

# Attracting, Recruiting, and Promoting Diverse Talent



*A New Day  
for the Civil Service*



## Today, we...

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“...continue the long march of those who came before us, a march for a more just, more equal, more free, more caring and more prosperous America.”

-Barack Obama  
President of the United States

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# Overview

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- Our goal is a workforce that looks like America.
- In the 18<sup>th</sup> century, the Founders of the United States declared that all people are created equal, as our European counterparts were doing the same.
- Since all are created equal, there is no reason that all groups should not achieve equally in our society



# Current Status - Women

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- Doing well overall:
  - 44.2% of the Federal workforce, compared to 45.6% of civilian workforce
- Black, Asian/Pacific Islander, and Native American Women exceeded their representation in the CLF.
- But women are less than 29% of our senior executives.



# Progress for Women

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- Representation of women and minorities at the higher General Schedule (GS) and at Senior Pay levels increased in FY 2008
- The number of women in top grades (GS-13 through GS-15) was 121,124 in 2008, compared to 120,605 in 2007.

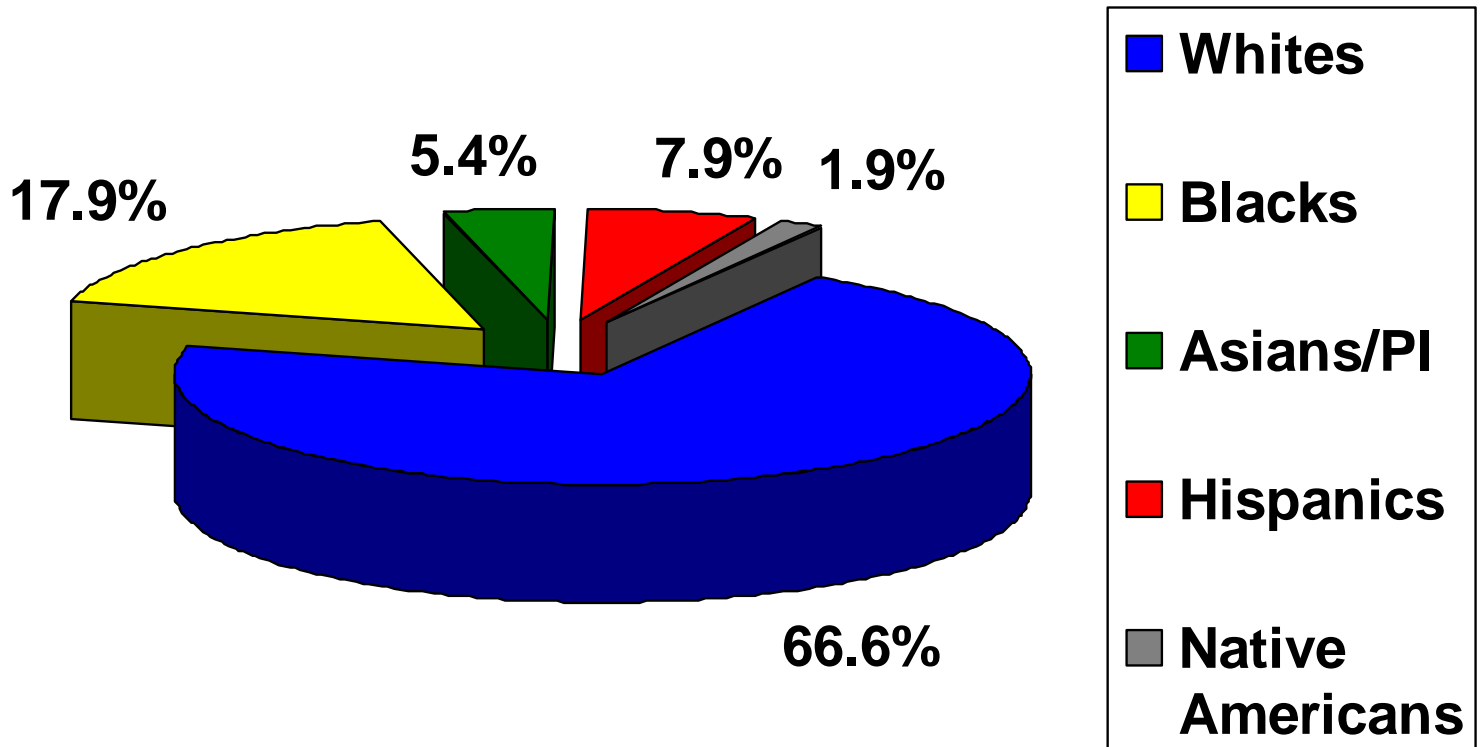


# Progress for Minorities

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- Minorities are represented in the Federal Workforce (FW) in numbers that exceed the Civilian Labor Force (CLF). In 2008, the representation of minorities in the FW was 33.4 percent compared to 29.3 percent in the CLF.
- The representation of minorities at top GS grade levels rose to 82,511 in 2008, from 80,927 in 2007

# Distribution of Permanent Federal Employees (as of September 30, 2008)





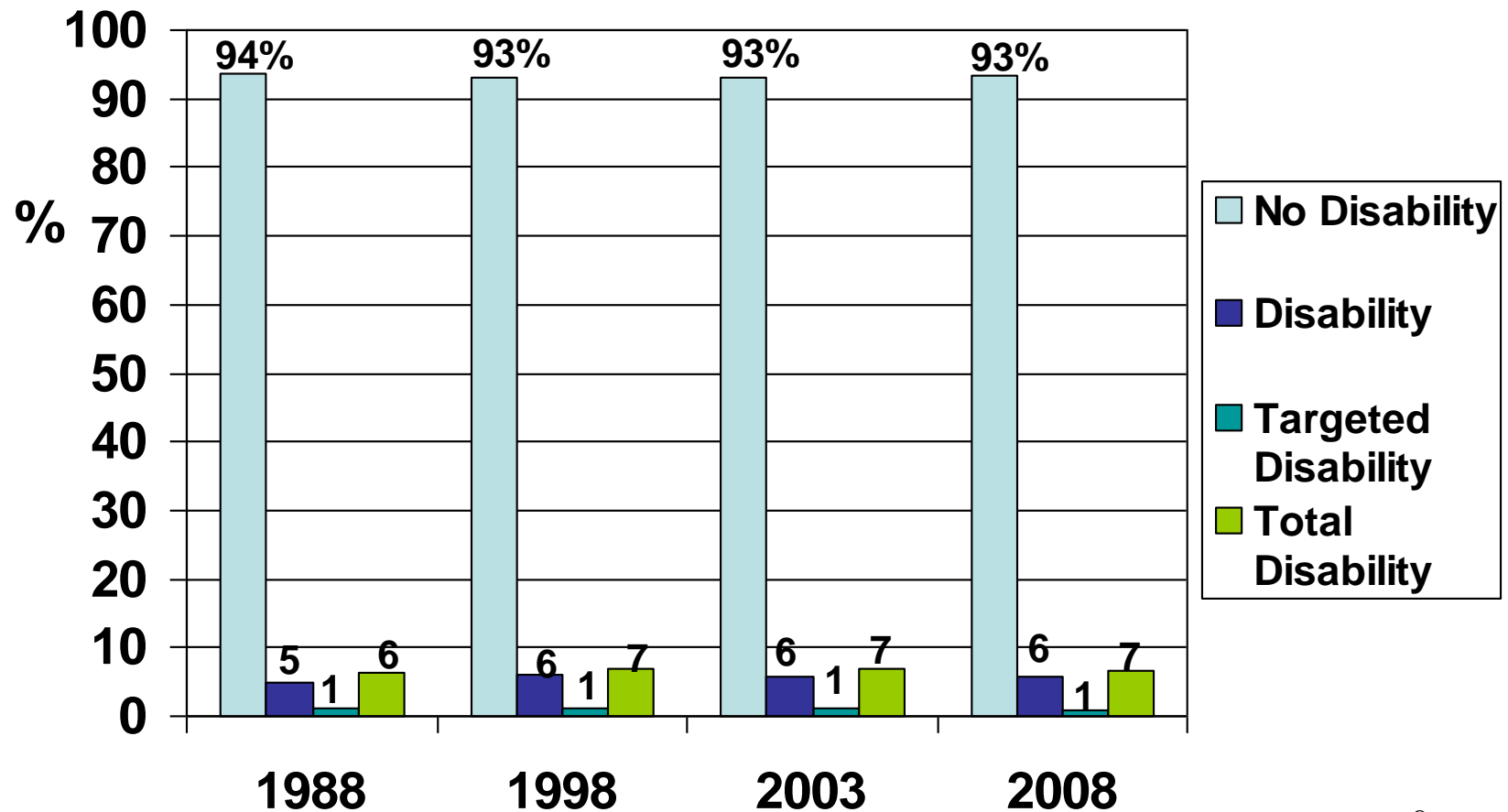
# But Significant Problems Remain

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- Latinos are 13.2% of the civilian labor force, but under 8% of the Federal workforce
- African-Americans are well represented in the lower pay grades, but not in the higher pay grades and senior executive level.
- Native Americans are not well represented at the senior levels.
- Americans with disabilities have very low representation rates, and even those rates are falling.



# Disability Status of Executive Branch Employees Over Time



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# Hiring Initiatives

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Advancing the President's goal of recruiting and hiring the best talent through a number of hiring initiatives

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# Hiring Initiatives

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- Broadening our recruitment efforts to draw from the rich diversity of the American workforce
- Using new technology to improve job skills testing
- Making the Government “cool” by creating workplace environments that stimulate creativity and innovation



# Leadership Begins at the Top

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**“Children born today and in the future will no longer find it remarkable that a President of the United States looks like Barack Obama or that a Justice of the Supreme Court looks like Sonia Sotomayor.”**

**-Eric Holder  
U.S. Attorney General**



# Looking forward

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**We will continue to build diversity at every level of the U.S. government, and we look toward the future with great hope.**

## Thank You

Liz Montoya

Chief of Staff

The United States Office of Personnel Management

Jennifer Mason

Deputy Chief of Staff