

## Einstein Pod - Deliverable 3 - Demographic Data and Goals of USGS

The Department of the Interior, which oversees USGS, is currently updating demographic data as per Section 5 of the [Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#).

### **The link(s) to demographic data at our organization are here:**

- o Demographic data for US Government employees can be found here: <https://www.fedscope.opm.gov/>. One can drill down to individual agencies including USGS, and data includes race and ethnicity, gender, occupational category, and pay grade, among other things.
- o Summary demographic data for the USGS is also publicly available here: <https://bestplacestowork.org/rankings/detail/IN08>
- o Detailed demographic data for the USGS are available internally (available to all USGS employees, through the internal website of the Office of Diversity and Equal Opportunity: <https://internal.usgs.gov/ops/eeo/diversitystats.html>) through the beginning of 2017. Data are broken down by race, gender, and disability as a function of job classification and pay grade, among other things. (*Questions: What is the reason for not making this public? What is the reason for stopping in 2017?*)
- o We are unaware of any demographic data collected on the (relatively small number of) people who come to work at the USGS other than as formal federal hires, such as Interagency Personnel Agreements or contracts.
- o The Federal Employee Viewpoint Survey (FEVS) of the Office of Personnel Management (OPM)--<https://www.opm.gov/fevs/>--includes demographic results by agency, publicly for DOI and internally for USGS ([here](#)). There is also a FEVS—Temporary, Term, Seasonal, and Intermittent (FEVS-TTTSI).

### **Public goals on demographics or increasing representation:**

- o Are there general goals stated at your organization for achieving representation?
  - Executive Order 13583-- Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce was issued August 18, 2011. <https://obamawhitehouse.archives.gov/the-press-office/2011/08/18/executive-order-13583-establishing-coordinated-government-wide-initiative>

This executive order directs federal agencies to “develop and implement a more comprehensive, integrated, and strategic focus on diversity and inclusion as a key component of their human resources strategies”, and includes specific planning and reporting requirements.
  - "The [USGS] Diversity Council strives to achieve a USGS workforce that reflects the demographics of our Nation..." <https://www.usgs.gov/about/organization/science-support/human-capital/diversity-council>.
    - o The USGS has a “Diversity Statement” that dates to 2010 (<https://prd-wret.s3.us-west-2.amazonaws.com/assets/palladium/production/atoms/files/DiversityStatement.pdf>). It does not lay out any specific demographic goals, instead stating that “...the USGS.. affirms our commitment to ‘employing the best

people to do the best job possible and recognize the importance of reflecting the diversity of our customers and our Nation.’ “

o The USGS has a “Diversity and Inclusion Plan” that dates to 2010

(<https://prd-wret.s3.us-west-2.amazonaws.com/assets/palladium/production/atoms/files/DiversityInclusionImplementationPlanSept172010edited.pdf>). The plan does not

lay out specific goals or targets for increasing representation; instead, it states that “Our goal is to increase workforce diversity at the USGS while retaining the talent we need today and in the future.” It lays out three strategic goals for increasing workforce diversity:

1. “Retain and Recruit”,
2. “Be Accountable and Responsible”
3. “Understand, Engage, Include, and Share”