United States
Office of Government Ethics
1201 New York Avenue, NW., Suite 500
Washington, DC 20005-3917

October 26, 2012

The Honorable Barbara Lee
Committee on Appropriations
United States House of Representatives
H-307, The Capitol
Washington, DC 20515

The Honorable José E. Serrano
Committee on Appropriations
United States House of Representatives
H-307, The Capitol
Washington, DC 20515

Dear Representatives Lee and Serrano:

The Office of Government Ethics (OGE) is pleased to provide you with the information requested in your August 31, 2012 letter. OGE shares your commitment to strengthening the inclusiveness and diversity in the federal workforce, the ranks of federal contractors, and within the regulated entities subject to federal agency oversight, and believes, as you do, that the federal government should reflect the diversity of our great nation.

OGE is a separate Executive Branch agency with an annual budget of less than $14 million and an average of 75 FTE employees, 20 percent of whom are excepted service appointments; OGE's hiring and recruitment activity is thus quite limited. For example, in 2010 and 2011, OGE hired 2 and 1 permanent employees respectively in the competitive service. Notwithstanding this small number, OGE strives to maintain a diverse, qualified workforce and remains committed to sustaining the highest levels of integrity and professionalism in our recruiting, hiring, and promotion efforts. Attached for your review is the following information: (1) OGE 2012 Diversity and Inclusion Plan; (2) OGE Race, Ethnicity, and Sex Distribution Summary; and (3) Federal Contractors Statement.

Federal Workforce

- OGE's 2012 Diversity and Inclusion Plan. The plan has three goals: (1) to promote workforce diversity, (2) to promote workplace inclusion, and (3) to create sustainability. OGE's Diversity and Inclusion Plan actively promotes these three goals and OGE is committed to continuing to do so.

- OGE Race, Ethnicity, and Sex Distribution Summary. Included are annual diversity updates for fiscal years 2010 and 2011, demonstrating OGE's commitment to racial and gender diversity in the workplace. OGE's latest diversity report for fiscal year 2011 illustrates OGE's commitment to gender and racial diversity in the workplace. The report indicates that approximately 60 percent of OGE's workforce consists of women and approximately 42 percent of OGE's workforce is black or African American or of another ethnicity or race other than white. Of the 12 persons in supervisory positions, eight (about 67 percent) are either women and/or racial or ethnic minorities. Please see the attached diversity summary for further information.

Federal Contractors

- Because almost 88 percent of OGE's budget is expended as salaries, benefits, and rent, our procurement and contracting needs are quite limited.[1] To meet its procurement needs, OGE has contracted with the Bureau of Public Debt, which allows OGE to leverage the strength and breadth of the Treasury Department in reaching out to minority, women, and service-disabled veteran-owned businesses. By utilizing the Bureau of Public Debt and the Treasury Department's tremendous buying power, OGE maximizes its own efforts to enable equitable access to contracting opportunities for minority-owned, woman-owned, or historically disadvantaged businesses. A statement from the Bureau of Public Debt and information from the Treasury Department regarding procurement and contracting opportunities for minority, women, and service-disabled veteran-owned businesses is attached.

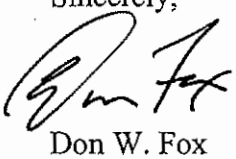
Regulated Entities

- OGE's mission is four-fold: (1) to establish standards of ethical conduct for the executive branch; (2) to ensure transparency in government through financial disclosure; (3) to educate executive branch employees; and (4) to promote good governance. OGE's mission does not include the regulation of outside entities; therefore, OGE does not have information regarding inclusiveness and diversity in regulated entities.

[1] H. J. Res 117: Continuing Appropriations Resolution, 2013 appropriates $13,664,000 to OGE for fiscal year 2013. OGE's 2013 budget submission estimated salaries, benefits, and rent of $8,304,000, $2,184,000, and $1,481,000 respectively, totaling 87.6 percent of the total budget.

Thank you for the opportunity to provide this information to you to assist Congress in assessing the overall picture of diversity activities in the federal government. OGE looks forward to any recommendations for effective policies and remains committed to inclusiveness and to ensuring that the federal workforce does indeed reflect the diversity of the nation we serve.

Sincerely,



Don W. Fox
Acting Director

Attachments

cc:

The Honorable Hal Rogers
Chairman
Committee on Appropriations
United States House of Representatives
H-307, The Capitol
Washington, DC 20515

The Honorable Norman D. Dicks
Ranking Member
Committee on Appropriations
United States House of Representatives
H-307, The Capitol
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