

Diversity and Inclusion Intranet Website

Welcome to the CRS Diversity and Inclusion website. This site serves as a resource for staff to understand the importance of diversity and inclusion to the CRS mission and learn more about current initiatives.

I am committed to fostering a culture of diversity and inclusion. This involves recruiting, retaining, and supporting a diverse professional staff. One of the CRS guiding principles, inclusion, notes that CRS seeks to promote a workplace culture that respects the diversity of people, views, and ideas. Each person's unique talents, experiences, and characteristics help CRS accomplish its mission and brings various perspectives to policy issues that are important to legislators and the American people.

I invite you to explore the website and learn more about how you can support efforts to make CRS a more diverse and inclusive work environment.

-Mary B. Mazanec, Director

"Invisible Disability" Presentation – Tuesday Morning Update, May 16, 2023

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Invisible Disability" with Dr. LaMondre Pough. Dr. Pough will share information focusing on awareness of invisible disabilities and breaking down the barriers associated with disabilities. He will also share practical strategies for creating a more inclusive work environment.

Supporting diversity and inclusion is a top priority for me and for the Service. I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on May 17 at 10 a.m. or May 24 at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Darnishia T. Pace or Carrie Lyons.

"Invisible Disability" Presentation – Tuesday Morning Update, May 9, 2023

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Invisible Disability" with Dr. LaMondre Pough. Dr. Pough will share information focusing on awareness of invisible disabilities and breaking down the barriers associated with disabilities. He will also share practical strategies for creating a more inclusive work environment.

Supporting diversity and inclusion is a top priority for me and for the Service. I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on May 17 at 10 a.m. or May 24 at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Darnishia T. Pace or Carrie Lyons.

Focus Groups – Tuesday Morning Update, May 2, 2023

I invite you to participate in a confidential focus group session to better understand findings in the 2022 Federal Employee Viewpoint Survey (FEVS). The sessions are designed to offer employees the opportunity to contribute ideas and opinions.

The focus group sessions are designed to address the findings in the CRS Barrier Analysis related to the 2022 FEVS results, as well as perspectives in the FEVS results more generally. A Barrier Analysis is a process designed to eliminate barriers that impede free and open competition in the workplace with the goal of identifying the root causes of disparities in equal employment opportunities so that federal agencies can take action to remedy the policies, procedures, and practices that lead to such disparities. [Click here](#) for additional details and findings from the Library's Barrier Analysis effort.

Based on the Barrier Analysis findings, there will be focus groups for three demographic groups, African American/Black employees, Asian employees and Hispanic employees. Complementing that effort, there will be sessions for all CRS permanent staff broken out by senior management, other management and supervisory staff, and non-management staff. Staff may choose which session they prefer. If you choose to participate in one of the demographic group sessions (Hispanic, Asian and African American/Black employees), you do not need participate in one of the other sessions since the questions posed in the all staff sessions will be a subset of the questions asked in the demographic group sessions.

The focus group sessions will be limited to 15 participants. If the session you choose is full, you will be offered an alternative. If you are not called on for your input in the session you attend, you will be invited to another session and ensured an opportunity to speak. Future focus groups will be scheduled as needed to ensure all CRS staff who wish to participate have the opportunity to do so.

Please RSVP to rsrichardson@crs.loc.gov to attend one of the following sessions, indicating both the time and date of the session you would like to attend, as well as whether you will be attending virtually or in-person. Staff may request accommodation by reaching out to ADA@loc.gov or (202) 707-6362.

Diversity and Inclusion Training: Invisible Disability – Tuesday Morning Update, May 2, 2023

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation from Dr. LaMondre Pough titled, Invisible Disability. Dr. Pough will share information that focuses on invisible disabilities awareness; he will also discuss challenges faced by those with disabilities. Practical strategies for creating a more inclusive work environment will also be presented.

I've made it a priority to support training related to our strategic goal of supporting a culture of diversity and inclusion. I encourage you to attend this presentation to increase your awareness of how we can all contribute to an inclusive work environment.

Dr. Prough will give the presentation two days, May 17, 10 a.m. and May 24, 1:30 p.m. Register at the OPS Training website. Staff should register at least one day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Darnishia T. Pace or Carrie Lyons.

Diversity and Inclusion Working Group Update – Tuesday Morning Update, March 14, 2023

Last year, the Diversity and Inclusion Working Group (DIWG) launched a Diversity website accessible to all CRS staff to serve as a resource for understanding the importance of diversity and inclusion to the CRS mission. For better visibility and accessibility, a link has been added to the Insider. Staff may access the website from the Top Links section of the Insider or from this link: [Diversity and Inclusion](#). The site includes information about the activities and initiatives of the DIWG, a strategic roadmap for building a diverse and inclusive workforce, available training and resources on diversity and inclusion, as well as the DIWG Charter and reports produced by the working groups.

We would like to recognize the fiscal year 2023 DIWG members for their ongoing work: Philathea V. Anthony, RSI; Michelle D. Christensen, G&F; Kellie L. Cochran, LIS; Joseph D. Dogan, FDT; Diane T. Duffy, COU; Christina M. Finch, G&F; Patrice M. George, DIR; Carol Glover, KSG; Juria L. Jones, ALD; Carrie Newton Lyons, FDT; BaShira N. Malik, OPS; Kathleen E. Marchsteiner, G&F; Laura L. Monagle, DSP; Darnishia T. Pace, OPS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Megan Reilly, PUB; David M. Revzin, LIS; Liana W. Rosen, FDT; Amanda K. Sarata, DSP; Hassan Z. Sheikh, DSP; Pervaze A. Sheikh, RSI; Gary Sidor, KSG; Marco A. Villagrana, DSP; Colin Willett, FDT; and Ariel E. Workings, OPS.

The efforts of the DIWG will continue throughout this fiscal year, guided by the DIWG Charter, goals of the CRS Diversity and Inclusion Strategy, and specific initiatives in the Operations Plan. Supporting a diverse workforce and inclusive work environment is important for CRS to achieve its mission. Each person's unique talents, experiences and characteristics help improve CRS operations and broaden the range of perspectives as we work together to inform the policy issues before Congress.

Staff are encouraged to visit the Diversity website to stay updated on the DIWG's activities and initiatives. Please direct any questions to DIWG co-chairs Darnishia Pace and Carrie Newton Lyons at diwg@crs.loc.gov.

"Crucial Conversation" Presentations – Tuesday Morning Update, Dec. 13, 2022

Thank you to all who attended the "Crucial Conversation: Skills for Inclusive Dialogue" presentations. The program was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group (DIWG) to provide diversity and inclusion training for staff. I want to thank the DIWG for their work in support of these efforts.

As discussed by the presenter, Maria Moss, there are three ways to identify if you are in or entering into a crucial conversation. Maria provided us with nine effective skill sets for navigating crucial conversations. She also shared the benefits of effective dialogue.

I am committed to ensuring all employees are respected and valued in carrying out our work for Congress. I encourage you to reflect on the information shared and identify ways in which you can support an inclusive work environment.

A recording of the second session is available through LOC Learn at this link with the password: ?M9iG9I@

CRS staff may view this video until COB on Jan. 5, 2023, and provide feedback about it here: <https://www.surveymonkey.com/r/8MF5VFH>

Crucial Conversation: Skills for Inclusive Dialogue – Tuesday Morning Update, Nov. 8, 2022

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Crucial Conversation: Skills for Inclusive Dialogue" with Maria Moss, Certified Talent Development Trainer with Crucial Learning. Maria will share nine effective skill sets for navigating crucial conversations. She will also share a key benefit of effective dialogue as it creates psychological safety for individuals, and why dialogue is so important.

I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on November 16, 2022, at 10:00 a.m. or November 30, 2022, at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Darnishia T. Pace or Carrie N. Lyons.

Diversity and Inclusion Website – Tuesday Morning Update, Sep. 30, 2022

I am pleased to announce the launch of the CRS Diversity and Inclusion Website. The development of this website was identified as one of the CRS Diversity and Inclusion Working Group (DIWG) FY2022 initiatives and today's launch marks the group's fulfillment of that effort. Staff may view the Diversity and Inclusion Website on the Office of Administrative Office (OPS) portal.

The site contains information about diversity and inclusion at CRS, including workforce statistics and training resources. You can also find information about CRS's strategic goals and the DIWG's work.

I would like to recognize the DIWG members Philathea Anthony-Pollard, RSI; Diane Duffy, COU; Kellie Cochran, LIS; Patrice M. George, DIR; Claudia Guidi, PUB; Emily Hanson, DSP; Erica Lee, G&F; Carrie Lyons, FDT; Laura Monagle, DSP; Darnishia T. Pace, OPS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Liana Rosen, FDT; Amanda Sarata, DSP; Dana Scherer, RSI; Gary Sidor, KSG; Marco Villagrana, DSP; Paige Whittaker, ALD; Colin Willett, FDT; and Rita Zota, DSP for their work.

CRS supports a broad interpretation of diversity that considers attributes beyond what one can see on the surface and leverages the diverse experiences, backgrounds, and talents of all its staff. I invite you to explore the website and learn more about how you can help make CRS a more diverse and inclusive work environment.

If you have questions, please contact the co-chairs, Darnishia T. Pace and Carrie Lyons at diwg@crs.loc.gov.

Diversity and Inclusion Working Group: Call for Membership – Tuesday Morning Update, Aug. 30, 2022

Through fiscal year 2022, the CRS Diversity and Inclusion Working Group (DIWG) provided advice, input, and feedback to OPS on the diversity and inclusion initiatives outlined in the CRS Directional Plan 2019-2023 and the CRS Operations Plan. The group is pleased to share that the following recommendations were implemented this year as part of the CRS Operations Plan:

- Planned and conducted diversity and inclusion-related training for all staff and supervisors
- Continued to present CRS's diversity and inclusion strategy to new employees during New Employee Orientation
- Attended over 30 career fairs
- Continued to utilize the Student Diversity & Inclusion Internship Program (SDIIP) for recruitment
- Developed and launched a Diversity and Inclusion Website.

I would like to recognize the DIWG members Philathea Anthony-Pollard, RSI; Diane Duffy, COU; Kellie Cochran, LIS; Patrice M. George, DIR; Claudia Guidi, PUB; Emily Hanson, DSP; Erica Lee, G&F; Carrie Lyons, FDT; Laura Monagale, DSP; Darnishia T. Pace, OPS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Liana Rosen, FDT; Amanda Sarata, DSP; Dana Scherer, RSI; Gary Sidor, KSG; Marco Villagrana, DSP; Paige Whittaker, ALD; Colin Willett, FDT; and Rita Zota, DSP for their work.

The efforts of the DIWG will continue into fiscal 2023 guided by the goals of the CRS Diversity and Inclusion Strategy and specific initiatives in the Operations Plan, such as recruitment, training, communications and staff feedback. CRS supports a broad interpretation of diversity that considers attributes beyond what one can see on the surface and leverages the diverse experiences, backgrounds and talents of all its staff. It is critical that we at CRS foster a culture of inclusion, support a diverse and inclusive workforce, and recruit and retain a diverse workforce.

I want to encourage additional CRS employees to become involved in these important efforts. Employees interested in serving on the DIWG for fiscal 2023 can send expressions of interest to co-chairs Darnishia T. Pace and Carrie Lyons diwg@crs.loc.gov by Sept. 19.

Generational Diversity – Tuesday Morning Update, July 19, 2022

Thank you to all who attended the "Generational Diversity" presentations. The program was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group (DIWG) to provide diversity and inclusion training for staff. I want to thank the DIWG for their work in support of these efforts.

As discussed by the presenter, Aimee Sadler, having multiple generations within an organization impacts the dynamics of the workplace. She informed us about the various stereotypes associated within each generational group. She also encouraged us to take advantage of the diverse generational perspectives in the workplace, and to navigate those differences as we work together.

I am committed to ensuring all employees are respected and valued in carrying out our work for Congress. I encourage you to reflect on the information shared and identify ways in which you can support an inclusive work environment.

A recording of the second session is available at through LOC Learn at this link. CRS staff may view this video until COB on Aug. 19, 2022.

"Generational Diversity" CRS Diversity and Inclusion Presentation, June 15 and 23 – Tuesday Morning Update, June 14, 2022

As a reminder, CRS staff are invited to attend a virtual presentation on "Generational Diversity" with Aimee Sadler, Education and Research Manager with People3, Inc. Ms. Sadler will highlight national data on the workforce population by age group and projected changes during this presentation. She will also discuss the impact of generational diversity on workplace dynamics and provide an overview of the needs, values, styles, and general traits of varying generations.

The event is being offered twice to allow for schedule flexibility. Staff may register here to attend on June 15, 2022, at 10:00 a.m., or June 23, 2022, at 1:00 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Report – Tuesday Morning Update, June 7, 2022

Earlier this month, I announced in the Tuesday Morning Update (TMU) that CRS engaged in a capstone project with the Texas A&M University Bush School of Government and Public Service and I am pleased to share the final report and appendix with staff. This effort was in support of the CRS's Directional Plan initiative, "Support a culture of diversity and inclusion with strategic recruitment and increased awareness."

The capstone project had three objectives: (1) obtain information about pools of job candidates from historically under-represented groups in disciplines related to CRS positions; (2) identify effective mechanisms for recruiting qualified diverse candidates across the generations, including entry-level, mid-career and senior executive-level professionals; and (3) identify effective tools for retaining employees.

The capstone team completed a report which presented recommendations that identified strategies to improve diversity and inclusion among CRS staff. I want to thank the capstone student team, their faculty advisor, and the Diversity and Inclusion Working Group (DIWG) co-chairs and members who advised the students during the project. The DIWG will evaluate the recommendations and prioritize ones for implementation as part of the next CRS Directional Plan.

This effort is in addition to the Library barrier analysis project, which was undertaken to better understand Library demographics and uncover and examine barriers to equal participation at all levels of the workplace. This barrier analysis was presented at a recent Town Hall meeting as shared in the Gazette. A recording of the Town Hall and slides from it are now available.

I welcome your thoughts and any further questions and look forward to hearing from you at director@crs.loc.gov. You may also reach out to DIWG co-chairs, Jessica M. Holbrook or Darnishia T. Pace, with questions about the capstone report or CRS diversity and inclusion initiatives.

Diversity and Inclusion Working Group Update – Tuesday Morning Update, May 3, 2022

The Diversity and Inclusion Working Group (DIWG) continues to work towards fulfilling CRS's Directional Plan initiative, "Support a culture of diversity and inclusion with strategic recruitment and increased awareness." I would like to thank the DIWG for their efforts and feedback in the implementation of the actions for this initiative.

Part of evaluating the effectiveness of CRS efforts includes reviewing changes in workforce demographics. The Library's Office of Equal Employment Opportunity and Diversity Programs (EEODP) shares workforce diversity data from the prior fiscal year via the Library Diversity Dashboard. Using this data, the DIWG has recently focused on comparing the ethnicity and race data for CRS staff in grade levels 1-15 against the Library (excluding CRS) and Federal workforce. Staff can view the data comparisons by clicking [here](#). The CRS and Library data includes permanent and indefinite employees as of Sept. 30 for fiscal years 2019-2021. This data is based on the voluntary self-identification of employees at the time of hire, which can later be updated through the Employee Personal Page. The Federal workforce data was derived from fedscope.opm.gov.

CRS has also engaged in two research projects. The first is a capstone project with the Texas A&M University Bush School of Government and Public Service to conduct research on strategies for enhancing diversity among staff. The second is an internal barrier analysis in collaboration with the Office of the Librarian. The analysis will involve a deep dive into the demographics of the agency to see how it compares to the National Civilian Labor Force (NCLF) and whether each group (race, ethnicity, gender and individuals with disabilities) has opportunities to reach the highest levels of leadership. The Library of Congress recently shared the results of the agency-wide barrier analysis, and as announced in the Gazette, the Librarian convened a Diversity, Equity and Inclusion (DE&I) task force that includes senior leaders from parts of the Library who will take the lead on implementing key initiatives to address barriers identified in this report. I volunteered to be part of this task force as I am committed to advancing the efforts for the Library and CRS. As we move forward, I look forward to sharing more about our progress on these initiatives.

I welcome your thoughts and any further questions, and look forward to hearing from you at director@crs.loc.gov. You may also reach out to Jessica M. Holbrook or Darnishia T. Pace with questions about CRS diversity and inclusion initiatives.

Embracing Allyship – Tuesday Morning Update, Oct. 5, 2021

Thank you to all who attended the "Embracing Allyship" presentations. The program was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group (DIWG) to provide diversity and inclusion training for staff. I want to thank the DIWG for their work in support of these efforts.

We all have a role to play to support an inclusive work environment, and as discussed by the presenter, La'Wana Harris, embracing allyship is one way that we can make an impact. Allyship involves standing up to support others as well as to amplify other's voices or perspectives and usually involves someone within a marginalized group.

La'Wana shared the continuum of allyship, as well as strategies to act as an ally such as to look and listen, reflect and discuss, and support and amplify. I encourage us all to reflect on the strategies we learned and identify ways in which we can support each other by serving as an ally.

The recording will soon be posted on LOC Learn and shared via an all staff email. I encourage staff who were unable to attend to view it and share their feedback via the training evaluation.

Upcoming CRS Diversity and Inclusion Presentation – Tuesday Morning Update, Sep. 21, 2021

As a reminder, CRS staff are invited to attend a virtual presentation on "Embracing Allyship" with La'Wana Harris, Certified Diversity Executive and ICF Credentialed Coach, and affiliated faculty member in Organizational Dynamics at the University of Pennsylvania. La'Wana will share the basic principles of allyship and how it contributes to a diverse and inclusive workforce. She will also present information to help CRS employees become thoughtful and effective allies for advancing diversity, equity and inclusion.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on Sept. 23 at 10:30 a.m. or Sept. 29 at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Contact: Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Working Group Update – Tuesday Morning Update, Sep. 14, 2021

As a reminder, CRS employees interested in joining the CRS Diversity and Inclusion Working Group (DIWG) for fiscal year 2022 can send expressions of interest to co-chairs Jessica M. Holbrook and Darnishia T. Pace by Sept. 17. In addition to work on the CRS Operations Plan initiatives shared by the Director, the DIWG also learned about and supported several CRS and Library D&I initiatives such as:

- Research Portal Accessibility Audit: KSG's Knowledge Management section presented their work on the KSG Research Portal Accessibility Audit, sharing the background of accessibility basics, an overview of the project, findings and next steps, and accessibility resources that staff can use to check their documents for adherence to accessibility guidelines.
- Style Guide Working Group on Ethnic and Racial Terminology: The co-chairs of the Style Guide Working Group on Ethnic and Racial Terminology shared the results of their work to review editorial and policy considerations surrounding the use of racial and ethnic terms in CRS products. See the March 9, 2021 TMU for more information.
- Harvey Mudd College Upward Bound Program: The Library partners with Harvey Mudd College to connect high-school students from underrepresented groups with mentors and expose them to the Library's professional environment. CRS DIWG members supported the mentoring of two high school students, helping them to learn about CRS and the various opportunities available to them by earning a bachelor's degree.
- Women's Forum for Growth and Networking: Organizers for the Library of Congress Professional Association's new group Women's Forum for Growth and Networking shared information about their goals to support women's careers, build networks for the exchange of information and foster a sense of community. All Library staff are invited to attend planning meetings and interested staff can receive notifications about events via their listserv: <https://listserv.loc.gov/cgi-bin/wa?SUBED1=LCPA-WOMENS-FORUM&A=1>.

"Embracing Allyship" Virtual Presentation, Sept. 23 and 29, 2021 – Tuesday Morning Update, Aug. 24, 2021

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Embracing Allyship" with La'Wana Harris, Certified Diversity Executive and ICF Credentialed Coach, and affiliated faculty member in Organizational Dynamics at the University of Pennsylvania. La'Wana will share the basic principles of allyship and how it contributes to a diverse and inclusive workforce. She will also present information to help CRS employees become thoughtful and effective allies for advancing diversity, equity and inclusion.

I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on September 23, 2021, at 10:30 a.m. or September 29, 2021, at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Working Group Update – Tuesday Morning Update, Aug. 17, 2021

Through fiscal year 2021, the CRS Diversity and Inclusion Working Group (DIWG) provided advice, input and feedback to OPS on the diversity and inclusion initiatives outlined in the CRS Directional Plan 2019-2023 and the CRS Operations Plan. The group is pleased to share that the following actions were implemented this year as part of the CRS Operations Plan initiative, "Support a culture of diversity and inclusion with strategic recruitment and increased awareness":

- Recommend, implement, track and evaluate the effectiveness of recruitment methods designed to improve the diversity of applicant pools.
- Recommend communications methods for promoting and supporting awareness of diversity and inclusion and of those approved by the CRS Director, implement at least one per year.
- Develop and deliver at least one diversity and inclusion awareness program or training each year.
- Develop method for gathering feedback from all new hires regarding the recruitment and orientation processes. Implement feedback mechanism and evaluate responses.

Specific updates about the work of the group were shared at the CRS all-staff meeting on April 29, 2021 and the DIWG shared an overview of CRS workforce demographics from FY18, FY19 and FY20 in the TMU.

I would like to recognize the DIWG members Philathea V. Anthony, RSI, Sarah W. Caldwell, DSP; Kellie L. Cochran, LIS; Adrienne L. Fernandes-Alcantara, DSP; Patrice M. George, DIR; Lena A. Gomez, RSI; Claudia Guidi, PUB; Jessica M. Holbrook, OPS; Jane A. Leggett, RSI; Carrie N. Lyons, FDT; Darnishia T. Pace, OPS; Barbara J. Perkins, LIS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Rosslyn S. Richardson, DIR; Gary Sidor, KSG; Maureen Taft-Morales, FDT; Barbara Salazar Torreón, FDT; Linda Tsang, ALD; M. Angeles Villarreal, FDT; and Colin Willett, FDT for their work.

The efforts of the DIWG will continue into fiscal year 2022, guided by the goals of the CRS Diversity and Inclusion Strategy and specific initiatives in the Operations Plan. Supporting a diverse workforce and inclusive work environment is important for CRS to achieve its mission. Each person's unique talents, experiences and characteristics help improve CRS operations and broaden the range of perspectives as we work together to inform the policy issues before Congress.

I encourage additional CRS employees to become involved in these important efforts. Employees interested in serving on the DIWG for fiscal year 2022 can send expressions of interest to co-chairs Jessica M. Holbrook and Darnishia T. Pace by Sept. 17.

Diversity and Inclusion Training – Tuesday Morning Update, June 15, 2021

As a reminder, CRS staff are encouraged to attend the "Anti-Harassment Training for Library Staff," provided by Katie Noethe, Supervisory Equal Employment Specialist with the Library's Equal Employment Opportunity and Diversity Programs Office.

The training will include an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1 and resources available to staff who wish to report an incident of harassment.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on June 24, 2021, at 10:30 a.m. or June 30, 2021, at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Anti-Harassment Training for Library Staff – Tuesday Morning Update, June 8, 2021

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to “Anti-Harassment Training for Library Staff.” This will be provided by Katie Noethe, Supervisory Equal Employment Specialist with the Library's Equal Employment Opportunity and Diversity Programs Office. The training will include an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1 and resources available to staff who wish to report an incident of harassment.

As I have shared, supporting diversity and inclusion is a top priority for me and is an important part of the Service’s strategic goals. This training was offered for CRS staff in December 2019 and was well-received based on the evaluations. Staff also recommended that we offer it periodically, and I strongly encourage you to attend as a refresher or to increase your awareness of the roles and processes outlined in the Library's Directive.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on June 24, 2021, at 10:30 a.m., or June 30, 2021, at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials prior to the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Working Group (DIWG) Update on Workforce Statistics and Improvement – Tuesday Morning Update, May 25, 2021

The Diversity and Inclusion Working Group (DIWG) continues to work towards fulfilling CRS's Directional Plan initiative, "Support a culture of diversity and inclusion with strategic recruitment and increased awareness." One of the specific actions related to this initiative is to "Recommend, implement, track and evaluate the effectiveness of recruitment methods designed to improve the diversity of applicant pools." Part of evaluating the effectiveness of CRS recruitment methods includes reviewing changes in workforce demographics.

The Library's Office of Equal Employment Opportunity and Diversity Programs (EEODP) shares workforce diversity data from the prior fiscal year via the Library Diversity Dashboard. In addition, the DIWG has recently focused on comparing the ethnicity and race data for CRS staff in grade levels 1-15 against the Library (excluding CRS) and Federal workforce. Staff can view the data comparisons by clicking [here](#).

The CRS and Library data includes permanent and indefinite employees as of Sept. 30 for fiscal years 2018-2020. This data is based on the voluntary self-identification of employees at the time of hire, which can later be updated through the Employee Personal Page. The Federal workforce data was derived from fedscope.opm.gov.

CRS is committed to continuing the review of workforce data to inform its recruitment methods and activities. CRS attends numerous recruitment events like career fairs and information sessions with various organizations to share and discuss CRS career opportunities. Per the Library's Merit Selection Plan, CRS also develops recruitment plans specific to a position that includes outreach to potential applicants from underrepresented groups. Examples of FY21 recruitment events and sources were shared at the April 29 all-staff meeting and can be reviewed [here](#). Staff may provide additional suggestions for events or sources for recruitment to Jessica M. Holbrook or Darnishia T. Pace.

Microaggressions Training – Tuesday Morning Update, April 13, 2021

Thank you to those who attended the diversity and inclusion program, "Microaggressions in Everyday Life." The program was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group (DIWG) to provide diversity and inclusion training for staff. I want to thank the DIWG for their work in support of these efforts.

We all have a role to play to support an inclusive work environment, and training like this is critical to that endeavor. As discussed by the presenter, Dr. Derald Wing Sue, microaggressions are brief, everyday exchanges that send denigrating messages to marginalized groups.

Microaggressions may be intentional or unintentional; however, I encourage us to reflect on our implicit biases and work together to make the "invisible" visible by raising awareness about and addressing microaggressions.

The presentation slides and a toolkit for suggestions about how to leverage microinterventions to disarm and neutralize them are listed below:

- Presentation Slides

- Microintervention Toolkit

An inclusive environment is important to our health, morale and productivity, and helps further our multidisciplinary collaboration in our service to Congress. If you feel anxious or experience distress as a result of microaggressions, the Library's Employee Assistance Program resources and services are available to you at no cost and are confidential. They include no-cost counseling and referral services.

A recording of the second session is available through LOC Learn with the password Pw?EsE?7.

CRS staff may view this video until the close of business on May 7, 2021 and share feedback about it here:

<https://www.surveymonkey.com/r/XXSWTDF>.

Diversity and Inclusion Training – Tuesday Morning Update, April 6, 2021

As a reminder, CRS staff are encouraged to attend the virtual presentation, "Microaggressions in Everyday Life," presented by Dr. Derald Wing Sue, Ph.D., co-founder and first president of the Asian American Psychological Association and Professor of Psychology and Education at Teachers College, Columbia University.

Staff may register here to attend the final session on April 7, 2021, at 1:30 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Training – Tuesday Morning Update, March 23, 2021

As a reminder, CRS staff are encouraged to attend the virtual presentation, "Microaggressions in Everyday Life: Making the 'Invisible' Visible," presented by Dr. Derald Wing Sue, Ph.D., co-founder and first president of the Asian American Psychological Association and Professor of Psychology and Education at Teachers College, Columbia University.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on March 24 at 10 a.m. or April 7 at 1:30 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Training – Tuesday Morning Update, March 16, 2021

As a reminder, CRS staff are encouraged to attend the virtual presentation, "Microaggressions in Everyday Life: Making the 'Invisible' Visible," presented by Dr. Derald Wing Sue, Ph.D., co-founder and first president of the Asian American Psychological Association and Professor of Psychology and Education at Teachers College, Columbia University.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on March 24 at 10 a.m. or April 7 at 1:30 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Upcoming CRS Diversity and Inclusion Presentation – Tuesday Morning Update, March 9, 2021

As a reminder, CRS staff are invited to attend a virtual presentation on "Embracing Allyship" with La'Wana Harris, Certified Diversity Executive and ICF Credentialed Coach, and affiliated faculty member in Organizational Dynamics at the University of Pennsylvania. La'Wana will share the basic principles of allyship and how it contributes to a diverse and inclusive workforce. She will also present information to help CRS employees become thoughtful and effective allies for advancing diversity, equity and inclusion.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on Sept. 23 at 10:30 a.m. or Sept. 29 at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Contact: Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Workforce Training Online – Tuesday Morning Update, Dec. 15, 2020

Thank you those who attended the diversity and inclusion program "Connecting with Respect." This was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group to provide diversity and inclusion training for staff.

We all have a role to play to help support an inclusive work environment and training like this is critical to that endeavor. As the presenter, Paul Meshanko, discussed, respect is a foundational component of inclusion, which is one of the CRS guiding principles and a high priority of mine. Respectful interactions are important to our health, morale, and productivity, and help further our multidisciplinary collaboration in our service to Congress.

Please engage with other people in ways that show genuine respect, especially in the virtual work environment. Meshanko's 12 Rules for Respect in the presentation handout and the results of the poll questions below outline some tips for showing respect:

Session 1

Session 2

A recording of the first session is available at the link, <https://vimeo.com/488249937>, with the password LOC*CRS@2020. CRS staff may view this video until COB on January 11, 2021 and provide feedback about it here: <https://www.surveymonkey.com/r/Z862CTL>

Diversity and Inclusion Working Group Update – Tuesday Morning Update, Dec. 8, 2020

The CRS Diversity and Inclusion Working Group (DIWG) kicked off FY2021 with its first meeting in October. The group consists of the following new and continuing members:

Philathea Anthony, RSI; Sarah W. Caldwell, DSP; Kellie Cochran, LIS; Adrienne Fernandes-Alcantara, DSP; Patrice M. George, DIR; Lena Gomez, RSI; Claudia Guidi, PUB; Molly Higgins, KSG; Jessica M. Holbrook, OPS; Jane A. Leggett, RSI; Carrie N. Lyons, COU; Darnishia T. Pace, OPS; Barbara Perkins, LIS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Rosslyn S. Richardson, DIR; Gary Sidor, KSG; Maureen Taft-Morales, FDT; Barbara Torreon, FDT; Linda Tsang, ALD; M. Angeles Villarreal, FDT; and Colin Willett, FDT.

The role of the DIWG is to provide advice, input, and feedback to the Office of Administrative Operations on diversity and inclusion initiatives as outlined in the CRS Directional Plan 2019-2023 and CRS Operations Plan. For FY2021, the DIWG is focused on supporting the CRS initiative to support a culture of diversity and inclusion with strategic recruitment and increased awareness. This initiative consists of four specific areas of action:

- Recommend, implement, track and evaluate the effectiveness of recruitment methods designed to improve the diversity of applicant pools.
- Recommend communications methods for promoting and supporting awareness of diversity and inclusion, and of those approved by the CRS Director, implementing at least one per year.
- Develop and deliver at least one diversity and inclusion awareness program or training each year.
- Develop method for gathering feedback from all new hires regarding the recruitment and orientation processes. Implement feedback mechanism and evaluate responses.

As part of its efforts, the DIWG encourages CRS staff to attend the upcoming training, "Connecting with Respect." The first session took place on Dec. 2 and staff can still register for the session on Dec. 9 at 2 pm here. The presentation will feature Paul Meshanko, diversity and inclusion author and speaker, who will discuss what respect should look and feel like within the workplace. He will also identify how the brain reacts to disrespectful behaviors that damage morale and productivity, and explore how cultivating an attitude of curiosity can help promote a respectful and inclusive workplace.

Staff who have ideas or suggestions for the DIWG to consider may reach out to any of the DIWG members. Questions about the DIWG can be sent to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Training – Tuesday Morning Update, Nov. 17, 2020

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Connecting with Respect" with diversity and inclusion author and speaker, Paul Meshanko. Paul will discuss what respect should look and feel like within the workplace. He will also identify how the brain reacts to disrespectful behaviors that damage morale and productivity, and explore how cultivating an attitude of curiosity can help promote a respectful and inclusive workplace.

Supporting diversity and inclusion is a top priority for me and the Service. I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment. To allow for scheduling flexibility, the event is being offered twice and staff may register here to attend on December 2 at 10 a.m. or December 9 at 2 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Diversity and Inclusion Working Group – Tuesday Morning Update, Sep. 1, 2020

Through fiscal year 2020, the CRS Diversity and Inclusion Working Group (DIWG) provided advice, input, and feedback to OPS on the diversity and inclusion initiatives outlined in the CRS Directional Plan 2019-2023 and the CRS Operations Plan. The group is pleased to share that the following recommendations were implemented this year as part of the CRS Operations Plan:

- Planned and conducted diversity and inclusion-related training for all staff and supervisors
- Developed a communications plan for a regular diversity and inclusion feature in TMU
- Incorporated information about CRS's diversity and inclusion strategy into its New Employee Orientation
- Trained and leveraged CRS experts in recruitment activities
- Continued to use the Student Diversity Internship Program
- Collected and incorporated feedback from CRS staff on its recruitment and onboarding processes

I would like to recognize the DIWG members Sarah W. Caldwell, DSP; Patrice M. George, DIR; Lena A. Gomez, RSI; Molly Higgins, KSG; Jessica M. Holbrook, OPS; Jane A. Leggett, RSI; Carrie N. Lyons, FDT; Darnishia T. Pace, OPS; Kevin C. Pinckney, COU; Oreon W. Pinkston, LIS and CREA representative; Rosslyn S. Richardson, DIR; Gary Sidor, KSG; Maureen Taft-Morales, FDT; Lorraine H. Tong, DIR; M. Angeles Villarreal, FDT; and Tamera L. Wells-Lee, PUB for their work.

The efforts of the DIWG will continue into fiscal 2021 guided by the goals of the CRS Diversity and Inclusion Strategy and specific initiatives in the Operations Plan such as recruitment, training, communications and staff feedback. CRS supports a broad interpretation of diversity that considers attributes beyond what one can see on the surface and leverages the diverse experiences, backgrounds and talents of all its staff. It is critical that we at CRS foster a culture of inclusion, support a diverse and inclusive workforce, and recruit and retain a diverse workforce.

I want to encourage additional CRS employees to become involved in these important efforts. Employees interested in serving on the DIWG for fiscal 2021 can send expressions of interest to co-chairs Jessica M. Holbrook and Darnishia T. Pace by Sept. 18.

Ross Video Posted on Insider – Tuesday Morning Update, Nov. 19, 2019

A video of the event, "Understanding Everyday Bias," presented by Howard J. Ross, has been posted on the Insider.

On Sept. 17, CRS hosted Ross, a nationally renowned diversity and inclusion expert and author, for a presentation on unconscious bias. The event, which was arranged to support CRS's strategic goal of supporting a culture of diversity and inclusion, was attended by approximately 140 CRS staff members. Ross used science, anecdotes and visual aids to explain how hidden biases affect organizations and to help us understand how unconscious bias impacts our day-to-day lives, inspiring all of us to reflect on our own biases. He discussed how bias functions in the brain and shapes our perception of reality, and sought to help participants recognize the negative impacts of bias on our first impressions of other people, our interactions with them and the decisions we make.

The video can be accessed here:

A Q&A on Merit Selection Plans – Tuesday Morning Update, Sep. 17, 2019

The CRS Diversity and Inclusion Strategy led to the formation of the Workplace Inclusion working group and the Diversity Recruitment and Retention working group, and each were tasked with specified objectives. As a first step, the Diversity Recruitment and Retention working group thought it was important for staff to understand the provisions of the Merit Selection Plans that govern competitive hiring at the Library of Congress. The goal of this Q&A is to highlight Merit Selection Plan provisions, including those that seek to promote diversity and a better understanding of the merit selection process. Read the article.

Diversity Recruitment and Retention Working Group: A Q&A on Merit Selection Plans – CRS Insider – Sep. 17, 2019

The CRS Diversity and Inclusion Strategy led to the formation of the Workplace Inclusion working group and the Diversity Recruitment and Retention working group, and each was tasked with specified objectives. As a first step, the Diversity Recruitment and Retention working group thought it was important for staff to understand the provisions of the Merit Selection Plans that govern competitive hiring at the Library of Congress. The goal of this Q&A is to highlight Merit Selection Plan provisions, including those that seek to promote diversity, and a better understanding of the merit selection process.

What are the Library of Congress Merit Selection Plans (MSPs) and what are their purposes?

Merit selection refers to filling vacancies through a competitive process, in which “all selections shall be made solely on the basis of merit, fitness and qualifications and without regard to political, religious or labor organization affiliation or non-affiliation, marital status, race, color, gender, sexual orientation, national origin, non-disqualifying physical disability, age or other non-merit factor. Consideration for selection shall be based on job-related competencies/knowledge, skills and abilities (KSAs).”

There are two MSPs: one for employees at GS-15 and below—as well as CRS bargaining unit senior level (SL) employees—and a second one for SL employees (other than CRS bargaining unit SL employees). The MSPs provide the procedures used to fill all vacancies through merit selection of qualified candidates in accordance with Library policy.

LCD 9-420.1.1 Purpose and Applicability, LCD 9-420.1.3 Policy, LCD 9-1610.1.1 Purpose and Applicability, and LCD 9-1610.1.3 Policy.

Who is responsible for carrying out the MSPs?

The Librarian of Congress, the Chief Operating Officer, the Chief Human Capital Officer, the heads of all Service Units, as well as selecting officials and all other managers, supervisors and panel members are responsible and accountable for ensuring that the provisions of the MSPs are applied consistently and equitably, thereby demonstrating commitment to and support for merit selection principles, policies and practices.

The CRS Office of Administrative Operations and the CRS Office of the Counselor to the Director oversee the management of the MSPs within CRS.

LCD 9-420.1.6 Responsibilities and LCD 9-1610.1.6 Responsibilities.

What are the objectives of the MSPs?

The objectives of the MSPs are to:

- acquire a highly-qualified workforce through the selection of best-qualified candidates,
- ensure that all applicants for merit selection and promotion are treated equitably and fairly,
- refer highly qualified, diverse interview pools for all vacancies, and
- provide incentive for employees to develop their competencies/KSAs in order to advance to maximum realization of their career potential within the framework of the jobs needed to carry out the Library’s mission.

LCD 9-420.1.4 Objectives and LCD 9-1610.1.4 Objectives

When does the applicability of the MSPs begin?

The MSPs govern the recruitment and selection process and guide all activities related to the hiring process, such as job analysis; the vacancy announcement; creation of a recruitment plan; and the application, screening and selection procedures.

LCD 9-420.1.8 Recruitment and Selection Process and LCD 9-1610.1.8 Recruitment and Selection Process

How structured and strict are the procedures and standards in the MSPs? Is there any freedom to bypass some standards?

There is no freedom to diverge from the MSPs. While there are some steps at which those in official roles have some subjective authority, such as establishing cutoff thresholds for potential interview candidates, no decisions to subvert the substantive objectives of the merit selection process can be made at any level.

LCD 9-420.1.8 Recruitment and Selection Process and LCD 9-1610.1.8 Recruitment and Selection Process

What is the importance of job analysis in the MSPs?

Job analysis is very important to the Library of Congress hiring process. In the context of the MSPs, it establishes the job-relatedness of the selection process by determining the competencies/KSAs necessary to perform the job based upon its duties and responsibilities. The process also includes developing rating instruments to measure the competency/KSA proficiency levels necessary to perform the duties of the position.

LCD 9-420.1.8.2. Job Analysis Procedures and LCD 9-1610.1.8.2. Job Analysis Procedures

Do the MSPs promote diversity?

Yes—the MSPs promote diversity. As stated above, an objective of the MSPs is to refer highly qualified, diverse interview pools for all vacancies. Selection policies and procedures of the MSPs must also be consistently applied and promote fairness, diversity and integrity.

Prior to posting a vacancy, a recruitment plan is developed that includes internal and external recruitment sources designed to attract qualified applicants to the vacancy, including members of under-represented groups. The Library conducts diversity analyses at various stages of the merit selection process, to 1) aid service units in the development of recruitment plans, 2) inform service units of the degree to which there is diversity within the applicant pool, and 3) determine the effectiveness of recruitment plans for delivering qualified, diverse applicant pools for future vacancies.

The MSPs also provide that every reasonable effort shall be made to ensure that hiring panels reflect the diversity of the Library's workforce by including men, women, minorities and persons with disabilities, who are performing, have performed or are very knowledgeable of the responsibilities and tasks of the position being filled and who are at or are above the grade level of that position.

LCD 9-420.1.3 Policy, LCD 9-420.1.13 Diversity Analysis, LCD 9-420.1.8.1.4.3 Recruitment and Selection Process, LCD 9-1610.1.3 Policy, LCD 9-1610.1.12 Diversity Analysis, and LCD 9-1610.1.8 Recruitment and Selection Process

Is there a Library of Congress regulation for the MSPs?

Yes; both MSPs are designed to implement the policy stated in LCR 9-110. Merit Selection and Employment.

Where can the Library's MSPs be found?

The MSP for employees at GS-15 and below (as well as CRS bargaining unit SL employees) can be found at: LCD 9-420.1. The MSP for other SL employees can be found at: LCD 9-1610.1

Who can I contact in CRS to find out more about the MSPs?

You can contact staff in the Workforce Planning and Staffing Section of the Office of Administrative Operations or the Office of the Counselor to the Director.

Howard Ross Event and Executive Leadership Diversity Training – Tuesday Morning Update, Sep. 14, 2019

Thank you to everyone who attended the event, “Understanding Everyday Bias,” with Howard Ross last Tuesday. The event was very well attended—more than 100 of you participated in person, and almost 40 joined via Skype. We are grateful to Howard Ross for leading a thoughtful and productive discussion, and I look forward to hearing your feedback on the event as well as continuing to discuss ways to support diversity and inclusion at CRS. A video of the event will be shared in the near future.

On the same day, Librarian of Congress Carla Hayden convened the Library’s executive leadership for an all-day diversity training, which I attended with Deputy Director T.J. Halstead. I look forward to sharing more about that training in an upcoming piece on the Insider.

Discussion: Understanding Everyday Bias, Sept. 17 – Tuesday Morning Update, Aug. 27, 2019

I am pleased to announce that nationally renowned diversity expert and author, Howard Ross, will be at CRS to give a presentation, "Understanding Everyday Bias," Tuesday, Sept. 17, 10-11:30 a.m., in CWC, Rooms B&C.

I've made it a priority to support training related to our strategic goal of supporting a culture of diversity and inclusion. As part of that effort, we invited Mr. Ross to speak to staff about unconscious bias and to offer a refresher for managers and staff who attended a similar CRS event in 2016.

I strongly encourage you to register for the event as soon as possible. Space is limited due to room capacity. The Library has also scheduled an all-day executive leadership diversity training with Librarian of Congress Carla Hayden for Sept. 17, which I will attend with Deputy Director T.J. Halstead.

I look forward to hearing your feedback on the Howard Ross event and will share more about our own diversity training in the coming months.

Last Week's All-Staff Meetings – Tuesday Morning Update, Feb. 12, 2019

Thank you to all those who attended our all-staff meetings last Tuesday and Wednesday. We had a great turnout both in-person and via Skype. I appreciated your questions, comments and feedback.

At the meetings, we discussed the results of the Federal Employee Viewpoint Survey (FEVS), the current status of the Directional Plan and follow-up from the New Member Seminar. The Directional Planning effort, FEVS, and our conversation at the all-staff meetings are part of a larger dialogue about CRS and where we are going as an organization, and I greatly appreciate your thoughtful and high degree of engagement. More than 130 CRS staff served on the Directional Plan Working Groups and nearly two-thirds of CRS staff participated in FEVS! As the process continues, further comments, questions and ideas are welcomed and can be provided to supervisors or me directly via the Director's Idea Box.

Several of the questions at the all-staff meetings related to our work on diversity and inclusion. This is a top priority for me and for the Service. A key initiative in our Directional Plan is to "Support a culture of diversity and inclusion with strategic recruitment and increased awareness." To inform our efforts, Nancy Warrick, head, Workforce Planning and Staffing Section, OPS and Linda Louise Riley, program specialist, OPS, are leading working groups to develop recommendations and evaluate how other organizations are approaching important issues like inclusion and recruitment. Additionally, CRS is represented on the Library's Diversity and Inclusion Working Group, which will inform our efforts at the service unit level. The success of these efforts will require a Service-wide commitment and I look forward to sharing more detailed plans as these groups report their findings and the Service implements their approved recommendations.

Diversity and Inclusion Working Groups – Tuesday Morning Update, May 20, 2018

As I announced in the Aug. 29 TMU, the Office of Administrative Operations (OPS) was tasked with overseeing two working groups to focus on specified objectives relating to workplace inclusion and diversity recruitment and retention. In order to leverage their unique backgrounds, members held a joint “meet and greet” kick-off meeting, where they each shared information about their personal and/or professional backgrounds that might be used to contribute to CRS’s Diversity and Inclusion Strategy. I have been told that this was a very productive meeting that set the stage for full participation from all parties.

Members of the respective groups identified potential actionable items for each group's assigned objectives. The groups' recommendations and others are currently under review by CRS management, and we are optimistic about their potential to broaden the reach of CRS's diversity and inclusion activities.

I look forward to sharing more details regarding their recommendations and identifying ways to also integrate their work into CRS's directional plan.

Diversity and Inclusion Advisory Group – Tuesday Morning Update, Aug. 29, 2017

I established the Diversity and Inclusion Advisory Group earlier this year to review and assist with goals and objectives for a CRS Diversity and Inclusion Plan. The group recently concluded its work and submitted a proposal to me; the plan defines diversity and inclusion, underscores their importance to our organization and offers strategies for moving forward.

I want to thank the members of the Advisory Group for their hard work and dedication. The group was led by Nancy Warrick, OPS. She was joined by Tiaji J. Salaam-Blyther, FDT; Patricia June Case, CIP; Julius C. Jefferson, FDT; Carrie N. Lyons, ALD; Michael F. Martin, FDT; Jaclyn D. Petruzzelli, G&F; Lorraine H. Tong, DIR; and Hope Hanner-Bailey and Linda Riley of OPS. Their recommendations form the basis of a final report, Diversity and Inclusion Strategy.

Going forward, I've asked the Office of Administrative Operations (OPS) to oversee two advisory working groups to focus on 1) workplace inclusion and 2) recruitment and retention. I'm looking forward to receiving recommendations for actionable steps that CRS can take to reinforce a fair and respectful workplace for all employees in a manner consistent with Library of Congress directives and regulations.

CRS supports a broad interpretation of diversity that considers attributes beyond what one can see on the surface and leverages the diverse experiences, backgrounds, and talents of all its staff. It's important that we at CRS foster a culture of inclusion, support a diverse and inclusive workforce, and recruit and retain a diverse workforce.

CRS Diversity and Inclusion Plan Advisory Group – Tuesday Morning Update, Nov. 29, 2016

The Office of Workforce Management and Development (WRK) is seeking CRS employees to serve on an advisory group to review and assist in implementation of a CRS Diversity and Inclusion plan.

CRS is committed to attracting and engaging a diverse workforce and to ensuring a work culture that is respectful and inclusive of all employees. This working group would be tasked with reviewing and making recommendations to improve upon existing efforts, comment on draft initiatives, and promote diversity and inclusion efforts of the organization. Members would also be called upon to assist in implementing the final plan, as well as assessing and measuring outcomes.

This advisory group is open to all CRS employees. If you would like to be considered for a place in this advisory group, please send an expression of interest to Nancy Lynne Warrick in WRK, no later than Dec. 9th, 2016.

Brainstorm to Support Diversity and Inclusion Strategy, June 21, 29 – Tuesday Morning Update, June 7, 2016

Staff are invited to brainstorm ideas as we develop CRS's Diversity and Inclusion Strategy. WRK will lead brainstorming sessions to solicit thoughts and suggestions to enhance diversity and inclusion efforts around staff recruitment, engagement and awareness.

These sessions will build upon insights gleaned from recent discussions on unconscious biases, and create opportunity for staff to provide their best thinking on how CRS can ensure an inclusive and engaging work environment.

Brainstorming sessions will be held:

- June 21, 10-11, LM-208 (WRK conference room)
- June 29, 10-11, LM-208 (WRK conference room)

Email Hope Hanner-Bailey by June 14 to sign up.

Contact: Hope Hanner-Bailey

**Changing the Narrative on Diversity and Inclusion: Discovering Your Unconscious Bias,
May 19 – Tuesday Morning Update, May 11, 2016**

As previously announced, CRS is developing a corporate strategy to identify proactive steps to further foster a diverse and inclusive work environment in which staff feel valued and supported. Progress toward this objective is already underway.

Last month CRS senior leadership and supervisors attended sessions on discovering one's unconscious biases, a trending topic that is critically linked to diverse, respectful and inclusive workplaces. On May 19 from 2 to 3:30 p.m. in Room LM-222 B&C, the same session will be available to all CRS staff. The session will heighten awareness of diversity and inclusion and demonstrate how one's unconscious biases impact working lives and daily decisions. This insight will help strengthen individual contributions toward supporting a culture of varying talents, perspectives and experiences.

Roberto Salazar, a diversity and inclusion expert with the Library's Office of Equal Employment Opportunity and Diversity Programs, will facilitate the session. Roberto will share thought provoking clips from Howard Ross, a global diversity and inclusion author and speaker, and encourage you to reflect on your unconscious biases or those that you have observed.

The Office of Workforce Management and Development is pleased to offer this session and looks forward to your attendance.

To RSVP for this session, contact Cynthia Kirby. For questions and more information, contact Hope Hanner-Bailey.

Diversity and Inclusion Strategy – Tuesday Morning Update, March 29, 2016

In the CRS Strategic Plan (PDF), we resolved to “Develop a corporate diversity and inclusion strategy to support a culture of opportunity” (Action Item 2.3.3). I am pleased to announce the launch of this initiative.

I believe that diversity and inclusion – not only in race, age and gender, but in talents, perspectives and experiences – strengthen our work for Congress and contribute to a culture in which everyone can feel valued and supported.

The Office of Workforce Management and Development (WRK) will lead the effort to develop our diversity and inclusion strategy. While the traditional approach to diversity has focused on targeted recruitment, we will expand our focus to include awareness, and leadership and staff engagement as well. All are critical for this strategy to be effective.

Embracing diversity and inclusion is an important focus for CRS, and I am eager to enlist the ideas of our talented staff. One of the first steps in this effort will be to engage senior leadership and supervisors in facilitated discussions on leading a diverse and inclusive workforce. At the same time, we will also conduct focus groups with staff across the Service to gain input and insight as we consider specific objectives and action items.

Your input is critical to the success of this initiative. As opportunities arise, I urge you to contribute your thoughts and ideas.

CRS All Staff Meeting – April 29, 2021



DIVERSITY AND INCLUSION WORKING GROUP (DIWG)

Jessica M. Holbrook, Head, Workforce Management Section
Darnishia T. Pace, Human Capital Program Manager

April 29, 2021

Diversity and Inclusion Working Group (DIWG)

Provides advice and constructive input and feedback on implementation strategies that support the CRS Directional and Operations Plan.

Initiative 2.1.1, *Support a culture of diversity and inclusion with strategic recruitment and increased awareness*

Diversity¹

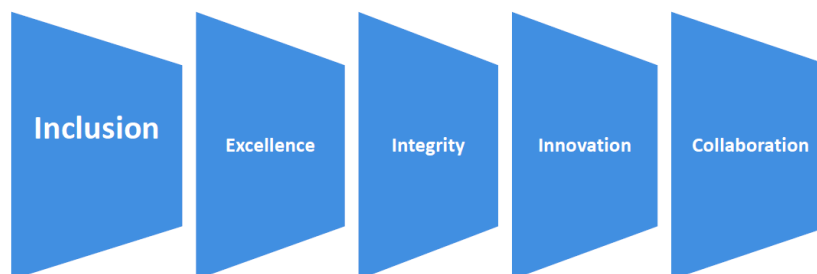
A collection of individual attributes that can be leveraged to help organizations pursue their objectives efficiently and effectively.

- These attributes include but are not limited to, national origin, language, race, disability, ethnicity, gender, age, religion, sexual orientation, gender identify, socioeconomic status, veteran status, parental status, and family structure.

¹ The definitions of “diversity” and “inclusion” are replicated from the U.S. Office of Personnel Management’s definition of these terms.

Inclusion¹

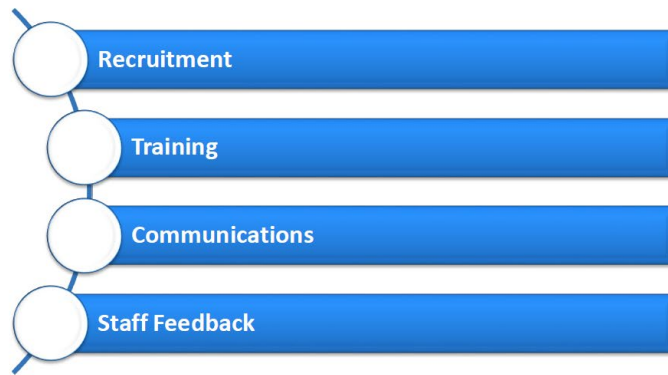
An aspect of workplace culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; and leverages diversity throughout the organization so that all individuals are appreciated and able to apply their full potential.



¹ The definitions of “diversity” and “inclusion” are replicated from the U.S. Office of Personnel Management’s definition of these terms.

Diversity and Inclusion Priority Areas

FY 2019 – 2023 priority areas as outlined in the CRS Operations Plan.



Examples of FY21 Diverse Recruitment Sources

General Contacts

- African American Federal Executives Association, Inc.
- Asian American Government Executives
- Congressional Hispanic Caucus Institute Alumni
- Federally Employed Women
- National Association of Hispanic Federal Executives

Congressional Caucuses/Associations

- Armenian Staff Association
- ASPA Latino Caucus
- Black Republican Congressional Staff Association
- Congressional African Staff Association (CASA)
- Congressional Asian Pacific American Caucus

Subject-Specific Groups

- American Society of Hispanic Economists
- Chicanos/Hispanics and Native Americans in Science
- American Indian Science and Engineering Society
- Society of Asian Scientist and Engineers
- National Conference of Black Political Scientists
- Association of Women in International Trade
- Society of Asian Scientist and Engineers
- Hispanic Bar Association of the District of Columbia
- National Native American Bar Association
- ALA Office of Diversity
- American Indian Library Association

FY21 Recruitment Events

COLLEGES/UNIVERSITIES

- GLAM Career Fair for Government, Library, Archives and Museum Employers*
- Florida State University Government and Social Services Career Fair
- Amherst College & Williams College Diversity Career Day
- University of Texas Virtual Legislative & Government Affairs Job and Internship Fair
- UNC End of Year Semester Fair
- Florida A&M University Spring 2021 Career Fair
- DC/Baltimore Public Service Recruitment Fair*
- Alabama A&M University Career Fair, STEM
- University of Texas at El Paso Career Fair
- Carnegie Mellon University Intel and Government Career Fair*
- Harvard University Black Student Association Diversity Career Expo
- Georgetown University Government & Non-Profit Career Fair*
- Harris-Stowe University Career Fair
- Howard University Spring 2021 Virtual All Majors Careers Fair

*included participants from multiple organizations

COLLEGES/UNIVERSITIES, Cont.

- University of Southern California Price Spring Career Fair
- SEC ACC Virtual Career Fair*
- University of District of Columbia Jobs and Internships Virtual Fair
- Hispanic Serving Institutions Career Collaborative Summit Expo*

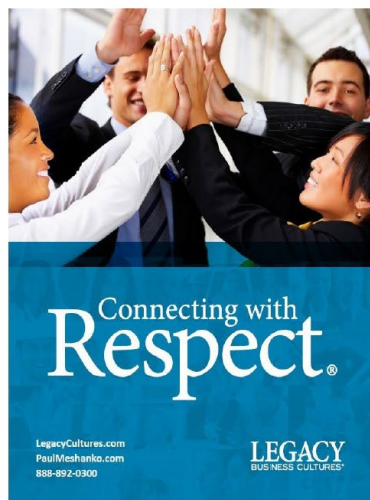
CONFERENCES

- National Science Policy Symposium
- American Library Association Midwinter Virtual Open House/Job Fair
- 2021 Sadie T.M. Alexander Conference for Economics & Related Fields
- American Association for the Advancement of Science Annual Meeting

CRS INFORMATION SESSIONS

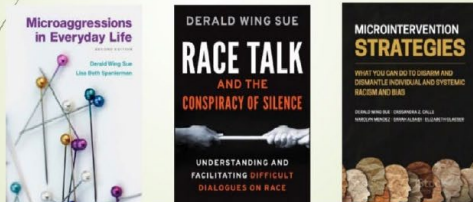
- Colorado School of Mines Information Session
- Tuskegee University Information Session
- Virginia State University Information Session

FY21 CRS-Sponsored Training



Microaggressions: Manifestation, Dynamics, Impact and Solutions

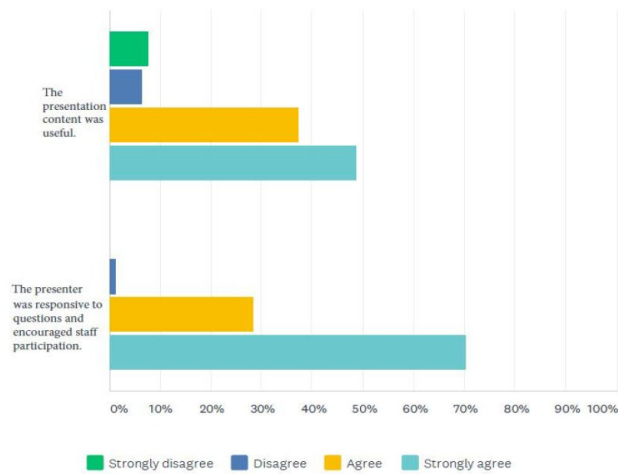
Presented to
Library of Congress, Congressional Research Service
April 7, 2021
By
Derald Wing Sue, Ph.D.
Teachers College, Columbia University



Connecting with Respect Survey Results

Q3 How strongly do you agree or disagree with the following statements?

Answered: 81 Skipped: 0

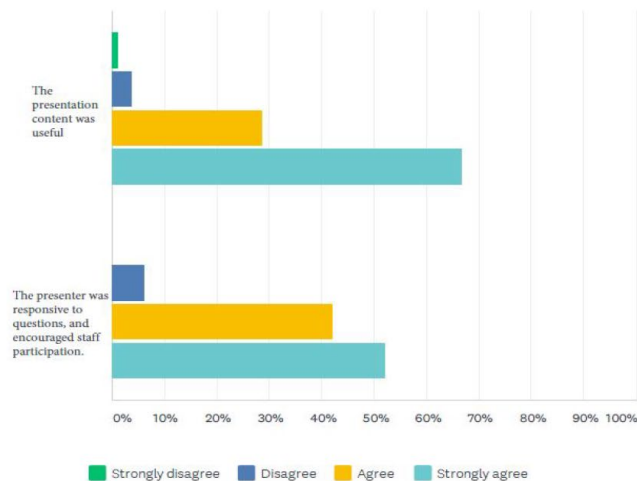


 CRS-32

Microaggressions in Everyday Life Survey Results

Q3 How strongly do you agree or disagree with the following statements?

Answered: 105 Skipped: 0



 CRS-33

Communication

- CRS New Employee Orientation (NEO)
- Tuesday Morning Update (TMU)
- All-staff emails and meetings

Staff Feedback

- Gather feedback from new employees about CRS recruitment and orientation processes.
- Integrate feedback into CRS New Employee Orientation.

Diversity and Inclusion Working Group Members



Anthony Caldwell	Philathea, RSI
Cochran	Sarah, DSP
Fernandes-Alcantara	Kellie, LIS
George	Adrienne, DSP
Gomez	Patrice, DIR
Guidi	Lena, RSI
Holbrook	Claudia, PUB
Leggett	Jessica, OPS
Lyons	Jane, RSI
Pace	Carrie, COU
Perkins	Darnishia, OPS
Pinckney	Barbara, LIS
Pinkston	Kevin, COU
Richardson	Oreon, LIS
Sidor	Rosslyn, DIR
Taft-Morales	Gary, KSG
Torreon	Maureen, FDT
Tsang	Barbara, FDT
Villarreal	Linda, ALD
Willett	Angeles, FDT
	Colin, FDT

Resources

CRS D&I Training:

- “Microaggressions in Everyday Life” Video and Materials:
<http://collaboration.crsdomain.loc.gov/tmu/Pages/20210413.aspx>
- “Connecting with Respect” Materials:
<http://collaboration.crsdomain.loc.gov/tmu/Pages/20201215.aspx>
- “Unconscious Bias” Video:
<http://collaboration.crsdomain.loc.gov/tmu/Pages/20191126.aspx>

Resources

Library-wide D&I Training:

- [Anti-Harassment Training for All Staff](#) (LCEEODP200)
May 26 from 2-3 p.m.
- [ADR and Conflict Resolution Training for All Staff](#) (LCOIC1081)
June 2 from 10-11 am
- LOC Learn Online Training
 - [Diversity and Inclusiveness – 1st edition](#)
 - [Diversity and Inclusiveness – 2nd edition](#)
 - [Diversity and Inclusiveness – 3rd edition](#)

A Conversation with Director Mary Mazanec About Unconscious Bias

You recently attended an all-day training with senior leaders from across the Library. Tell us about that.

It was a productive day—seven hours. There was a lot of dialogue between the facilitator and the people attending or participating, and it was divided into two parts. The morning focused on identifying, describing and defining unconscious bias, and, in the afternoon, the focus shifted to a discussion about what to do when you see unconscious bias—do you react, do you intervene on the spot, or do you intervene later and take an individual aside?

The facilitator also provided objective information about what researchers have studied and their conclusions. So that was interesting. Overall, the focus of the day was to raise awareness—and to create a team building activity for the senior leadership of the Library.

Did you have any "aha" moments you'd like staff to know about?

I think what struck me were the different and sometimes subtle forms that bias takes. The examples provided made me even more cognizant of how unconscious bias may present itself. In many instances, individuals are not even aware that they are biased. That's part of the challenge: becoming sensitized or becoming more aware of your own biases and then taking a proactive stance to overcome them or to prevent yourself from exhibiting biased behavior.

What were your biggest takeaways from the day?

I think one big takeaway was the negative impact of unconscious bias on people that are on the receiving end. For example, the fact that biased treatment can impede professional development, and that, in some cases, people start to believe the implicit messages in such behavior. That can have consequences. I don't think people think about the longer-term impact of some of their comments or behaviors. A person may think that what they're saying is not hurtful, that they're making a joke, but they don't realize that it's really the sensitivity of the person who is on the receiving end that matters.

The instructors also made the point that it's really everyone's responsibility to not only acknowledge their own biases, but if they see somebody else who is behaving in a way in which their biases are evident, to learn how to intervene. It was valuable to learn techniques for addressing not only your own unconscious bias, but how to evaluate whether and how to intervene when you see someone acting with bias toward another person. The circumstances dictate whether you have to react immediately or if you can wait to speak to the individual at a later time. I'd like to see similar training offered to CRS staff, and we are currently looking at a few options for that. I also plan to build on the Howard Ross event on unconscious bias with small group workshops and training.

You've stated that everyone has experienced being on the receiving end of bias. Can you tell us about experiences you may have had in the past?

When I was going through school and entering my profession, I experienced gender-related bias. The medical profession was still predominantly male when I entered it, and often, on rounds, it was assumed I was not a physician. Coming through medical school, I always felt that I had to be better than my male counterparts, because there was a stigma against women in medicine, especially in some specialties. Now, more than 50 percent of medical school classes are women.

Ultimately, I think we're all beneficiaries of the people who went before us—the generation that went before us—who confronted challenges of this nature.

How does what you learned at the unconscious bias training inform your vision for CRS?

I want everybody to know that diversity is a priority of mine. It's important—the American population is diverse, and Congress needs a diverse CRS workforce to bring all perspectives to the legislative policy issues that are important to legislators.

I believe an inclusive work environment will allow everyone to better focus on our critical mission and do their very best work, and I'm committed to addressing diversity issues.

Invitation to Participate in CRS Employee Focus Groups – CRS Director Email, April 27, 2023

Dear Colleagues,

You are invited to participate in a confidential focus group session to better understand findings in the 2022 Federal Employee Viewpoint Survey (FEVS). The sessions are designed to offer employees the opportunity to contribute ideas and opinions.

Your participation is completely voluntarily, and your input will be anonymized so that the information from the session is not associated with individuals. The meetings will be facilitated by Marcia Byrd, who leads the Library's and CRS' barrier analysis efforts along with Vicki Magnus, Chief of EEODP or Sarah Kith, the Library's Diversity & Inclusion Advisor.

The focus group sessions are designed to address the findings in the CRS Barrier Analysis related to the 2022 FEVS results, as well as perspectives in the FEVS results more generally. A Barrier Analysis is a process designed to eliminate barriers that impede free and open competition the workplace with the goal of identifying the root causes of disparities in equal employment opportunities so that federal agencies can take action to remedy the policies, procedures, and practices that lead to such disparities. Click [here](#) for additional details and findings from the Library's Barrier Analysis effort.

Based on the Barrier Analysis findings, there will be focus groups for three demographic groups, African American/Black employees, Asian employees and Hispanic employees. Complementing that effort, there will be sessions for all CRS permanent staff broken out by senior management, other management and supervisory staff, and non-management staff. Staff may choose which session they prefer. If you choose to participate in one of the demographic group sessions (Hispanic, Asian and African American/Black employees), you do not need participate in one of the other sessions since the questions posed in the all staff sessions will be a subset of the questions asked in the demographic group sessions.

The focus group sessions will be limited to 15 participants. If the session you choose is full, you will be offered an alternative. If you are not called on for your input in the session you attend, you will be invited to another session and ensured an opportunity to speak. Future focus groups will be scheduled as needed to ensure all CRS staff who wish to participate have the opportunity to do so.

Please RSVP to rsrichardson@crs.loc.gov to attend one of the following in-person sessions, indicating both the time and the date of the session you would like to attend.

Week 1: May 22 – 25

Monday: senior management staff 10 a.m.-noon; management/supervisory staff 2-4 p.m.

Tuesday: Hispanic staff 10 a.m.-noon; Asian staff 2-4 p.m.

Wednesday: Asian staff 10 a.m.-noon; African American/Black staff 2-4 p.m.

Thursday: African American/Black staff: 10 a.m.-noon & 1-3 p.m.

Week 2: May 30 – June 2

Attachment A to QFR responses submitted May 30, 2023

Tuesday: management/supervisory staff 10 a.m.-noon & 2-4 p.m.

Wednesday: non-management staff: 10 a.m.-noon & 2-4 p.m.

Thursday: non-management staff: 10 a.m.-noon & 2-4 p.m.

Friday: non-management staff: 10 a.m.-noon & 1-3 p.m.

“Generational Diversity” Presentation on June 15 and June 23 – CRS Director Email, June 8, 2022

As part of CRS’s continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual presentation on "Generational Diversity" with Aimee Sadler, Education and Research Manager with People3, Inc. Ms. Sadler will highlight national data on the workforce population by age group and projected changes during this presentation. She will also discuss the impact of generational diversity on workplace dynamics and provide an overview of the needs, values, styles, and general traits of varying generations.

Supporting diversity and inclusion is a top priority for me and the Service. I strongly encourage you to attend to increase your awareness of generational differences and effectively communicate with multiple generations, contributing to an inclusive work environment.

The event is being offered twice to allow for schedule flexibility. Staff may register here to attend on June 15, 2022, at 10:00 a.m., or June 23, 2022, at 1:00 p.m.

Staff should register at least a day prior to the program date to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

“Leaving the Door Open for Inclusion” Presentation – CRS Director Email, Dec. 17, 2021

Thank you to all who attended the “Leaving the Door Open for Inclusion” presentations. The program was offered as part of the Directional Plan initiative recommended by the CRS Diversity and Inclusion Working Group (DIWG) to provide diversity and inclusion training for staff. I want to thank the DIWG for their work in support of these efforts.

As discussed by the presenter, Dr. Christopher Riddick, there are various ways in which we all bring diversity to the workforce through our differences and it is through inclusion that we meaningfully involve everyone in the mission. He reminded us to be aware of our biases and instances of microaggressions and suggested ways to intervene as a bystander. Dr. Riddick encouraged us to do so as an ally or accomplice, and shared the ROPA (Risk, Opportunity, Power, Action) framework to think through how we might respond to the enactor or support the target.

I am committed to ensuring all employees are respected and valued in carrying out our work for Congress. I encourage you to reflect on the information shared and identify ways in which you can support an inclusive work environment.

The program’s summary handout is attached for your reference. A recording of the second session is available at through LOC Learn at this link with the password: ReadySet2021!. CRS staff may view this video until COB on January 10, 2022, and provide feedback about it here: <https://www.surveymonkey.com/r/DD9FK65>.

Leaving the Door Open for Inclusion Virtual Program – CRS Director Email, Nov. 18, 2021

As part of CRS's continuing efforts to promote diversity and inclusion, I am pleased to invite you to attend a virtual program on "Leaving the Door Open for Inclusion" with diversity and inclusion consultant from ReadySet Solutions, Dr. Christopher Riddick. Dr. Riddick will provide a framework for supporting inclusion in the workplace as an ally or accomplice and share strategies for conversations about differences.

Promoting diversity and inclusion is a top priority for the Service and I strongly encourage you to attend to increase your awareness of how we can all contribute to an inclusive work environment. To allow for scheduling flexibility, the event is being offered twice and staff may register here to attend on November 30 at 10:30 a.m. or December 2 at 1:30 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Additional Sessions: CRS Employee Focus Groups – CRS Announcement Email, May 19, 2023

As announced by the Director, all CRS employees are invited to participate in confidential focus group sessions to better understand findings in the 2022 Federal Employee Viewpoint Survey (FEVS).

Employees are encouraged to participate and contribute ideas and opinions that will be used by CRS management to inform both short- and long-term goals and actions to facilitate a modern and inclusive CRS. Feedback will be anonymized and information about who is participating will not be made available to management.

To participate, email your preferred session time (see below for a list) and whether you will join remotely or in-person to rrichardson@crs.loc.gov.

Sessions Added, Including for Employees with Disabilities; First Week Session Times Changed
Sessions originally scheduled for the first week have generally been moved to the week of June 5-9 as the facilitator recovers from an injury.

A session has been added for employees with disabilities. Employees with disabilities who also wish to participate in a demographic or staff/management group should continue to plan to attend that session because the questions will differ.

Additionally, dates have been added to provide further opportunities for staff to participate.

Sessions Available for Groups Identified in Barrier Analysis, as well as for Employees At-Large
Based on the Barrier Analysis findings, there will be focus groups for three demographic groups, African-American/Black employees, Asian employees and Hispanic employees. Complementing that effort will be sessions for all permanent staff broken out by senior management, other management and supervisory staff, and non-management staff. Staff may choose which session they prefer, however, if you are debating which session to attend, please choose the demographic group session if it's applicable, as there will be a broader set of questions asked in these sessions.

Sessions with Space Available

Week 1:

Tuesday, May 30: 10 a.m.-12 p.m. (management/supervisory staff)

Tuesday, May 30: 2-4 p.m. (management/supervisory staff)

Thursday, June 1: 10 a.m.-12 p.m. (non-management staff)

Thursday, June 1: 2-4 p.m. (non-management staff)

Friday, June 2: 10 a.m.-12 p.m. (non-management staff)

Friday, June 2: 2-4 p.m. (non-management staff)

Week 2:

Monday, June 5: 10 a.m.-12 p.m. (senior management)

Attachment A to QFR responses submitted May 30, 2023

Monday, June 5: 2-4 p.m. (Hispanic staff)

Tuesday, June 6: 10 a.m.-12 p.m. (non-management staff)

Tuesday, June 6: 2-4 p.m. (African-American staff)

Wednesday, June 7: 10 a.m.-12 p.m. (non-management staff)

Wednesday, June 7: 2-4 p.m. (African-American staff)

Thursday, June 8: 10 a.m.-12 p.m. (Asian staff)

Thursday, June 8: 2-4 p.m. (employees with disabilities)

Week 3:

Tuesday, June 13: 10 a.m.-12 p.m. (management/supervisory – virtual-only)

Tuesday, June 14: 10 a.m.-12 p.m. (non-management staff – virtual-only)

All sessions are hybrid unless noted as virtual-only. Staff may request accommodation by reaching out to ADA@loc.gov or (202) 707-6362.

The focus group sessions will be limited to 15 participants. If the session you choose is full, you will be offered an alternative. If you are not called on for your input in the session you attend, you will be invited to another session and ensured an opportunity to speak. Future focus groups will be scheduled as needed to ensure all CRS staff who wish to participate have the opportunity to do so.

Your participation is encouraged but completely voluntarily, and your input will be anonymized so that the information from the session is not associated with individuals. The meetings will be facilitated by Marcia Byrd, who leads the Library's and CRS' barrier analysis efforts along with Vicki Magnus, Chief of EEODP or Sarah Kith, the Library's Diversity & Inclusion Advisor.

Anti-Harassment Training – Next Tuesday, Sept. 20, 1:30-3 p.m. – CRS Announcement Email, Sep. 16, 2022

As part of CRS's continuing efforts to promote diversity and inclusion, staff are encouraged to attend “Anti-Harassment Training for Library Staff.” The training will be hosted via Zoom on Tuesday, Sept. 20 from 1:30 to 3:00 p.m.

Register here to attend.

The training will be led by Katie Noethe, Supervisory Equal Employment Specialist, with the Library's Equal Employment Opportunity and Diversity Programs Office. It will include an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1, and resources available to staff who wish to report an incident of harassment.

For more information, contact Darnishia Pace, Head, Workforce Management Section, OPS.

[Reminder] Virtual Presentation on "Generational Diversity," tomorrow, June 23 – CRS Announcement Email, June 22, 2022

As a reminder, CRS staff are invited to attend a virtual presentation on "Generational Diversity" with Aimee Sadler, Education and Research Manager with People3, Inc. Ms. Sadler will highlight national data on the workforce population by age group and projected changes during this presentation. She will also discuss the impact of generational diversity on workplace dynamics and provide an overview of the needs, values, styles, and general traits of varying generations.

Staff may register here to attend on June 23, 2022, at 1:00 p.m.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

**Reminder: Leaving the Door Open for Inclusion Presentation – CRS Announcement
Email, Nov. 29, 2021**

As a reminder, CRS staff are invited to attend a virtual presentation on "Leaving the Door Open for Inclusion" with diversity and inclusion consultant from ReadySet Solutions, Dr. Christopher Riddick. Dr. Riddick will provide a framework for supporting inclusion in the workplace as an ally or accomplice and share strategies for conversations about difference.

The event is being offered twice and staff may register here to attend on Nov. 30, 10:30 a.m. or Dec. 2 at 1:30 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Reminder: Embracing Allyship Virtual Presentation – CRS Announcement Email, Sep. 17, 2021

CRS staff are encouraged to attend a virtual presentation on "Embracing Allyship" with La'Wana Harris, Certified Diversity Executive and ICF Credentialed Coach, and affiliated faculty member in Organizational Dynamics at the University of Pennsylvania. La'Wana will share the basic principles of allyship and how it contributes to a diverse and inclusive workforce. She will also present information to help CRS employees become thoughtful and effective allies for advancing diversity, equity and inclusion.

The event is being offered twice to allow for schedule flexibility, and staff may register here to attend on Sept. 23 at 10:30 a.m. or Sept. 29 at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Reminder: Anti-Harassment Training for Library Staff – CRS Announcement Email, June 21, 2021

CRS staff are encouraged to attend the “Anti-Harassment Training for Library Staff.” The session will be provided by Katie Noethe, Supervisory Equal Employment Specialist with the Library's Equal Employment Opportunity and Diversity Programs Office.

The training will include an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1 and resources available to staff who wish to report an incident of harassment.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on June 24, 2021, at 10:30 a.m., or June 30, 2021, at 1:30 p.m.

Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

Reminder: CRS Training on Microaggressions Tomorrow and 4/7 – CRS Announcement Email, March 23, 2021

As part of CRS's continuing efforts to promote diversity and inclusion, the Service will host a virtual presentation on "Micro-aggressions in Everyday Life: Making the "Invisible" Visible" with Dr. Derald Wing Sue, Ph.D., co-founder and first president of the Asian American Psychological Association and Professor of Psychology and Education at Teachers College, Columbia University.

According to Dr. Sue, microaggressions are “brief and commonplace daily verbal and behavioral interpersonal indignities, whether intentional or unintentional, which communicate hostile, derogatory, or negative slights, invalidations and insults to an individual because of their marginalized status in society” (2020). Dr. Sue will discuss their harmful impact on individuals and strategies to address them in the workplace.

The event is offered twice to allow for schedule flexibility, and staff may register here to attend on March 24, 2021, at 10 a.m. or April 7, 2021, at 1:30 p.m.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

REMINDER: “Connecting with Respect” Training, Dec. 9 – CRS Announcement Email, Dec. 9, 2022

As a reminder, the second session of “Connecting with Respect” will take place on Wednesday, Dec. 9 at 2 p.m. The presentation will feature diversity and inclusion author and speaker, Paul Meshanko, who will discuss what respect should look and feel like within the workplace. He will also identify how the brain reacts to disrespectful behaviors that damage morale and productivity, and explore how cultivating an attitude of curiosity can help promote a respectful and inclusive workplace.

All employees are strongly encouraged to attend this program, which is designed to increase awareness of how we can all contribute to an inclusive work environment. Staff may register [here](#) to attend. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

“Connecting with Respect” Training, Dec. 2 and Dec. 9 – CRS Announcement Email, Nov. 30, 2020

As part of CRS’s continuing efforts to promote diversity and inclusion, the CRS Director is pleased to invite you to attend a virtual presentation on “Connecting with Respect” with diversity and inclusion author and speaker, Paul Meshanko. Paul will discuss what respect should look and feel like within the workplace. He will also identify how the brain reacts to disrespectful behaviors that damage morale and productivity, and explore how cultivating an attitude of curiosity can help promote a respectful and inclusive workplace.

All employees are strongly encouraged to attend this program, which is designed to increase awareness of how we can all contribute to an inclusive work environment. To allow for scheduling flexibility, the event is being offered twice and staff may register here to attend on December 2 at 10 a.m. or December 9 at 2 p.m. Staff should register at least a day in advance to ensure access to the program link and materials in advance of the session.

Questions may be directed to Jessica M. Holbrook or Darnishia T. Pace.

REMINDER & SKYPE LINKS: All-Staff Meetings and Anti-Harassment Training This Week, TODAY, 12/4 and TOMORROW, 12/5 – CRS Announcement Email, Dec. 4, 2019

Please see below for links to participate via Skype. If you have difficulty opening the link, copy and paste the URL and open it in Internet Explorer.

The Director will hold two all-staff meetings this week. At these meetings, the Library's Office of Equal Employment Opportunity/Diversity Programs will provide CRS staff with anti-harassment training and an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1.

The meetings will be held in CWC B&C at the following times:

TODAY, Wednesday, Dec. 4, 2:30-4 p.m. (Connect via Skype)

Tomorrow, Thursday, Dec. 5, 2-3:30 p.m. (Connect via Skype)

Please register using the CRS Training Registration Site to ensure we have sufficient space for participants at each meeting. Registration is not needed to participate via Skype.

REMINDER & VIRTUAL PARTICIPATION INFO: All-Staff Meetings and Anti-Harassment Training This Week, TOMORROW, 12/4 and Thursday, 12/5 – CRS Announcement Email, Dec. 3, 2019

The Director will hold two all-staff meetings this week. At these meetings, the Library's Office of Equal Employment Opportunity/Diversity Programs will provide CRS staff with anti-harassment training and an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1.

The meetings will be held in CWC B&C at the following times:

TOMORROW, Wednesday, Dec. 4, 2:30-4 p.m.

Thursday, Dec. 5, 2-3:30 p.m.

Note: A link to participate virtually will be emailed tomorrow before the all-staff meeting.

Please register using the CRS Training Registration Site to ensure we have sufficient space for participants at each meeting.

REMINDER: All-Staff Meetings and Anti-Harassment Training This Week, 12/4 and 12/5 – CRS Announcement Email, Dec. 2, 2019

The Director will hold two all-staff meetings this week. At these meetings, the Library's Office of Equal Employment Opportunity/Diversity Programs will provide CRS staff with anti-harassment training and an overview of the Library's Anti-Harassment and Retaliation Directive, LCD 9-120.1.

The meetings will be held in CWC B&C at the following times:

Wednesday, Dec. 4, 2:30-4 p.m.

Thursday, Dec. 5, 2-3:30 p.m.

Please register using the CRS Training Registration Site to ensure we have sufficient space for participants at each meeting.

Reminder: Understanding Everyday Bias, TODAY at 10:00 am – CRS Announcement Email, Sep. 17, 2019

Nationally renowned diversity expert and author, Howard Ross, will visit CRS this morning to conduct a session on “Understanding Everyday Bias” from 10:00-11:30 a.m. in CWC, Rooms B&C. Staff registered to attend should plan to arrive 15 minutes early, and enter through LM-222.

If you were unable to secure a seat by registering for the event, first-come, first-serve overflow seats will be provided in LM-316.

Teleworking employees can stream the event [here](#).