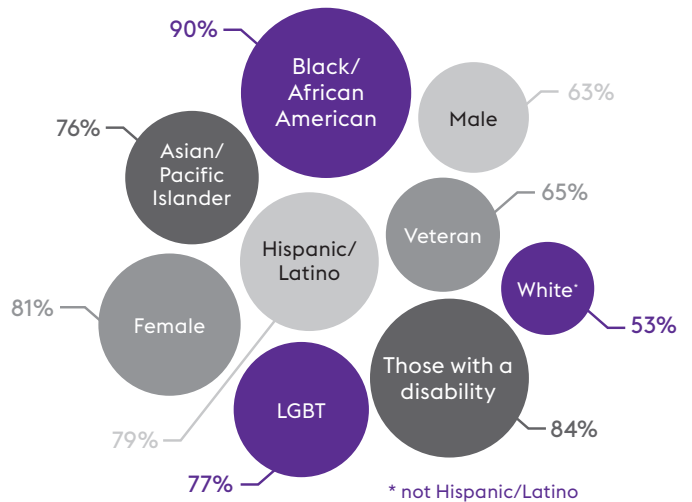# EVOLVING PERCEPTIONS ABOUT DIVERSITY AND INCLUSION

DESPITE MAKING SIGNIFICANT INROADS, A RECENT SURVEY OF 750 FEDERAL EMPLOYEES SUGGESTS AGENCIES STILL STRUGGLE WITH DIVERSITY AND INCLUSION IN THE WORKPLACE.

The survey reveals that nearly

3 IN 4 GOVERNMENT EMPLOYEES
HAVE FELT MISUNDERSTOOD BECAUSE A PART OF THEIR IDENTITY DIFFERS FROM OTHER COLLEAGUES.

A majority of

EVERY IDENTITY SUBGROUP SURVEYED
reports feeling misunderstood including:

- 90% Black/African American
- Male 63%
- 76% Asian/Pacific Islander
- Hispanic/Latino
- Veteran 65%
- White* 53%
- 81% Female
- Those with a disability 84%
- LGBT
- 79%
- 77%

* not Hispanic/Latino

WHAT CAN AGENCIES DO TO HELP EMPLOYEES FEEL INCLUDED AND ENGAGED?

EQUIP & TRAIN MANAGERS TO MORE EFFECTIVELY RESOLVE IDENTITY ISSUES

JUST 1 IN 3
believes that managers in their organization effectively resolve issues arising from diverse identities and perspectives.

PROVIDE BETTER RESOURCES FOR EMPLOYEES

ONLY 52%
have the resources to connect with others like them, including networking or mentorship opportunities.

ENCOURAGE EMPLOYEES TO SHARE & LEARN MORE ABOUT ONE ANOTHER

82% FORESEE
positive outcomes from colleagues having a deeper understanding of each other's identities, including improved relationships and employee engagement.

DIVERSITY AND INCLUSION CAN BENEFIT EVERYONE IN THE ORGANIZATION.
TO LEARN MORE, READ THE FULL REPORT.