

# CREATING A CLEAR 20/20 ERM VISION TO TAKE ON TOMORROW'S RISKS



**AFERM**  
Association for Federal  
Enterprise Risk Management

**13<sup>TH</sup> ANNUAL  
ERM SUMMIT**

# Enhancing Risk Decision- making Through Diversity, Equality, and Inclusion (DEI)

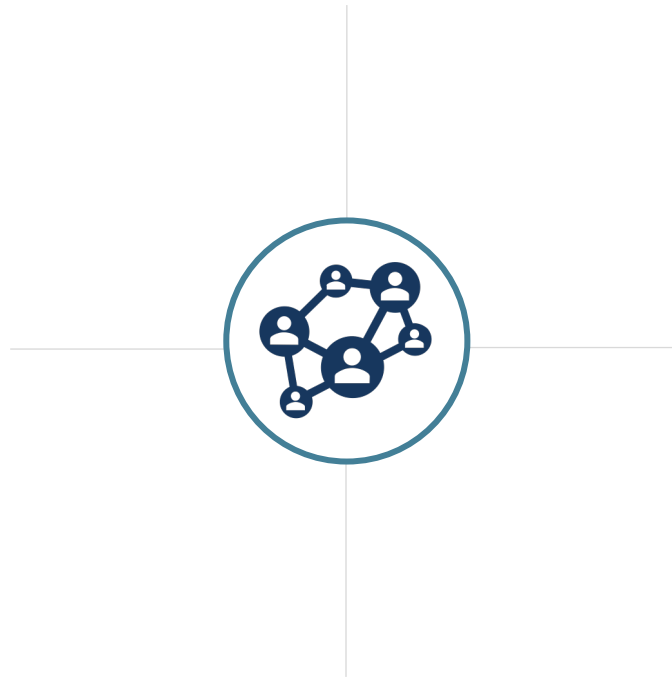


# Panelist Introductions

- **Bernard Jenkins**, *Director of Business Operations, Department of Health and Human Services*
- **Bonita Mannings**, *Personnel Psychologist, Center for Veterinary Medicine, Office of Management, Food and Drug Administration*
- **Dr. James Nelson**, *Chief Diversity Officer, Diversity & Inclusion Management, Office of Minority Health & Health Equity, Centers for Disease Control & Prevention*
- **Sean Vineyard (Moderator)**, *Partner of Client Services, 11<sup>th</sup> Hour Service, LLC.*



# The Value of DEI to Risk Leaders



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**Collaboration**, It is our commitment as government leaders to have an organization that represents our constituents and our nation, it is even a mandate by OPM. As leaders, if we feel that there is a risk that any aspect of our nation is not adequately represented, it is our job to ensure that happens.

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**Innovation** DEI programs support an organizations ability to broaden the aperture of perspectives. This supports innovation through both increased depth and breadth of ideation. A program such as this allows us as risk practitioners to step back before we make decisions and confidently say, “we have not missed anything”.



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**Engagement** The nature of a DEI program validates there is a platform that employees' voices are heard and acted on. This improves how we interact with our people given that our employees are organizations most valuable assets.



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# Techniques to Adopt DEI in an Organization



**Desired Outcomes**

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## DEI Tactic

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Define what the Office, Division, Center, etc. means by diversity and inclusion. It means so many things to so many people the meaning, intent, vision, and objectives of DEI needs to be clearly articulated.



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Below are the desired outcomes for the techniques/tactics discussed:

- Improve communication;
- Increase understanding;
- Enrich ideation; and
- Enhance organizations' ability to make informed decision around risks.



# Questions & Answers

