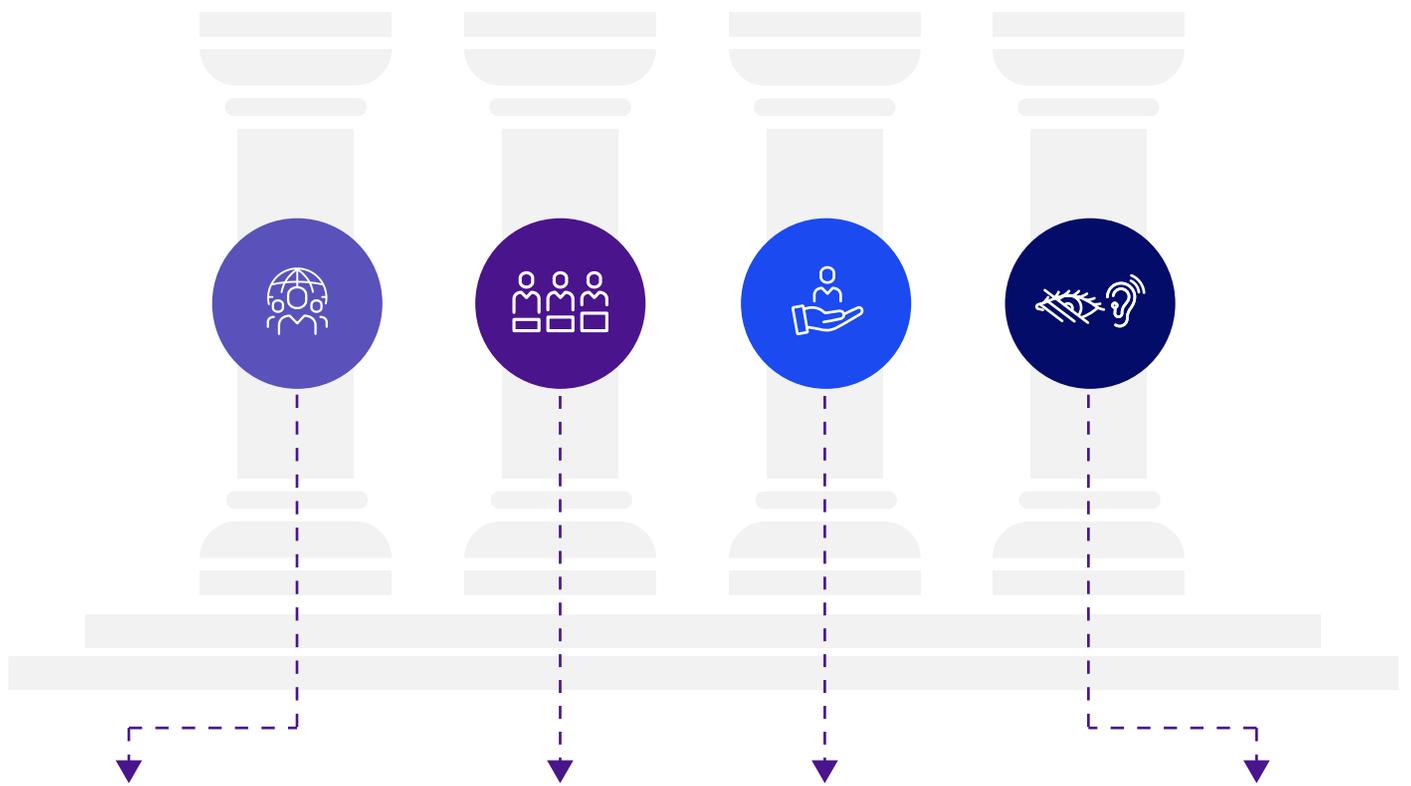


The Four Pillars of DEIA for Government Agencies

Understanding and implementing DEIA principles

The Biden Administration's executive order on diversity, equity, inclusion and accessibility (DEIA) highlights the important role government agencies play in promoting these principles throughout the federal workforce.



Diversity

Workplace diversity describes **the different backgrounds and experiences of a workforce**. An agency with high diversity will have employees of various races, religions, ethnicities, ages, genders, sexes, social economic backgrounds and access.

Diversity at work

Focus on diversity at every level, not just new hires. Consider sponsorships that help employees progress in their careers. Sponsors use their own reputations as leverage to lift up their candidates and provide them more opportunities.¹ These types of programs help members of underrepresented groups move into leadership positions.

Equity

Equity refers to **environments where all employees have access to the same resources**, information and opportunities. Achieving equity might necessitate extra support for employees from traditionally marginalized groups.

Equity at work

Although the pay gap between women and men in federal government positions is narrowing, it still exists, and is greater for many minority women.² Make a conscious effort to eliminate this ongoing inequity by **evaluating salaries**.

Inclusion

An inclusive workplace **values the perspectives and voices of its diverse employees**. While diversity describes the makeup of a group, inclusivity is the act of seeking out their different thoughts, insights and experiences.

Inclusion at work

Make sure everyone feels like their voice and perspective matters. Creating leadership-backed employee resource groups (ERG)³ that give collective voices to women, people with disabilities and other underrepresented groups can help ensure that the agency receives their input.

Accessibility

Accessibility goes beyond compliance with the ADA and the Rehabilitation Act. True access requires that **everyone has meaningful participation opportunities in development and education programs** that will help them advance their careers.

Accessibility at work

Instead of focusing on compliance with accessibility laws, agencies should consider universal design. Using universal design⁴ principles is more equitable because it means **creating physical and digital spaces that everyone can access** instead of forcing people with disabilities to request accommodations.

¹ <https://www.mckinsey.com/industries/public-and-social-sector/our-insights/tips-for-new-government-leaders-unlocking-diversity-and-inclusion>

² <https://www.gao.gov/products/gao-21-67>

³ <https://www.dol.gov/agencies/odep/initiatives/ndeam/ideas/day-8>

⁴ <https://www.section508.gov/blog/Universal-Design-What-is-it/>

