



U.S. DIGITAL SERVICE

# 2022 DIVERSITY & INCLUSION REPORT

## Reflecting the American People

Too often, outdated tools, systems, and practices make interacting with the government cumbersome and frustrating. The U.S. Digital Service (USDS) was founded in August 2014, bringing together the best engineering and design talent and changing our government's approach to technology.

Since then, hundreds of mission-driven professionals have completed tours of service, furthering the USDS mission to deliver better government services to the American people through technology and design. We've grown from less than a dozen staffers to more than 200 today.

One of our goals is to build a workforce that reflects the people we serve. We believe that fostering diversity, inclusion, equity, and accessibility (DEIA) is vital to our ability to imagine and build digital solutions that solve everyday challenges people face.





# Representation: How Do USDSErs Identify?

USDS staffers — we call ourselves USDSErs — completed a voluntary diversity and inclusion survey to inform this report and our broader Diversity, Equity, Inclusion, and Accessibility strategy.

For each of the demographic markers below, we're including two data sets:

**TOTAL** includes all full-time USDS staff, including Leadership.<sup>1</sup>

**LEADERSHIP** includes Community of Practice directors, Senior Advisors for Delivery, as well as our Chief Delivery Officer, Deputy Administrator, and Administrator.

## Race and Ethnicity

	TOTAL	LEADERSHIP
Asian	12%	31%
Black or African American	10%	31%
Hispanic/Latino	10%	0%
Non-Hispanic White	70%	38%

## Age

	TOTAL	LEADERSHIP
20-29	8%	6%
30-39	49%	38%
40-49	31%	56%
50+	12%	0%

## Gender

	TOTAL	LEADERSHIP
Male	38%	25%
Female	57%	75%
Another Gender or I Prefer not to Answer	6%	0%

## LGBTQ+

	TOTAL	LEADERSHIP
LGBTQ+ Identity	19%	13%
Non-LGBTQ+ Identity	81%	87%

## Cognitive and/or Physical Disability

	TOTAL	LEADERSHIP
Yes	14%	13%
No	86%	87%

1. There were 212 full-time USDS staff as of October 2022, including anyone who joined or left during the period of the survey. All information is self-identified as of October 2022. Individuals provided responses outside of these categories, which could not be reported due to small group sizes.



# How We Serve

## THE GREATEST GOOD FOR THE GREATEST NUMBER OF PEOPLE, IN THE GREATEST NEED

USDSers work across multiple federal agencies, collaborating with career public servants to reimagine government systems and services the American public relies on daily. Our unofficial motto is to choose projects that serve “the greatest good, for the greatest number of people, in the greatest need.”

Since the project that led to our founding with the Department of Health and Human Services — Healthcare.gov — we’ve partnered with more than 20 agencies, including:



Centers for Disease Control and Prevention



Social Security Administration



Department of State



The Department of the Treasury



Department of Veterans Affairs

## THANKS FOR YOUR INTEREST IN DIVERSITY AND INCLUSION AT USDS!

We’re always hiring mission-driven engineering, data science, design, product, procurement, talent, and operations professionals. Our projects impact people who come from diverse backgrounds, speak multiple languages, hold varying levels of formal education, and have differing access to and comfort with technology.

USDS is committed to building a workforce that reflects the people we serve. We know that we better serve the public when our staff represents the country’s diversity.

Learn more about our application and hiring process on our [website](#).



# Who We Serve

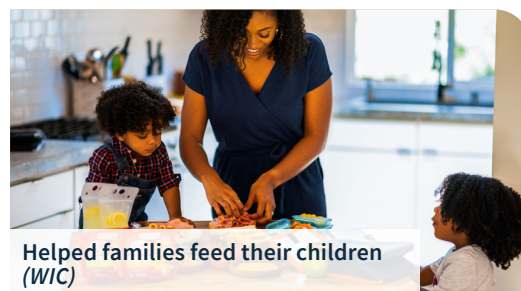
Millions of Americans depend on the digital services that USDSers design, build, or support. Through our agency partners, we’ve:



Educated parents about tax credits (Treasury/IRS)



Connected people to life-saving COVID-19 tests and vaccines (HHS/CDC)



Helped families feed their children (WIC)



Assisted with Afghan refugee resettlement (State)



Improved access to benefits claims and information for Veterans (VA)