



Press Release

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RELEASE: U.S. Office of Personnel Management Releases Government-wide Diversity, Equity, Inclusion, and Accessibility Annual Report

Washington, D.C. – Today, the U.S. Office of Personnel Management (OPM) released its inaugural report: [Government-wide DEIA: Our Progress and Path Forward to Building a Better Workforce for the American People](#). This report highlights accomplishments aligned with the [Government-wide Strategic Plan to Advance DEIA in the Federal Workforce](#) and preview priorities for 2023 consistent with [Executive Order \(EO\) 14035](#).

“Whether you want to cure diseases, protect and preserve our national parks, combat climate change, or embark on missions to discover new galaxies, the Federal government is full of opportunity for the best and brightest to serve our country,” said **OPM Director Kiran Ahuja**. “In order to recruit and sustain the best talent, we must ensure every service-minded individual feels welcome and supported in contributing their talents to the Federal workforce. This inaugural report highlights progress made to advance diversity, equity, inclusion, and accessibility in the workplace, and we look forward to continuing the work to break down barriers to serve and help build a Federal government that draws from the strength and diversity of its people.”

Since EO 14035 was released, OPM and partnering agencies have worked on programs and initiatives to begin addressing the Government-wide DEIA Strategic Plan priorities. This annual report details programming highlights, including the following:

Established the [Chief Diversity Officers Executive Council](#), a stakeholder group that will

inform and collaborate with member agencies and other public and private stakeholders on such matters as legislation and policies affecting Federal DEIA priorities nationwide;

Convened a national **Employee Resource Group (ERG) Summit**, designed to equip Federal employees in ERGs to better support agency efforts to strategically advance DEIA and impact mission outcomes and a national **DEIA Summit 2022: A Whole-of-Government Approach to Disability Employment** to discuss promising practices and strategies to improve employment for people with disabilities in the Federal workforce;

Promoted equitable healthcare coverage for LGBTQI+ employees, beneficiaries and eligible dependents, including taking steps to remove barriers to accessing gender-affirming health care through the [Federal Employees Health Benefits \(FEHB\) Program](#);

Developed a [new DEIA Index](#) to measure how federal employees view their work environment;

Led a **DEIA Learning Community** to support all federal agencies with implementing best practices, and worked with agencies as they self-assessed the strengths and challenges related to DEIA practices within their own organizations; and

Published a new report in collaboration with the **Chief Human Capital Officers Council**, *Advancing Diversity, Equity, Inclusion, and Accessibility Promising Practices for Federal Agencies*

“We are proud of the work we have accomplished but also know there are opportunities for improvement and sustainability,” said **Government-wide Chief Diversity Officer Dr. Janice Underwood**. “We are committed to implementing EO 14035 by cultivating a workforce that draws from the full diversity of the nation and improving the daily operations of the Federal government with DEIA principles.”

Read the *Government-wide DEIA: Our Progress and Path Forward to Building a Better Workforce for the American People* [here](#).

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The Office of Personnel Management (OPM) is the strategic human capital partner to the federal government that is recruiting, retaining, and honoring the workforce that's landing rovers on Mars, fighting climate change and cancer, and building this country back better. OPM provides leadership and support to agencies through key issues and services-including human resource policy and oversight, federal employee benefits, and retirement services- that impact more than two million people in the federal workforce. As the nation's largest employer, the federal government is the model employer across sectors.