
**Diversity, Equity,
Inclusion, and Accessibility
Issuance System**



DEIA-001

Date: June 30, 2022

Office: Office of Diversity, Equity, Inclusion, and Accessibility

Subject: Diversity, Equity, Inclusion, and Accessibility Issuance System Program

1. **PURPOSE.** This system establishes policy and assigns responsibility for issuing Diversity, Equity, Inclusion, and Accessibility (DEIA) Issuances.
2. **SCOPE.** This issuance system applies to all bureaus, offices, and organizations in the Department of the Treasury, including the Offices of Inspector General within the Department. The provisions of this Issuance shall not be construed to interfere with or impede the authorities or independence of the Department's Inspectors General.
3. **POLICY.** The DEIA Issuance Program is comprised of official documents issued at the Departmental level to convey the Department's equal opportunity, civil rights, equity, and diversity policies, essential procedures, delegations of authority and/or responsibility to managers and employees throughout the Department.
 - a. The Department's DEIA Issuances are limited to equal opportunity matters under the authority of the Chief Diversity, Equity, Inclusion, and Accessibility Officer, including descriptions of responsibilities, delegations of authority and/or responsibility, statements of Department policy, and descriptions of essential procedures.
 - b. Any existing policy previously issued by the Office of Civil Rights and Diversity through the Civil Rights and Diversity (CRD) Issuance system shall be grandfathered into the DEIA Issuance and considered a DEIA Issuance. These policies should be updated within one year of the signing of this policy to reflect the new offices and realignment.
4. **RESPONSIBILITIES.**
 - a. The Chief Diversity, Equity, Inclusion, and Accessibility Officer is responsible for the overall administration of the Treasury DEIA Issuance Program.

- b. The Chief Diversity, Equity, Inclusion, and Accessibility Officer will:
 - 1) circulate the new, revised, reaffirmed, or cancelled DEIA Issuances to the affected bureaus and offices for coordination and approval;
 - 2) post the DEIA on the Department website and retain all official copies of the documents.
- c. The Office of General Counsel is responsible for reviewing each proposed new or revised DEIA Issuance, and proposed cancellations thereof, and to assure their legal sufficiency, including a determination whether they must be published in the Federal Register.
- d. The Chief Diversity, Equity, Inclusion, and Accessibility Officer shall conduct periodic review of each DEIA to determine whether it should be reaffirmed, revised, or cancelled. DEIA Issuances will be reviewed every five years after issuance.

6. **AUTHORITIES.**

- a. TO 102-02, “Delegation of Authority Concerning Equal Opportunity Programs.”

7. **OFFICE OF PRIMARY INTEREST.** Office of Diversity, Equity, Inclusion, and Accessibility.

/S/
Tonya Burton
Acting Chief Diversity, Equity, Inclusion, and
Accessibility Officer