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**Prepared Statement before
the Subcommittee on Federal
Workforce, Postal Service, and
the District of Columbia**

**Committee on Oversight and
Government Reform
House of Representatives**

*On Legislative Branch Diversity
Management Review*

Room 2154, Rayburn House Office Building

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Mr. Chairman and Members of the Subcommittee, thank you for inviting the GPO to be here today. I am Nadine Elzy, GPO's Director of EEO.

We have reviewed the GPO Inspector General's report and concur with their recommendations. The recommendations will be submitted to the Public Printer for his review and consideration. I believe that the recommendations will have a positive impact to create a more diverse GPO in the future. I would like to point out that even though GPO was not required to comply with MD-715, it is noteworthy that we as an agency had already adopted many of these elements and feel that these initiatives have assisted us in our diversity efforts.

I am also very glad to be here to testify before you today because I am excited to report that we have made additional gains in the area of diversity in the senior level service (SLS) and Grade 15. Since I last appeared before this Committee in November we have further diversified our workforce by adding 1 additional female and 2 additional minorities to our SLS. At that time GPO had 3 females in SLS positions, which was 11.5% of the SLS population; we now have 4 females, which represent 15% of the SLS population. We also now have 4 minorities employed in SLS positions. This is 15% of the GPO SLS population.

Last Fall, 29% of Grade 15 positions at GPO were held by females. Today 32% of positions at Grade 15 are held by females. Minorities comprised 32% of Grade 15 position at the end of FY 2007. They now comprise 34% of employees at Grade 15. This demonstrates the steady strides that GPO is making to increase diversity at management levels. We are also continuing with our efforts to place qualified minorities and females in positions at Grades 13-14 to prepare them to become GPO's future leaders.

The Public Printer has personally demonstrated his commitment to increasing diversity. Commitment comes from the top and flows down. In a recent Public Printer meeting, Mr. Tapella expressed the importance of diversity and his support. He encouraged our continued outreach to colleges and universities. GPO has developed a college recruitment plan for FY 2009 that again includes colleges and universities that will strengthen our applicant pool with highly qualified diverse candidates. These colleges include Florida A&M University; the University of Texas, El Paso; the University of New Mexico; and the University of California at Berkeley. We have expanded our recruitment to include organizations such as the National Association of Black MBAs. We truly realize the importance of a diverse workforce.



We will also again be recruiting at the National Technical Institute for the Deaf in an effort to ensure that our organization is representative of this country's diversity. The EEOC has indicated that the percentage of people with disabilities in the Federal Government is decreasing, but GPO still ranks as one of the top Federal employers for people with disabilities. As of September 8, 2008, the GPO had a workforce of 2,398 employees. Of these almost 7% are individuals with a reportable disability, and almost 2% are individuals with targeted disabilities. Most Federal agencies have fewer than 1% of their employees with targeted disabilities. These employees work throughout our agency.

During this fiscal year, we have also become actively involved with the Coming Home to Work Initiative. Through this initiative with the Department of Veterans Affairs, eligible service members and veterans are placed in positions at GPO to gain valuable work experience. The first participants reported to work this month.

We have also developed other efforts to ensure that GPO's supervisors and managers know the agency's perspective on diversity and equity in the workplace. During this fiscal year, the Deputy EEO Director and I have been meeting with each GPO Business Unit Manager to have an in-depth discussion on their organization's diversity and other EEO-related issues. During these meetings we discuss their current workforce statistics and possible strategies to address any noted imbalances.



Again, we who are involved with EEO at GPO and most especially Public Printer Tapella clearly recognize the significance of attaining diversity in GPO's management ranks and we are firmly committed to achieving this goal. I am proud to be a part of an agency that is moving forward with great speed in the right direction and I again would like to emphasize my personal commitment to attaining this objective. GPO is an organization that wants to utilize the skills and abilities of ALL of its employees to move us forward in the 21st century.

Mr. Chairman and Members of the Subcommittee, this concludes my prepared statement, and I would be pleased to answer any questions you may have.



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