

DEPARTMENT OF COMMERCE FY 2016 FEDERAL EQUAL OPPORTUNITY RECRUITMENT PROGRAM PLAN

Goal Area	Agency Objective*	Strategic Activity	Benchmarks
Diversity	Design and perform strategic outreach and recruitment to reach all segments of society. (Goal 1, Priority 1.1)	Identify sources for and collect MD-715 data, applicant flow data, and data to identify barriers for underrepresented groups.	Areas of focus for barrier analysis identified Barrier analysis conducted, as led by the Office of Civil Rights Analysis findings shared with Department leadership
Inclusion	Cultivate a supportive, welcoming, inclusive, and fair work environment. (Goal 2, Priority 2.2)	Support Commerce-wide awareness and engagement in affinity and resource groups.	Develop Commerce-wide affinity group brochure to publish on the Commerce website and distribute at new employee orientations.
Sustainability	Involve employees as participants and responsible change agents of diversity, mutual respect, and inclusion (Goal 3, Priority 3.3)	Ensure all employees have access to diversity and inclusion training and education.	Number and percent of employees participating in D&I training and education.

*Agency objectives are found in the *FY 2012 - FY 2016 U.S. Department of Commerce Diversity & Inclusion Strategic Plan*