
**Hearing before the Subcommittee on Federal Workforce,
Postal Service and the District of Columbia
Committee on Oversight and Government Reform
United States House of Representatives
and
the Subcommittee on Oversight of Government Management, the
Federal Workforce, and the District of Columbia
Committee on Homeland Security and Governmental Affairs
United States Senate**



**Oral Statement
on
Diversity in the Senior Ranks of the
United States Postal Service
Office of the Inspector General**

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Chairman Davis, Chairman Akaka and members of the subcommittees, I appreciate the opportunity to discuss diversity in the Office of the Inspector General focusing in particular on the diversity of our senior executive staff and developmental pool -- our GS-14's and 15's. I will also discuss our programs that assure we continue to gain insight into diversity and the factors that affect it.

The Office of the Inspector General values and is committed to diversity. We understand that diversity is an important factor in developing and maintaining a high quality and high performing workforce. Overall, 35 percent of our employees are minorities as compared to 33 percent in the federal workforce, and 40 percent are women as compared to 44 percent in the federal workforce. The makeup of our senior executive staff and developmental pool also reflects our commitment to diversity.

Currently, 33 percent of our senior executives are minorities as compared to 16 percent government wide, and 42 percent are women compared to 29 percent government wide.¹

Turning now to our executive developmental pool, minorities are 26 percent of our pool as compared to 21 percent government wide, and women are 35 percent as compared to 32 percent government wide.

¹ Government wide statistics are from the Office of Personnel Management as of September 2007.

Each year, we look at how retirements may affect our diversity. We expect that about one-third of the minorities and women who are senior executives and one tenth of the minorities and women in our senior executive developmental pool will likely retire by 2011. However, with the diversity of our executive developmental pool and our programs supporting diversity, we are confident that we can continue the diversity of our senior executive staff.

We have several programs that support our diverse workforce and work environment. For example, we review quarterly reports to gauge diversity in our hiring and promotions. In hiring and promotions, we ensure our focus includes minorities and women. In addition, our rating and ranking panels are diverse to ensure that all candidates are evaluated equitably.

As part of our hiring program, each year we recruit at conferences such as those sponsored by the National Organization of Black Law Enforcement Executives, the National Asian Peace Officers Association, the National Latino Law Enforcement Peace Officers Association, and the Women in Federal Law Enforcement.

Our leadership development program includes all managers, including our executives. This program ensures that all managers, regardless of gender, race, or performance receive the same core leadership training.

The focus of this training is to enhance their effectiveness in their current positions and to prepare them for the executive ranks. As part of this program, students receive theoretical and practical training to improve their ability to manage a diverse workforce. For example, the program provides practical applications on how to address individual and generational differences, recognize and prevent bias, and assure equity.

In closing, we will continue these programs and seek other avenues to ensure and improve diversity in our senior executive ranks and developmental pool, and throughout our organization. Diversity is a key element of our culture and we recognize that the strength of our diversity increases our ability to perform work that adds value to the Postal Service. Again, thank you for the opportunity to discuss the diversity of senior executives in the Postal Service Office of the Inspector General.

At this time, I would be pleased to answer any questions.