



*We believe in technology*

# by the people, for the people.

## WHO WE ARE

USDS is a group of technologists from diverse backgrounds working across the federal government to transform critical services for the people. These specialists join for tours of civic service to create a steady influx of fresh perspectives. Our mission is to do the greatest good for the greatest number of people in the greatest need.

## WHAT WE DO

USDS deploys small, responsive groups of designers, engineers, product managers, and bureaucracy specialists to work with and empower civil servants. These multi-disciplinary teams bring best practices and new approaches to support government modernization efforts.

**We use design and technology to deliver better services to the American people.**

## WHO WE SERVE



IMMIGRANTS & ASYLUM SEEKERS



VETERANS



MILITARY SERVICEMEMBERS



STUDENTS



MEDICARE BENEFICIARIES



FARMERS



SMALL BUSINESS OWNERS

## OUR OBJECTIVES

- 1/ Transform critical, public-facing services
- 2/ Expand the use of common platforms, services, and tools
- 3/ Rethink how the government buys digital services
- 4/ Bring top technical talent into public service

## ABOUT OUR DIVERSITY DATA

The data we use to create these reports comes from several government human resources offices, many of which do not yet collect the types of data we would like. For example, gender identity is limited to the male/female binary, and race & ethnicity terminology is not standardized. Where our reporting data is lacking or inconsistent, we are actively working with HR offices to provide feedback and find solutions.

At a glance:

# Hiring a workforce that reflects the American people

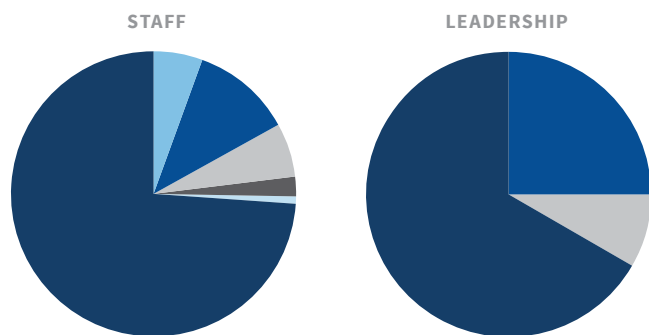
## WHY DOES DIVERSITY & INCLUSION MATTER?

Every person, from all walks of life, interacts with their government. USDS works best when we represent an equally diverse set of perspectives. When our staff reflects the people we serve, we build better and more effective products.

## HOW ARE WE WORKING TO CLOSE THE GAP?

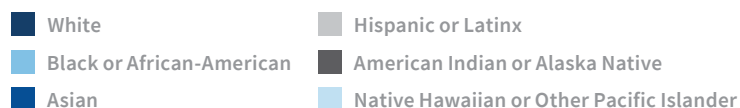
We recruit and hire people from all backgrounds and places. We prioritize participating in events that highlight underrepresented technologists. We host recruiting roundtables around the country, not just in Silicon Valley or Washington, DC.

## RACE & ETHNICITY



## We are 26% minority and striving to increase that.

At USDS, we're building an environment that is inclusive and welcoming to people of all backgrounds. In order to attract the best talent and deliver results that work for the public, USDS strives to build a more diverse workforce by actively recruiting underrepresented technologists.



## GENDER



## 50% of our staff, and 50% of our leadership, self-identifies as female.

We work to partner with organizations who highlight women in tech, and we attend and source from events that focus on diversity. Every USDS leader has many years of experience serving as an expert in their field. Women have held top leadership positions since USDS's inception in 2014.