

CRAC BUSINESS PLAN

SEPTEMBER 1, 2015 THROUGH OCTOBER 30, 2017

Goal One: Serve as a Communication Link between employees, the CRAC, & management.		
Action Item	Who	Deadlines
<p>1. Submit Cross Roads of Diversity and Current Development Articles</p> <p>Old schedule should be consulted. Find it on the FY14 BP. CrossRoads articles goes to Kevin. And then to the Joint committee. Current Development is every 2 months. Middle of the months it's printed. Laura is going to set it up.</p> <p>Has Crossroads outlived its value?</p>	SEPM/AreaReps	See Schedule
2. Develop article schedule for Crossroads and Current Developments	Laura	July 2015
<p>3. Talking points to share with the Areas after the CRAC meeting.</p> <p>Area Rep will send to the Area. Accountability of the committee</p>	Matt	
4. Schedules to present to Area Meetings—Becky will re-send	Becky	done
5. Option to give SEPM presentation on Monday VTC Kevin will try to push the SEPM presentation to earlier in the agenda	Kevin	
6. Annual lunch with Jay	Jay & committee	
7. List of suggested Staff Meeting CR topics w/ optional talking points (4-6)		
a. What is the role/responsibility of the DC (supervisor and leadership training)		
b. Differentiate outreach/civil rights award-CR		
c. What is the role of SEPM/Area CRAC rep	SEPMs/Area REP	
d. Why CRAC? What is our role	Kevin/Matt	

Goal Two: Advise and Provide recommendations to the STC regarding workforce diversity & distribution, training, & program participation trends.

Action Item	Who	Deadline
1. Analyze MD715 & make recommendations for action		Analyzed
2. Recommend new process for advertising details & making selection (develop proposal and present to Jay)		
3. Recommend 2016 recruitment plan <ul style="list-style-type: none"> a. Develop contacts with advisors in schools with minority students b. Add person to CRAC responsible for recruitment 		
4. Review statewide parity report & make recommendations look at US census report to target outreach		
5. Develop a sub-committee to collect barrier information for employee advancement. How/Who; Develop plan/recommendation for barriers to employment /promotion opportunities		

Goal Three: Participate in CR Compliance Reviews & assist in recommending specific action to meet state and national requirements and performance goals

Action Item	Who	Deadline
1. Assist and participate in at least one civil rights compliance review develop a schedule		
2. Title VI & VII cards distribution		
3. Review the summary of CR office reviews & make recommendations		
4. Recommend to Jay 230-14-2 IA bulletin is reissued as an instruction		

Goal Four: Provide an opportunity for personal development, career enhancement & enrichment, skills and leadership development for all NRCS employees

Action Item	Who	Deadline
1. SEPM Trainings scheduled for trainings presentations focused on cultural awareness training		
2. Implement new detail recommendations		
3. Implement plan for addressing identified barriers.		
4. Investigate ways to incorporate CR info/input into mentoring program	Matt/work with Shelly	
5. Gather nomination for Annual joint CR awards.		