

Department of Commerce FY 2017 Federal Equal Opportunity Recruitment Program (FEORP) Plan

Goal Area	FY 2017 Agency Objective	FY 2017 Strategic Activity	FY 2017 Benchmarks
Diversity	Agency leaders at all levels will strengthen an inclusive environment that cultivates a supportive and welcoming diverse workforce. (Commerce D&I Strategic Plan, Goal 1)	Promote use of strategic hiring initiatives, including those for people with disabilities and veterans (e.g., Schedule A, 30% or more disabled veteran authority, etc.), through training sessions.	% of supervisors that completed training related to veteran employment and employment of people with disabilities
Inclusion	Promote a culture of diversity and inclusion by connecting employees to agency mission areas. (Commerce D&I Strategic Plan, Goal 1)	Promote Commerce-wide awareness of diversity and inclusion.	Host a Commerce-wide Diversity Day Develop a set of D&I core values to promote Commerce-wide Employee Engagement Index Score from Federal Employee Viewpoint Survey
Sustainability	Foster a diverse, high-performing workforce by utilizing data-driven approaches to promotion opportunities and career development, including analyzing applicant flow data; developing career enhancement opportunities; utilizing appropriate collaborative practices and social media technologies; and collaborating with Special Emphasis Program Managers, affinity groups, and employee resource groups. (Governmentwide Inclusive Diversity Strategic Plan, Goal 3, Priority 3.2)	Collect MD-715 data, applicant flow data, and data to identify barriers for underrepresented groups.	Barrier analysis conducted, as led by the Office of Civil Rights Analysis findings shared with Department leadership.