

U.S. OFFICE of PERSONNEL MANAGEMENT

The U.S. Office of Personnel Management (OPM) serves as the chief human resources agency and personnel policy manager for the federal government. OPM provides human resources leadership and support to federal agencies and helps the federal workforce achieve their aspirations as they serve the American people. OPM directs human resources and employee management services, administers retirement benefits, manages healthcare and insurance programs, oversees merit-based and inclusive hiring into the civil service, and provides a secure employment process.

BUILDING ON OPM'S ACCOMPLISHMENTS

- **LEADING DEIA EFFORTS ACROSS THE FEDERAL GOVERNMENT:** OPM has co-led the whole-of-government effort to implement Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Government, working with 103 agency DEIA implementation teams, producing a newsletter with over 1,000 agency subscribers, hosting 18 webinars, and holding regular office hours with an average of 90 attendees per session.
- **CULTIVATING A GOVERNMENT-WIDE DEIA STRATEGY:** OPM contributed to the White House Domestic Policy Council's government-wide DEIA Strategic Plan as a roadmap to achieve the directives set forth in E.O. 14035.

PRIORITY PROGRAM GOALS FOR THE ASIAN AMERICAN, NATIVE HAWAIIAN, AND PACIFIC ISLANDER COMMUNITIES

Per Executive Order 14031, OPM has identified two high-priority goals that will span the next two years. These goals will advance equity, justice, and opportunity for AA and NHPI communities.

GOAL 1

Enable agencies to use anonymized data disaggregation to identify barriers across hiring, senior leadership pipeline, and employee retention rates: OPM will develop several measures to promote usage of anonymized data disaggregation, including narrowing of agency-identified gaps in the Federal Employee Viewpoint Survey (FEVS) Employee Engagement Index that are impacting the AA and NHPI workforce; adding questions in the FEVS that probe the AA and NHPI workforce experience; and assessing progress and evaluating root causes of barriers to hiring AA and NHPI team members in the senior leadership pipeline and employee retention rate. These measures will require analysis of disaggregated data by race/ethnicity, including by AA and NHPI subgroups, and will provide agencies an opportunity to use this (as well as other) data to determine specific actions towards equity.

GOAL 2

Increase outreach to Asian American and Native American Pacific Islander-Serving Institutions (AANAPISIs) and Native Hawaiian-Serving Institutions: OPM will engage in outreach to at least 38 AANAPISIs or Native Hawaiian-Serving Institutions, conduct webinars for students on federal employment topics, and hold meetings with career directors, career counselors, and academic advisors to better understand the needs of their students and provide culturally and linguistically appropriate information about student employment programs. OPM plans to code AANAPISIs and Native Hawaiian-Serving Institutions as specific school designations in its outreach system to better track efforts and participation. Additionally, OPM will develop a “Guide to Federal Employment” for early career applicants, including job seekers from AANAPISIs and Native Hawaiian-Serving Institutions, to encourage them to apply for federal positions.