

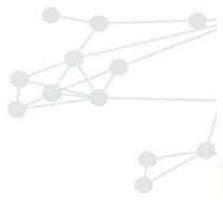


**Dear OPM “I have a problem,
what do I do?”**

Veronica Villalobos

Director, Office of Diversity and Inclusion
Office of Personnel Management

Diversity and Inclusion





Dear OPM:

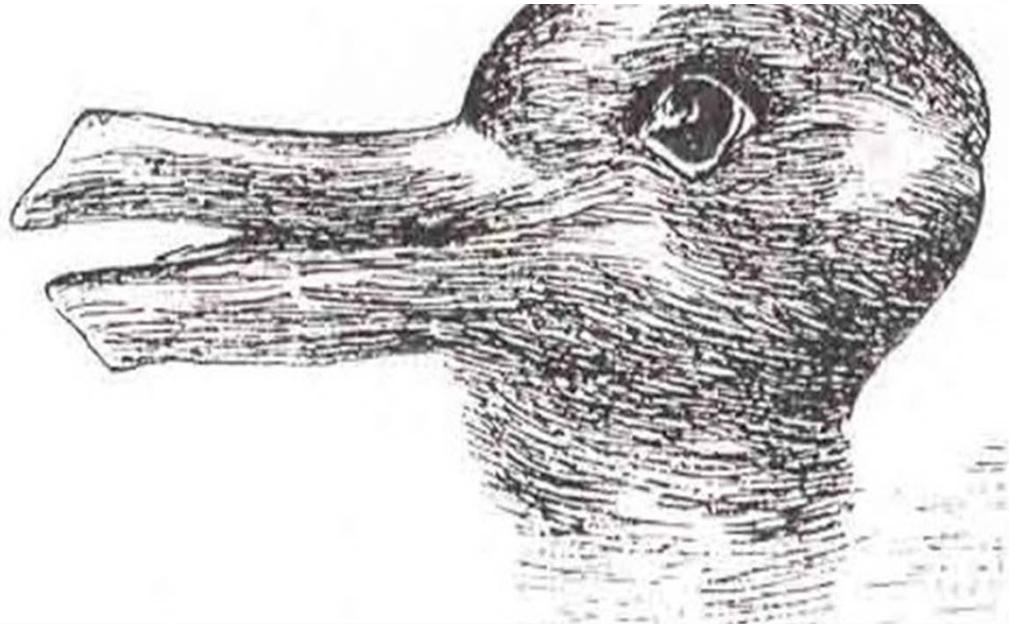
What is inclusion? I don't get this
"New IQ" I've been hearing about.





Dear OPM,

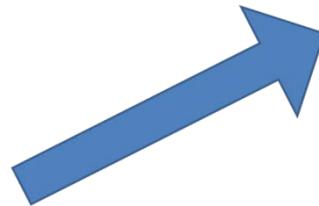
What does diversity of thought or cognitive diversity really mean?





Dear OPM,

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

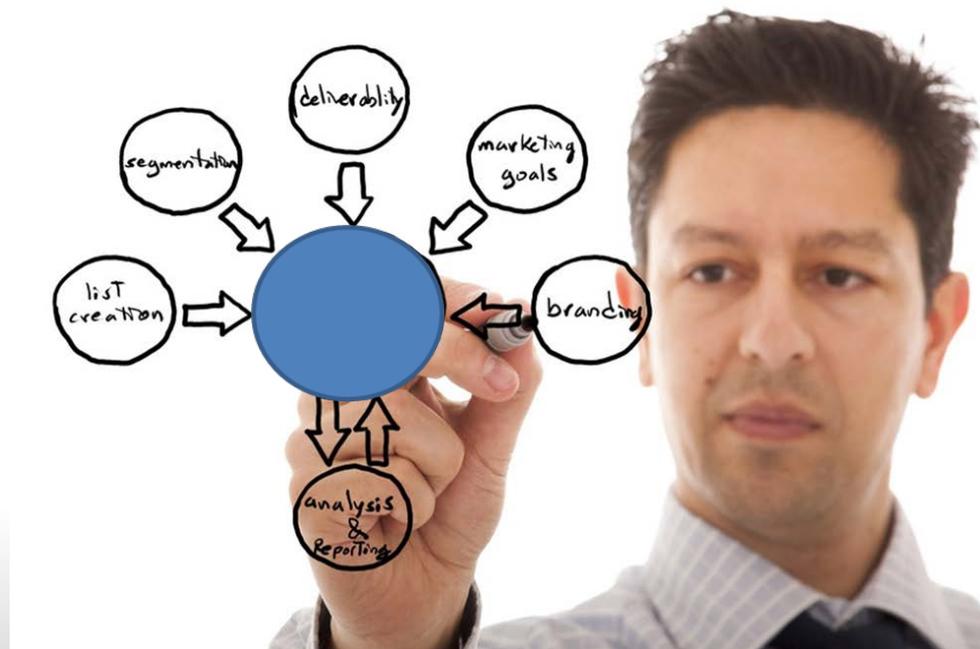




Dear OPM,

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

