

3 key steps to address DEIA efforts that actually lead to *sustained change*

In response to President Biden's Executive Order on Diversity, Equity, Inclusion, and Accessibility in the federal workforce, BetterUp's behavioral scientists recommend a multi-pronged approach to deliver on this effectively.

Why does DEIA matter for your agency?

People of color make up about 40% of the U.S. population and about 38% of the full-time federal workforce, but only comprise 22% of SES leaders within the government¹. FEVS scores are consistently lower for under-represented groups within the government. In fact, **1 in 3 government employees who identify as a person of color are considering leaving their agency within the next year**². As the country's largest employer, the federal government has the ability and the need to create a workforce where diversity, equity, inclusion, and accessibility can stop being a goal for the intangible future and become a reality for millions of Americans.

¹ Bureau of Labor Statistics 2020, ² Office of Personnel Management 2020, Federal Employee Viewpoint Survey.

Why traditional approaches to building a more diverse & equitable workforce have been *ineffective*.

A more diverse and inclusive workforce is widely understood as valuable, but the path to progress continues to present challenges. Common barriers include:

- Ineffective past investments of DEIA efforts.
- A failure to balance inclusion & belonging with diversity efforts.
- Inability to scale efforts.
- A lack of metrics to track meaningful progress.

So, what works? BetterUp's multi-prong approach to supporting DEIA strategy enables sustained impact for critical populations.

1. Develop managers as role models of inclusive leaders.

Inclusive leadership is at the core of tangible DEIA change - it is central to helping your agency's employees thrive and become more effective leaders themselves.

2. Activate change agents and allies for a culture of belonging.

Without a culture of inclusion and belonging, DEIA initiatives fall short on impact. It is imperative to advance underrepresented talent, harness the power of inclusive leadership, and build a foundation of allyship and inclusion across your agency.

3. Foster thriving and engagement of underrepresented talent.

Differentially investing and supporting the development of under-represented minorities (URMs) is a critical piece of moving the needle.

Find out how to deliver on these actions by watching our brief on-demand webinar.

Watch now