



October 16, 2023
PA-23-06

PROGRAM ADVISORY

TO: Designated Agency Ethics Officials

FROM: Shelley K. Finlayson
Acting Director

SUBJECT: Demographic Survey of Ethics Practitioners in the Executive Branch

In support of OGE's equity efforts, 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 program.¹ OGE previously conducted this survey in [October 2021](#). OGE will use the results of this survey to compare to the 2021 results, to better understand the composition of the ethics community, to inform its DEIA Strategic Plan, and to tailor and create recruitment, retention, and professional development strategies for ethics practitioners.

Background

Executive Order 13985 on Advancing Racial Equity and Support for Underserved Communities through the Federal Government charges the federal government with pursuing 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 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 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."

¹ OGE is the "supervising ethics office" for the executive branch ethics program. *See* 5 U.S.C. § 13101(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. §§ 13122(b)(10), 13123(a)(2); *see also* 5 C.F.R. § 2638.202.

How and When to Submit a Response

On October 16, 2023, 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 anonymous. All federal employees who help implement the executive branch ethics program are encouraged to respond. Responses are due by October 25, 2023.

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