



# Diversity, Equity, Inclusion, and Accessibility FY 2023 Annual Progress Report

U.S. Department of Education  
Office of Inspector General

Office of Inspector General  
Sandra D. Bruce  
Inspector General

December 2023

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The Office of Inspector General's Diversity, Equity, Inclusion, and Accessibility FY 2023 Annual Progress Report is available at <https://oig.ed.gov/about/diversity-equity-inclusion-and-accessibility>.

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# Message from the Inspector General

On behalf of the U.S. Department of Education Office of Inspector General (OIG), I am pleased to present our fiscal year (FY) 2023 Diversity, Equity, Inclusion, and Accessibility (DEIA) Annual Progress Report. FY 2023 (October 1, 2023, through September 30, 2023) was the first year the OIG implemented key strategies geared towards meeting the three overarching goals presented in our [FY's 2023–2028 DEIA Strategic Plan](#). Those goals are as follows:

- **Goal 1. Cultivate a Diverse and Inclusive Workforce.** Commit to human capital strategies that help attract, hire, develop, and retain a diverse, skilled, engaged, and inclusive workforce.
- **Goal 2. Foster an Inclusive, Equitable, Accessible, and Safe Workplace.** Invest in creating a harassment-free and inclusive work environment where employees feel appreciated, safe, and able to excel in their positions.
- **Goal 3. Deliver Inclusive and Accessible Products and Services.** Deliver high-quality and accessible audits, investigations, outreach, and other work products that align with our DEIA initiatives.

In the pages of this report, you will see the results of our efforts to reach these goals. This included taking action to help ensure that our hiring practices effectively engage a diverse pool of qualified candidates (Goal 1) and continuing to promote health and wellness in the workplace and for our workforce—including highlighting the importance of work-life balance, providing psychological safety and anti-harassment trainings, and launching a mindfulness program (Goal 2). We also continued to incorporate DEIA into our oversight work, issuing several reports with a DEIA connection. This included a report on the Office for Civil Rights' process for resolving web accessibility complaints; the Federal Student Aid office's outreach to individuals in underserved communities; and the Office of Special Education and Rehabilitative Service's implementation of significant disproportionality in the Individuals with Disabilities Act final regulations (Goal 3).

Our FY 2023–2028 DEIA Strategic Plan also noted that our annual progress reports would provide an assessment of progress made towards reaching our DEIA goals, using the maturity model offered by the Council of the Inspectors General on Integrity and Efficiency's (CIGIE) [Advancing Diversity, Equity, Inclusion, and Accessibility: A Roadmap for Offices of Inspectors General](#). That model encourages OIGs to assess their progress based on four levels: Level 1—Ad Hoc; Level 2—Defined; Level 3—Progressive; and Level 4—Optimized. For FY 2023, the OIG assessed itself at Level 3—Progressive, signifying that we have established policies and procedures to advance DEIA throughout the organization, and have implemented

these policies and procedures in various ways, including but not limited to ensuring that all OIG staff have access to regular DEIA training and that the OIG consistently promotes DEIA activities for optimal awareness.

In addition to providing the results of our individual DEIA-related efforts in FY 2023, we also share information on our DEIA efforts within the Inspector General community. This included my participation in the Senate Committee on Aging's September hearing titled "Unlocking the Virtual Front Door: Ensuring Accessible Government technology for People with Disabilities, Older Adults, and Veterans." In this testimony, I shared information specific to accessibility-related efforts as the Chair of the CIGIE DEIA Committee, as well as the Inspector General of the U.S. Department of Education. As noted in my testimony, CIGIE and OIG accessibility efforts look to ensure equitable access to everyone along the continuum of human ability and experience and make space for the characteristics that each person brings to the workforce. I also highlighted our commitment to ensuring that the products and services we produce are more broadly accessible so that everyone can access and benefit from the work we produce and the services we provide. My written statement for the record is available [here](#) on our website.

Finally, this report also includes our DEIA action goals for FY 2024, where we will continue to enhance and expand our DEIA efforts, recognize, and celebrate the rich diversity of our OIG team as well as our nation, and continue to build awareness that our strength and success as an organization lies in our differences, not our similarities. It is this understanding, this competence, that will enable the OIG to truly produce and deliver products and services that are as diverse and accessible to the public we serve. I continue to be so proud of the OIG staff for their commitment to our mission, to one another, and to furthering the goals of this important initiative.

A handwritten signature in black ink, appearing to read "Sandra D. Bruce". The signature is fluid and cursive, with a large initial "S" and "B".

Sandra D. Bruce  
Inspector General





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# Mission, Vision, and Goals of the DEIA Initiative

As presented in its [Diversity, Equity, Inclusion, and Accessibility Strategic Plan for FYs 2023–2028](#), the mission of the U.S. Department of Education (Department) Office of Inspector General (OIG) Diversity, Equity, Inclusion, and Accessibility (DEIA) initiative is to cultivate and sustain a diverse workforce and an inclusive, equitable, and accessible workplace that allows individuals to attain their greatest potential and be engaged, motivated, and empowered in their efforts to provide outstanding oversight of the Department’s programs and operations.

Our vision for the initiative is to incorporate DEIA concepts and practices into all facets of OIG operations by maximizing the unique strengths of all our employees through the synergy of our differences and capabilities.

The goals of our DEIA initiative align with the strategic goals in the OIG’s organizational [Strategic Plan for FYs 2023–2028](#). Those strategic goals are to (1) maximize our value to stakeholders by promoting effectiveness in the Department’s programs and operations by delivering relevant and timely information to our stakeholders; (2) combat program fraud and cyber threats by conducting timely, high-quality investigations and digital analyses to detect and deter fraud, waste, abuse, and other criminal activity involving Department programs and operations; (3) invest in the OIG workforce and workplace by cultivating a talented and diverse workforce and an inclusive, equitable, and accessible workplace that inspires engagement, creativity, and excellence; and (4) innovate and collaborate by developing and implementing internal processes that leverage technology, foster strategic thinking, and advance organizational effectiveness.

Our DEIA Initiative also continues to heed the call of the June 2021 [Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#), and follows the roadmap established by the DEIA Committee of the Council of the Inspectors General on Integrity and Efficiency’s (CIGIE) [Advancing Diversity, Equity, Inclusion and Accessibility: A Roadmap for Offices of Inspector General](#), so we may use the talents of all segments of society in creating a culture that encourages collaboration, flexibility, and fairness.



## OIG Workforce

Part of measuring the progress and success of our DEIA efforts is to track demographic data and identify trends involving our workforce. These metrics help us understand the makeup of our staff and identify any barriers—real and perceived—to ensure equity and access to the opportunities and benefits of merit-based employment at the OIG. In the pages that follow, you will find demographic information on the OIG.

Our workforce is composed of staff from different States, countries, and backgrounds, ages, abilities, languages, and socioeconomic statuses. Each person brings their own perspective to the workplace, which in turn creates a multifaceted environment with wide-ranging viewpoints and creative problem-solving skills. The OIG believes that the more diverse our voices and perspectives are, the more innovative we can be. This is particularly true in the OIG's efforts to provide oversight of and accountability in the widely diverse programs the Department administers; and the widely diverse State and local educational agencies, institutions of higher education, and students who participate in those programs.



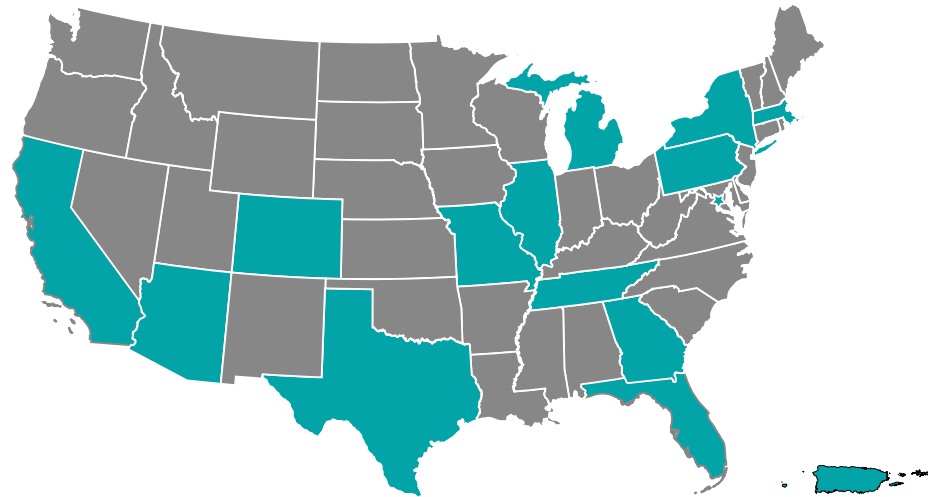
## OIG 2023 Snapshot

227 employees comprised of 216 permanent staff, 9 temporary staff, and 2 interns.



Staff composed of auditors, accountants, criminal investigators, information technology specialists, forensic media analysts, investigative and financial analysts, attorneys, management analysts, budget analysts, human resources officers, acquisition specialists, communication specialists, Congressional liaisons, editors, graphic designers, and administrative support personnel.

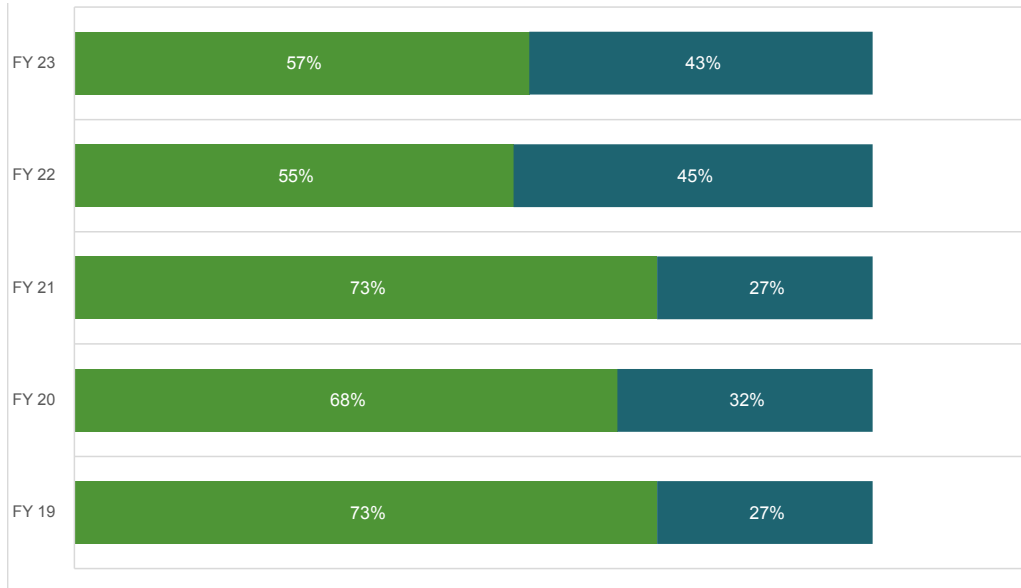
17 OIG offices located across the country (Arizona, California (2), Colorado, Florida, Georgia, Illinois, Massachusetts, Michigan, Missouri, New York, Pennsylvania (2), Puerto Rico, Tennessee, Texas, and Washington, D.C.).



## OIG Workforce Demographics

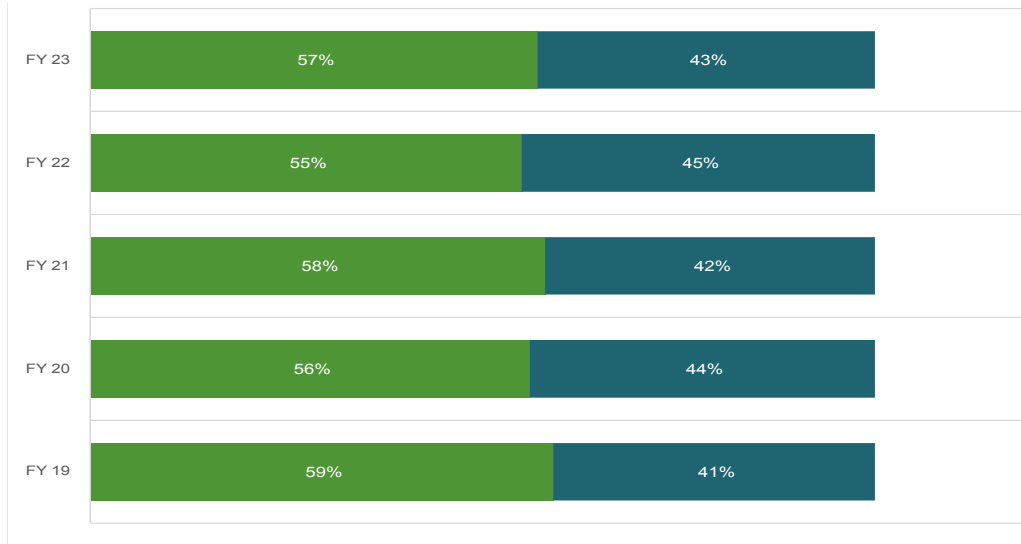
The following pages provide a look at the gender, race, and ethnicity makeup of the OIG staff and leadership in the OIG over the last several years.

# OIG Workforce: Gender



## OIG Leadership

- Male
- Female



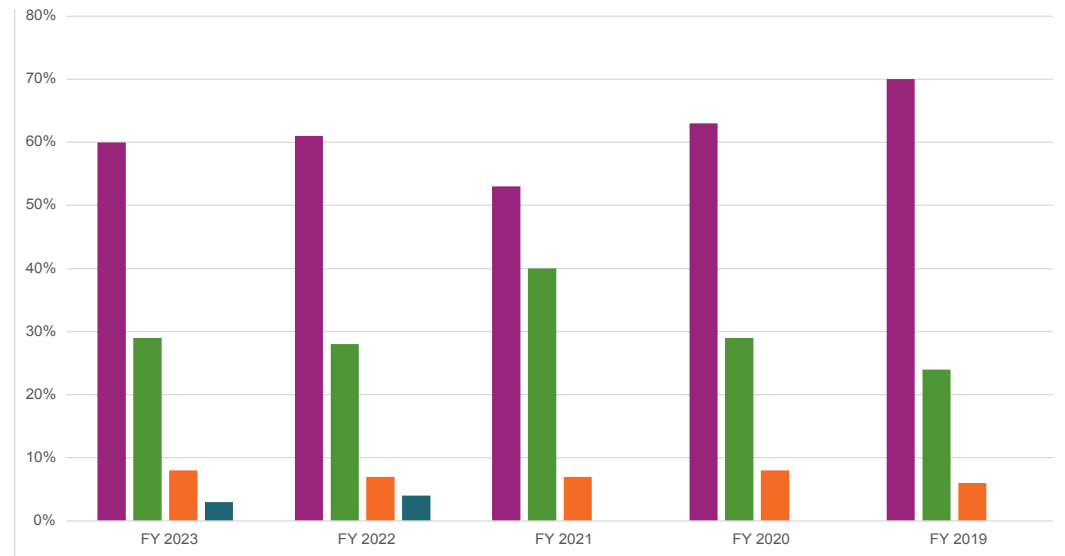
## All OIG Staff

- Male
- Female

# OIG Workforce: Race and National Origin

## OIG Leadership

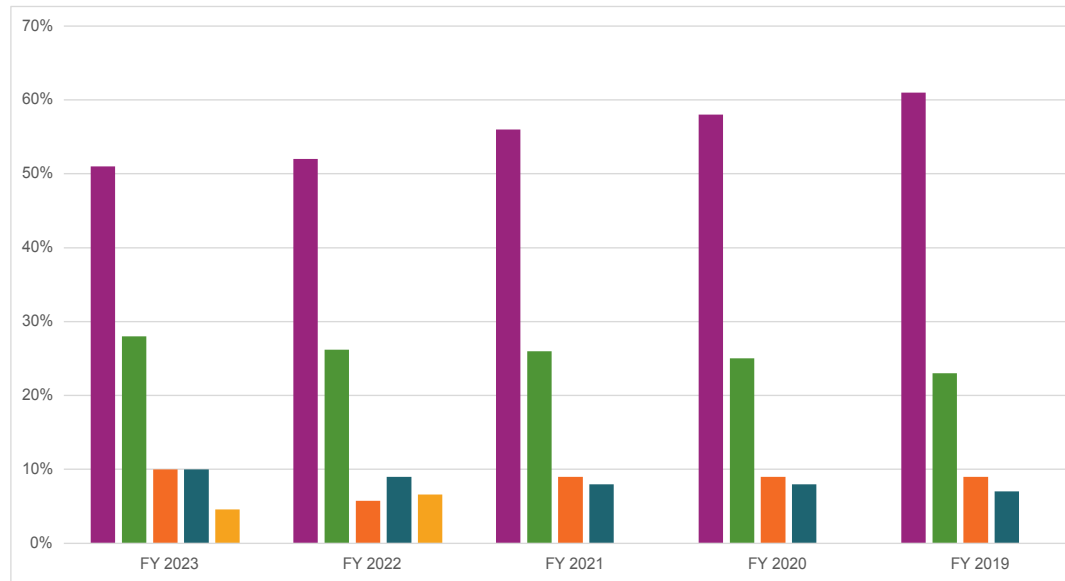
- White
- Black or African-American
- Hispanic or Latino
- Asian



## All OIG Staff

- White
- Black or African-American
- Hispanic or Latino
- Asian
- Two or more

*Note: For all 5 years, less than 1 percent of staff identified as "other" or "not specified."*





# OIG Comparison to the U.S. National Civilian Labor Force

For the last several years, we have provided information in our DEIA Annual Progress Reports on the demographic breakdown of the OIG workforce. For FY 2022 and FY 2023, we compared our demographics with the most recently available data from the U.S. National Civilian Labor Force to see how we compare with the national average. The U.S. National Civilian Labor Force is recognized as a benchmark established by the Equal Employment Opportunity Commission.

Race, Gender, and National Origin	FY 2022 OIG Employees	FY 2023 OIG Employees	National Civilian Labor Force
White Males	34.9%	33.3%	35.7%
White Females	18.3%	18.1%	31.8%
Black Males	10.0%	12.0%	5.7%
Black Females	15.7%	16.2%	6.6%
Hispanic Males	6.6%	6.0%	6.8%
Hispanic Females	3.9%	4.2%	6.2%
Asian Males	4.8%	5.1%	2.2%
Asian Females	4.8%	4.6%	2.2%
Native Hawaiian or Pacific Islander Males	0.0%	0.0%	0.3%
Native Hawaiian or Pacific Islander Females	0.0%	0.0%	0.3%
American Indian/Alaska Native Males	0.0%	0.0%	0.1%
American Indian/Alaska Native Females	0.0%	0.0%	0.1%
Two Or More Races Males	0.9%	0.5%	1.0%
Two Or More Races Females	0.0%	0.0%	1.0%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100%</b>

# FY 2023 Progress Results

Our [DEIA Strategic Plan for FYs 2023–2028](#) is a robust plan that includes timely deliverables and effective measurement tools consistent with our DEIA mission and vision. The plan also notes that we will assess our progress annually using the DEIA maturity model highlighted in the CIGIE’s [Advancing Diversity, Equity, Inclusion, and Accessibility: A Roadmap for Offices of Inspectors General](#). This maturity model encourages the OIGs to track their progress and grow their programs based on four levels: Level 1—Ad Hoc; Level 2—Defined; Level 3—Progressive; and Level 4—Optimized. The model allows the OIG to effectively assess its efforts along a continuum, spanning from foundational capacity to leading and sustaining practices. By identifying the maturity of current efforts this way, the OIG can more effectively implement an agency-wide, compliance-driven approach to DEIA and build and maintain a DEIA infrastructure to improve efficiency, effectiveness, and equity across the OIG workforce. The definition of each DEIA maturity model level follows.

Level	Description
1—Ad Hoc	The OIG has not formally incorporated DEIA continuous education initiatives into its goals and strategies. However, it still may make DEIA training available to staff and announce DEIA events that OIG staff can attend.
2—Defined	The OIG provides required DEIA training to its staff and shares DEIA information and promotes DEIA activities to the extent that Federal laws and other mandates require such training and activities.
3—Progressive	The OIG has established policies and procedures to advance DEIA throughout the organization. The OIG implements these policies and procedures in various ways, including but not limited to ensuring that all OIG staff have access to regular DEIA training and that the OIG consistently promotes DEIA activities for optimal awareness. The OIG routinely assesses its DEIA continuous education and uses the results of such assessments to determine areas of potential improvement.
4—Optimized	The OIG has formally incorporated DEIA continuous education into its mission and guiding principles. Consistent with current leading practices, the OIG regularly promotes and/or conducts DEIA events throughout the year; provides or otherwise ensures access to DEIA training for all staff; and, as appropriate and resources allow, collaborates with other OIGs in DEIA activities, trainings, and other continuous education events for the entire OIG community.

## FY 2023 Assessment

OIG DEIA Goal	FY 2023 Maturity Model Level
Goal 1: Cultivate a Diverse and Inclusive Workforce. Commit to human capital strategies that help attract, hire, develop, and retain a diverse, skilled, engaged, and inclusive workforce.	3—Progressive
Goal 2: Foster an Inclusive, Equitable, Accessible, and Safe Workplace. Invest in creating a harassment-free and inclusive work environment where employees feel appreciated, safe, and able to excel in their positions.	4—Optimized
Goal 3: Deliver Inclusive and Accessible Products and Services. Deliver high-quality and accessible audits, investigations, outreach, and other work products that align with our DEIA initiatives.	3—Progressive
<b>OIG DEIA Overall Assessment</b>	<b>3—Progressive</b>

The OIG’s Chief Diversity Officer (CDO) assessed the OIG’s FY 2023 DEIA initiative at level 3—Progressive. At this level, the OIG has established policies and procedures to advance DEIA throughout the organization; implements these policies and procedures in various ways, including but not limited to ensuring that all OIG staff have access to regular DEIA training; consistently promotes DEIA activities for optimal awareness; and routinely assesses its DEIA continuous education and then uses the results of those assessments to determine areas of potential improvement.

Specifically, the CDO determined that:

- The OIG enhanced its efforts to cultivate a diverse and inclusive workforce, including enhancing its data collection to assess employee characteristics, diversity, pay analysis, appointments and separations, and retirement eligibility to aid leadership in all facets of human capital planning—hiring, developing, advancing, and retaining employees (Goal 1).



- The OIG optimized its training and engagement efforts, producing more than 15 DEIA awareness communications, hosting 6 DEIA events, and providing 4 DEIA OIG-wide training sessions that not only educate staff on DEIA-related subject matters, but also help to cement a welcoming and inclusive workplace. We also used computer-assisted real-time transcription services at our trainings and other events, allowing OIG employees to participate in these activities without barriers (Goal 2).
- The OIG increased the number of final work products with a DEIA-focus above those issued in FY 2022. This included oversight reports that touched on DEIA, and two Eye on ED podcasts—one in English and one in Spanish—aimed at helping the public avoid falling victim to student loan schemes and scams. (Goal 3).

You will find more information on these achievements and other actions taken by the OIG specific to each of these three goals in the pages that follow.





## FY 2023 Progress by Goal

In our FY 2022 DEIA Annual Progress Report, we presented our action goals for FY 2023—actions we planned to take to continue evolving our DEIA efforts to meet the three overarching goals highlighted in our DEIA Strategic Plan for FYs 2023–2028. Below we share the results of our efforts, noting where we initiated actions specific to the goal, where our work continues, and where the action goal was completed.

## Goal I: Cultivate a Diverse and Inclusive Workforce.

FY 2023 Action Step	Status
Examine hiring metrics to determine whether the OIG's hiring practices are effectively engaging a diverse pool of candidates.	Continuous
Assess applicant screening and selection process to identify and mitigate potential biases and minimize potential barriers in support of hiring diverse and highly qualified candidates.	Continuous
Use data collection, and analysis, and reporting to assess DEIA efforts.	Continuous
Establish and evaluate promotion and retention practices with a focus on advancing equitable outcomes.	Continuous
Assess the status and effects of existing DEIA initiatives and programs within the OIG.	Continuous
Develop a recruitment campaign that establishes partnerships with minority-serving institutions and veteran groups.	Initiated
Identify areas where evidence is lacking and propose opportunities to advance DEIA.	Continuous
Promote awareness of DEIA and create opportunities for engagement and education.	Continuous
Implement an accountability system throughout the OIG.	Continuous
Evaluate hiring initiatives to leverage and measure demographic representation and trends.	Continuous
Promote and increase the availability of paid internships.	Initiated
Create and maintain opportunities for engagement, recognition, education, and collaboration.	Continuous
Develop "Proud to Be" milestones for multiyear talent acquisition strategy that leverages diversity.	Initiated



## Highlights

### *Federal Employee Viewpoint Survey*

Throughout FY 2023, the OIG continued to use data collection, analysis, and reporting to assist in assessing our overall DEIA efforts. Information collected through job satisfaction surveys is one way to help measure success in this area. As such, we continued to assess staff responses to the Federal Employee Viewpoint Survey (FEVS) to identify issues involving barriers to employee success. Based on the most recent FEVS results, our overall employee engagement score increased by 2.5 percent over the results presented in our FY 2022 DEIA Annual Progress Report, to 86 percent, and we received very high marks in the areas of accessibility (92 percent), diversity (91 percent), inclusion (89 percent), and equity (83 percent).

### *Recruitment and Hiring*

The OIG continued to take actions to reach a diverse pool of candidates for career positions and internships during the fiscal year. This included participating in the CIGIE's first-ever Career Fair. Held in March 2023, the Career Fair provided the OIG with the opportunity to highlight our office, mission, and available career and internship positions to college students, recent graduates, and other job seekers. OIG professionals from all of our components staffed the OIG booth and took every opportunity to speak with attendees about our work and opportunities in the fields of audit, law enforcement, technology, communications, and business management operations.

In addition, OIG hiring managers continued to keep the tenets of DEIA front of mind in FY 2023. Managers ensured that diverse selection panels were involved in the hiring process from the beginning stages of recruitment. And our commitment to DEIA did not stop when the hiring process was completed: when new staff were brought on board, we provided equal access to appropriate developmental opportunities and opportunities for engagement, education, and discourse relating to DEIA. Further, the OIG provided opportunities for staff to enhance and expand their capabilities through trainings and discussion sessions covering a wide range of topics, providing mentoring and leadership trainings and opportunities.

### *Small Business Contracting*

The OIG requires the support of contractors to conduct the vast amount of work on its plate. To that end, the OIG exceeded its annual small business contracting goals ensuring that OIG contracts were awarded to women-owned, service-disabled veteran owned, and small disadvantaged businesses whenever possible. In FY 2023, we increased these contract awards by 45 percent above what we did in FY 2022.

## Goal 2: Foster an Inclusive, Equitable, Accessible, and Safe Workplace.

FY 2023 Action Step	Status
Evaluate current demographic representation in the workforce and target recruitment efforts based on evaluation findings.	Completed
Ensure leaders at all levels understand their role in elevating awareness of OIG's and the Department's Employee Assistance Program, workplace flexibilities, and the Physical Security and Emergency Preparedness Division.	Continuous
Ensure a safe workplace to deter violent, disruptive, aggressive, or abusive behavior, and report any such behavior in accordance with OIG and Department policies.	Continuous
Proactively update training, onboarding, and hiring materials around accessibility processes, policies, and resources to elevate awareness and utilization across OIG.	Initiated
Promote work-life balance through policies and programs that adapt to changing conditions to meet the evolving needs of employees.	Continuous
Develop a continuous learning approach to workplace safety and harassment to equip managers and supervisors with the skills and knowledge to effectively support employees.	Continuous
Conduct training and lunch and learns addressing bullying, workplace civility, and antiharassment to educate and train at all levels of OIG.	Completed
Develop a continuous learning approach to workplace safety and sexual harassment training without fear of retaliation to enable supervisors to follow required steps and effectively support employees through the experience to the best of their abilities.	Initiated
Dedicate and retain resources to support DEIA activities.	Continuous

## Highlights

### *All-Staff Training Conference*

In July, the OIG held an all-staff training conference that provided informative and engaging sessions on myriad of subjects, including mandatory trainings on ethics, information technology, DEIA, and sessions that enabled staff to obtain required continuing professional education credits necessary to maintain or update their credentials. The conference also offered trainings on subjects of interest to a majority of staff, such as improving communications skills, coaching for supervisors, psychological safety, crucial conversations, unconscious bias, and emotional intelligence. In addition, the OIG utilized computer-assisted real-time transcription services at the all-staff training conference, as well as other trainings, discussion sessions, and events, allowing all OIG employees to participate in these activities without barriers.

### *Employee Engagement Efforts*

Throughout the fiscal year, the OIG's Diversity, Equity, and Inclusion Committee continued to create avenues for staff to engage with one another and increase awareness of DEIA. The Committee—composed of staff from all OIG units, entry level to senior leadership—continued to develop and share information on DEIA training opportunities and increasing awareness of our nation's many, rich and diverse cultures. They held informative and engaging events celebrating these cultures, experiences, interests, and outlooks, including panel discussions and other virtual events around national awareness months and Federal holidays such as Veterans Day, Black History Month, Women's History Month, Pride Month, Asian American and Pacific Islander Heritage Month, Developmental Disabilities Awareness Month, and Hispanic Heritage Month. The Committee, in tandem with the CDO, also put together DEIA-focused training sessions both those specific to supervisors as well as all staff, on topics such as workplace safety and civility and anti-harassment. These sessions were held throughout the year, including at the All-Staff Training Conference noted above. The Committee and the CDO also continued to update the OIG's online DEIA portal for staff to easily obtain information related to DEIA policies, procedures, resources, and other helpful information. Further, the OIG continued to promote health and wellness and work-life balance among its staff, ensuring staff were aware of resources and materials for themselves and their families through the Federal Employee Assistance Program, Suicide and Crisis Hotline, Mental Health.gov, and WorkLife4You. The OIG also launched a Mindfulness program, providing evidence-based tools for stress reduction, increased resilience, and improved well-being in the workplace and beyond.



### *Audit Services' DEIA Initiatives*

During FY 2023, our Audit Services component undertook multiple DEIA initiatives. First, the component conducted a DEIA-related organizational analysis—taking a systemic look at its policies, processes, work environment and structure to gain a better understanding of the current state of its audit-related DEIA efforts and identify any needed actions to strengthen the competency, motivation, and retention of its talented and diverse workforce. Second, Audit Services established a DEIA advisory group to work on audit-related DEIA initiatives and activities, such as identifying emerging areas for impactful DEIA-related oversight work and updating its report and correspondence templates with available accessibility-related information and resources. Third, the component initiated a pilot program, conducting team building exercises with the start of several new oversight assignments to reflect on how our own identities and experiences may affect our approach to and understanding of the project topic, and to build trust and develop a rapport among team members of diverse backgrounds.

## **Goal 3: Deliver Inclusive and Accessible Products and Services.**

<b>FY 2023 Action Step</b>	<b>Status</b>
Regularly monitor and evaluate OIG programs, accessible information technology, services, and policies for compliance and any other regulatory guidance to identify opportunities to improve the quality and consistency of access.	Continuous
Provide supervisors and employees with improved training and better access to resources to enable stronger support to employees who require reasonable accommodations.	Initiated
Add at least one assessment of an aspect of DEIA into the OIG annual work plan.	Completed
Regularly assess internal processes that seek to ensure equity in assignments and projects within OIG.	Continuous
Invest in physical and information technology infrastructure to ensure accessibility is seamlessly integrated into the hybrid operating model, reducing the need for reasonable accommodations.	Continuous
Update the communications strategy on DEIA that encompasses various communications formats.	Completed

## Highlights

### *Incorporating DEIA into Oversight Work*

Throughout FY 2023, the OIG continued to ensure equity of opportunity when assigning staff to work projects and deploying diverse teams to tackle oversight assignments. The OIG also continued to incorporate DEIA into its oversight work, issuing four reports with a DEIA focus. This included (1) our [review](#) of the Department’s Office of Civil Rights’ resolution of web accessibility complaints; (2) our [inspection](#) of how FSA identifies individuals who belong to underserved communities and performs outreach to those identified individuals; (3) our [inspection](#) of actions taken by the Office of Special Education and Rehabilitative Services to implement its final regulations on significant disproportionality in special education; and (4) the [results of our survey](#) of how local educational agencies used pandemic relief aid for technology.

We will continue to look at our work through a DEIA lens whenever possible in FY 2024. In our FY 2024 Annual Plan—a report that presents the major initiatives and priorities that the OIG intends to undertake each year—we highlight additional work we look to conduct with a DEIA focus. Such work includes the Department’s monitoring of the School-Based Mental Health Services program grantees; its review of grantees’ Stronger Connections grant program reports; oversight of spending and education outcomes of prevention and intervention programs of children and youth who are neglected, delinquent, or at risk; and a review of the Department’s administration of its reasonable accommodation program. You can read more on these and other planned assignments [here](#) in our FY 2024 Annual Plan.

### *New Public Website*

In June, the OIG launched its [new public website](#), making information on its mission and work more easily identifiable, and ensuring the information on the site is easily readily accessible and in compliance with Section 508 of the Rehabilitative Services Act requirements. This includes its vital Hotline portal that provides users with critical information on identifying and reporting allegations of fraud to the OIG.

### *Eye on ED Podcasts*

Also in June, we released two new episodes in our Eye on ED podcast series, one in English and one in Spanish, on student loan schemes and scams. The podcasts share information on how to spot student loan scams, how to avoid them, and what to do if you think you’ve been a victim of one. The podcasts also highlighted infographics and other materials the OIG has created informing the public on how to protect themselves from student loan scams. You can find the podcasts [here](#) on our website.



## Additional DEIA Efforts

Throughout FY 2023, the OIG continued working with its colleagues in the OIG community and the Federal government on advancing DEIA. In addition, Inspector General Sandra D. Bruce provided testimony before Congress on behalf of both the OIG and the CIGIE's Diversity, Equity, Inclusion and Accessibility (DEIA) Committee on the issue of accessibility. Below you will find summaries of those efforts.

### The Council of the Inspectors General on Integrity and Efficiency

The CIGIE DEIA Committee affirms, advances, and augments CIGIE's commitment to promote a diverse, equitable, and inclusive workforce and workplace environment throughout the OIG Community that will help ensure comprehensive work produced by a well-trained and highly skilled workforce, is made accessible, when possible, to the diverse public we serve. Inspector General Sandra D. Bruce has chaired the Committee since its inception, which is now composed of inspectors general from more than 50 Federal agencies.

To support the CIGIE's efforts to enhance recruitment and hiring of a diverse workforce, in March, the CIGIE held its first-ever career fair in Washington, D.C. Hosted by the CIGIE DEIA Committee and the U.S. Department of Transportation OIG, more than 300 college students, recent college grads, and job seekers registered for the event, with 32 OIGs on-site to share information on career and internship opportunities. The team conducted in-person outreach to more than 20 colleges and universities in the D.C. area, including Historically Black Colleges and Universities, Hispanic Serving Institutions, and Gallaudet University. They also created recruitment materials that were shared with veterans, professional and alumni networks, professional affinity groups, and institutions of higher education across the country.

In September, the Committee issued the IG community's first [Toolkit for Considering Equity When Conducting Oversight Work](#). The Toolkit provides general considerations to all OIGs, along with resources, tools, and examples of including equity in audits, investigations, evaluations, reviews, and other projects to help ensure agencies are promoting equitable access to and administration of Federal programs. Further, in FY 2023, the CIGIE DEIA Committee continued to discuss its inaugural Advancing Diversity, Equity, Inclusion, and Accessibility: A Roadmap for Offices of Inspectors General (Roadmap) issued in 2022. This first-of-its-kind resource presented a path forward for OIGs of all sizes and capabilities to advance DEIA in their offices and by doing so, help to create a culture of belonging throughout the OIG community. [FedScoop](#) and [Federal News Network](#) highlighted the Roadmap and the work of the CIGIE DEIA Committee that featured interviews with Inspector General Bruce and FDIC Inspector General Jay Lerner, as chair and vice chair of the committee at the time.

OIG staff also continued to work with their IG colleagues on other CIGIE committees, subcommittees, and work groups whose efforts impact DEIA. This includes the CIGIE Accessibility Working Group, CIGIE Supplier Diversity Working Group, and the CIGIE Emerging Technology Subcommittee.

## Congressional Testimony on Accessibility

Inspector General Sandra D. Bruce presented written testimony for the Senate Committee on Aging's September 21, 2023, hearing titled "Unlocking the Virtual Front Door: Ensuring Accessible Government technology for People with Disabilities, Older Adults, and Veterans." Inspector General Bruce shared information on accessibility, both as the Inspector General of the U.S. Department of Education and as the Chair of the CIGIE DEIA Committee. The Inspector General shared with the Senate Committee that the CIGIE DEIA Committee was in the process of finalizing its first update to the Roadmap, providing additional information, resources, tools, and action steps to help OIGs take a more proactive approach to incorporating DEIA into their operations and work products. Inspector General Bruce noted that the updated Roadmap would include new "routes" and information related to equity, accessibility, and



safe and harassment-free workplaces. The Inspector General also highlighted work specific to the OIG, highlighting OIG's goals specific to accessibility in its organizational [Strategic Plan for FYs 2023–2028](#) as well as in its [DEIA Strategic Plan for FYs 2023–2028](#). The Inspector General's full written testimony is available [here](#) on our website.

## Other Efforts

National Organization of Black Law Enforcement Executives (NOBLE). In July, the OIG spearheaded a session at NOBLE's 47th Annual Training Conference, titled "Bridging the Gap: Working with The Other Three Letter Federal Law Enforcement Agencies." The session focused on the importance of Federal-State-local-territorial-Tribal partnerships to identify and prevent fraud, the role of data analytics and technology in fighting fraud, lessons learned from large-scale emergency relief aid programs, and what the future holds for continuous collaboration. Inspector General Sandra D. Bruce and U.S. Department of Labor Inspector General Larry Turner led the discussion, which also featured the voices of a diverse group of law enforcement professionals from the Inspector General community.

DEIA Learning Community. Throughout the year, OIG's CDO attended meetings of this Office of Personnel Management-led group that supports all Federal agencies with implementing best practices and assesses the strengths and challenges related to DEIA practices.

OIG Chief Diversity Officers Council. The OIG's CDO regularly meets with CDOs from other OIGs to share best practices, ideas, and experiences in developing and enhancing DEIA initiatives in individual IG offices.

U.S. Department of Education Diversity and Inclusion Council. The OIG participates in non-decision-making capacity with this Council that seeks to promote DEIA throughout the Department.



## Our Path Forward— Planned Actions FY 2024

In FY 2024, the OIG will continue evolving its DEIA efforts through polices, continuous education, and engagement. We will create new opportunities and avenues that will allow the OIG to attract and retain great talent from all segments of society. We will continue to expand our corporate culture that encourages collaboration, flexibility, and fairness so we can continue to meet our mission, exceed our goals, and produce quality work that is accessible to the diverse public we serve.

### FY 2024 Action Goals and Steps

In addition to continuing to move forward with our FY 2023 goals where our progress was measured as continuous or initiated, the OIG has added several additional DEIA action goals and steps for FY 2024. These new goals and steps, presented below, align with the goals presented in our [DEIA Strategic Plan for Fiscal Years 2023–2028](#). They also follow Federal policies and requirements for agencies to strengthen DEIA in their workforce policies, practices, and culture. These action goals incorporate concepts from the CIGIE DEIA Committee’s [Advancing Diversity, Equity, Inclusion, and Accessibility: A Roadmap for Offices of Inspector General, and Toolkit for Considering Equity in Oversight Work](#).

## FY 2024 Goal

### Goal 1. Cultivate a Diverse and Inclusive Workforce

- Create component-specific, data-driven demographic dashboards to assist in workforce development assessments.
- Assess current Schedule A hiring processes and develop toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- Assess pay equity to determine whether individuals are equitably compensated for similar work.
- Explore different ways to measure equity when reviewing internal promotional and professional development practices that are accessible to all staff.
- Evaluate current recruitment and hiring processes and opportunities for employees who apply for internal opportunities and ensure equitable access.

### Goal 2. Foster an Inclusive, Equitable, Accessible, and Safe Workplace

- Conduct a voluntary internal demographic survey to provide a full picture of diversity in the workforce.
- Provide training on equity initiative and available resources to assist in meeting the requirements of section 504 and section 508.
- Increase awareness and participation in work/life balance programs that meet the needs of the workforce and other employee support services.

### Goal 3. Deliver Inclusive and Accessible Products and Services

- Assess and ensure all OIG products and services available to the public are compliant with requirements of Section 508 of the Rehabilitation Act.
- Consider DEIA implications when crafting and issuing internal and external communications, and building or acquiring information technology
- Review contracting actions to determine whether there was fair and equitable access to websites, forms, and systems.

# DEIA: Part of our Foundational Principles

Our commitment to DEIA in the workplace is more than just an initiative, program, or policy for the OIG; it is a part of our foundational principle that sets the tone for how the OIG identifies efficiency, effectiveness, and integrity within our teams and offices. Diversity in the workforce brings people with different backgrounds together to integrate ideas that benefit everyone. Equity ensures the fair treatment, equal access, opportunity, and advancement of and for all employees. Inclusion inspires innovation, cultivates new ideas, and fosters a welcoming culture. Accessibility ensures equitable access to everyone along the continuum of human ability and experience and space for the characteristics that each employee brings to the workplace. Encouraging diversity, equity, inclusion, and accessibility enhances the work environment and provides an experience where all employees value each other and the unique contributions each employee brings to the table. At the OIG, we believe that through our DEIA Initiative, we will improve our work and become an even better, higher performing 21st century organization that is open to the contributions, skills, and strengths, which is achieved through a diverse, inclusive, and equitable, workforce.



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