

## **Building an Inclusive Work Environment ... A Smarter Way to Work**

**ELT Champion:** Regina Neal-Mujahid, Chief, Office of Diversity and Equal Opportunity

**Sponsors:** John A. Szemraj, Diversity Manager and  
Ulysees L. Gilbert, Equal Employment Opportunity Specialist

**Coach:** Kim Miller, Mentoring/Leadership Intensives Program Manager,  
Office of Organizational and Employee Development

### **Background**

One common goal all Federal departments and agencies strive for is to recruit and retain talented individuals from all communities, reflecting the diversity of our country. But diversity by itself is not enough. Successful leadership in the 21<sup>st</sup> century requires executives and their organizations move beyond a diverse workforce and capture the potential that comes from an inclusive workforce. If diversity is “the mix,” then inclusion is making the mix work more effectively and efficiently by leveraging the wealth of knowledge, insights, and perspectives in an open and trusting workplace. With inclusion, organizations can capture a competitive advantage from changing demographics across the workplace. An organization with a reputation for inclusiveness becomes a magnet attracting top talent.

But inclusion is a challenge in itself. Even those who fully embrace the business case for diversity and inclusion often feel unprepared or don’t have the knowledge or the right tools to actually be inclusive.

### **Issue/Challenge**

Developing and supporting a diverse and inclusive workforce is critical to the future success of USGS. While outreach and recruitment efforts assist with diversifying our workforce to better reflect our customers and stakeholders, we must also consider how we can best include and engage the current and future workforce. In this era of shrinking resources and limited budgets, it becomes even more imperative to include and engage our workforce to ensure full realization of the bureau’s mission and vision.

### **Questions to consider**

How can we make USGS a more inclusive environment? Indicate resources, events, trainings, behaviors that you believe have or will contribute to creating a more inclusive environment.

What leadership skills are essential for all employees to build and maintain a more inclusive environment at USGS?

How can we sell the imperative of an inclusive and engaged workforce in a way that makes managers sit up, take notice, and actually put some energy behind it?

What can OPM’s “New IQ” do to assist with inclusion at USGS?

How can the USGS Diversity and Inclusion Plan 2016 – 2020 help build a more diverse and inclusive environment at USGS?

## **Resources**

OPM's New IQ video:

<https://www.youtube.com/watch?v=xXU2czYzfbI>

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USGS Diversity and Inclusion Plan – FY 2016 – 2020 is found on the D&I webpage:

[https://internal.usgs.gov/diversity/html/Resources/resources\\_stategicPlan.html](https://internal.usgs.gov/diversity/html/Resources/resources_stategicPlan.html)

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Office of Diversity and Equal Opportunity (DEO) intranet webpage:

<https://internal.usgs.gov/ops/eoo/>

Quarterly workforce data, policy statements, definitions, etc are available at this site.

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OPM's "New IQ" (Intelligent Quotient)

<https://www.opm.gov/policy-data-oversight/diversity-and-inclusion/federal-workforce-at-a-glance/>