



2024 – 2027 CIA DEIA Strategy DEIA Enables Mission

Path to Development



External Engagement

- Consulted with other IC DEIA Offices to Learn Best Practices and Exchange lessons Learned
- · Big Six Partners: DIA, FBI, NGA, NRO, NSA
- Other IC Elements including ODNI and National Intelligence University

Stakeholder Offsites

- Agency Resource Group (ARG) Leaders and Directorate Diversity Program Managers
- Directorate Leadership; Senior Champions and Executive Sponsors of ARGs and Directorate Resource Groups
- · Mission Center and Talent Center Leadership

Strategy Talks

- 12 WMA and Field Virtual 90-minute, facilitated discussion
- Range of officers from GS-09 to SIS
- Across directorates

Review Existing Data

- Employee Climate Survey
- Diversity in Leadership Study
- Director's Advisory Group on Women in Leadership
- Hard Truths Center for the Study of Intelligence report

Path to Development: Workforce Feedback





Next strategy must:

- Be cohesive across organizations
- Have meaningful accountability
- Grounded in demonstrated best practices in external organizations
- Created using evidence-based research and data
- Have improved messaging, especially the relevance of DEIA to Mission
- Help create a sense of psychological safety for all
- Not heavily rely on email blasts and cultural events to move organization forward
- Not be easily shaken or crumbled due to executive administration changes
- Move past perceived "performative" actions

The New DEIA Strategy (2024–2027) Builds

Upon the Previous D&I Strategy (2020–2023)

NEW
DEIA Strategy
(2024–2027)
Key Objectives

KEY OBJECTIVE 1



Equitable DEIA Structures and Resources

KEY OBJECTIVE 2



Workforce Investment

KEY OBJECTIVE 3



Equitable and Inclusive Processes/Procedures

KEY OBJECTIVE 4



Accountability

KEY OBJECTIVE 5



Continued Agency Education and Development

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The 2020-2023 D&I Objectives are in

the DNA of the 2024-2027 DEIA Strategy

Previous D&I Strategy (2020-2023) Key Objectives

Weave Diversity and Inclusion Throughout the Talent Lifecycle

Become an Employer of Choice

Increasing Diversity of Leadership

Create a Culture of Inclusion