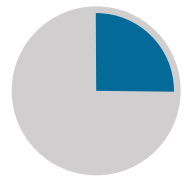


Executive Order (EO) 14035

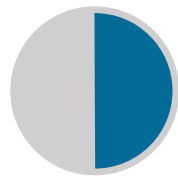
Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce

As the Nation's largest employer, the Federal Government must be a model for DEIA, where all employees are treated with dignity and respect. We are at our best when drawing upon all parts of society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges.

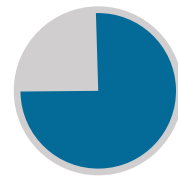
EO Major Milestones:



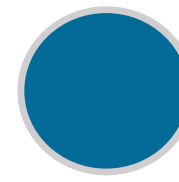
100 Days
Agencies Submit
DEIA Self-
Assessments



150 Days
Issue the DEIA
Governmentwide
Strategic Plan



270 Days
Collect Agency
DEIA Strategic
Plans



Annually
Agencies Submit
Progress Report

OPM's responsibilities within the Order:

Government-wide DEIA Initiative. Reestablish a coordinated Government-wide initiative to promote diversity and inclusion in the Federal workforce and expand its scope to include equity and accessibility. Provide agencies with information, resources, and a methodology to assess the current state of DEIA in their workforce. Issue a government-wide DEIA Strategic Plan, including a framework to address workplace harassment and a data-driven approach to increase transparency and accountability. Establish a reporting system for agencies to submit plans. Provide technical assistance and guidance on the execution of the EO and the items below.

Data Collection



Review existing policies and provide guidance to improve the collection of workforce demographic data.

Promoting Paid Internships



Issue guidance to increase the availability of paid internships, fellowships, and apprenticeships; reduce reliance on unpaid internships and similar programs; and improve outreach to and recruitment of individuals from underserved communities.

Partnerships & Equitable Recruitment



Facilitate the recruitment of individuals who are members of underserved communities for Federal employment opportunities.

Professional Development & Advancement/Training & Learning



Issue guidance for tracking demographic data for professional development programs. Implement/increase DEIA training and issue related guidance and best practices.

Advancing Equity for Employees with Disabilities



Assess current hiring practices, evaluate equity in employment opportunities and financial security, and improve the process for requesting reasonable accommodations.

Advancing Equity for LGBTQ+ Employees



Improve equitable access to employee services and health/medical benefits, update employee identification standards, expand availability of non-binary facilities, and mitigate barriers to security clearance.

Pay Equity



Review government-wide regulations and guidance to address any pay inequities and report recommendations to advance equal pay.

Expanding Employment Opportunities for Formerly Incarcerated Individuals



Evaluate whether formerly incarcerated individuals face any barriers in accessing Federal employment opportunities and consider establishing new hiring authorities.