



Increasing Diversity in the STEM Workforce by Reducing the Impact of Bias

Since it was established in 2003, DHS has been committed to a diverse workforce and eliminating all forms of **implicit and explicit bias**. DHS is now the third largest department in the federal government and STEM related positions represent about five percent of the total DHS civilian workforce. Pursuant to Executive Order 13583, the DHS Diversity and Inclusion (D&I) Strategic Plan provides the framework to advance diversity and inclusion throughout the department. Whether in STEM related positions or elsewhere, the diverse backgrounds, experiences and training of our workforce enable us to identify a wider range of solutions and more effectively engage with the public we serve. Diversity enables our leaders to enhance decision-making by considering the various perspectives and experiences of our workforce. DHS is committed to **eliminating implicit and explicit bias** and creating fair and inclusive workplaces that value our employees and enable all to reach their full potential.

U.S. Customs Border Protection, Immigration and Customs Enforcement, and the U.S. Coast Guard employ the largest number of STEM professionals across DHS. The Science & Technology Directorate, the Domestic Nuclear Detection Office and the Office of the Secretary employ the largest percentages of STEM professionals within DHS components.

Pursuant to the DHS D&I Strategic Plan, DHS strives to enhance diversity and inclusion, and **reduce implicit and explicit bias**, through three goals: Workforce Diversity/ Strategic Recruitment, Workplace Inclusion, and Leadership Commitment and Management Accountability. With regard to strategic recruitment, DHS uses data-driven recruitment strategies to identify workforce competency, capacity and diversity needs. Components build annual recruitment plans to ensure outreach to diverse communities at all levels, including students/entry level, experienced and senior executive positions. To create more inclusive workplaces and reduce bias within our current workforce, DHS leverages various types of training. For example, DHS provided D&I training for 90% of senior executive service (SES) members in the National Capital Region and is finalizing a web-based version for field-based SES members. DHS also started to implement the New Inclusion Quotient (New IQ) training to complement the range of EEO training already provided. Additionally, modules in the DHS Leader Development Framework incorporate strategies to leverage diversity and inclusion by treating employees fairly and **reducing bias**. DHS employs a range of messages from leadership and leadership sponsored activities and programs to enhance D&I and **reduce bias**.

All DHS operating components and offices are committed to advancing diversity and inclusion, and **reducing implicit and explicit bias**. For STEM related positions in particular, DHS components and offices leverage a wide range of student programs including internships and fellowships as well as partnerships with Minority Serving Institutions and diverse professional associations to recruit diverse talent. Some organizations with a high proportion of STEM related positions, such as the Science and Technology Directorate, also offer innovative and high-impact training, development and assessment tools to reduce implicit and explicit bias.

In STEM related positions and beyond, the Department of Homeland Security is committed to advancing diversity and inclusion, including **reducing implicit and explicit bias**, to secure the nation and effectively engage with the public we serve.