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SEA Statement on Systemic Racism in the Federal Workforce

WASHINGTON, DC – Today, Karl Schneider, Chair of the Board of Directors for the Senior Executives Association (SEA) – the professional association responsible for representing, convening, and cultivating members of the Senior Executive Service (SES) and senior career leaders across the federal government – released the following statement on systemic racism in society and the federal workforce:

“The horrific murder of Mr. George Floyd has forced individuals across our nation and around the world to reexamine their perspective regarding racism, social inequality, and injustice in the United States of America. As an association founded on the pledge to represent all career Federal government leaders, we must do the same. This is not the time for silence or passivity. It is time to acknowledge systemic racism against African Americans and people of color, and to address this critical issue head on. One of the things that makes our federal workforce so incredible is it represents the diversity of America. However, we have learned, African Americans are often unjustifiably treated unequally within institutions historically dominated by white Americans. To be clear, our government can perform at its best by leveraging diversity at all levels,” Schneider said.

“As the Senior Executives Association (SEA), we pledge to do more. The composition of Federal government senior leadership fails to reflect the diversity of our country. In fact, the SES is among the least diverse demographic in the federal workforce. The Office of Personnel Management diversity-related data ([click here to access report](#)) confirms little or no progress relative to Black employees representation in the SES. In a federal workforce of about two million employees, with 18.2 percent being Black, less than 11 percent are in the SES,” Schneider continued. **“We believe the first step to addressing this issue is acknowledging it. Ultimately, it is on us to reform institutions that have minimal African Americans and other people of color in senior leadership positions.”**

“The SEA community expresses our condolences to the family of Mr. George Floyd. We condemn racism and the systemic oppression of black people. We stand with all Americans and people around the world advocating for peace and the basic recognition that Black lives matter,” Schneider concluded.

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The Senior Executives Association (SEA) is a professional association representing Senior Executive Service members and other career Federal leaders. Founded in 1980, SEA’s goals are to improve the efficiency, effectiveness, and productivity of the Federal government; to advance the professionalism and advocate the interests of career Federal executives; and to enhance public recognition of their contributions.

For more information, visit www.seniorexecs.org.