

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA) TEAM

TEAM OBJECTIVES

The goals of the DEIA Team work are to enhance research and investment in communities to ensure diversity, equity, inclusion and accessibility; help reduce barriers to access and advance opportunities for underserved communities; and clarify how NIFA collects and uses data to continually improve its services. These goals stem from the creation and development of a concept paper on racial equity and the following executive orders: 1) **Advancing Racial Equity and Support for Underserved Communities Through the Federal Government**, and 2) **Diversity, Equity, Inclusion and Accessibility Through the Federal Government**. The DEIA team created overarching goals and activities to address while working in conjunction with other initiatives addressing the priorities of The Biden Administration and USDA.



TEAM STRUCTURE

THE LEADERSHIP TEAM

meets weekly, with each leadership member serving as a liaison to the subcommittees (Extended Team). Leadership team is responsible for creating the various agendas for the Core and Extended team, such as who to invite for speakers and what subcommittee priorities need discussed.

THE CORE TEAM

is comprised of the Leadership Team members, along with 7 other individuals that meet every two weeks for 30 minutes. Each core team member co-leads one of the subcommittees in the extended team to help facilitate meetings, guide conversation, create action items, and brainstorm future projects.

THE EXTENDED TEAM

consists of Leadership and Core members, along with staff across the agency. This team meets once a month for 60 minutes. Each member of the Extended Team participates on one subcommittee to advance the goals and objectives of each respective group.

SUBCOMMITTEE GOALS



ACCESSIBILITY

Provide synergy across DEIA committees to enhance approaches to distribution of agency information and communication technology, programs, and services



DATA ANALYSIS

Identify DEIA data gaps to implement improvements in agency DEIA efforts



GRANTS

Increase agency outreach and make grant programs more inclusive



PROCESSES

Develop consistent and equitable procedures for the agency, utilizing a DEIA lens



RECRUITMENT

Boost efforts to develop and foster a diverse agency workforce reflective of the American people