



OFFICE OF THE DIRECTOR OF NATIONAL INTELLIGENCE

Spies on Inclusion *Policies, Programs, and Pamphlets*

The United States Intelligence Community

Taking Diversity Policies to Action through Guidelines, Training, and Multi-media

03 October 2018



Who we are

U.S. Intelligence Community is composed of 17 organizations

Two independent agencies - the Office of the Director of National Intelligence (**ODNI**) and the **CIA**

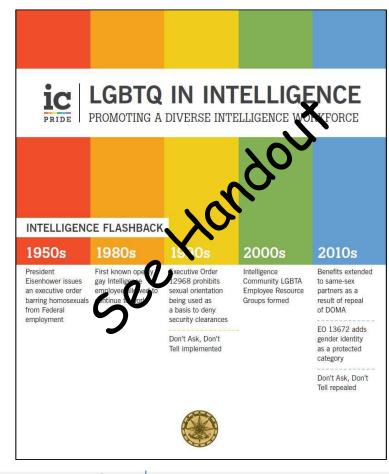
Eight Department of Defense elements— **DIA**, **NSA**, **NGA**, **NRO**, and intelligence elements of the four DoD services; the **Army**, **Navy**, **Marine Corps, and Air Force**.

Seven intelligence elements of other departments and agencies—the **Department of Energy**, **Department of Homeland Security**, U.S. Coast **Guard**, Federal Bureau of Investigation, Drug **Enforcement Agency**, Department of State, and the **Department of the Treasury**.











Why is there an ODNI?

The 9/11 Commission's report in July 2004 proposed sweeping change in the Intelligence Community. It brought about the creation of an Office of the Director of National Intelligence (ODNI) to:

- Break down stovepipes & duplication of effort
- Provide oversight/guidance to the IC
- Promote intelligence integration
- Promote Information sharing and collaboration



How does IC Pride fit in?

IC Pride is the LGBT ERG chartered under ODNI's Equal Employment Opportunity & Diversity Office to:

- Advocate for policies that guarantee LGBT inclusion within the IC
- Benchmark IC organization best practices regarding LGBT inclusion, recruitment, and retention.
- Ensure inclusiveness in IC communications and branding.
- Provide educational forums for employees and managers on LGBT issues
- Assist in resolving systemic issues impacting the representation, development, and advancement of LGBT employees



PIOLEC	tions At	E WOYK PRIDE	Ally Enga	agement: Pr	otections At Work
Executive	President Obama	Promoting Diversity and Inclusion in the National Security Workforce.	POLICY AUTHORITY YPLANATION		
Memorandum 69993	October 5, 2016	this memorandum supports that effort by providing publicate that [] complements oping actions that appendix are taking pursuant to Executive Criter 15583 and under the leadership of the Diversity and Incluion in Giovernamic Cource). Incluiding but not limited to efforts reliated to gender, race, which criteria, secal orientation and gender failerity, and their demographic categories, contentions and gender failerity, and their demographic categories.	Executive Order 12968	Presiden Slinton Aveust 2, 1995	rovides Eligibility Standards for Access to Classified Information. The United States Government does not discriminate on the basis of race, color, religion, sav, ration origin, disability or sexual orientation in granting access to classified information" and "in determining eligibi- ity for access under this order, agencies may investigate and consider yn matter that classics the disdetmination of whether access is
OPM Guidance	U.S. Office of Personnel Management	Discrimination based on sexual orientation and gender identity is covered in the term "sea" Employment rights and protections include: - Title VII of the Civil Rights Act of I964 (EECC) - Civil Service Reform Act of 1978 (SC and NSPB) - Unions and Agency Policies			clearly consistent with the interests of national security. No inference concerning the standards in this section may be raised solely on the basis of the secual orientation of the employee."
Executive Order 13672	June 2015 President Obarna July 21, 2014	Further Amendments to Executive Droter 11/2/8 and Executive Droter 17/24 which added "gender identify" to the categories protected against discrimination in hiring in the federal civilian workforce and both "secual oriention" and gendre identify" to the categories pro- tected against discrimination in hiring and employment on the part of federal government cortractors and sub-constructors.	Exclusive der	President Nixon August 8, 1969	Prohibits discrimination in the competitive service of the federal civilian vicinforces on certain grounds. The order was later amended to cover additional protected classes, Executive Order 1078 covers the dedrail a Vilian workforce. It prohibits discrimination in enployment on the basis of race, color, relign, saw, national origin, handcag, and age. In requires all dependences to all as affirmations to sate affirmante sepa to promote employment opportunities for those classes it covers.
IC Statement on Commitment to EEO and Diversity	Director of National Intelligence (DNI) February 1, 2013	regulations took effect on April 8. 2015. The intelligence Community's Commitment to Equal Employm Opportunity and University signed by the DNI and the Entretorists all attent againcise that fail under the ODNI. "We offere deversity in a bread context, but as also initiation to the mission, considering all attended to the trust as also initiation to the mission, considering all attended to the trust as also initiation to the mission, considering all attended to the trust and initiation to the mission, considering all attended to the trust and the attended to the trust and the trust excertainty of the trust and the trust and the trust and the trust and attended to the trust and the trust and the trust and the trust and attended to the trust and the trust and the trust and the trust and the trust and the trust and the tru	Executive Order 11246	President Johnson September 24, 1965	Establishes requirements for non-discriminatory practices in hir- ing and employment on the part of U.S. government contractors. It "prohibits relevant contractors and dwellary assisted construction contractors and subcontractory, who do over \$100,000 in Government basitess in one-year from discriminating in employment disclosions on the basic frace, color, religion, sex, or national origin. The also requires contractors to "the affirmative accions on the origination are employed, and that employees are treated during employment, who- us regulat to their nex, color, religion, sex or national origin."
EEOC Rulings	U.S. Equal Employ- ment Opportunity Commission	Innovation and creativity to the workplace, comparing the behavior and demonstrates our commitment to industors or revealed or properti- recognizes that. This VII of 2018 Role All of the prohibition of discrimination on the barry see included are for one the basis of sexual orientation or order if the prohibition of discrimination or order if the provided of the prohibition of discrimination or order if the provided of the prohibition of discrimination or order if the provided of the prohibition of discrimination of the provided of the provided of the prohibition of discrimination of the provided of the pro	Policy Letters on Harassment	Agency Directors Recurring	Guidance by Agency Directors that harassment is a form of employ- ment diacrimination that violates Title VII of the Civil Tights Act of 054, the Age Discrimination is Employment Act of 1950, And the Americans with Disabilities Act of 1990. Characteristics protected by law from harassment include an individiar's acc, color, religion, sec (including gender identity), secular identitiation, national origin, disabili- try, and age (40 or older).
Executive Order 13087	President Clinton May 28, 1998	Amends Executive Order 11478 to pro-1: discrimination based on secual orientation in the feder	Policy Letters on Diversity	Agency Directors Recurring	Agency commitment to foster an inclusive work environment that respects, values, and draws on the strengths of a diverse workforce.
			Policy Letters on EEO	Agency Directors Recurring	Agency commitment to a discrimination-free work environment that is free of harassment. Commits to making decisions based on ment without regard to race, color, religion, national origin, sex, age, sexual orientation, gender identity, idability or generatic information.
	Courie o	n your community .			



IC Pride Structure and Working Groups

Leadership: (year established)

- Chair & Co-Chair (2011)
- Secretary (2014)
- Senior Champion(s): NSA (2011), NGA (2014), DIA (2014), CIA (2015), NRO (2018), ONI (2018)

General Membership:

- Agency Representative(s)
- Working Group Chair & Co-Chair
- Working Group Members

Working Group: (year established)

- Transgender (2012)
- Communications & Technology (2014)
- Recruitment & Retention (2014)
- Ally Engagement (2014)
- Extended Enterprise (2016)
- Intersectionality (2017)



IC Pride's Strategic Goals

	December 20									
Strategic Theme	Expand Reach and Strengthen Leadership Pipeline	Share Best Practices Across the IC	Influence IC Policies	Promote Visibility in N and Conduct LGBT Education Efforts	Conduct External Outreach					
Definition	Expanding IC Pride's reach into other parts of the IC and strengthening our leadership pipeline	Using our network within IC Pride to share best practices and lift up other organizations	Influencing policies to ensure that they are inclusive of all employees, with a special focus on issues that can negatively impact LGBT employees	Promoting education, awareness, and visibility within the IC through a variety of educational efforts, briefings, and ally- building with the goal of building a more inclusive culture	is an inclusive place					



IC Pride Working Groups

Ally Engagement Working Group (AEWG) established in 2014 The Ally Engagement Working Group (AEWG) will incorporate best practices for developing, training and maintaining LGBT Allies within the IC. The AEWG will leverage existing Ally programs across the IC as well as public and private sector in order to develop an Ally program which can be implemented across the IC. ð

Communication and Technology Working Group (CTWG) establish 2014

LOIT The Communication and Technology Working Group (CTWG) will create and maintain a digital networks for the dissemination of works created on behalf of the IC LGBTA Affinity Group. The necessary technological infrastructure, this working group will also act a conductor chain (by and ally community within the intelligence field.

Extended Enterprise Working Group (EEWG) esta

Ish. Lin 2016 GBTA probinnel in the onnel in the extended nents and soliciting The Extended Enterprise Working Group (EEWG) will serve as an adv enterprise. The EEWG will work to understand the current climate by NG will address issues of concern ng and incorporating best feedback to identify and respond to key issues that affect this comm for these employees and support IC agency and LGBTA representa practices to better support and integrate them in their agency

Intersectionality Working Group shed in 2017

WO esta ushed in 2017 as charts of usion, and collaboration with diversity and of Ch. neure equal employment opportunity, diversity and poratew do the policies, practices, strategies, and principles will deepen and expand knowledge about intersectionality The Intersectionality Working Group (IWG) will inc inclusion Employee Resource Groups /ER cross-cultural understandings are appropri of the IC LGBTA Affinity Network (IC Pride). and LGBTQ issues and create avenues of under ng for executives, encourage people to utilize their unique backgrounds and experience to lev partner with other IC ERGs to fac verse thinking and realize potential for impact, and erage the pow

partner with other IC ERGs to fact an networking and collaboration Recruitment and Recruitor Working Group (RRWG) established in 2014 The Recruitment and Form in With Correspondence in the second se Group (RRWG) will research and examine best practices for LGBT hiring agencies. The RRWG will develop specific recommendations that can be we best practices and, where appropriate, will assist with implementing these The Recruitment and Proceeding and talent management across recom

Summit Working Group (SWG) established in 2014 The summit Working Group (ILSWG) is an annual working group established to create a venue for members of the IC to come togener and attend an event to allow for education, collaboration, and networking centered around LGBT inclusion and diversity. The yearly Summit includes keynote speakers, breakout sessions, and panel discussions for intelligence officers. The leadership for this working group rotates as the Summit is hosted by a different IC entity each year.

Trans Working Group (TWG) established in 2012 The Transgender Working Group (TWG) will identify issues affecting transgender IC employees and advocate for trans-inclusive policies and best practices. The TWG will compile and share resources for education and outreach on transgender issues.

ic PRIDE



IC LGBT+ Summit

- IC Pride facilitates an IC-wide LGBT+ Summit each year, hosted by a different IC organization
- Focuses on workplace-related issues; provides resources for LGBT employees, managers, and allies
- Mechanism for establishing working groups or yearly deliverables
- "It takes a village"—other IC Pride working groups and representatives from across the IC assist with execution





Ally Engagement Working Group

- Ally Engagement Training
- Educational Tools
 - ✓ Protections at Work
 - ✓ Chart of Terminology
 - ✓ Conversations at Work
- Business Case for Diversity and Inclusion is Critical to Mission Success





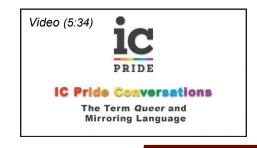






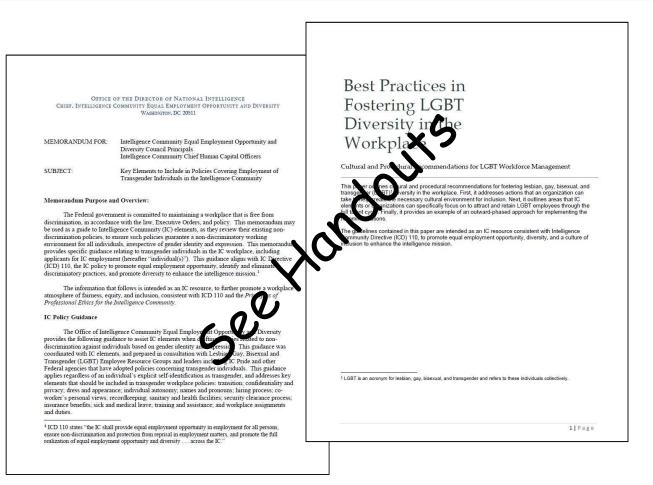
Transgender Working Group

- Best practices pamphlet
- Supporting individual employees
- Training
- ODNI policy guidance
- Agency policy
- Interagency resource













Questions and Discussion

https://www.intelligencecareers.gov

