

KNOW, DO, SHARE

Diversity, Equity and Inclusion



What you should KNOW?

● DEI is a strategic OIT priority and critical to workforce resilience

- Managers play a crucial role in raising awareness of DEI and securing support for DEI principles and goals.
- Organizations that fully embrace DEI hire better, retain the best, innovate more and achieve higher productivity levels. Numerous studies have linked diversity to greater innovation, increased engagement, productivity, retention, and employee satisfaction.
- We're doing this because a diverse and inclusive workplace will make us a more productive, innovative agency that attracts and retains the best talent and better serves all those who depend on CMS for healthcare.
- We're also aligning with President Biden's executive order advancing diversity, equity, inclusion, and accountability within the federal government.
- Our commitment to fostering a diverse and inclusive workspace is being defined and driven by the OIT DEI Coalition



What you should DO?

● Become a catalyst for DEI

- The best way to engage employees is to become a passionate advocate for DEI, incorporate DEI messages into your conversations, and spotlight success stories and best practices that demonstrate the benefits of DEI.
- Raising awareness of DEI can best be achieved by staying on message, sharing or liking DEI-related articles, and creating an environment that fosters DEI.

● Immediate Focal Points ...

- Our immediate focus is on raising internal awareness of DEI and why it is so important to our future.
- Fostering a diverse and inclusive workplace requires building awareness of our DEI strategy by encouraging mentorships, developing a solid community of practice, and reinforcing the need for alignment with the CMS DEI strategy.

● What's Needed ...

- Discuss our DEI goals with your teams regularly, and
- Cite best practices and success stories that illustrate how we're meeting our goals.
- Joining the OIT DEI coalition
- Share DEI resources and tips in the #oit-all and #oitdeicoalition slack channels.



What you should SHARE?

● Share directional messages with your teams

- DEI is a strategic priority for us and a key workforce resilience component.
- If you want to prepare a workforce for the future, it has to be diverse and composed of the best and brightest talent.
- DEI enables empowerment. If we don't create a diverse and inclusive environment, people won't feel safe to say what they need to say.
- We're doing this because a diverse and inclusive workplace will make us a more productive, innovative agency that attracts and retains the best talent and better serves all those who depend on CMS for healthcare.
- We're also aligning with President Biden's executive order advancing diversity, equity, inclusion, and accountability within the federal government.
- Current leadership supports this and are advocates for a DEI environment.