

From: [Tracy, Martha](#)
To: [Sutton, Jeffrey](#)
Subject: RE: CFTC DEIA and EEO Updates and Invitation from Pride in Federal Service
Date: Tuesday, April 2, 2024 10:35:00 AM
Attachments: [image001.png](#)

I did not, thanks for sharing.

From: Sutton, Jeffrey <JSutton@CFTC.gov>
Sent: Tuesday, April 2, 2024 10:00 AM
To: Tracy, Martha <MTracy@CFTC.gov>
Subject: FW: CFTC DEIA and EEO Updates and Invitation from Pride in Federal Service

I'm assuming you got this, but just in case...

From: Cole Edmonds, Tanisha <TEdmonds@CFTC.gov>
Sent: Tuesday, April 2, 2024 9:44 AM
To: AAAffinityGroupMembers <AAAffinityGroupMembers@CFTC.gov>; AAPI <AAPI@CFTC.gov>; CFTCPride <CFTCPride@CFTC.gov>; LHEA <LHEA@CFTC.gov>; PWD <PWD@CFTC.gov>; VAG Members <VAGMembers@CFTC.gov>; WomenAtWorkMembers <WomenAtWorkMembers@CFTC.gov>
Cc: Sim, John <JSim@CFTC.gov>; Oliver, Kimiko <KOliver@CFTC.gov>
Subject: CFTC DEIA and EEO Updates and Invitation from Pride in Federal Service

Good morning Affinity Group Colleagues,
A belated Happy Ramadan, Happy Easter and an early Happy Passover for those of you who observe Ramadan and/or Easter, respectively, or will be observing Passover later this month.

Please see below for information and an invitation to the Department of Interior's [Transgender Day of Visibility](#) event from the Pride in Federal Service group. This virtual event, "DOI Transgender Day of Visibility — Diving for Rays: A Queer Conservationist's Story" will be held today, Tuesday, April 2, 2024, from 1:00 pm to 2:30 pm EST. Information on how to register is included below.

It's been some time since I have shared an update, so I thought I'd take this opportunity to share some highlights on the ongoing DEIA and EEO work at the CFTC.

- **DEIA Strategic Plan:** I know many of you have asked about the status of the release of the Plan. I am working in close coordination with the Chairman's office readying the Plan for release, and I'm pleased to tell you that the Plan will be released soon. I look forward to celebrating this monumental achievement with you.
- **DEIA Executive Council:** I am actively working with the Chairman's office on the logistics and structure to stand up a DEIA Executive Council to support the implementation of the Plan once released. Opportunities to join the Council will be announced soon.
- **Outreach and Engagement:** Following up on the success of last year's CFTC Career

PRIDE IN FEDERAL SERVICE



Forum in November, the OMWI Outreach and Engagement Team continues to develop cost effective opportunities to introduce students and early career professionals to the CFTC as we work to raise awareness about our agency and attract a pipeline of qualified, diverse top talent to the CFTC. Look out for an upcoming Commission Learning Circle on these outreach efforts and opportunities to participate.

- University of Chicago Outreach: In March, OMWI hosted a cohort of students from the University of Chicago in person at our DC offices for a panel discussion and a series of “CFTC in a Flash” speed mentoring rotations.
- Virtual Coffee Chats: During the month of April, OMWI will host a series of virtual coffee chats for students from minority serving institutions. Please consider volunteering and thank you to those who have already volunteered.
- Since last Fall, the Outreach Team has also conducted outreach and attended career fairs and information sessions at local universities, including George Washington University, Georgetown University and the University of Maryland.
- CFTC Recruitment Video: . We have gone live with a new CFTC recruitment video titled “[Ignite Your Career: Join the CFTC!](#)”. In a mere 2 minutes, we were able to highlight talented CFTC staff across Divisions and Offices, who volunteered to share personal insights about the importance of their work and why they love working at the CFTC. The video has been posted on CFTC social media sites [Twitter](#); [LinkedIn](#); and [Facebook](#) and we will also utilize the video as a tool that supports our outreach events.
- Upcoming EEO and DEIA Training and Education Opportunities: We will soon be announcing a series of instructor led in person and virtual trainings for managers and supervisors, Civil Treatment for Leaders and Inclusive Leadership. We will also be launching DEIA learning journeys for employees through the Commission Learning Academy. In addition, this year, we will launch [No FEAR Act](#) training. Every two years, federal agencies must provide training to its employees, including managers, regarding the rights and remedies available under the employment discrimination and whistleblower protection laws.
- Launch of the Special Emphasis Month resource page on CFTCNet: Launched in February 2024, this page can be accessed from the landing page on CFTCNet and will be updated for each commemorative month we celebrate with information and educational resources.
- Issuance of the Chairman’s EEO and Anti-Harassment Policy Statement: On February 15, the Chairman issued his 2024 EEO and Anti-Harassment Policy Statement (see attached).
- New EEO Know Your Rights Poster: In February, the EEO Team released this new poster, which includes updated language and contact information for the CFTC EEO Program within my office in a colorful and easy to read format. The EEO Team worked with the DC and Regional Office facilities staff to ensure that the new poster is posted on bulletin boards and other CFTC common areas pursuant to the Equal Employment Opportunity Commission’s regulations at 29 CFR 1614.102(b)(5) and (7). A pdf version of the poster was also shared with Division and Office Directors.

I’m truly excited about all we have done and have planned for this year. If you have any questions, please do not hesitate to contact me, John Sim (Associate Director, EEO) or Kim Oliver (Associate Director, DEIA). Thank you for your continued commitment and support.

Warm regards,

Tanisha Cole Edmonds
Chief Diversity Officer and
Director, Office of Minority and Women Inclusion
202.812.5203 | tedmonds@cftc.gov

From: Richmond, Orien <orien_richmond@fws.gov>

Sent: Monday, April 1, 2024 6:58 PM

To: Richmond, Orien <orien_richmond@fws.gov>

Subject: [EXTERNAL] PFS: DOI Transgender Day of Visibility Event Tomorrow 4/2

You don't often get email from orien_richmond@fws.gov. [Learn why this is important](#)

CAUTION: This email originated from outside of CFTC. DO NOT click links or open attachments unless you recognize and/or trust the sender. If you believe this is SPAM simply block sender and delete the email. If you suspect this to be a phishing attempt, please use the "Report Phishing" button on your Outlook menu bar.



Dear PFSers,

First, a very happy belated [Transgender Day of Visibility](#)! Despite all the horrendous crap that is going on in many states across our country, know that PFS is here to support you being you. To borrow a phrase from James Tiller (one of our fabulous Gender Expansive and Transgender Federal Working Group leaders):

I hope you feel more validated and seen, on whatever scale is right for you at this point in your journey.

In honor of Transgender Day of Visibility, the Department of the Interior Office of Diversity, Inclusion and Civil Rights, the USGS Office of Diversity and Equal Opportunity, and the USGS Pride Employee Resource Group are co-hosting the film screening of "Diving for Rays: A Queer Conservationist's Story" followed by Q&A panel

discussion. The panel, which features guest filmmaker Nova West (they/them) and panelists representing LGBTQIA+ Employee Resource Groups from the U.S. Geological Survey, U.S. Fish and Wildlife Service, U.S. Bureau of Reclamation, U.S. Bureau of Land Management, and the National Park Service will answer questions from the audience and discuss the importance of LGBTQIA+ visibility in their chosen fields.

The virtual event, “DOI Transgender Day of Visibility — Diving for Rays: A Queer Conservationist’s Story” will be held tomorrow, Tuesday, April 2, 2024, from 1:00 pm to 2:30 pm EST. Closed captioning, sign language interpretation, and audio description will be made available. **Participation is open to all federal employees.** Click [here](#) to register and see attached flyer.

[REGISTER AND JOIN EVENT](#)

Tuesday, April 2

1-2:30pm ET

If you are looking for support, community, and a way to channel your feelings into action, consider joining the **Gender Expansive and Transgender (GET) Federal Work Group**. The GET Work Group provides community, fun, and connection and holds meetings on the 4th Wed of every month. Projects include the Gender Affirmation Policy Project, the Name Change Project, the Restroom Project and more. Allies welcome. Please contact James Tiller (tillerj@si.edu) to learn more!

Sincerely,

Orien

PFS Communications Director

communications@prideinfederaleservice.org

From: [Tracy, Martha](#)
To: [Jones-Washington, Patrice](#)
Subject: RE: Request to Coordinate on a Rescheduling of CLC
Date: Monday, June 17, 2024 10:48:00 AM

Thanks, I appreciate the flexibility. My calendar freed up for a bit if you want to touch base now on anything since I can't meet this afternoon.

From: Jones-Washington, Patrice <PJonesWashington@CFTC.gov>
Sent: Monday, June 17, 2024 10:45 AM
To: Tracy, Martha <MTracy@CFTC.gov>
Subject: Re: Request to Coordinate on a Rescheduling of CLC

Hi Marti- I wasn't aware of this. We can reschedule the CLA info session.

From: Tracy, Martha <MTracy@CFTC.gov>
Sent: Monday, June 17, 2024 10:24 AM
To: Jones-Washington, Patrice <PJonesWashington@CFTC.gov>
Subject: FW: Request to Coordinate on a Rescheduling of CLC

Thoughts?

From: Sim, John <JSim@CFTC.gov>
Sent: Monday, June 17, 2024 10:13 AM
To: Tracy, Martha <MTracy@CFTC.gov>
Cc: Cole Edmonds, Tanisha <TEdmonds@CFTC.gov>
Subject: Request to Coordinate on a Rescheduling of CLC

Hello Marti, good morning, I hope you enjoyed a nice weekend.

I'm reaching out this morning to see if you may be willing to support a request from our office to reschedule an upcoming scheduled CLC.

Next Tuesday's CLC on "[Commission Learning Academy Information Sessions](#)" (I believe led by Patrice) will be from 1:00 to 2:00. We have been working to finalize plans for the Pride Month event for June and, unfortunately, the only date and time that the Chair was available is next Tuesday at 1:00 as well. Thankfully, our speaker was available at 1:00, too, and we've received commitments from both the Chair and speaker for the event. Logistically, our commemorative month events will have multiple dates and times possible, but for this month, there was only one date and time that worked due to travel by both the Chair and speaker.

We learned this morning from the AV team that they are unavailable to support the Pride Month event because of the CLC. This is when we first discovered the conflicting events at the same time. We are still able to run the Pride Month event on our side without the AV team, but still wanted to reach out to you to coordinate on scheduling.

We're wondering if you may be amenable to having the CLC rescheduled? We know Patrice and others have put in a lot of work to prepare, but this may allow us to allow the workforce an opportunity to fully engage on both. We will make sure to check the training calendar to coordinate early on to avoid conflicts in the future to limit agency-wide invitations overlaps.

Thank you for your consideration.

John Sim

Associate Director, Equal Employment Opportunity

Commodity Futures Trading Commission

202.557.5664 | jsim@cftc.gov

Messages

Pride Celebration | You, Acevedo, David, +38

Cole Edmonds, Tanisha 6/25 1:54 PM
Thanks everyone for joining the 2024 CFTC **Pride** Month event! Have a great afternoon.

Pride Celebration | You, Acevedo, David, +38

Martin, Christopher T. 6/25 1:54 PM
Thank you!

Pride Celebration | You, Acevedo, David, +38

Markman Radhakrishnan, Natalie 6/25 1:54 PM
Thank you for a great program and discussion!

Pride Celebration | You, Acevedo, David, +38

Ringle, Judith A 6/25 1:54 PM
thank you!

Pride Celebration | You, Acevedo, David, +38

Bulan, Lynn A 6/25 1:54 PM
Thanks so much!

Pride Celebration | You, Acevedo, David, +38

Pauly, Sarah 6/25 1:02 PM
If you would like to use captions for this presentation, please click on to "More" at the top of the window, then "Settings," then "Accessibility," then "Captions. We welcome and look forward to your questions. There will be a Q&A opportunity after the discussion. When it is time for the Q&A, questions can be typed...

[More messages](#)

Group chats



From: Cameron, Marissa
Sent: Thu, 13 Jun 2024 21:21:19 +0000
To: Rogers, John L.
Cc: CFTC Communication; Hicks, Dustin
Subject: RE: Features Page Swap - Juneteenth for Pride?

Hi John,

I've updated the Spotlight Planning Spreadsheet to reflect the request from OMWI, you can access it at the link below and I have included a screenshot for convenience.

Spotlight Schedule: [CFTCNet Main Page Proposed Content Schedule.xlsx](#)

May 31- June 14	*Pride Month (DEIA Tile) (remove 6/14, add 6/20)
May 31- June 14	CFTCNet ServiceNow
May 31- June 14	(CLC) Series Announcement – Sessions Updated
May 31- June 14	FEVS Campaign
May 31- June 14	Records Management Training
May 31- June 14	
June 14-June 28	*Pride Month (DEIA Tile) (remove 6/14, add 6/20)
June 14-June 28	*Juneteenth Celebration (DEIA Tile) (add 6/14, remove 6/19)
June 14-June 28	Employee Program Page Introduction
June 14-June 28	Annual Notice of Employee Rights
June 14-June 28	FEVS Campaign
June 14-June 28	

Thank you!

From: Rogers, John L. <jrogers@CFTC.gov>
Sent: Thursday, June 13, 2024 1:24 PM
To: Cameron, Marissa <MCameron@CFTC.gov>; Sim, John <JSim@CFTC.gov>; Hicks, Dustin <DHicks@CFTC.gov>
Cc: Pauly, Sarah <SPauly@CFTC.gov>; CFTC Communication <CFTCCommunication@CFTC.gov>
Subject: RE: Features Page Swap - Juneteenth for Pride?

That works for me. Thanks.

From: Cameron, Marissa <MCameron@CFTC.gov>
Sent: Thursday, June 13, 2024 1:21 PM
To: Sim, John <JSim@CFTC.gov>; Hicks, Dustin <DHicks@CFTC.gov>; Rogers, John L. <jrogers@CFTC.gov>
Cc: Pauly, Sarah <SPauly@CFTC.gov>; CFTC Communication <CFTCCommunication@CFTC.gov>
Subject: RE: Features Page Swap - Juneteenth for Pride?

Hi John,

I have no problem switching out the tiles, I'll resubmit the Spotlight planning calendar with the change to [@Rogers, John L.](#) for approval.

Thank you!

From: Sim, John <JSim@CFTC.gov>
Sent: Thursday, June 13, 2024 1:13 PM
To: Cameron, Marissa <MCameron@CFTC.gov>; Hicks, Dustin <DHicks@CFTC.gov>
Cc: Pauly, Sarah <SPauly@CFTC.gov>
Subject: Features Page Swap - Juneteenth for Pride?
Importance: High

Hi Marissa (and I see Dustin in out today, so adding you in, John),

As you may be aware, there will be a fireside chat tomorrow, Friday, 6/14, between Commissioner Johnson and the PCAOB Chair Erica Williams to celebrate Juneteenth.

Towards that end, the Association of African Americans Affinity Group provided us some content to use in a Juneteenth Features Page. If OMWI puts something together by later today/early tomorrow morning, would it be possible to replace the current Pride Month feature on CFTNet with the Juneteenth feature on CFTCNet for just several days (Friday, 6/14 through Wednesday 6/19), and then have the Pride feature go back up on Thursday, June 20 until the end of the month?

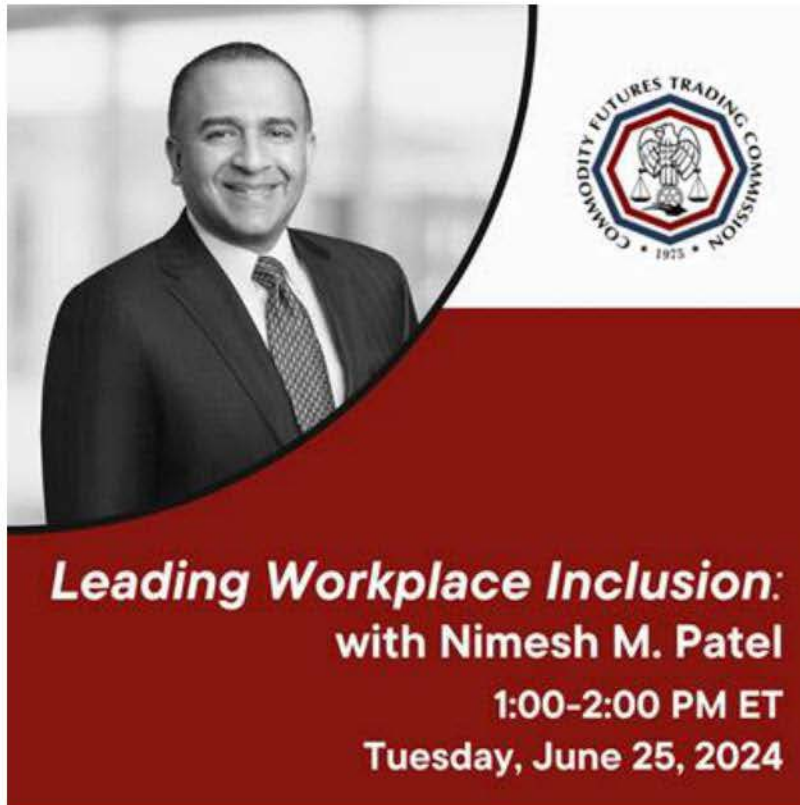
I know it's last minute, and it is occurring off the week-long schedule, but hoping that since both are coming from our program, we may be able to do a little temporary swap.

Thank you,



John Sim
Associate Director, Equal Employment Opportunity
Commodity Futures Trading Commission
202.557.5664 | jsim@cftc.gov

From: OMWI
Sent: Tue, 25 Jun 2024 13:20:58 +0000
To: All CFTC
Subject: *Happening Today* CFTC Pride Celebration: Leading Workplace Inclusion



In honor of Pride Month, please join the CFTC for a conversation with [Nimesh M. Patel](#), Chief Diversity, Equity, and Inclusion Officer at *Akin*, a global law firm. Mr. Patel will discuss *Leading Workplace Inclusion* and will share about the practices that scored his firm 100% on the [Human Rights Campaign Foundation's Corporate Equality Index](#), designating the firm as a leader for LGBTQI+ workplace inclusion.

Please also check out the CFTC's [Pride Month Resource Page](#) for a message from CFTC Pride Affinity Group Chair Rebecca

Mersand, info on joining the LGBTQI+ communities at the CFTC and within the federal government, Smithsonian Pride virtual exhibits, and more!

How do I join? Join the virtual celebration on **Tuesday, June 25, 2024 from 1:00 PM – 2:00 PM**
(b)(7)(E)

Guidance for Contractors: Contractor staff may only attend during their non-duty lunch time. Attendance during duty hours is permitted only with the prior consent of the contractor and COR. Please be aware that contractors will not be paid for the time spent at the event beyond the non-duty lunch time.

Questions? For general assistance: omwi@cftc.gov; to request a reasonable accommodation: WorkforceRelations@cftc.gov

From: OMWI
Sent: Tue, 4 Jun 2024 19:52:38 +0000
To: All CFTC
Subject: Totally Radical- Pride Month 2024

Dear Colleagues,

As we usher in June and the beginning of summer, we also recognize Pride Month. Celebrated in June in the United States, Pride Month began to honor the 1969 Stonewall Uprising in New York City, a pivotal moment in the fight for LGBTQI+ rights. In the White House [Proclamation on Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Pride Month, 2024](#), President Biden states “For generations, LGBTQI+ Americans have summoned the courage to live authentically and proudly — even when it meant putting their lives and livelihoods at risk.” He goes on to say “LGBTQI+ people also continue to enrich every aspect of American life as educators, entertainers, entrepreneurs, athletes, actors, artists, scientists, scholars, diplomats, doctors, service members, veterans, and so much more.”

The [Capital Pride Alliance](#) 2024 Pride Month theme, “Totally Radical”, pays homage to the radical spirit that defined the activism and progress of the LGBTQI+ movement. Washington, D.C. is brimming with a number of events to celebrate Pride Month. Here are some highlights of events scheduled for this weekend:

1. **Capital Pride Parade:** On June 8th, the Capital Pride Parade winds through the heart of the city.
2. **Capital Pride Festival:** On June 9th, the Pride Festival will take over Pennsylvania Avenue with live performances, food vendors, and community booths.
3. **Capital Pride Concert:** On June 9th, the Pride Concert will feature a lineup of national and local artists and performers who are ready to light up the stage.

For more information about activities during Pride Month and to access resources, please visit the [Celebrate PRIDE with the CFTC](#) page on CFTCNet. I want to especially highlight the message from CFTC Pride Affinity Group Chair, Rebecca Mersand, “June has arrived; Happy Pride y’all!”, on the CFTC Pride Month resources page, which includes some really interesting facts about LGBTQI+ history.

Let's embrace this year's theme, “Totally Radical”, by acknowledging the importance of creating safe spaces for ourselves and others to bring their whole selves to work. When we do this, we make room for the innovation, creativity and excellence we each contribute to the CFTC mission through our unique identities and shared experiences.

Onward,
Tanisha



Tanisha Cole Edmonds
Chief Diversity Officer and
Director, Office of Minority and Women Inclusion
Commodity Futures Trading Commission
202.812.5203 | tedmonds@cftc.gov