

Vincent G. Logan, Chairman and Chief Executive Officer
Jeffery S. Hall, Board Member
Glen R. Smith, Board Member



**MINUTES OF THE REGULAR MEETING
OF THE
FARM CREDIT ADMINISTRATION BOARD
May 11, 2023**

These minutes reflect the business transacted at the May 11, 2023, Regular Meeting of the Farm Credit Administration Board (FCA Board) pursuant to the Government in the Sunshine Act, 5 U.S.C. § 552b, and the regulations of the Farm Credit Administration (FCA) adopted thereunder.

The meeting was held at the FCA office in McLean, Virginia. The meeting began at 9:00 a.m. and concluded at 9:20 a.m.

Members of the Board present were:

Vincent G. Logan, Chairman and Chief Executive Officer
Jeffery S. Hall, Member
Glen R. Smith, Member

The above named constitute the full Board.

Others present included **Ashley Waldron**, Secretary to the Board; **Clark Ogilvie**, General Counsel; and staff of the FCA and Farm Credit System Insurance Corporation (FCSIC). There were five members of the general public registered to attend. (A list of Board and staff attendees is attached as Exhibit A.)

Chairman Logan announced that this meeting of the Board was a hybrid physical/virtual meeting.

Chairman Logan asked everyone to say the Pledge of Allegiance with him as the Flag was displayed on the presentation screen.

Chairman Logan asked the Secretary to the Board to address technical and protocol items.

The **Secretary** addressed technical and protocol items.

The **Secretary** read a statement that announced the meeting would be conducted according to the requirements of the Government in the Sunshine Act.

Chairman Logan reviewed the published agenda. (A copy of the Public Announcement publishing the agenda for the meeting is attached as Exhibit B.)

Mr. Hall moved to adopt the agenda as published.

Mr. Smith seconded the motion.

There being no further discussion, **Chairman Logan** called the question.

The **Secretary** polled the Board Members and the motion carried unanimously.

Mr. Smith noted that the agenda did not include portions of the meeting that should be closed to the public as permitted by the Government in the Sunshine Act and therefore moved that the entire meeting remain open.

Mr. Hall seconded the motion.

There being no further discussion, **Chairman Logan** called the question.

The **Secretary** polled the Board Members and the motion carried unanimously.

OPEN SESSION

Approval of Minutes

Minutes for April 13, 2023 (BM-11-MAY-23-01)

Mr. Hall moved to approve the minutes for the April 13, 2023, FCA Regular Board Meeting.

Mr. Smith seconded the motion.

There being no further discussion, **Chairman Logan** called the question.

The **Secretary** polled the Board Members and the motion carried unanimously. **(BM-11-MAY-23-01)**

(A copy of the official "Board Action Item" is attached as Exhibit C.)

Reports

Update on the Operations of the Office of Equal Employment Opportunity and Inclusion

Thais Burlew and **Tyler Fish** of the **Office of Equal Employment Opportunity and Inclusion** presented the Update on the Operations of the Office of Equal Employment Opportunity and Inclusion.

Chairman Logan asked if there were any questions or comments from the Board.

There were no further questions or comments.

(A copy of the PowerPoint presentation is attached as Exhibit D.)

Chairman Logan read aloud a written statement. **Chairman Logan** requested that the Secretary include this statement in the minutes. (Chairman Logan's statement is attached as Exhibit E.)

ADJOURNMENT

There being no further business to come before the Board, **Chairman Logan** indicated he would entertain a motion to adjourn the meeting.

Mr. Smith moved that the meeting be adjourned.

Mr. Hall seconded the motion.

Chairman Logan called the question.

The **Secretary** polled the Board Members and the motion carried unanimously.

The meeting adjourned at 9:20 a.m.

NOTATIONAL VOTE ACTIONS

There was one notational vote action approved by the FCA Board from April 13, 2023, through May 10, 2023.

Item Number	Action Date	Voting Results	Subject
NV 23-10	04/24/2023	Approved	Extension of the Appointment of Joseph Connor as Acting Director of the Office of Secondary Market Oversight

The undersigned hereby certify that the foregoing minutes are the official minutes of the Regular Meeting of the Farm Credit Administration Board held on May 11, 2023.

_____/s/
Vincent G. Logan
Chairman and Chief Executive Officer

_____/s/
Ashley Waldron
Secretary to the Board

Approved: June 8, 2023

**BOARD AND STAFF PRESENT AT THE
FCA REGULAR BOARD MEETING
May 11, 2023**

Vincent G. Logan, Chairman and Chief Executive Officer
 Jeffery S. Hall, Board Member
 Glen R. Smith, Board Member

ATTENDEES	OPEN SESSION
Office of the Board	
Logan, Vincent	X
Hall, Jeffery	X
Smith, Glen	X
Lund, Zachary	X
Donner, Mary Alice	X
Stokke, Michael	X
Greer, Kristin	X
Calhoun, Gaye	X
Lewandrowski, Barbara	X
Waldron, Ashley	X
COO	
Coleman, Robert	X
OEEOI	
Burlew, Thais	X
Fish, Tyler	X
OIT	
Golley, Jerry	X
Versace, Jerry	X
Matos, Ricardo	X
Rana, Ben	X
OCPA	
Reuschel, Trevor	X
Middleton, Russell	X
OGC	
Ogilvie, Clark	X
Griffin, Ward	X
OE	
Duffy, Mike	X
Fennewald, Dan	X
Greenlee, Angela	X
ODAE	
D'Antoni, Jeremy	X
Iannetta, Sal	X
OIG	
Miller, Kevin	X
OSMO	
Connor, Joe	X
Hudson, Bruce	X

ATTENDEES	OPEN SESSION
ORP	
Kramp, Kevin	X
Agans, Autumn	X
OCFO	
Walters, Sandi	X
Gandy, Doug	X
Lennox, Jill	X
OAS	
Bell, Vonda	X
FCSIC	
Grimaldi, Andrew	X
Daly, Monica	X
GENERAL PUBLIC	5

Farm Credit Administration

1501 Farm Credit Drive
McLean, VA 22102-5090
(703) 883-4000



PUBLIC ANNOUNCEMENT OF MEETING SUBJECT TO THE GOVERNMENT IN THE SUNSHINE ACT

Farm Credit Administration Board Regular Meeting May 11, 2023

TIME AND DATE: 9:00 a.m., Thursday, May 11, 2023.

PLACE: You may observe this meeting in person at 1501 Farm Credit Drive, McLean, Virginia 22102-5090, or virtually. If you would like to observe, at least 24 hours in advance, visit FCA.gov, select "Newsroom," then select "Events." From there, access the linked "Instructions for board meeting visitors" and complete the described registration process.

STATUS: This meeting will be open to the public.

MATTERS TO BE CONSIDERED: The following matters will be considered:

- Approval of Minutes for April 13, 2023
- Update on the Operations of the Office of Equal Employment Opportunity and Inclusion

CONTACT PERSON FOR MORE INFORMATION: If you need more information or assistance for accessibility reasons, or have questions, contact Ashley Waldron, Secretary to the Board. Telephone: 703-883-4009. TTY: 703-883-4056.

_____/s/
Ashley Waldron
Secretary to the Board

April 25, 2023

Farm Credit Administration

1501 Farm Credit Drive
McLean, VA 22102-5090
(703) 883-4000

BOARD ACTION ITEM



FCA BOARD ACTION ON

Minutes for April 13, 2023

BM-11-MAY-23-01

Effective Date: May 11, 2023

Impact on Prior Board Actions: None

THE FCA BOARD HEREBY:

- Approves the minutes for April 13, 2023.

DATED THIS 11th DAY OF MAY 2023

BY ORDER OF THE BOARD

_____/s/
Ashley Waldron
Secretary to the Board



Office of Equal Employment Opportunity and Inclusion

Agenda



OFFICE OVERVIEW



MAIN FUNCTIONS

Our Team

- Thais Burlew Director
- Karen Blue Administrative Specialist
- Lynn Major Chief Diversity Officer
- Heyam Ibelli Program Specialist
- Tyler Fish Senior Assistant and
Advisor to the Director

Guiding Principles

- FCA Policy
- Executive Orders
- Government-Wide DEIA Strategy



Main Functions



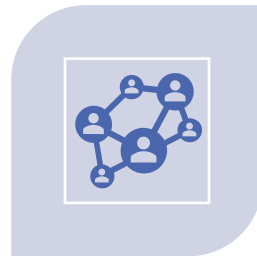
**POLICY, PROGRAMS,
& REGULATIONS**



KEY REPORTING



EVENT PLANNING



**RECRUITING &
OUTREACH**



TRAINING



EMPLOYEE GROUPS

Policy, Programs, & Regulations

- EEO Complaint Process
- Policy Consultation and Review
- DEIA Direction and Guidance
- Inter-Office/Inter-Agency DEIA Collaboration
- Diversity Leadership Award



Key Reporting

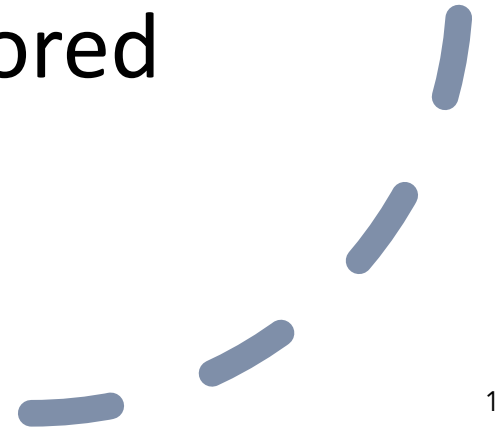
- EEOC Management Directive 715
- Federal Equal Opportunity Recruitment Program Report
- Disabled Veterans Affirmative Action Program

- No FEAR Act



Event Planning

- Plan major events for the agency
- Collaborate and organize events with special emphasis program managers
- Coordinate FCA-Sponsored Events



Recruiting and Outreach

- Ambassador Program
- Special Emphasis Program Outreach
- National Organization Partnerships



Native Americans & Military Veterans

- Native American Recruitment
- Veterans Recruitment
- Indian Country Knowledge Resource



Training

- New Employee Orientation
- No FEAR
- New Supervisor
- DEIA Newsletter
- Observance Programs
- Diversity Day



Special Emphasis Program Managers



James Hamer

Blacks In Government



Allie Wilson

Federal Women's Program



Eduardo Villa

HOLA at FCA



Andra Grossman

Persons with Disabilities



Nicole Stueber

PRIDE at FCA



Nancy Chung

AAPIs at FCA



Barbara Lewandrowski

Veterans at FCA

SEP Functions

- Diversity & Inclusion Programming
- Professional Development Facilitation
- Provide Forums for Employee Support Discussions
- Provide Advice and Subject Matter Expertise to Leadership





QUESTIONS

**Statement on the Office of Equal Employment
Opportunity and Inclusion Presentation**

**Vincent G. Logan
FCA Board Chairman and Chief Executive Officer
Farm Credit Administration Board Meeting
May 11, 2023**

Today's presentation from the Office of Equal Employment Opportunity and Inclusion underscored the important work being done at FCA to advance equity for all as we carry out our duties serving America's farmers and ranchers.

I would like to thank my fellow Board Members, Jeff Hall and Glen Smith, for supporting these efforts through our unanimous vote in January to approve the reorganization of the Office of Equal Employment Opportunity and Inclusion and its elevation to a level equal to that of other FCA offices.

It is a priority of the Biden-Harris Administration to take a whole-of-government approach to advance diversity, equity, inclusion, and accessibility, and this newly elevated office will serve as a platform from which our agency can maximize opportunities to engage with underserved groups and place a greater emphasis on our responsibility to address these issues.

I'm excited to work with Director Burlew and her team to cultivate and maintain a strong, diverse workforce focused on supporting the FCA's vital mission of ensuring a safe, sound, and dependable source of credit for all creditworthy and eligible persons in agriculture and rural America.