

**Dear OPM “I have a problem,  
what do I do?”**

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Director, Office of Diversity and Inclusion  
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# Diversity and Inclusion





Dear OPM:

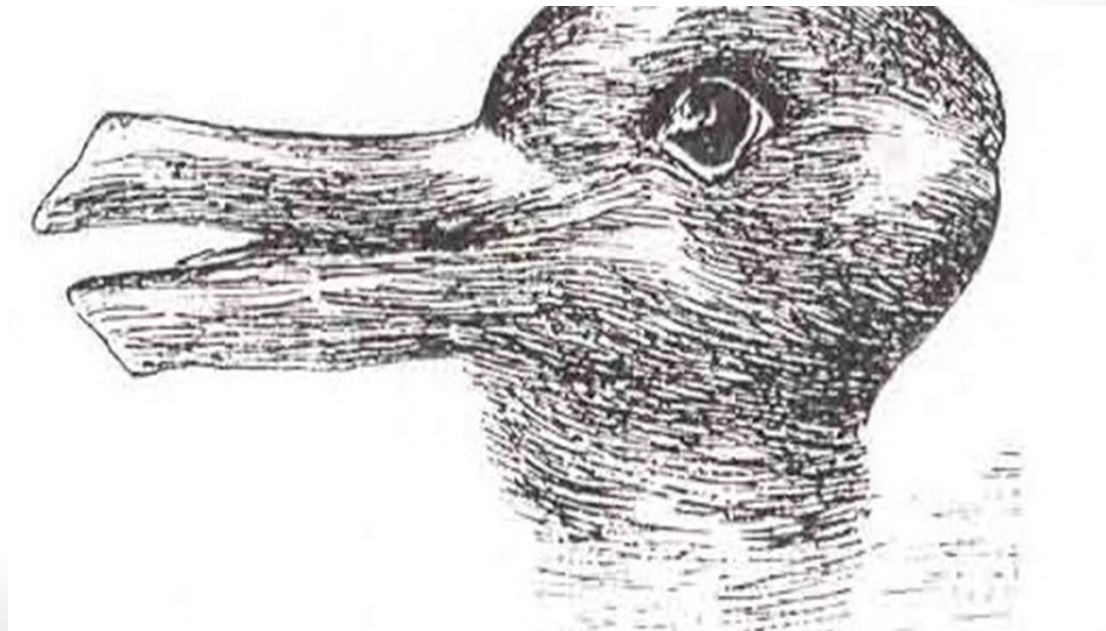
What is inclusion? I don't get this  
"New IQ" I've been hearing about.





Dear OPM,

What does diversity of thought or  
cognitive diversity really mean?

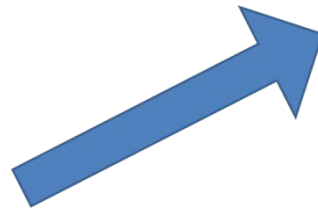






Dear OPM,

Why is hiring using Schedule A for people with disabilities so confusing?





Dear OPM,

Why aren't we making more progress toward accomplishing the Executive Order:

*Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce?*





Dear OPM:

What are some examples of religious accommodations?



Dear OPM,

Are impairments resulting from pregnancy covered under the Americans with Disabilities Act?





Dear OPM:

What guidance has OPM issued for agencies regarding the employment of transgender individuals?



Dear OPM,

What skills does a Diversity  
and Inclusion Practitioner need  
to succeed?



Dear OPM,



How can I get my leaders to buy into D&I when resources are scarce?

**Figure 1**

Q: 'I work in a high performing organisation'

**High performing organisation**

