

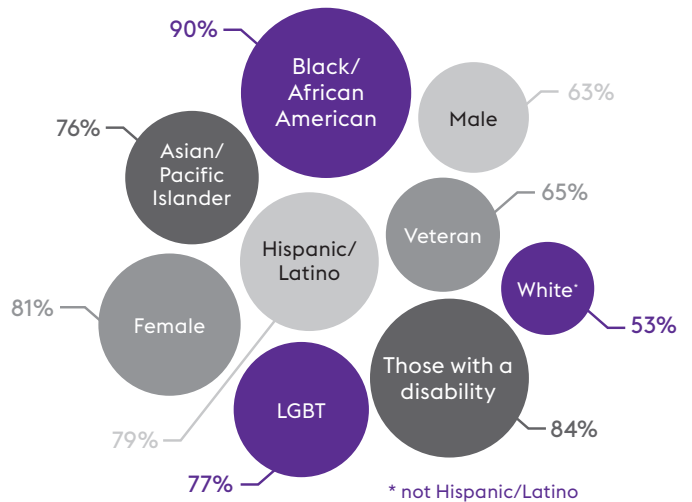
# EVOLVING PERCEPTIONS ABOUT DIVERSITY AND INCLUSION

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:



## 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.

Government Business Council

Government Business Council (GBC), the research arm of Government Executive Media Group, is dedicated to advancing the business of government through analysis and insight. GBC partners with industry to share best practices with top government decision makers, understanding the deep value inherent in industry's experience engaging and supporting federal agencies.

**MONSTER**  
GOVERNMENT SOLUTIONS

Monster Government Solutions works with government agencies to help them find and hire the right people and develop diverse and inclusive workforces. A division of Monster Worldwide, the company that pioneered online recruiting with **Monster.com** more than twenty years ago, Monster Government Solutions provides innovative and proven human capital solutions for effective recruiting, hiring, and workforce planning and development. For more information, visit [monstergovernmentsolutions.com](http://monstergovernmentsolutions.com).

**METHODOLOGY**

GBC and Monster Government Solutions deployed a survey to a random sample of *Government Executive*, *Nextgov*, and *Defense One* online and print subscribers in March 2015. The pool of 752 respondents includes senior employees from more than 30 departments and agencies. Respondents also represent a diverse range of identities, including differences in age, gender, race, ethnicity, LGBT identity, veteran status, and disability status.