

Tech on Tap

NIPR DEI Focus

Shay Hibler
Software Quality Engineer III

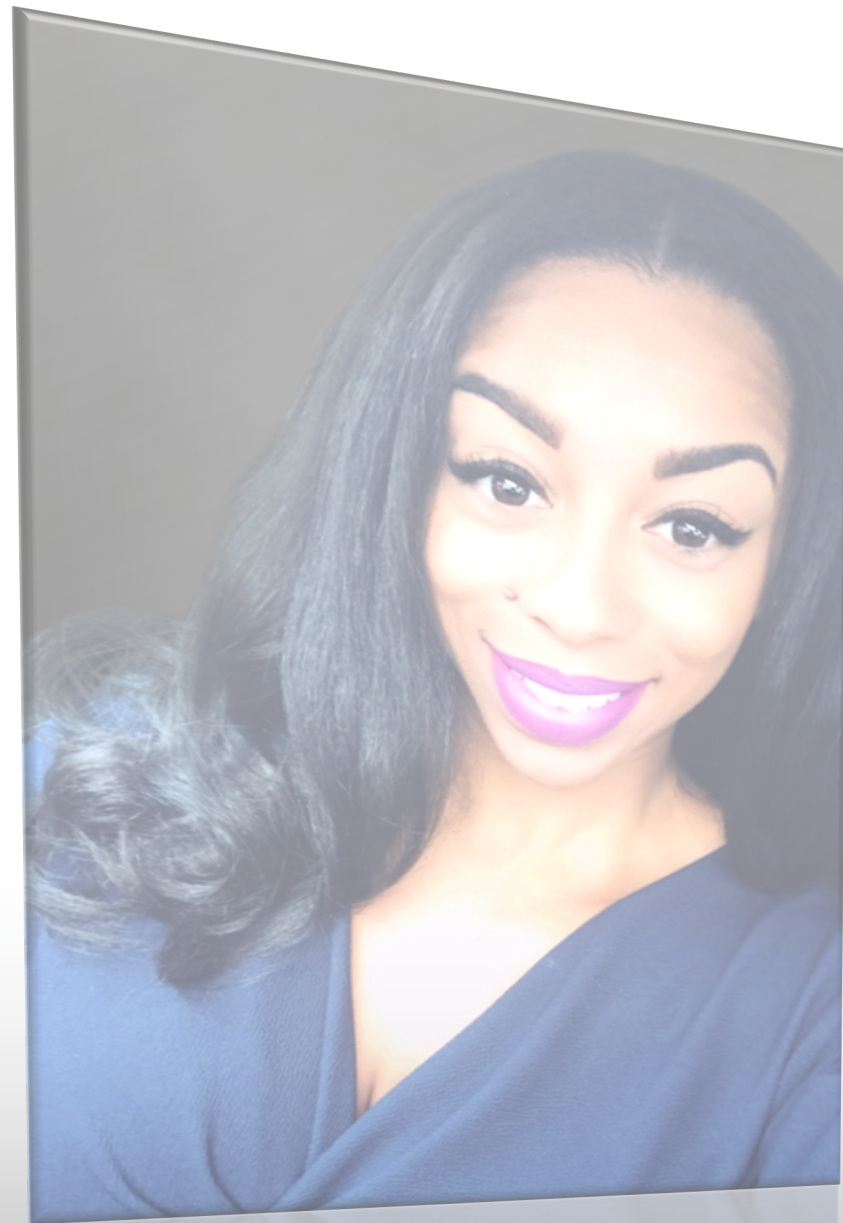
November 17, 2021





Harpo, who dis woman?

Shay Hibler -NIPR
Software Quality Engineer III
Co-Chair NIPR DEI Advisory Council

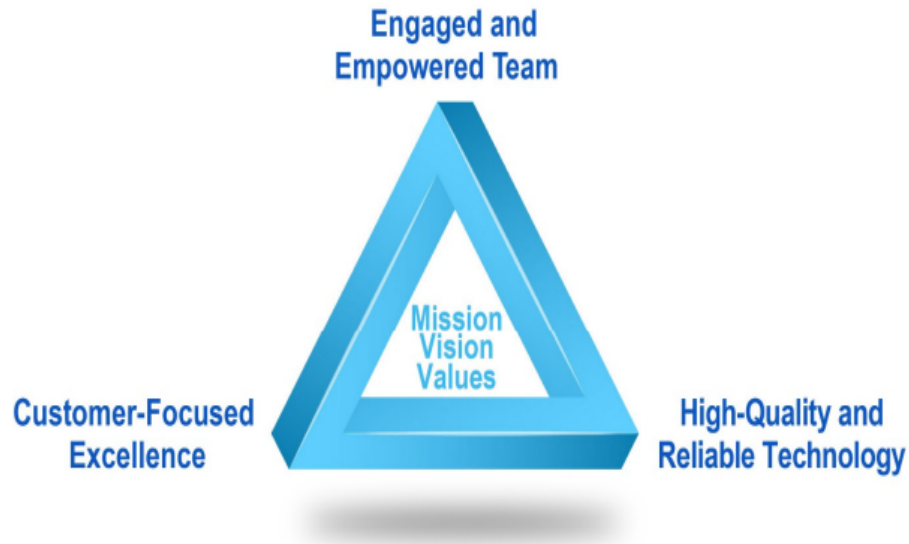




What we've done so far...



Strategic Plan Focus



Strategic Pillar 1

Engaged and Empowered Team



> NIPR Values: Teamwork, Excellence, Trust, Innovation

Drive business outcomes by creating and sustaining a work environment that enhances NIPR's people-first culture through an unwavering focus on values and accountability.

Goal 1:

Reinforce NIPR's Commitment to Diversity, Equity & Inclusion

Develop, implement and monitor a comprehensive diversity, equity and inclusion framework to create an organization that delivers the highest level of customer value.

Goal 1 Objectives

1. Create an intentional, ongoing program of education for NIPR staff and board.
2. Develop, implement and monitor comprehensive DE&I hiring and advancement practices that support NIPR's goal to attract and retain diverse talent.
3. Ensure organizational diversity by expanding opportunities for leadership, growth and advancement.



Ensure organizational diversity by expanding opportunities for leadership, growth and advancement

Leadership

- Reimaging of Leadership- new definition: non-management
- Partner with Central eXchange- Emerging Leaders Program
- DEI Advisory Group
 - Education/training; Recruitment; Communications



Create an intentional, ongoing program of education for staff/board

Education/Training

- “NIPR Spotlight”
- “How we celebrate”
- Implicit Bias, Critical Conversations
 - Focus Groups & 1 on 1’s





Develop, implement and monitor comprehensive DEI & advancement practices that support the goal to attract and retain diverse talent.

Recruitment/Advancement practices

- Demographic Survey
- Succession Planning Pipeline evaluation
- Mentorship Program
- Establish HBCU Connections for recruitment

Black or African American

4.7%





Additional Accomplishments

- NIPR Flex
- Established Juneteenth as a Holiday
- Culture Survey
- Blind Resume's
- Listening Tour



Q&A



Toolkit

Demographic Survey – The foundation of your recruitment efforts!

Culture Survey – Check the temperature of your employees – keep it anonymous to allow for raw honesty

Listening Tour – another avenue for raw honesty in person by asking questions about the level of Diversity, Equity and Inclusion at your company.

Blind Resumes – Eliminate any room for discrimination- remove names, location, and education. Just leave skills to make a more sound decision when hiring.

Succession planning – diversify your succession pipeline, who's next in line if your CEO retires or leaves, who assumes the interim- what do they look like?

Redefine Leadership – Leadership does not only have to be tied to a title of CEO, CTO, Manager. Empower your employees

I can be reached at qhibler@nipr.com