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ODI

Successful diversity and inclusion efforts are not just about getting a seat at the table, but really; about having a voice in the conversation. As research in this arena has grown, it has become clear that good intentions and cultural celebrations are not enough. In order to recruit, retain and engage a diverse workforce, and leverage all of the innovation and potential that talent brings to bear, organizations must dive deeper into the research and empower their people with tools to proactively champion diversity efforts, build inclusive teams and organizations and combat the brains natural wiring around bias.

U. S. Department of Housing
and Urban Development

Office of the Chief Human Capital Officer





Diversity and Inclusion

Who we are

In December 2015, HUD established a standalone Diversity and Inclusion (D&I), function within the Office of the Chief Human Capital Officer (OCHCO), affirming that D&I plays an important role in talent management and business strategy. We will focus on creating a strong D&I brand by aligning D&I communications with business objectives, prioritizing and identifying opportunities for collaboration with our internal stakeholders. The Office of Diversity and Inclusion (ODI) advises on D&I matters that require cross-functional analysis, and research, including recruitment, retention, talent management, workforce planning and employee engagement efforts for Department-wide D&I. While working closely with executive leaders to advance D&I as core values of the organization and its strategic human capital objectives.

Overview

The 2016 Government-wide Inclusive Diversity Strategic Plan (IDSP) outlines the second phase of implementation of the ***President's 2017 Executive Order 13583, "Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce"***.

Building on the government-wide plan, ***HUD's IDSP*** provides a shared direction which encourages commitment, accountability, and creates an alignment for all of the components within to follow. The plan provides a framework for the efforts that are currently underway and offers a cohesive and comprehensive path forward.

Managing diversity and inclusion through the IDSP concentrates on three primary goals:

- (1) diversifying the Federal workforce through active engagement of leadership,
- (2) including and engaging everyone in the workplace, and
- (3) optimizing inclusive diversity efforts using data-driven approaches.

ODI is dedicated to organizational diversity and Inclusion by actively supporting leadership through visible action; promoting transparency by publicly sharing information and employee engagement.

Diversity Training

Workforce diversity and inclusion are critical components of a 21st century HUD workforce. Creating and sustaining a diverse, inclusive, and productive workforce rests with all employees at all levels within the organization. To that end, ODI offers the following training resources:

- Leading Diversity;
- Diversity Training for new Supervisors, Managers and Employees;
- Cultural Competency and Awareness;
- Generations in the Workplace;
- Target Disabilities
- Emotional Intelligence
- Unbiased Performance Evaluations
- Protection for LBGT
- Religious Accommodations