



**OUR PEOPLE ARE WHAT MAKES  
THIS AGENCY GREAT**

“ Our nation derives strength from the diversity of its population and from its commitment to equal opportunity for all. We are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges. ”

– Presidential Executive Order 13583

# Diversity and Inclusion at the CIA

## **ADVANCING THE GLOBAL MISSION**

In order for the CIA to meet our mission of protecting our national security interests, we need to employ a workforce as diverse as America itself – the most diverse nation on earth. Diversity reflects the unique ways we vary as Intelligence Officers – our nationality, race, ethnicity, gender, age, language, culture, sexual orientation, education, values, beliefs, abilities and disabilities. These assorted attributes create different demographic, functional and intellectual views, which are so vital to our innovation, agility, collection and analysis.

At the CIA, we are dedicated to promoting the critical diversity our mission demands. By assembling an organization of smart, focused people from a myriad of occupations and cultures, and who have a wide variety of abilities and experiences, we produce a dynamic workforce with unlimited potential. Our diversity expands and enriches our perspective, strengthening our ability to look deeper and understand more. By leveraging the strengths of every individual and fostering an inclusive environment, we are getting the very best that our workforce has to offer, which allows us to successfully meet the intelligence challenges of today – and tomorrow.

## **ATTRACTING DIVERSE TALENT**

The CIA is dedicated to building a world-class, high-performing and diverse workforce that allows us to meet the increasing threats and challenges to our nation. Building a diverse and inclusive workforce begins with robust outreach and recruitment strategies that reach a wide spectrum of the population. We focus on strengthening relations with:

- colleges and universities
- diverse professional organizations
- heritage-based groups
- minority-serving institutions from across the country

Engagement with these groups raises awareness and understanding about the CIA's work and expands sources of mission critical talent.



## INSTILLING INCLUSIVE WORK PRACTICES

The CIA fosters a culture of inclusion so that we can fully leverage our talented and dedicated workforce, ensuring every officer's views are heard and that their ideas and skills are given due consideration. The Agency strives to make our workplace accessible to all employees to allow them to contribute in the fullest ways possible. The Agency offers a wide range of reasonable accommodations for our employees with disabilities so that every officer is able to contribute his or her courage, insight and knowledge to our mission without distraction or uncertainty.

Agency Resource Groups (ARGs), traditionally known as Affinity Groups, play an important role in creating a positive and inclusive workplace. ARGs identify and inform leadership of important trends in diversity and inclusion; they help the CIA work through challenges, some shared and some unique to individual groups, that are closely tied to employee engagement, career advancement and retention; and they help facilitate professional development through mentoring, seminars, brown-bag discussions and informal interactions with more experienced Intelligence Officers.

“ Diversity carries special importance here at CIA. Because of our global charter, we need talent from every culture, all backgrounds and every perspective to accomplish our mission. And given the complexity of our work, we need to hire our country's best and brightest, regardless of what they look like, where they grew up or who their parents were. In short, CIA must be an employer of choice for all Americans who want to serve our country, a place where officers of every description can rise as far as their talent and ambition can take them. ”

– Mike Pompeo, Director of the CIA



### The following ARGs are open to all staff employees at the CIA:

- Agency Network of Gay, Lesbian, Bisexual, and Transgender Officers and Allies (ANGLE)
- American Veterans Employee Resource Group (AVERG)
- Asian Pacific American Organization (APAO)
- Blacks In Government (BIG) UMOJA Chapter
- Deaf Advisory Council (DAC)
- Disability Advisory Panel (DAP)
- Generations Council (GENCO)
- Hispanic Advisory Council (HAC)
- Mid-Career Hires Council (MCHC)
- Multicultural Inclusion Exchange (The MIX)
- Native American Council (NAC)
- Near East Affinity Group (NEAG)
- South Asia Leadership and Advisory Membership (SALAAM)
- Women's Coordination Board (WCB)
- Workplace Flexibility and Balance (WFB)

The CIA is America's premier intelligence agency and is committed to building and maintaining a workforce as diverse as the nation it serves.

*An equal opportunity employer and a drug-free workforce.*



THE WORK OF A NATION.  
THE CENTER OF INTELLIGENCE.

For additional information and to apply, visit:  
[cia.gov/careers](https://cia.gov/careers)