



Diversity, Equity, Inclusion and Accessibility (DEIA)

“Having diverse, highly professional, motivated, and multidisciplinary employees helps GAO fulfill its mission to support the Congress and helps improve the performance and accountability of government for the benefit of the American people.”

-Gene Dodaro, Comptroller General of the United States

Our PEOPLE are our STRENGTH

...and we value them accordingly. GAO’s three People Values express how we value each and every employee, and they are essential in helping the agency achieve its mission of supporting the Congress.

- **Valued:** Seek out and appreciate each person’s perspectives
- **Respected:** Treat everyone with dignity
- **Treated Fairly:** Foster a work environment that provides opportunities for all



GAO’s three People Values, which express how we value each and every employee, are essential in helping the agency achieve its mission of supporting the Congress.

GAO’s support of diversity has been top-ranked among mid-sized federal agencies since 2011, and GAO has ranked in the top 5 Best Places to Work in the Federal Government every year since 2005.

WORKING TOGETHER

GAO has many advisory groups and employee organizations representing our diverse workforce. These groups advocate on behalf of members and sponsor and implement DEIA activities and events. All are welcome and encouraged to join these groups and participate in their activities, including allies. Our groups include:

- Advisory Council for People with Disabilities
- Asian-American Liaison Group
- Blacks In Government
- Diversity Advisory Council
- Diversity, Equity, Inclusion and Accessibility Community of Practice
- Federally Employed Women
- GAO LGBTQA Employee Association
- Gender Identity Inclusion Group
- Hispanic Liaison Group
- Veterans of the Armed Forces
- Women’s Liaison Group

DEIA in ACTION

At GAO, DEIA is both our policy and an ongoing practice. We live out our values by:

- **Developing inclusive policies and plans**, such as our 5-year DEIA Strategic Plan and our gender-neutral dress code;
- **Sponsoring trainings** on developing and maintaining a diverse, equitable, and inclusive workplace;
- **Working with teams** to appropriately address equity issues in our audits;
- **Hosting DEIA-themed activities and learning events**, such as guest speakers, book clubs, facilitated discussions, and events celebrating GAO’s cultural diversity;
- **Providing reasonable accommodations** to enable all employees to perform their duties; and
- **Facilitating mentorship connections** for employees through our formal mentoring program.

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When we talk, OTHERS LISTEN



GAO is integral to government decision-making. We make hundreds of recommendations each year, testify frequently at congressional hearings, and are cited regularly in the national press.



On average, roughly 80% of our recommendations are implemented over a four-year period, improving government services and saving billions of taxpayer dollars annually.

ACCOUNTABILITY is our middle name

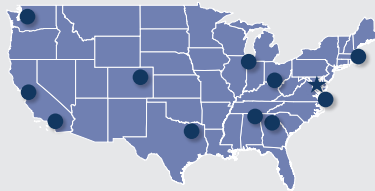
Often called the “congressional watchdog,” GAO is an **independent, nonpartisan agency** that advises Congress about ways to make government more efficient, effective, ethical, equitable, and responsive.

Returning **more than a hundred dollars in savings** for every dollar of our budget, we support oversight of taxpayer dollars by:

- **auditing** federal spending;
- **investigating** allegations of illegal and improper activities;
- **reporting** on agency program and policy effectiveness;
- **analyzing policy** and outlining options for Congress; and
- **issuing legal decisions and opinions**, such as bid protest rulings and reports on agency rules.

Across the NATION; across GOVERNMENT

Our **11 field offices** and **headquarters** in Washington, DC, position us to explore government programs around the country and internationally.



We split our work among **15 Mission Teams** that cover federal programs and activities across government:

- Applied Research and Methods
- Contracting and National Security Acquisitions
- Defense Capabilities and Management
- Education, Workforce, and Income Security
- Financial Management and Assurance
- Financial Markets and Community Investment
- Forensic Audits and Investigative Service
- Health Care
- Homeland Security and Justice
- Information Technology and Cybersecurity
- International Affairs and Trade
- Natural Resources and Environment
- Physical Infrastructure
- Science, Technology Assessment, and Analytics
- Strategic Issues

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- E-mail careers@gao.gov with questions about job opportunities.
- Visit GAO.gov/careers to learn more about different career paths, GAO's work environment, and benefits.



All applicants must apply for available positions through www.usajobs.gov.

We recommend that interested applicants:

- Create a profile on USAjobs.
- Sign up to receive a daily search alert for GAO vacancies. (A weekly alert may not catch time-limited postings.)
- Build a resume in USAjobs and describe your experience with specific, direct examples.
- Read through past GAO reports available at gao.gov, and familiarize yourself with the GAO style.
- Provide detailed responses to the written application questions when you submit an application.
- Apply to positions early to account for possible technical challenges.

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