

Ms. Enumale Agada
Acting Director, Office of Diversity & Inclusion
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Chairman Ryan, Ranking Member Herrera Beutler, and distinguished Members of the Committee—it is an honor to submit my testimony to this esteemed panel. I would like to begin by expressing my gratitude for the Subcommittee’s support of the Office of Diversity and Inclusion (ODI or the Office). As you know, our bipartisan office is charged with helping House employing offices recruit, hire, develop, advance, and retain a diverse workforce. I respectfully ask for your continued support and request that an amount of \$3 million be appropriated to the Office of Diversity and Inclusion, so that it may continue its crucial work in the House. In this testimony, I am excited to share the many successes the Office has had throughout the past fiscal year, some of our challenges, and how our Office intends to use the appropriated funds throughout the next fiscal year.

The Office of Diversity and Inclusion accomplishes its mission of building a more diverse and inclusive House workforce via Candidate & Member Services, DEI Education & Outreach, and Data & Research. Through Candidate & Member Services, ODI professional staff members meet with job seekers to provide application advice, resume reviews, and mock interviews. The Office also maintains an internal resume bank through which it can source qualified and vetted candidates to Member and Committee offices seeking to fill vacancies. Since March 2021, the Office has assisted approximately 754 job seekers and responded to more than 500 resume requests from Member offices.

The Office also does Diversity, Equity, and Inclusion (DEI) Education and Outreach by hosting and participating in programs to educate the House community and others about the principles of DEI and the many resources available through our office. Since March 2021, the Office has hosted 30 educational programs with a total of more than 4,000 registered attendees. The Office has also participated in 51 external panels throughout the past year. The Office also does outreach to colleges and universities to inform students of how our office can be of assistance, as they search for internships or full-time positions in the House. Since March 2021, the Office has conducted 35 college presentations. Finally, the Office emphasizes research and the collection of data regarding the House’s employee composition through three regular studies. In 2021, the Office contracted with an outside consulting firm to perform additional analyses on the results from the 2020 Barrier Analysis Study and to conduct the 2021 Compensation & Diversity Study. The results of the 2020 Barrier Analysis were briefed to committee staff and other relevant stakeholders, while the Compensation & Diversity Study’s results are publicly available on the ODI website. Also in 2021, the Office conducted a Witness Diversity Survey to ensure that nongovernmental Committee witnesses represent geographically and socioeconomically diverse perspectives. The results of this study are internal. The Office intends to conduct all three of these studies regularly and use the data to continually refine its strategies for the House to recruit and retain a diverse workforce.

While the Office of Diversity and Inclusion had many successes throughout the past year, it has also faced challenges. The departure of the Office's inaugural Executive Director, Kemba Hendrix, last year was a huge loss, particularly because the Office was born largely from her vision. Currently, we are in the final stages of selecting Kemba's permanent replacement. Secondly, the COVID-19 pandemic presented a major challenge to our Office, as it has to workplaces across the country. Due to the pandemic, our team has been unable to engage in as many on-site, in-person consultations with job seekers and presentations to the House community and external groups as originally intended. However, with the rate of COVID-19 infections decreasing, our Office is currently developing a plan to begin and then gradually increase our on-site, in-person consultations and presentations including, but not limited to, visits to colleges and universities, professional associations, and community organizations to inform these groups of opportunities in the House and how the Office of Diversity and Inclusion can offer support and resources.

The top priority of the Office of Diversity and Inclusion has always been and remains to encourage and assist Member offices and House Committees in the recruitment and hiring of diverse candidates. In addition to fulfilling this key part of our mission, the Office plans to take on several additional tasks during the upcoming fiscal year. I respectfully ask for your consideration and support of the following projects—

1. The Office plans to undertake an Intern Office Feasibility Study, the objective of which is to determine the feasibility of creating a centralized House internship and fellowship office to provide support services to Congressional interns and act as a resource hub for Standing Committees, Leadership Offices, and House offices. This study will address inequities in access to congressional internships and include the viability of establishing an intern stipend program for interns from underrepresented backgrounds.
2. The Office also plans to undertake a Talent Pipeline Study, the objective of which is to determine the feasibility of maintaining a centralized list of pipelines for diverse talent, including Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), and other minority-serving institutions and professional organizations.
3. The Office also plans to conduct a study of the demographics and pay information for interns across the House. The proposed data collection mechanism for this study would be a voluntary survey circulated to all House interns.
4. The Office, in collaboration with the House Task Force on a Diverse and Talented Workforce, is developing a strategy to regularly collect House workforce demographic and pay data.

In addition to these projects, the Office of Diversity and Inclusion will continue its daily work of engaging and educating the House community. To support the Office's ambitious undertakings this fiscal year and proceeding with funds that have already been authorized for this purpose, the Office is currently in the process of hiring three additional staff members—one Research and Data Analyst and two Candidate and Member Services Professional Staffers. Our Office is

thankful for your continued support. I am proud of everything our team has accomplished thus far and look forward to the Office continuing its exceptional work. Thank you for your consideration and support.