an analysis to determine why Veterans and Veterans with Disabilities are leaving, and identify specific actions to attempt to mitigate the attrition.

FDIC leadership continues to engage with FDIC employees who are Veterans. OMWI hosted an agency-wide event honoring Veteran's Day which included a panel discussion between FDIC employees who are Veterans. The FDIC also prepared a video featuring Veterans that work at the FDIC and shared it on all the Agency social media channels. In addition, OMWI hosted an open forum "listening session" with Veterans and encouraged participation in the Veterans Employee Resource Group (VERG). OMWI will use the resources of the VERG and the Corporate Advocacy Network for Disability Opportunities (CAN DO) employee resource group (ERG) to offer employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. OMWI and WorkLife will 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.

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 Somewhat No

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)

During FY 2022, the FDIC will continue to hire qualified Veterans with Disabilities using both competitive and noncompetitive hiring authorities. The FDIC will continue to include in their 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 will use the Workforce Recruitment Program (WRP) to identify Disabled Veterans for non-competitive appointments. The Department of Labor (DOL) WRP program managers and the FDIC Disability Program Manager will share information on the benefits of the WRP to interested Human Resources (HR) Specialists, Administrative Officers, supervisors and managers to launch the updated WRP database. The Disability Program Manager and the Division of Administration's Selective Placement Coordinator (SPC) will assist managers and offices in searching for disabled Veterans through the WRP database. The FDIC will also 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.

In addition to targeted recruitment and outreach efforts at 607 colleges and universities, the FDIC's Corporate Recruitment team will continue its tradition of participating in diversity 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 such as Wounded Warrior Project, Operation Warfighter, 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 team plans 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. In addition, the FDIC is considering participating in the Department of Defense's SkillBridge Program and the Department of Veterans Affairs' Non-Paid Work Experience Program (NPWE). These well-established programs provide internship opportunities for transitioning Service Members and veterans.

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 (SMEs) 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 the 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 <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
15. OPMDVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?			
Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	

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

To provide internal advancement opportunities during FY 2022, the FDIC will offer programs to facilitate promoting and developing Veterans with Disabilities and Veterans with Disabilities of 30% or more. Eligible employees will be encouraged to work with their supervisors to develop Career Development Plans, and training and learning opportunities will be available to eligible employees through the Professional Learning Account Program. The FDIC will increase the awareness of communicating and working with people and Veterans with Disabilities through the 21st cycle of the Mentoring Program by identifying resources, providing training on disability etiquette, and promoting the Mentoring Program through the VERG and CAN DO.

The FDIC will continue to promote the current and new Leadership Development programs through the VERG and CAN DO as part of an effort to increase diversity in the agency's workforce and leadership. Eligible employees, including Veterans with Disabilities, will be encouraged to participate in the new Special Assistant (SA) Rotational Program, launched in August 2020, and the Leadership Excellence Acceleration Program (LEAP), launched in September 2021. Both the SA and LEAP are designed to give interested, high-performing, and non-supervisory employees exposure to high level projects, programs and leaders across the Agency. VERG will also help raise awareness within their members of the available tools such as job coaching, career counseling, and resume review available through the Career Management Program (CMP).

A review of available information reveals that of all 1,009 promotions, Veterans at the FDIC were promoted at a rate of 10.7 percent (108) during FY 2021, which is above the 10.0 percent (87) during FY 2020, and higher than their current representation in the workforce of 9.1 percent. Veterans with Disabilities were promoted at a rate of 6.2 percent (63) in FY 2021, which is an increase over the rate of 5.8 percent (51) in FY 2020, and above their current workforce representation of 4.8 percent. Veterans with Disabilities of 30% or more were promoted at a rate of 5.0 percent (50) in FY 2021, which is higher than the 3.4 percent (30) achieved in FY 2020, and also above their current workforce representation of 3.3 percent. The FDIC will continue to provide internal advancement opportunities for both Veterans and Veterans with Disabilities during FY 2021.

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

Yes Somewhat No

18. OPMDVAAP 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)

OMWI will continue to hold regular meetings with key agency stakeholders to identify areas of the DEI Strategic Plan and the Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities (Part J of the MD-715) that can be implemented to promote the employment and advancement of Veterans with Disabilities. Additionally, OMWI will continue to work with the Chairman's Diversity Advisory Councils across the country to host disability awareness events and information exchange sessions on the reasonable accommodation process, Schedule A, and other special hiring authorities. These programs will help to encourage understanding and awareness of individuals with disabilities, including Veterans with Disabilities, as well as encourage the use of reasonable accommodation, while removing preconceived stereotypes about individuals with disabilities.

OMWI will continue to resurvey the FDIC's workforce for diversity data and use this updated information with existing personnel data on Veterans status to improve the accuracy of FDIC data on Veterans with Disabilities who have not otherwise self-identified their disabilities. The Disability Program Manager will continue to promote the self-identification process to the Regional and Field Offices through email notifications and discussions with Assistant Regional Directors and Field Supervisors. The regularly updated data will allow the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including Veterans with Disabilities.

The VERG will present to the Diversity and Inclusion Executive Advisory Council to engage senior executives on Veterans workplace topics. In addition, the OMWI Director will continue to meet with ERGs, including VERG throughout the year.

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 Somewhat No Not Applicable

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 2022, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. To ensure continued achievement of this goal, the FDIC will analyze and monitor its workforce profiles on a quarterly basis, as well as review and evaluate the initiatives delineated in the DVAAP to ensure they are being carried out as planned. Additionally, the Disability Program Manager and Special Emphasis Program Managers in OMWI will monitor the progress of each Divisions’ and Offices’ DEI Strategic Plans in regular meetings with the representatives in Headquarters, Regional, Area, and Field Offices to ensure that planned initiatives are being successfully implemented at all levels.

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: Monica C. Flint

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

Email: mflint@fdic.gov

Phone: (703) 562-2096

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 110/01/2021	To 109/30/2022
25. Agency Name	Federal Deposit Insurance Corporation	
26. DVAAP POC's Name	Monica C. Flint	
27. Title	Disability Program Manager	
28. Telephone Number	(703) 562-2096	29. Email mflint@fdic.gov
30. Date Plan Last Amended	110/01/2020	31. Date Effective
32. DVAAP Certifying Official's Name	Nikita Pearson	
33. Title	Director, OMWI	
34. Telephone Number	(202) 898-6977	35. Email npearson@fdic.gov
36. DVAAP Certifying Official Signature:		