We believe in technology

by the people, for the people.

WHO WE ARE

The United States Digital Service (USDS) is a group of technologists who work across the Federal Government to transform our nation's most critical public-facing digital services. Our mission is to do the greatest good for the greatest number of people in the greatest need.

HOW WE WORK

USDS offers experienced technologists the opportunity to serve short tours of service (six months to four years), empowering them to bring their fresh perspectives and skills to directly impact the highest levels of government. We employ modern software development practices and user-centered design to improve the way government does business with millions of people.

We use design and technology to deliver better services to the American people.

WHO WE SERVE

| IMMIGRANTS & ASYLUM SEEKERS | VETERANS | MILITARY SERVICEMEMBERS | STUDENTS | MEDICARE BENEFICIARIES | FARMERS | SMALL BUSINESS OWNERS |

OUR OBJECTIVES

1 / Transform critical, public-facing services

2 / Expand the use of common platforms, services, and tools

3 / Rethink how the government buys digital services

4 / Bring top technical talent into public service

ABOUT OUR DIVERSITY DATA

The data we use to create these reports comes from several government human resources offices, many of which don't yet collect the types of data we'd like. For example, gender identity is limited to the male/female binary, and race & ethnicity terminology is not standardized. Where our reporting data is lacking or inconsistent, we're actively working with HR offices to provide feedback and find solutions.

> "USDS works best when it represents all of the United States. Our diversity makes us better and more effective."
>
> —MATT CUTTS, USDS ADMINISTRATOR

At a glance:

Hiring a workforce that reflects the American people
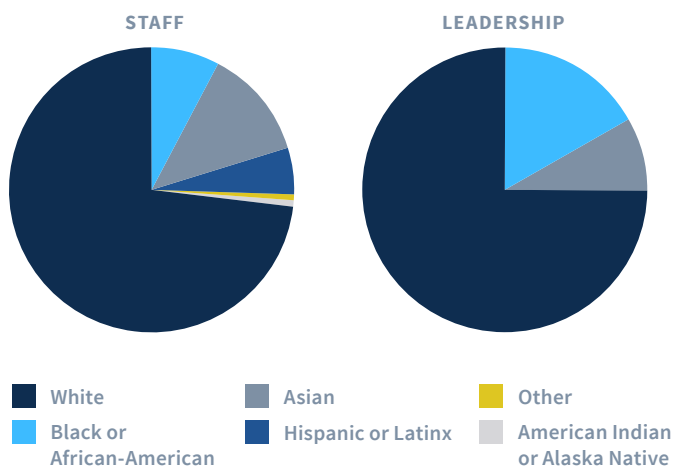
THE U.S. DIGITAL SERVICE

WHY DOES DIVERSITY & INCLUSION MATTER?

Every person in the United States, from all walks of life, interacts with their government. We are looking for experienced technologists from all backgrounds to help serve the American people.

HOW ARE WE WORKING TO CLOSE THE GAP?

We're constantly looking for ways to build a team of people with a larger range of experiences, challenges, and solutions. Here's how we're doing right now.

RACE & ETHNICITY

STAFF

LEADERSHIP

- White
- Black or African-American
- Asian
- Hispanic or Latinx
- Other
- American Indian or Alaska Native

We are 27% minority and striving to increase that.

Successful products are created by diverse teams of people who bring a variety of experiences and backgrounds. Our tour of service model means that we are consistently evolving to achieve and maintain parity with the American people.

GENDER

STAFF

| 56% male | 44% female |

44% of our staff self-identifies as female.

We work to partner with organizations who highlight women in tech, and we attend and source from events that focus on diversity.

LEADERSHIP

| 42% male | 58% female |

We're proud that almost 60% of our leadership self-identifies as female.

Every USDS leader has many years of experience serving as an expert in their field. Women have held top leadership positions since USDS's inception in 2014.

GEOGRAPHIC REACH

We recruit and hire from all across the U.S.

There are talented people around the country making great technical products, not just in Silicon Valley. Because we build services for users in all 50 states and territories (and those outside the U.S. who interact with the Federal Government), we need experts from many backgrounds.

- Past recruiting events
- 31–45 staff hired
- 21–30 staff hired
- 11–20 staff hired
- 6–10 staff hired
- 1–5 staff hired

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