

Executive Women in Motion

Director's Remarks as Prepared for Delivery

September 13, 2022

- Good afternoon. I'm Robert Santos, director of the U.S. Census Bureau. It's a pleasure to join all of you executive women in motion.
- It's good to see so many fellow colleagues from the Census Bureau, and I want to extend a special welcome to our guest from the Office of Personnel Management, the Department of Education, and our sister statistical agency the Bureau of Economic Analysis.
- I'm a leader who champions diversity, equity, inclusion, and accessibility. I call these principles D-E-I-A. I've lived them over a 40-year career and seen firsthand that innovation and excellence are advanced by embracing D-E-I-A principles. An important part of that effort includes seeking out and listening to diverse voices.
- In each of our respective agencies, in each of our respective roles, all of us are continually striving for excellence. Now, I believe that one way we promote excellence by embracing equity, diversity, and inclusion in our workforce. Diverse voices and perspectives—including the voices and perspectives of women—encourage innovation, critical thinking, and excellence.
- Society now benefits greatly from the leadership of women. Speaking for my own field, over the last 10 years, women have represented over one-half of presidents of such scientific associations as the American Association for the Advancement of Science, the American Statistical Association, and the American Sociological Association. And, of course, there are many female leaders of societal change such as Rosa Parks, Ruth Bader Ginsberg, and Eleanor Roosevelt.
- Yet despite such profound contributions to society, women's work is not always recognized. For example, women continue to suffer a gender wage gap—one that has narrowed only slightly over the last 30 years but persists, even though women are now more likely to have a college education than men. The wage gap for women of color is even more pronounced. And women remain extraordinarily underrepresented in political offices, board rooms, and other leadership roles, which means we do not always have the advantage of their voices and perspectives at the highest levels.
- So the question we then ask ourselves is—how can we encourage women's voices and perspectives, especially in leadership? And that's where events like this one and groups like this one come into play.
- As you know, the mission of Executive Women in Motion is to promote the advancement of federally employed women into the Senior Executive Service. Today, we are specifically focused on sharing tools and resources with employees in GS-13 through GS-15 roles so that they can successfully apply to the Senior Executive Service.
- We know that interagency mentoring, collaboration, and knowledge-sharing are critical to that effort, and I appreciate today's presenters' willingness to share their expertise.
- Today, I'm pleased to recognize and honor the important roles and contributions of women employees in our agency and throughout the government and to commit to supporting their continued advancement in any way I can. The increased leadership capacity that will result from hearing your voices in our highest echelons will be a great benefit to our nation. Thank you.