



October 21, 2021
PA-21-05

PROGRAM ADVISORY

TO: Designated Agency Ethics Officials

FROM: Shelley K. Finlayson
Chief of Staff and Program Counsel

SUBJECT: Demographic Survey of Ethics Practitioners in the Executive Branch

This Program Advisory requests your participation in a short, four-question survey to identify the current demographics of the federal employees who implement the executive branch ethics program¹ in support of OGE's equity efforts. OGE will use the results of the survey to inform its Equity Action Plan and to tailor the professional development opportunities it provides to ethics officials.

Background

On the first day of his Presidency, President Biden signed Executive Order 13985, Executive Order on Advancing Racial Equity and Support for Underserved Communities through the Federal Government. This Executive Order charges the federal government to pursue a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. In accordance with the Executive Order, the federal government should also have a workforce that reflects the diversity of the American people, as a growing body of evidence demonstrates that diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations. This directive expands on the foundational requirement, as stated in the 13th [Principle of Ethical Conduct](#), to “adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.”

How and When to Submit a Response

On October 21, 2021, OGE will send on its listserv a link to the online tool that individuals can use to submit their responses to the survey. Responses are voluntary and

¹ OGE is the “supervising ethics office” for the executive branch ethics program. *See* 5 U.S.C. app. § 109(18)(D). The information subject to this data call is necessary for the performance of the duties of OGE’s Director and in furtherance of OGE’s mission with respect to the executive branch ethics program. *See* 5 U.S.C. app. §§ 402(b)(10), 403(a)(2); *see also* 5 C.F.R. § 2638.202.



anonymous. All federal employees who help implement the executive branch ethics program are encouraged to respond. Responses will be due by October, 29, 2021.

If you have any questions about this survey, please contact Nicole Stein at nstein@oge.gov.