



**COUNCIL OF THE INSPECTORS GENERAL
ON INTEGRITY AND EFFICIENCY**

**DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY
COMMITTEE CHARTER**

Statement of Establishment: This Charter establishes the Council of the Inspectors General on Integrity and Efficiency (CIGIE) Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee and sets forth its mission and purpose, membership, and operations.

Reason for Establishment: CIGIE is committed to addressing the integrity, economy, and effectiveness issues that transcend individual Government agencies. A diverse, equitable, inclusive workforce and accessible workplace environment will allow all Offices of Inspectors General (OIGs) to increase the professionalism and effectiveness of their personnel, aid in the establishment of a well-trained and highly skilled workforce, to make space for the characteristics that each person brings to the workforce, and to help ensure that work the OIGs produce is accessible to the diverse public we serve.

Definitions:

Diversity is defined by the Office of Personnel Management (OPM) as a collection of individual attributes that together help agencies pursue organizational objectives efficiently and effectively. Examples of these attributes include characteristics, such as national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. Diversity also encompasses differences among people based on their backgrounds; where they are from, where they have lived, and differences of thought and life experiences.

Equity is defined by the Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government as the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

Inclusion is defined by OPM as a culture that connects each employee to the organization. This type of organizational culture encourages collaboration, flexibility and fairness; and leverages diversity throughout the organization, so that all individuals are able to participate and contribute to their full potential.

Accessibility is defined by the Executive Order On Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce as the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and

modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.

Mission and Purpose: The mission of the DEIA Committee is to affirm, advance, and augment CIGIE’s commitment to promote a diverse, equitable, and inclusive workforce and accessible workplace environment throughout the OIG Community that will help ensure comprehensive work, produced by a well-trained and highly skilled workforce, to be made more broadly accessible, when possible, to the diverse public we serve.

Scope: The DEIA Committee will establish a Strategic Plan to guide its work. Goals of this DEIA Committee will be carried out by the focus area working groups or (subcommittees), along with each sub-work group’s goal(s) by focus area:

- Charter
 - Goals:
 - *Establish a charter for the Committee outlining its mission, purpose, relationship to other CIGIE committees, roles and responsibilities of members, and operations.*

- Strategic Plan
 - Goals:
 - *Incorporate diversity, equity, inclusion, and accessibility principles into the CIGIE Strategic Plan to demonstrate and reflect the OIG Community’s full commitment to these principles in our collective workforce, products, and practices.*
 - *Develop objectives and goals to gauge progress and effectiveness.*

- Data Collection, Assessment, and Reporting
 - Goals:
 - *Survey the OIG Community for perspectives and viewpoints on diversity, equity, inclusion, and accessibility—baseline and then annually.*
 - *Assess the survey results for indicators of Community-wide issues (baseline) and progress in addressing Community-wide issues and maturity of the OIG Community’s efforts to advance diversity, equity, inclusion, and accessibility (annually)*
 - *Report survey results—baseline and then annually*

- Staffing, Hiring, and Recruitment
 - Goals:
 - *Identify and promote successful techniques for integrating diversity, equity, inclusion, and accessibility initiatives into human capital strategies to attract, recruit, and sustain talent.*

- Performance and Recognition
 - Goals:
 - *Identify and promote effective techniques for integrating diversity, equity, inclusion, and accessibility into performance and recognition processes to provide a reasonable assurance of fair and objective outcomes.*

- Training and Awareness
 - Goals:
 - *Increase collaboration amongst the OIG community to identify training and awareness resources that promote diversity, equity, inclusion, and accessibility.*
 - *Promote effective training and awareness resources to enhance diversity, equity, inclusion, and accessibility across the OIG community.*

- Promotions and Professional Development
 - Goals:
 - *Identify and promote effective techniques for consolidating diversity, equity, inclusion, and accessibility initiatives into promotion and professional development processes to facilitate advancement within the OIG Community workforce.*

- Business (Supplier) Diversity
 - Goals:
 - *Identify and promote effective techniques for incorporating diversity, equity, inclusion, and accessibility initiatives into procurement and acquisition strategies to obtain goods and services from underrepresented businesses.*

- Stakeholders and Partners (Including COVID-Related
 - Goals:
 - *Collaborate with stakeholders and partners to promote a culture of diversity, equity, inclusion, and accessibility within the organizations that we oversee, and highlight issues related to these matters in the workplace.*

Relationship to Other CIGIE Committees: The DEIA Committee will consult with and coordinate with other CIGIE Committees and forums, including the Training Institute, the Professional Development Committee (PDC) and Pandemic Response Accountability Committee (PRAC), as deemed appropriate.

Composition of Membership: The DEIA Committee is composed of Members and Officers. Officers of the DEIA Committee are a Chair, a Vice Chair, and working group (or subcommittee) leads. Members and officers of the DEIA Committee may include IGs and their staff (at a sufficiently senior level to make organizational decisions on behalf of their OIG). Members of the DEIA Committee will serve on a voluntary basis.

- Members:
 - Regularly participate in DEIA Committee meetings and on at least one DEIA working group.
 - Develop and implement the DEIA strategic plan.
- Chair:
 - Provide leadership for the DEIA Committee to achieve its goals and implement its initiatives.
 - Coordinate with working group (or subcommittee) Leads on steps and actions planned or completed.
 - Collaborate with the Vice Chair to plan the order of business and set the agenda for meetings.
 - Facilitate meetings.
- Vice Chair:
 - Assist the Chair with providing leadership for the DEIA Committee.
 - Assist the Chair with coordinating with working groups (or subcommittee) Leads.
 - Assist the Chair with tasks and provide support as needed.
 - Assume Chairperson responsibilities in the event of the Chairperson's absence.
- Working Group (or Subcommittee) Leads:
 - Plan and lead respective working group (or subcommittee) meetings.
 - Establish and monitor goal(s), strategies, and outcomes for the working group through completion.
 - Collaborate with the Chair and Vice Chair on proposed milestones and actions of the working group (or subcommittee).

Expectations and Commitments:

- DEIA Committee members and staff are committed to advancing diversity, equity, inclusion, and accessibility throughout the OIG community.
- DEIA Committee meetings will be held monthly. Working groups (or subcommittees) will meet as needed.
- Working Group (or subcommittee) members will solicit and provide feedback and then coordinate with the Lead to establish and implement focus area goal(s), strategies, and outcomes, and then report on the status to the full Committee.
- The DEIA Committee will develop a diversity, equity, inclusion, and accessibility roadmap to use as a guide to advance diversity, equity, inclusion, and accessibility within the OIG community.
- The DEIA Committee will continue at the discretion of the CIGIE Executive Council.
- The Charter will be reviewed at least every three years and may be amended as needed.