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Director of National Intelligence Moves Forward with Intelligence Reform

DNI McConnell unveils accomplishments of the first phase of his agenda to reform U.S. Intelligence Community and announces further plans

A follow-up report on the status of the 100 Day Plan is available at www.dni.gov.

Mike McConnell, Director of National Intelligence, has released the results of the 100 Day Plan for Integration and Collaboration, a series of initiatives designed to build the foundation for increased cooperation and reform of the U.S. Intelligence Community (IC), and announced the next phase of reform efforts—a 500 Day Plan designed to sustain the momentum with an expanded set of initiatives and a greater level of participation.

Unveiled in April, the 100 Day Plan focused on identifying and accelerating efforts to integrate activities of all intelligence agencies and their missions in a collaborative manner. This enables the IC to act as a unified enterprise, using all available national resources in a single, coordinated fashion. The 500 Day Plan focuses on the same key areas with an expanded set of initiatives building on efforts begun under the 100 Day Plan to deepen integration of the Community's people, processes, and technologies.

"I am encouraged with our progress so far," McConnell said, but added, "We have a lot of work ahead of us."

Some of the highlights of the 100 Day Plan accomplishments include:

- **Civilian Joint Duty** – The ODNI issued instructions to implement an IC civilian joint duty program patterned after the successful one utilized in the U.S. military. The program requires civilians to complete at least one assignment outside their home agency as a pre-requisite for promotion to senior rank.
- **Increase Equal Employment Opportunity (EEO) and Diversity in the IC** – To underscore its commitment to a diverse workforce, the ODNI published the IC's first five-year EEO and Diversity strategy to strengthen the Community's efforts in these areas. It is starting to define ways to improve efforts to recruit, hire and retain first-and second-generation Americans, and those with critically needed language skills and cultural backgrounds.
- **Improve the Security Clearance Process** – The first proof of concept program will pave the way to make it easier to hire and assign people based on national security needs.
- **Better Information Sharing** – Among other results, the ODNI developed an IC Policy Memorandum to help dismantle barriers to information sharing. It also developed an implementation plan to standardize

identity and access policies across agencies, networks and systems. A pilot collaborative e-mail system with key foreign partners has already evolved into a dynamic communication system.

- Instituted an IC-wide Leadership Forum – The DNI created an Executive Committee (EXCOM) through which he can resolve issues quickly and effectively with the heads of other U.S. intelligence agencies and components.

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“Our next step is to build on and sustain momentum over the next 500 days to take on the bigger challenges of changing policies, improving technology and transforming the culture of the IC,” McConnell said. “Execution of the more ambitious 500 Day Plan will require collaboration across the IC using working groups composed of key stakeholders throughout the Community and from the Office of the DNI.”

A summary of the 500 Day Plan will be posted on the DNI web site later this month.

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